

MEDIATION AGREEMENT

PURPOSE

This mediation agreement describes the framework for the mediation and is applicable between the parties participating in the mediation and between the participating parties and the mediator.

PRINCIPLES FOR MEDIATION

Mediation is an informal process wherein the mediator assists the parties in bringing their conflict to an end themselves. Mediation is voluntary, and all parties are at all times entitled to conclude the mediation.

The mediator is not an advisor to the parties and does not have the authority to settle the parties' conflict.

NEUTRALITY, IMPARTIALITY AND INDEPENDENCE

The mediator declares that he/she is completely independent of the parties and that he/she has at no time assisted or otherwise been connected to any of the parties in such a manner that it might justifiably lead to doubts about the complete independence of the mediator.

CONFIDENTIALITY

Information that is brought to light during the mediation process is confidential for all participants. No one may pass on confidential information that does not come from the party in question itself unless legislation stipulates otherwise. This also applies during a subsequent court or arbitration case.

However, a party may use the information received during mediation to justify a request to a court to demand that the counterparty or a third party issue documents, cf. the Danish Administration of Justice Act's chapter 28.

There are no minutes taken of the mediation process.

The mediator is entitled to pass on information to the Danish Mediation Institute about whether the mediation resulted in an agreement being reached. Information concerning the process of the mediation, the contents of the agreement or other factors may only be passed on to the Danish Mediation Institute with the express and written consent of the parties.

THE MEDIATION PROCESS

The mediation process begins with the parties and mediator signing this agreement. The mediator then plans the course of the mediation process together with the parties. The mediator then manages the process.

The parties must meet in person. The party or parties that show up on behalf of a legal person must have the authority to end the parties' conflict.

If relevant, the parties' attorneys may participate in meetings that their clients participate in unless otherwise agreed.

Individuals other than the parties, their attorneys and the mediator may only be present during the mediation process to the extent that the parties and mediator agree on this.

The mediator shall attempt to clarify what the nature of the parties' conflict is, what interests and needs the parties have and then assist the parties in coming up with proposals to resolve their conflict.

The mediator may hold meetings with the parties together or separately. When holding meetings with the parties separately, it will be agreed upon which information the mediator can pass on to the other party.

The parties are aware that the mediator is not obliged to express any opinion on the strengths and weaknesses of the parties' factual or legal argumentation or to step in if the parties come up with a resolution to their conflict that differs from the outcome that would likely be the result of a court case or arbitration ruling.

The mediation is concluded by the parties resolving their conflict by signing an agreement or by one of the parties or the parties in unison or the mediator wanting to conclude the mediation process.

Date:

Signature:

With their signatures, the parties have understood and accepted this mediation agreement.