

Labor and Human Rights Policy

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1 Purpose

Soiltech is committed to conducting its business in a responsible and ethical manner that respects labor rights and internationally recognised human rights. This Labor and Human Rights Policy sets out our principles and commitments to ensure fair working conditions, equal treatment and respect for human rights throughout our own Company and value chain.

2 Scope

This policy applies to all Soiltech employees, management, hired personnel, and activities under our operational control. It also defines our expectations towards suppliers, contractors and business partners working for or on behalf of Soiltech.

3 Labor and Human Rights Commitments

Soiltech shall respect all internationally recognised human rights and conduct its business in line with relevant international standards. To achieve this, we commit to:

3.1 Implementation

- We expect all employees, consultants, suppliers, contractors and business partners to adhere to this policy and the accompanying principles.
- We expect our employees, consultants, suppliers, contractors and business partners to respect human rights and to report any suspected infringement.
- We will continuously assess human rights impacts from our operations by performing human rights due diligence and propose necessary preventive risk mitigating actions if needed.
- We will conduct risk assessment and audits of our suppliers, contractors and business partners to assess where the risk of human rights infringements is highest to continuously improve our efforts to mitigate human rights violations.
- We offer a system for raising concerns in situations when our operations have affected or can potentially affect human rights of individuals, workers and local communities.

3.2 International Standards and Compliance

- Respect internationally recognised human rights in accordance with the UN Guiding Principles on Business and Human Rights.
- Support the Ten Principles of the UN Global Compact.
- Respect the Universal Declaration of Human Rights, the UN Conventions on Civil and Political Rights and on Economic, Social and Cultural Rights, and the ILO Declaration on Fundamental Principles and Rights at Work.
- Respect applicable standards of International Humanitarian Law where relevant.

3.3 Fair and Non-Discriminatory Treatment

- Treat all individuals affected by our business with fairness, dignity and respect.
- Provide equal opportunities and prevent discrimination based on gender, age, nationality, ethnicity, religion, disability, sexual orientation or other protected characteristics.
- Respect freedom of association and the right to collective bargaining.

3.4 Safe and Decent Working Conditions

- Provide safe, healthy and secure working conditions.
- Oppose all forms of forced Labor, human trafficking and prohibited forms of child Labor.
- Promote fair employment practices throughout our Company and value chain.

3.5 Protection of Vulnerable Groups and Communities

- Pay particular attention to individuals and groups who may be especially vulnerable to human rights impacts, including women, children, foreign workers and indigenous peoples.

- Respect human rights in communities affected by our activities, including rights related to property, land use, natural resources, security, health, water and sanitation.

3.6 Due Diligence and Continuous Improvement

- Seek to identify, prevent and mitigate potential adverse human rights impacts related to our activities and business relationships.
- Continuously strengthen our human rights work through awareness, competence and learning.
- Soiltech will seek to provide, or cooperate in providing, remedy where we have caused or contributed to adverse human rights impacts and will support effective mechanisms for raising and addressing concerns.

4 Roles and Responsibilities

- The Board of Directors has overall ownership of Soiltech's human rights commitments and expectations.
- Management is responsible for implementing this policy and ensuring adequate resources.
- Managers are responsible for integrating human rights considerations into relevant activities and decisions.
- All employees and hired personnel are responsible for acting in accordance with this policy.