

WIDEX **CSR DECLARATION**

The fundamental social purpose of our business is to help improve the lives of people with hearing loss and to fight the stigma related to hearing loss. For us, our social purpose and our business purpose go hand in hand to create shared value for society and the company alike.

Widex' management is committed to Corporate Social Responsibility (CSR) and strives to integrate economic, social and environmental concerns into business decisions. To do this, we acknowledge that we must listen to our stakeholders and respond to their needs and demands on an on-going basis.

As a company, we seek always to be in compliance with local laws and regulations wherever we operate, and strive to adhere to international principles of responsible business behaviour such as the UN Global Compact principles for responsible business conduct. We have identified five key areas that form the basis of our commitment to CSR.

1. ENVIRONMENT AND RESOURCES

We support a precautionary approach to the environment and climate change. We seek new ways to minimise our environmental footprint by considering issues such as energy, water and fuel consumption, waste management, use of materials and packaging.

We support relevant environmental initiatives such as WindMade to help disseminate new environmentally friendly technologies and take pride in using new innovative solutions in this field as in many others.

We strive to improve our own performance and at the same time encourage others to do the same by sharing our experiences and ideas openly.

2. EMPLOYEES

We are committed to ensuring high health and safety standards for all our employees and work partners with relevant stakeholders to improve the physical work environment. Also, we actively seek, where possible, to provide our employees with the opportunity to make healthy lifestyle choices at work.



We think it is important to offer our employees continuous learning opportunities and opportunities to grow in the organisation. We seek innovation and new ideas to be explored to stay ahead and offer our employees an excellent setting for developing their competences.

We are committed to ensuring that no discrimination takes place in hiring or promotion situations, or any other situation related to Widex or our operations. We wish to promote diversity at all levels of the company, in particular with respect to ensuring that women and men have equal opportunities in our company.

3. SOCIAL ENGAGEMENT

We want to be a world leader in improving the lives of people with hearing loss and fighting stigma related to hearing loss. This is at the very heart of our social purpose, and we are committed to working with a wide range of stakeholders to achieve the best possible results through research, communication and engagement.

We engage with relevant researchers, universities and other relevant experts to learn, create partnerships and support their work in order to find new opportunities for people with hearing loss, fighting stigma and to ensure that we stay ahead on innovation and product development.

We align our philanthropic efforts with our social purpose and our desire to support science and development in our field.

4. HUMAN RIGHTS AND LABOUR RIGHTS

We support and respect the protection of internationally acclaimed human rights in all our activities, and strive to ensure that we or our business partners are not complicit in violations of human rights in any of our activities.

We support the abolition of all forms of forced or bonded labour as well as child labour, and allow our employees the right to organise in the workplace and require that our business partners do the same.

5. BUSINESS ETHICS

We conduct our business in a fair and transparent manner and respect all applicable laws and regulations.

We do not accept any forms of bribery or any attempts thereof, neither passive nor active. We strive to avoid facility payments and commit to train our employees in business ethics.

SCOPE AND IMPLEMENTATION

The principles are supported by more detailed policies and guidelines internally such as a Code of Conduct for all employees, a policy on social engagement, employee policies and handbook and so forth.

This declaration (policy) covers Widex' organisation, wholly-owned subsidiaries and joint ventures in which Widex holds more than 50% of the shares. It also forms the basis of the demands we put to our business partners.

We commit to establish relevant indicators for the issues mentioned in the policy and to report annually on our progress in our annual report or on our website. Also, we commit to inform and train our employees in this declaration and ensure its implementation throughout the organisation.