



Harassment & Bullying Policy

MIKKELLER



1. Objective and Purpose

- 1.1. Mikkeller is committed to maintaining a workplace free from harassment and bullying (hereinafter referred to as "harassment").
Mikkeller considers harassment to be a form of discrimination, and all employees are required to work in a manner that prevents harassment. This Policy is a key component of Mikkeller's broader commitment to a discrimination-free and respectful work environment.
- 1.2. Mikkeller commits to promote identification of, and to work against, hidden structures or dynamics within the workplace that could enable or contribute to harassment. Any employee or individual covered by this policy who engages in harassment will be subject to remedial and/or disciplinary action (e.g. counselling, formal warnings, suspension, or termination).
- 1.3. Harassment is unacceptable and constitutes a violation of Mikkeller's policies. Employees at all level, including managers and senior management, who engage in, enable, or fail to act on instances of harassment will be penalized for such misconduct. Harassers may also be subject to personal legal liability.
- 1.4. At Mikkeller, harassment is defined as harassing behavior, verbal, physical, or visual, which may be based on, but is not limited to, the following characteristics:
 - Gender identity, reassignment, or expression
 - Sex
 - Sexual orientation
 - Nationality
 - Ethnic background
 - Religion or belief
 - Age
 - Disability (visible or invisible)
 - Neurodivergence
 - Pregnancy or maternity
 - Marital or civil partnership status
- 1.5. Any employee who experiences harassment is encouraged to report this to ensure that any violation of this policy can be handled promptly. Any harassing conduct, including a single incident, can be addressed under this policy.

2. Scope

- 2.1. This policy applies to all employees of the Mikkeller Group globally, i.e. including all employees of Bjergsø Holding ApS and all subsidiaries and associated companies, including franchise locations (collectively referred to as "Mikkeller").
- 2.2. Overall responsibility for the effective implementation and operation of the policy rests with Mikkeller's Board of Directors, senior management, HQ management team, retail management team and P&C team.

Mikkeller expects all managers to lead by example, and attain and maintain appropriate standards of behavior within the teams and departments they manage. However, everyone who works in and with Mikkeller is responsible for ensuring that this policy works to prevent the activities that it prohibits from taking place within Mikkeller workplaces and other aspects of the business.
- 2.3. Mikkeller is committed to promoting dignity, respect, and inclusion for all, and where individual differences and unique contributions of all employees are recognized and valued in the workplace, whether the employment is temporary, voluntarily, internship, part-time or full-time.



