

CSR 2025

STATEMENT ON CORPORATE SOCIAL RESPONSIBILITY s. 99a, DFSA





ACTIEF HARTMANN'S IS A DANISH CONSULTANCY IN THE LABOUR MARKET

Actief Hartmann's is a Danish consultancy that has been working with recruitment, temporary and interim solutions, Newplacement, as well as development and advisory services within Leadership & Change since 1996. We believe that strong matches between companies and employees create growth, well-being and development.

The company's core activity is to provide and facilitate workforce solutions for private and public organisations – both Danish and international.

The company works broadly with Search & Selection, assessment, flexible workforce solutions, working environment, well-being and stress prevention, Newplacement and exit strategies, as well as advisory programmes supporting re-entry into the labour market. Its customers include both private and public sector organisations.

We work closely with small and medium-sized enterprises across industries, with a particular focus on identifying the profiles that create value – quickly and efficiently.

WE AIM TO CREATE MORE WINNERS IN THE LABOUR MARKET

Our mission is to create more winners in the labour market – for both clients and candidates.

- Our ambition is to double our business and the number of nationwide offices.
- Our mantra is “local for locals”.
- Our vision is to be sustainable and outstanding across three bottom lines: the financial, the human/ethical and the societal.
- Our view of people is resource- and strength-based. We work to develop and strengthen the existing resources in individuals as well as in organisations.

Actief Hartmanns promotes diversity and social responsibility. We strive to reflect the labour market we serve and believe that diversity creates greater dynamism, more qualified processes and decision-making, and strengthens development and innovation.

Actief Hartmanns' core competence is to create positive change for organisations and people in the labour market. Our most significant societal impact lies in the interface between people and jobs, which is therefore also the focus of our CSR efforts.

The principles of the UN Global Compact, which Actief Hartmanns follows, cover the following four areas as well as section 99a of the Danish Financial Statements Act:

- ▶ Human Rights
- ▶ Labour Rights
- ▶ Environment
- ▶ Anti-corruption

Furthermore, Actief Hartmanns engages in various initiatives and projects that benefit society. This includes, among other things, Actief Hartmanns' partnership with the voluntary organisation MOT Denmark. MOT's objective is to build resilient young people and the organisation works with pupils in lower secondary school (grades 7–9).

Through this engagement, Actief Hartmanns supports initiatives that contribute to safe youth environments, stronger employees and a better labour market in the long term.

The CSR-policy is embedded in the company's strategy and vision, as well as in the daily guidelines and attitudes that govern our work with candidates and clients.

HUMAN RIGHTS AND LABOUR RIGHTS

There is a risk that partners or employees may fail to respect human rights, potentially leading to discrimination. In relation to employment conditions, there is a risk that employees may feel unmotivated or lack opportunities to develop their competencies.

Principles and Policies

- ▶ Actief Hartmanns supports and respects the protection of internationally proclaimed human rights.
- ▶ Actief Hartmanns ensures that we are not complicit in human rights violations.
- ▶ Actief Hartmanns upholds freedom of association and effectively recognises the right to collective bargaining.
- ▶ Actief Hartmanns supports the elimination of all forms of forced labour.
- ▶ Actief Hartmanns supports the effective abolition of child labour.
- ▶ Actief Hartmanns supports the elimination of discrimination in respect of employment and occupation.

In 2025, no cases of violations of human rights or labour rights were identified at Actief Hartmanns..



Actief Hartmanns aims to achieve outstanding results across two bottom lines: the financial and the human/ethical.

Employee well-being has always been a key focus at Actief Hartmanns.

IN WINTER 2025, ACTIEF HARTMANNS CONDUCTED AN EMPLOYEE SURVEY

The survey is a holistic assessment that focuses on:

- ▶ **Job satisfaction and workload/stress.**
- ▶ **Dialogue on well-being in relation to tasks and collaboration.**
- ▶ **Insight into organisational changes**
- ▶ **Identifying potential improvements and optimisation**
- ▶ **Measuring the impact of initiatives**

Extract from the 2025 Employee Well-being Survey

The response rate was again 97 per cent, which can be considered very strong.

The employee well-being survey covers the following topics:.

- ▶ **Collaboration**
- ▶ **Leadership**
- ▶ **Work execution / performance**
- ▶ **Engagement**
- ▶ **eNPS (Employer Net Promoter Score)**
- ▶ **Stress levels**

On the overall well-being index, Actief Hartmanns scored 80, compared to a benchmark of 75.



In the areas of collaboration and trust in management, as well as in relation to work execution and influence over one's own work, Actief Hartmanns scored significantly above the benchmark, which is a very strong result.

Action plans are implemented along two tracks – one at organisational level and one at local level.

To ensure the relevance of the action plans and to incorporate insights from the employee well-being survey, Actief Hartmanns has established an Employee Well-being Group with representation from management, HR and employees across offices.

