

Human Rights

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HUMAN RIGHTS POLICY

We shall conduct our business in a manner that is consistent with the UN Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact. We respect all internationally recognized human rights, including those embedded in Universal Declaration of Human Rights, the UN Convention on Economic, Social and Cultural Rights, the UN Convention on Civil and Political Rights and the ILO Declaration on Fundamental Principles and Rights at Work. These include, but are not limited to, the freedom of association and the right to bargain, and the right to freedom from forced labor, child labor or discrimination in working life. We also respect current standards in International Humanitarian Law.

This policy describes the principles for how we treat our employees, hired personnel, suppliers, partners, and communities that are affected by our business. We shall avoid adversely affecting the human rights of others and strive for a correct handling of cases in order to avoid that our business has a negative impact on human rights. We shall pay particular attention to the persons who are most exposed, including women, children, foreign workers, and indigenous people.

We shall continuously seek to strengthen our human rights work.

We commit to

Respect all internationally recognized human rights in accordance with the UN Guiding Principles on Business and human rights, and in particular:

- Treat everyone who works for us and those who are affected by our business in a fair way without discriminating
- Offer safe, healthy, and secure working conditions
- Oppose all forms of human trafficking, forced labor and prohibited forms of child labor in our value chain
- Respect human rights in societies affected by our activities, including but not limited to, the right to property, the right to subsistence, the right to use land and natural resources, the right to security and health, and the right to water and sanitation

How we work

- We require that all our employees and hired personnel comply with this policy and will offer capacity building for this purpose
- We expect our suppliers and business partners to act loyally and in line with the purpose of this policy and share our commitment to respect all internationally recognized human rights, including those that are specifically mentioned above, when working for or with us
- We expect our suppliers and business partners to pay special attention to those rights where there is a risk that people who are most vulnerable may be negatively impacted, including women, children, foreign workers, and indigenous people
- We expect our business partners to commit to this Policy.