3. Examples of Harassment

- 3.1.** Mikkeller defines harassment as any unwelcome, inappropriate or offensive behavior that can reasonably be understood to undermine a person's dignity or contribute to an intimidating, hostile, or offensive work environment. This includes, but is not limited to, conduct based on personal characteristics such as those outlined in section 1.4. Such behavior may affect an individual's well-being or work performance, regardless of whether the person reporting the incident is the direct target. Harassment may also be considered present when such behavior is made explicit or implicit as a condition of employment, or when submission to or rejection of it influences decisions regarding an individual's employment.
- 3.2.** Harassment can take place both in person and through digital communication channels, such as email, messaging platforms or social media. Mikkeller considers all forms of harassment, whether they occur face to face or online, unacceptable and will address them with equal seriousness.
- 3.3.** A harassing hostile work environment can include (but is not limited to) words, signs, jokes, pranks, intimidation, or physical violence that is offensive in nature or directed at an individual because of an individual's characteristic (as outlined in section 1.4.).
- 3.4.** Harassment also includes any unwanted verbal or physical advances, explicit or derogatory statements or discriminatory remarks made by someone, which are offensive or objectionable to the recipient, which cause the recipient discomfort or humiliation, or interfere with the individual's ability to perform their job.
- 3.5.** Harassment may also occur when a person in a position of authority attempts to exchange job benefits for favors. This can include decisions related to hiring, promotion, continued employment or any other terms, conditions, or privileges of employment.
- 3.6.** Harassment may also come from individuals outside of Mikkeller, such as customers, suppliers, or other external partners. All employees have the right to work in an environment free from harassment, regardless of the source. Any such incidents should be reported and will be addressed appropriately by the People & Culture team and other relevant individuals.
- 3.5.** The following describes some of the types of acts that are considered harassment and that Mikkeller absolutely does not tolerate under any circumstances:
 - 3.5.1.** Physical acts of a sexual nature, including but not limited to:
 - 3.5.1.1.** Unwelcome touching, pinching, patting, kissing, hugging, grabbing, brushing against another employee's body or poking another employee's body.
 - 3.5.1.2.** Sexual assault, sexual battery, molestation or attempts to commit such acts.
 - 3.5.2.** Unwanted advances or propositions, such as:
 - 3.5.2.1.** Requests for sexual favors accompanied by implied or overt threats concerning the target's job performance evaluation, a promotion or other job benefits or detriments.
 - 3.5.2.2.** Subtle or obvious pressure for unwelcome sexual activities.
 - 3.5.3.** Offensive gestures, noises, remarks or jokes, or comments about a person's characteristic (as defined in section 1.4.) that contributes to a hostile work environment.
 - 3.5.4.** Stereotyping based on, but not limited to, the characteristics mentioned in Section 1.4, occurs when an individual's behavior, personality traits, or appearance are judged as inappropriate solely because they do not conform to biased assumptions or societal expectations about how someone of a particular identity "should" act, behave, or look.
 - 3.5.5.** Hostile actions taken against an individual because of that individual's characteristic as described in section 1.4., including:
 - 3.5.5.1.** Interfering with, destroying or damaging a person's workstation, tools or equipment, or otherwise disrupting their ability to perform their job,
 - 3.5.5.2.** Sabotaging an individual's work or professional reputation.
 - 3.5.2.3.** Bullying, yelling, name-calling, or other intimidating behaviors.
 - 3.5.6.** Witnessing harassment or bullying and choosing not to act. Employees are encouraged to speak up, offer support to those affected, and report inappropriate behavior through the appropriate channels, even if they are not directly involved.



4. Reports, Complaints, Concerns, Violation and Feedback

- 4.1. Mikkeller takes harassment seriously and works proactively to prevent it. Reporting by employees helps ensure swift action and a safe workplace. Any employee, paid or unpaid intern, or non-employee who has been subjected to behavior that may constitute harassment is encouraged to report such behavior to a manager, employee rep. or the People & Culture team at PC@mikkeller.dk.
Similarly, any employee who witnesses or becomes aware of potential harassment is expected to report it through the same channels.
- 4.2. If an employee wishes to report a concern, file a complaint, or raise an allegation or potential breach of the policy, they should contact their manager, employee rep. and/or the People & Culture department at Mikkeller HQ as soon as possible at PC@mikkeller.dk.
Please follow the *Mikkeller Reporting Grievance and Concern Procedure* for further guidance.
- 4.3. All managers who receive a complaint or information about suspected harassment, observe what may be harassing behavior, or for any reason suspect that harassment may be occurring, are required to report such suspected harassment to the P&C team.
- 4.4. Any individual who raises a concern about matters covered by this policy, who does so in good faith, will have Mikkeller's full support and cooperation through the process. This will be the case regardless of our conclusions, including where Mikkeller determine that the allegation was mistakenly made. No individual will face reprisals for genuinely believing that they have, or may have, valid grounds for bringing forward a concern about discrimination or harassment to Mikkeller's attention.
- 4.5. Complaints made in bad faith, for whatever reason (including where this is an attempt to avoid or to deflect disciplinary action), will be treated as misconduct and may lead to disciplinary action, including dismissal for gross misconduct.
- 4.6. Mikkeller will take prompt disciplinary action against any employee if Mikkeller discover that the employee has harassed or discriminated against anyone else in breach of this policy. If Mikkeller conclude that an employee's behavior amounts to gross misconduct, Mikkeller will be within our rights to dismiss the employee without notice and with no payment in lieu of that notice.
- 4.7. Mikkeller always welcome feedback on how to further promote and ensure a healthy, harassment-free work environment. Employees are encouraged to share ideas or express interest in participating in existing initiatives by contacting their manager or the P&C team. Feedback can be submitted at PC@mikkeller.dk, subject field: *Mikkeller Harassment and Bullying Policy Feedback*.



Mikkeller

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