The employee well-being programme includes a range of fixed annual activities carried out at both organisational and departmental levels. The programme aims to ensure transparent communication across the organisation and to motivate continuous skills development.

Actief Hartmanns most recently conducted a workplace assessment (APV) in autumn 2023, and the APV group works continuously with communication and initiatives based on employees' responses.

The Ballerup office was inspected by the Danish Working Environment Authority in February 2022 and received a green smiley rating. Actief Hartmanns did not have an inspection in 2025.

ACTIEF HARTMANNS' VIEW OF PEOPLE

Mutual respect for people is a core part of our values. We place great emphasis on respect for the individual and meet all our candidates as equal partners. We believe that everyone has something to contribute to the labour market we are part of, regardless of background, ethnic origin, age, culture, gender or social circumstances. Our policies on diversity and social responsibility are embedded in our daily work and in our dialogue with candidates and clients.

GENERAL DATA PROTECTION REGULATION (GDPR)

Actief Hartmanns has worked systematically with the protection of personal data since 2006. The company complies with the EU General Data Protection Regulation (GDPR) and has established clear frameworks for the organisation, handling and control of personal data.

Employees receive ongoing training in data protection, and internal audits as well as assessments of IT security, threat landscape and processing activities are carried out.

No breaches of personal data security were identified in 2025.

Actions related to the General Data Protection Regulation (GDPR)

To ensure that everyone at Actief Hartmanns works in accordance with the company's policies and procedures for handling personal data, a GDPR manual has been developed for Actief Hartmanns. In addition, training modules are conducted on both a central and local level. In continuation of this, ongoing assessments of IT security levels and the threat landscape are carried out.

In our day-to-day work, we focus on the following four main principles:

There must always be a legitimate purpose for processing personal data. Processing must be limited to what is necessary in relation to that purpose. In this context, everyone has a responsibility to critically assess which data we collect and record.

- ▶ It must be possible to document that we have an overview of the processing of personal data, including which data are processed, who processes them and where they are stored, etc. The record of processing activities is prepared and maintained by Actief Hartmanns' Data Protection Officer (DPO).
- ▶ Data subjects must be informed about which personal data are processed and for what purpose. This information is provided through the privacy policy on our website, as well as at registration in our candidate database, in letters at the start of a programme and at introductory meetings.
- ▶ In the event of a data security breach, this must be reported to the Danish Data Protection Authority. This is handled centrally by Actief Hartmanns under the supervision of the company's DPO.

The full GDPR guidelines can be found in Actief Hartmanns' employee handbook.

ENVIRONMENT AND CLIMATE

Risks related to the environment and climate

Through its core activities, Actief Hartmanns has a limited impact on the environment. However, a potential risk may arise if environmental impacts from PC use, lighting and heating are not continuously reviewed.

Principles and Policies

- ▶ **Actief Hartmanns supports a precautionary approach to environmental challenges.**
- ▶ **Actief Hartmanns takes initiatives to promote greater environmental responsibility.**
- ▶ **Actief Hartmanns encourages the development and dissemination of environmentally friendly technologies.**

- ▶ **Actief Hartmanns works towards a better environment and ensures that environmental, health and safety considerations are given priority in our decision-making processes. We take environmental protection into account for the benefit of employees, clients, candidates, partners and local communities. We consider our employees to be our most important resource.**

This entails that we:

- ▶ **Ensure that our managers take responsibility for the environment and, in cooperation with the health and safety organisation, integrate environmental considerations into daily operations.**
- ▶ **Work towards continuous environmental improvements.**
- ▶ **Train and motivate our employees to take responsibility and act on all matters relating to the safety of colleagues and clients.**
- ▶ **Comply with applicable legislation, permits and regulatory requirements.**
- ▶ **Communicate our environmental policy and initiatives openly via the intranet.**

Overall, Actief Hartmanns' activities do not have a significant impact on the environment. However, environmental matters remain an important focus, and our environmental impact is continuously assessed and addressed. We have identified our primary sources of environmental impact as:

- ▶ **Co2 emissions from computers, servers, electrical installations and company vehicles.**
- ▶ **Paper waste from normal office operations and non-digital use of documents.**
- ▶ **Reuse and recycling of computers, screens and servers.**
- ▶ **Reuse and recycling of office furniture.**

Actions

Actief Hartmanns disposes of all electronic waste in accordance with applicable legislation and sorts electronic waste, cables and other waste by waste type. Certified companies are used for the handling of electronic waste.

Since the first quarter of 2023, Actief Hartmanns has partnered with Stena Recycling for the sorting of office waste in Ballerup. The waste is sorted into six fractions, which are collected and weighed by Stena for use in future sustainability reporting.

Results

Actief Hartmanns continues to focus on energy efficiency and has automatic lighting shut-off in several office areas. We continuously replace older IT hardware with more energy-efficient equipment.

