

CERTIFICATE

Programme in Competition Law Compliance

We hereby confirm that



H. Skjøde Knudsen A/S, CVR-nr. 17 44 24 49, Blækhatten 27, Tornbjerg 5220 Odense SØ
has completed an extensive programme in Competition Law Compliance with Focus Advokater P/S.

The Programme focuses on EU and Danish Competition Law, and includes:

- Adoption of a Competition Law Policy
- In depth assessment and evaluation of potential Competition Law risks
- Training of employees with a two-day course in Competition Law, based on theoretical presentations, active participation, discussions, cases and practical training in Competition Law.
- Training of newly appointed employees
- Annual training of all employees
- Drafting and implementing "Employee's Handbook on Competition Law"
- Selection of a Compliance Officer, designated to ensure compliance with Competition Law
- Specialised education of the Compliance Officer
- Implementing a whistleblower-scheme
- Recurring assessments and evaluations of potential Competition Law risks.

Odense, 28 marts 2017


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