

Labor & Human Rights Policy

1. Purpose and Commitment

Movinn A/S is committed to conducting its operations in a manner that respects and promotes fundamental labor standards and internationally recognized human rights. As a serviced apartment operator, Movinn works with employees, contractors, cleaning staff, maintenance providers, and suppliers across multiple locations. We recognize that responsible business conduct requires active protection of workers' rights, fair treatment, and inclusive workplace practices.

This policy sets out Movinn's commitments regarding fair pay, diversity and inclusion, safe working conditions, non-discrimination, and respect for human dignity. It applies to all employees, managers, temporary staff, contractors, and suppliers working on behalf of Movinn A/S.

Movinn aligns its approach with internationally recognized principles, including:

- The UN Universal Declaration of Human Rights
- The ILO Core Conventions
- The OECD Guidelines for Multinational Enterprises
- Applicable national labor laws in the countries in which we operate

2. Fair Pay and Employment Conditions

Movinn A/S is committed to fair and lawful compensation practices.

We ensure that:

- All employees are paid in accordance with applicable labor laws and collective agreements where relevant
- Wages meet or exceed statutory minimum wage requirements
- Compensation is transparent and clearly communicated
- Overtime is compensated in accordance with legal requirements
- Employees receive legally mandated benefits, including pension contributions and holiday entitlements

Movinn does not tolerate wage withholding, unlawful deductions, or exploitative compensation structures.

Where services are outsourced (e.g., cleaning or maintenance), Movinn expects suppliers to comply with equivalent fair wage standards and applicable labor regulations.

3. Working Hours and Work-Life Balance

Movinn respects legal limits on working hours and supports healthy work-life balance practices.

We ensure that:

- Working hours comply with national labor regulations
- Overtime is voluntary and fairly compensated
- Employees are entitled to rest periods and paid leave
- Excessive working hours are avoided

Movinn promotes a culture where performance expectations are reasonable and sustainable.

4. Diversity, Inclusion, and Equal Opportunity

Movinn A/S believes that diversity strengthens our organization and enhances our ability to serve guests and communities.

We are committed to providing equal opportunities and fostering an inclusive workplace free from discrimination.

Movinn does not tolerate discrimination based on:

- Gender or gender identity
- Age
- Race, ethnicity, or nationality
- Religion or belief
- Disability
- Sexual orientation
- Political opinion
- Social background

Recruitment, promotion, compensation, and professional development decisions are based on merit, competence, and business needs.

Movinn encourages respectful dialogue and values differences in perspective, culture, and background.

5. Prevention of Harassment and Abuse

Movinn maintains zero tolerance for harassment, bullying, intimidation, or abusive conduct in any form.

Harassment may include:

- Verbal or physical abuse
- Offensive or degrading language
- Sexual harassment
- Repeated inappropriate comments or behavior
- Psychological intimidation

All employees have the right to work in a safe and respectful environment. Allegations of misconduct are taken seriously and investigated promptly and fairly.

Retaliation against individuals who raise concerns in good faith is strictly prohibited.

6. Freedom of Association and Collective Bargaining

Movinn respects employees' rights to freedom of association and collective bargaining, in accordance with applicable laws.

Employees have the right to:

- Join or not join labor unions
- Participate in employee representation structures
- Raise concerns collectively

Movinn will not discriminate against employees for exercising these rights.

7. Health and Safety

Movinn is committed to providing a safe and healthy working environment for employees and contractors.

We ensure that:

- Workplaces comply with applicable health and safety regulations
- Identified risks are assessed and mitigated
- Equipment is maintained and safe to use
- Employees receive appropriate safety information and training

This commitment applies particularly to operational environments such as:

- Warehouse facilities
- Laundry operations
- Cleaning and maintenance activities
- Property inspections and technical installations

All employees share responsibility for reporting unsafe conditions and following established safety procedures.

8. Prohibition of Forced Labor and Child Labor

Movinn A/S strictly prohibits:

- Forced, bonded, or involuntary labor
- Human trafficking
- Child labor in violation of applicable laws or international standards

All employment relationships must be voluntary. Employees must be free to leave employment in accordance with contractual and legal requirements.

Movinn expects suppliers and contractors to uphold the same standards and may require adherence through the Supplier Code of Conduct.

9. Responsible Management of Contractors and Suppliers

Movinn recognizes that labor and human rights risks may extend beyond direct employees, particularly in service-intensive areas such as cleaning and maintenance.

To address this:

- Movinn requires suppliers to sign and comply with the Supplier Code of Conduct
- Labor and human rights standards are included in contractual clauses
- Key suppliers are prioritized for ESG engagement
- Where concerns arise, Movinn reserves the right to request corrective actions

Movinn acknowledges that supplier monitoring is an ongoing process and commits to strengthening oversight over time.

10. Grievance Mechanism and Whistleblower Protection

Movinn provides a confidential reporting channel for concerns related to labor, human rights, or ethical misconduct.

Reports can be submitted to:

whistleblower@movinn.dk

Access to whistleblower reports is restricted to:

- CEO, Movinn A/S
- Patrick Blok
- Member of the Board (MOTB), Christian Jakobsen

Movinn strictly prohibits retaliation against individuals who report concerns in good faith.

All reports are handled confidentially and investigated appropriately.

11. Governance and Continuous Improvement

Labor and human rights performance is reviewed annually as part of Movinn's ESG governance framework.

Movinn is committed to:

- Reviewing policies regularly
- Monitoring compliance with labor laws
- Promoting diversity and inclusion
- Strengthening supplier engagement
- Providing training and awareness to employees

This policy is overseen by senior management and forms part of Movinn's overall ESG structure.

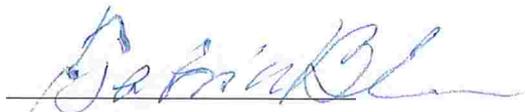
12. Approval

This Labor & Human Rights Policy reflects Movinn A/S' commitment to fair treatment, equal opportunity, and respect for human dignity across all operations.

Approved by,

Date: *1 February 2026*

Signature:



Patrick Blok
CEO Movinn A/S