The Ballerup (HQ) office has reduced electricity consumption from 27,848 kWh in the period January–May 2023 to 19,401 kWh in the period January–May. We have focused on switching off lights in rooms that are not in use and on closing down several areas completely.

Actief Hartmanns has invested in meeting and conference screens at all offices to reduce travel and, consequently, mileage.

Paper consumption has decreased over the past 12 months in 2023. As a standard practice, we print double-sided. In addition, we have implemented follow-me printing, where print jobs are only released upon active, personal authentication at the printer. The impact of this solution has been significant.

ANTI-CORRUPTION

Risks

Risks related to corruption and bribery. There is a risk that employees may be unduly influenced by gifts or benefits from business partners.

Actief Hartmanns actively opposes all forms of corruption, including extortion and bribery.

Actief Hartmanns does not have a formally documented Code of Conduct, as we are a values-based organisation and our values therefore guide employee behaviour. In addition, as an employer we distance ourselves from:

- ▶ **Participation in a criminal organisation**
- ▶ **Bribery**
- ▶ **Complicity in or facilitation of fraud**
- ▶ **Complicity in money laundering**
- ▶

Principles and Actions

The finance department operates with segregation of duties.

In its work with candidates, Actief Hartmanns obtains references and requests to see criminal record certificates and/or child protection certificates where relevant. If a client requires a clean criminal record and/or child protection certificate, Actief Hartmanns will only present candidates who meet these requirements.

Actief Hartmanns distances itself from all forms of corruption, bribery, fraud and money laundering. The company is values-based, and employee conduct is governed by clear values and organisational controls – including segregation of duties within the finance function.

Results

Actief Hartmanns has not identified any cases in 2025 where the company and its employees are involved in corruption or bribery. The consequence will be termination of employment.

COMMUNITY ENGAGEMENT

Policy

We work broadly to promote social responsibility in the business community. This means that, in addition to taking responsibility for our employees and in our relationships with clients, we are also involved in a number of projects and initiatives which, in their own ways, contribute to a sustainable labour market and a sustainable society.

Actions

Actief Hartmanns actively works to promote social responsibility and a sustainable labour market through partnerships, knowledge sharing and community engagement.

- ▶ **Collaboration with the organisation MOT Denmark**
 - ▶ **In 2025, we supported Børnetelefonen instead of giving Christmas gifts to business partners**
 - ▶ **In 2025, we supported a local team participating in Team Rynkeby**
 - ▶ **Support for local sports associations/teams, with a particular focus on youth sports and team sports**
 - ▶ **Contributing to the public debate on the labour market**
- Hosting open events on labour market-related topics**

Results

Actief Hartmanns assesses that, through these initiatives, it has continued to make a positive contribution via the selected projects, thereby creating value for society and for the individuals directly involved.

CONCLUDING REMARKS – VALUES / ATTITUDES

Actief Hartmanns is a values-based organisation, as defined in the company's HR and well-being policy.

The values were established jointly in 2001 and have since been embedded in our relationships with three stakeholder groups:

- ▶ **Clients and business partners**
- ▶ **Candidates**
- ▶ **Internally / ourselves**

The values are an integral part of Actief Hartmanns' HR-policy, internal processes, recruitment practices, annual performance and development reviews, decision-making frameworks, etc.

It is a fundamental principle at Actief Hartmanns that recruitment decisions are based solely on candidates' suitability and that no selection is made based on race, religion, ethnic origin, beliefs, etc.



Actief Hartmanns is a values-driven organisation, and we expect our clients to live up to our ethical standards, values and principles. We also expect our partnerships with clients to be characterised by the following values:

- ▶ **Mutual respect**
- ▶ **Collaboration**
- ▶ **Results orientation**
- ▶ **Innovation**

Mutual Respect

We place great emphasis on respect for the individual and meet all our candidates as equal partners.

We believe that everyone has something to contribute to the labour market we are part of, regardless of background, ethnic origin, age, culture, gender or social circumstances.

We also believe that everyone has a responsibility to contribute to the labour market we are part of.

We expect our working relationships to be based on mutual respect.



Collaboration

We aim to be a trusted partner to our clients and candidates, and we believe that partnerships based on mutual knowledge sharing create results.

We strive to be a loyal sparring partner in both times of growth and downturn.

Strong internal collaboration creates results for our clients.

Results Orientation

Our objective in every relationship and assignment is to create results for our clients and candidates.

It is therefore also our responsibility to decline assignments where we assess that our clients can achieve better results in collaboration with other partners.

We aim to achieve the goals we set for ourselves with respect for the individual.

We believe that competent and quality-conscious employees are a prerequisite for creating results.

Innovation

Our employees are expected to think outside the box in order to create results for our clients and candidates. We believe that personal autonomy fosters engagement, optimism and innovation. We operate with a flat organisational structure that supports flexibility and new initiatives. Our ambition is to be a leading voice at the interface between people and jobs.

