

Corporate Responsibility policy for Tryg A/S including all subsidiaries



1. Purpose

As the world changes, we make it easier to be tryg. We are committed to realising our purpose which guides our everyday work. Our purpose is an integrated part of our approach to Corporate Responsibility and how we seek to create shared value. Tryg is a non-life insurance company that creates value for our employees, customers and shareholders.

The policy outlines Tryg's approach to Corporate Responsibility, and guides the processes of fulfilling the requirements imposed on us by legislation in the Nordic countries as well as adhering to the UN Global Compact principles and the UN Global Goals for Sustainable Development.

2. Target group

The Corporate Responsibility policy applies to all business areas within Tryg. The policy is integrated in our processes within all business areas and functions.

3. Corporate Responsibility policy

Tryg considers Corporate Responsibility as an opportunity to improve our products and customer service as well as attracting and retaining customers, suppliers and employees. We believe in doing business while also taking active responsibility to minimise our footprint and act as a good corporate citizen. Hence, we integrate social, environmental, ethical and human rights concerns into our strategic Corporate Responsibility processes, policies and activities.

We work to ensure compliance and respect for human rights and labour rights, the protection of the environment as well as focus on anti-corruption in the Nordic region. Tryg is promoting these principles within the company and in relation to our customers, our supplier requirements and other stakeholders. We practice active engagement and dialogue with relevant internal and external stakeholders.

Claims prevention is a central part of Tryg's Corporate Responsibility strategy and value proposition and we implement prevention initiatives in our products, services as well as our counselling. To ensure that we are proactive, we use insights and innovation to stay updated on trends or new developments.

3.1 Corporate responsibility activities

Tryg's majority shareholder, TryghedsGruppen, holds 60 percent of the shares in Tryg and annually contributes around DKK 600m to projects that create peace of mind in the Danish society via TrygFonden. A substantial part of TryghedsGruppen's profit derives from the dividend paid out by Tryg to its shareholders. Some of the profit contributes to TrygFonden's activities. Tryg focuses on strategic Corporate Responsibility initiatives coupling it to our business while creating shared value in society.

To meet our responsibility, the Corporate Responsibility activities focus on issues that create value for our business and for society which Tryg is a part of. We always strive to develop Corporate Responsibility activities which enhance positive impacts as well as preventing, minimising and mitigating negative impacts.

3.2 Active stakeholder engagement and dialogue

- Active stakeholder engagement and dialogue is an integrated part of Tryg's Corporate Responsibility commitment. We seek to involve relevant stakeholders, including customers, suppliers, employees and societal actors, when identifying and developing new Corporate Responsibility activities or components in products, services and solutions.
- We are committed to promoting responsible business conduct through our supply chain and audit our high-risk suppliers to ensure compliance, continuous dialogue and improvement.
- Stakeholders are involved via informal dialogue, focus groups, surveys, and strategic partnerships. Our stakeholder engagement builds on principles of mutual understanding, benefit and inspiration, and aim at creating situations and results that create shared value for all parties involved.

4. Monitoring and reporting

We set targets for our social and environmental ambitions, monitor progress and have management systems and processes in place to continuously improve our performance. We conduct an annual risk materiality assessment to ensure that our social and environmental risks are monitored, reduced or avoided.

We seek to provide complete and relevant data on all activities that are material for Tryg's social, environmental and economic impact and communicate it externally as part of Tryg's Annual report, a Corporate Responsibility report and on our websites.

To ensure transparency, Tryg's monitoring standards are based on the UN Global Compact ten principles and national legislation. Monitoring and reporting are based on data available in the business areas, in existing reporting schemes or as part of other regular and systematic data collection in Tryg.

Corporate Responsibility data contained in the Annual report is subjected to external review.

5. Maintenance of the Corporate Responsibility policy

The Corporate Responsibility policy is maintained by the Corporate Responsibility & Claims Prevention department. The policy is approved once a year by the Executive Board and the Supervisory Board of Tryg A/S.

Approved by the Executive Board and the Supervisory Board of Tryg A/S, 10 October 2018.

Appendix: General action plan for Women in Management
Appendix: Responsible investment policy for Tryg A/S