



Human Rights Commitment

As a global biotechnology company committed to social responsibility and sustainability, Genmab strives to comply with all laws, regulations, and standards applicable to the conduct of its business.

While governments have a duty to protect the human rights of their citizens, we recognize that businesses also have a critical role to play. Genmab is dedicated to conducting business in a way that respects the dignity of all people. We have high ethical standards and aim to conduct business with organizations and within countries that share our ethics and respect the protection of internationally proclaimed human rights.

Our commitment to human rights is guided by international laws that govern human rights as well as the key tenets of the [Guiding Principles on Business and Human Rights](#).

Genmab's responsibility to supporting human rights is underpinned by our core values, anchored by our Code of Conduct, and operationalized by global business practices and policies that address responsible supply chain management, ethical business practices, data privacy policies, health and safety procedures, anti-bribery and anticorruption policies, and enabling access to medicines.

Genmab has established policies that reflect our commitment to the following human rights core principles in an effort to ensure:

- Fair, non-discriminatory employment practices and the prohibition of any form of trafficking in human beings, forced labor or compulsory labor, indentured, slave or child labor.
- Compensation and benefits programs are market-aligned and comply with applicable laws including those focused on minimum wage, overtime hours and mandated benefits.
- A workplace where our culture of excellence welcomes and supports all employees, regardless of gender, race, ethnicity, religion, age, disability, and other protected characteristics per local laws.
- A healthy, safe and secure workplace for all employees, contractors and others who work at our sites. Any forms of harassment, workplace bullying or violence are not tolerated.
- Employees can freely express concerns and issues without fear of retribution or retaliation through the company's Speak Up policy.
- Patient safety is protected by identifying, assessing, managing and reporting any product-related risks in a timely manner.
- Privacy rights of our employees, patients, healthcare providers, customers and other stakeholders are protected.
- Our expertise in science and innovation is utilized to discover and develop high-quality products which meet and/or exceed all regulatory requirements.
- Alliance partners and third parties, including agents, consultants, contract labor, contingent workers and suppliers are expected to act in a way that is consistent with our values and our Code of Conduct when conducting business on behalf of Genmab.