



Interacoustics Social Sustainability Declaration

Status October 2025: Interacoustics is committed to advancing social sustainability through (A) our internal policies and practices and (B) the requirements we place on all third parties we work with, as part of our affiliation with the Demant Group.

Our response therefore (1) describes our internal workplace standards, guided by the [Demant Group Code of Conduct](#) which applies to all employees, and (2) outlines how we extend equivalent expectations to our suppliers through the [Demant Group Third Party Compliance Code](#).

A key element across both internal and external practices is the [Demant Group Whistlelower Policy](#), which provides a secure channel for employees, business partners, and other stakeholders to raise concerns about serious or sensitive matters. Reports made in good faith are protected against retaliation, ensuring trust and accountability.

In addition, the Demant Group discloses its broader social sustainability performance under the Corporate Sustainability Reporting Directive (CSRD), the EU's mandatory framework for sustainability reporting. This not only ensures regulatory alignment but also holds us accountable for measurable outcomes in areas such as labour practices, human rights, equality, diversity and inclusion, and workplace health and safety. Our progress and commitments are transparently communicated in [Demant's Annual Report](#).

Outlined below are the key principles that guide Demant's approach to social sustainability across both our internal organization (A) and our supply chain (B).

A) Internal working practices (Demant employees)

Child labour

- We do not accept the employment of children; we commit to internationally recognized human rights and to fair compensation and a good working environment.
(*Demant Group Code of Conduct — “Workplace Environment”; “Human Rights”; p. 11-12.*)

Forced and compulsory labour

- We will not accept any form of slavery, human trafficking or compulsory labour.
(*Code of Conduct — “Workplace Environment”; p.10.*)



Health and safety

- We operate workplaces in a safe and sound manner and expect employees to act if they witness H&S issues, including psychological health concerns.
(Code of Conduct — “Workplace Environment”; p.12.)

Freedom of association & collective bargaining

- We respect freedom of association and the right to collective bargaining.
(Code of Conduct — “Workplace Environment; p.11”.) D

Non-discrimination

- We encourage gender equality and respect diversity; employees must not discriminate or harass and must treat colleagues with respect and fairness.
(Code of Conduct — “Workplace Environment”; p.10.) [DGS Assets](#)

Disciplinary practices

- We Do not discriminate or harass (...) and Treat colleagues with respect and fairness.
(Code of Conduct — “Workplace Environment,” “What is expected of you?” p.12.)

Working hours

- We adhere to the laws of the countries where we operate and maintain a good working environment; specific working-time limits are governed by EU/national labour law and internal HR procedures.
(Code of Conduct — “The Demant Code of Conduct”; “Human Rights”: p.2 and p.10)

Remuneration

- Employees and other workers are compensated fairly; we adhere to labour laws and maintain a good working environment.
(Code of Conduct — “Human Rights”; p. 10)

Reporting & non-retaliation (applies to all criteria)

- Employees can report concerns via the Whistleblower Policy/Hotline; reporters in good faith are protected from reprisals.
(Code of Conduct — “Raise Concern”; p.15; Demant Group Whistleblower Policy – “No discrimination or retaliation; p.2)



B) Third parties (supply chain)

Child Labour

- **Minimum age & young workers:** The minimum age for employment shall not be less than the age of completion of compulsory schooling, shall be in accordance with the law and must never be less than 15 years (14 years if established by national laws in accordance with ILO. The third party shall refrain from hiring young workers (under 18 years) to perform any type of work that is likely to jeopardize their health, safety or morals.
(Demant Third Party Compliance Code §3.5(a))
- **Remediation & schooling support:** If a third party becomes aware that it employs children of school age, it shall ensure that the children are enrolled in a remediation program, rather than being summarily terminated from employment.
(Demant Third-Party Compliance Code §3.5(b))
- **Light work/apprentices:** Where permitted by national laws, the third party may employ children between 12 and 15 years of age to perform a few hours of light work per day. The work must be simple tasks of a limited nature and must not interfere with the children's educational responsibilities.
(Demant Third Party Compliance Code §3.5(c))

Forced and Compulsory Labour

- **Absolute prohibition, incl. trafficking:** The third party must not participate in or benefit from any form of forced labour, including bonded labour, forced prison labour, slavery, servitude or human trafficking. Workers must have the freedom of movement during their employment.
(Demant Third Party Compliance Code §3.4(a))
- **No deposits/withholding:** The third party must not retain the identity cards, travel documents and other important personal papers of its employees.
(Demant Third Party Compliance Code §3.4(a)–(b))

Health & Safety

- **Safe workplace & prevention:** The third party shall ensure that its workers are offered a safe and healthy working environment.
(Demant Third Party Compliance Code §3.2(a-e))



Freedom of Association & Collective Bargaining

- **Rights respected / no interference:** The third party must not interfere with its workers' rights to form and join unions – or other associations of their own choosing – and to bargain collectively. Nor shall the third party discourage membership of unions.
(Demant Third Party Compliance Code §3.3(a))
- **Where law restricts unions:** If trade unions are not allowed in the area of operation, or if only state-authorized organizations are allowed, the third party shall facilitate, and not prevent, alternative measures to allow employees to gather independently to discuss work-related matters and form a forum to present work-related concerns to management.
(Demant Third Party Compliance Code §3.3(b))
- **Non-retaliation channels:** The Demant Group Whistleblower Policy provides a platform for all employees, business partners and other stakeholders to Demant to raise concerns if they encounter serious and sensitive improper actions and give reassurance to any person raising a serious concern in good faith that he or she will be protected from reprisals or retaliation.
(Demant Group Whistleblower Policy, "Policy Statement")

Discrimination

- **No discrimination:** The third party shall refrain from discrimination based on race, colour, sex, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age, disability or other distinguishing characteristics.
(Demant Third Party Compliance Code §3.6)
- **Fair employment decisions:** Decisions relating to hiring, remuneration, benefits, training, advancement, discipline, termination, retirement or any other employment-related decisions shall be based on relevant and objective criteria.
(Demant Third Party Compliance Code §3.6)



Disciplinary Practices

- **Dignity & respect; no abuse:** The third party shall protect workers from physical, verbal, sexual or psychological harassment, abuse or threats in the workplace, whether committed by managers or fellow workers.
(Demant Third Party Compliance Code §3.1(a))
- **No punitive wage deductions:** Deductions must be transparent and never used as discipline.
(Demant Third Party Compliance Code §3.1(b))

Working Hours

- **Legal compliance & rest:** The third party shall ensure that the number of working hours in the workweek is according to all applicable national and local laws. Overtime shall be voluntary and infrequent, and a workweek must not exceed 60 hours per week, including overtime, except in emergency situations.
(Demant Third Party Compliance Code §3.1(e))

Remuneration

Living-wage intent & minimums: The third party must ensure that pay/benefits meet legal or industry benchmark standards (whichever higher) and be sufficient to cover basic needs with an available reserve; overtime at premium rate; wages paid in legal tender on a regular basis; deductions transparent and not disciplinary.

(Demant Third Party Compliance Code §3.1(b))

Kind regards

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DGS Diagnostics A/S