

Polaris Sustainability Commitment

The Commitment

It is our mission to generate return for our investors by acquiring companies, then developing and improving them strategically and operationally before exiting them. Polaris Management A/S, as manager for the Polaris Private Equity funds, is responsible for the investment activities and the management of the portfolio companies during the ownership period.

Polaris Private Equity has a responsibility towards a broad range of stakeholders such as investors, employees, suppliers, business relationships and the communities in which Polaris Management A/S and our portfolio companies operate. We commit to:

- Actively promote and contribute to sustainable development, with a focus on climate, employer responsibility, including gender diversity, and
- Demonstrate responsible business conduct throughout Polaris Private Equity.

The Scope

Within the scope of sustainability, we include social, environmental, and economic impacts according to the internationally agreed principles for sustainable development (the “Sustainability Principles”) consisting of the UN Guiding Principles (UNGPs from 2011), and as referenced by the OECD Guidelines (OECD from 2011).

The Sustainability Principles reference impacts in relation to the elements included in UN Global Compact principles: human rights, including ILO’s core labor rights, the environment, including the climate, and anti-corruption, including tax evasion.

Our Expectation

We expect of the employees, board members and executive management in Polaris Management A/S and in our portfolio companies to assist us meeting our Commitment.

We expect all our business relationships to implement the Sustainability Principles. We ensure proper implementation with own investments.

Embedding our Commitment

We will embed this Commitment in all policies and procedures governing our activities.

Reporting

The Commitment is made public and we will annually report on our progress in implementing the Commitment. We are members of both the UN Global Compact and PRI. In alignment with the Sustainability Principles, we will ensure that severe impacts are officially addressed.

This Commitment and our Responsible Investment Policy replace our Corporate Social Policy from 2018, are adopted by our Board of Directors in 2021 and will be reviewed no later than in 2024.