

Data Ethics Policy

1 Introduction

In this policy, we define Ørsted's approach to data ethics pursuant to section 99 d of the Danish Financial Statements Act.

Data ethics concerns the ethical considerations which we as a company must consider when we use data and new technologies globally in Ørsted.

Data ethics goes beyond compliance with data privacy laws. We comply with all legal requirements but acknowledge and respect that our use of data (both personal data and non-personal data) may create risks for the users that applicable laws do not cover. We manage these risks by adhering to the principles defined in this policy.

2 Sources of data

In Ørsted, we process various types of data, including

- Personal data about job applicants, employees, users of our digital services, and business relations
- Non-personal data about our operating assets and other operations.

We strive for high data ethics standards for the use of both personal and non-personal data.

3 Use of technologies

We use a variety of technologies when processing data and our approach to data ethics can be characterised as technology-agnostic.

4 Data ethics principles

We commit to the following data ethics principles:

4.1 Mindful data collection

We have a clear and legitimate purpose when we collect data and are especially cautious when collecting data from or about individuals.

4.2 High output data quality

We use data to support our sustainable mission, aim for best practice data processing, and refrain from automating decisions that impact individuals.

4.3 Respected data privacy

We work dedicated to protecting the privacy of individuals while ensuring our social responsibility.

4.4 Transparent use of data

We strive for transparency in how we work with data and in the data ethical choices we make.

5 Governance and reporting

Each year we will account for this policy in accordance with section 99 d of the Danish Financial Statements Act.

6 Approval

The initial policy was approved by the Executive Committee of Ørsted A/S on 16 December 2021. Later versions of the policy are approved by the QHSE Committee.

