

# Human rights Policy

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## OUR COMMITMENT

Aibel respects human rights and labour standards based on international law in all countries we operate. We comply with the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work and the fundamental conventions. Furthermore, the UN Guiding Principles on Business and Human Rights and the Modern Slavery Act 2015.

We will respect and support human rights at all locations and in the entire value chain through the company's business practices, with particular attention to those who are most vulnerable to adverse impacts, including women, children and migrant workers.

## HOW WE EXECUTE

### Respect for human rights in our business:

- We respect fundamental human rights and labour rights in our own organisation, and we expect our suppliers and business partners to do so as well. Including prohibition of child labour and forced labour, decent wages, non-discrimination, freedom of association, right to collective bargaining and regulated working hours in accordance with applicable laws.
- At Aibel no one shall be subjected to discrimination on the grounds of gender, or gender identity, religion, age, political views, race, skin colour, national or ethnic origin, physical impairment, sexual orientation, or style of cohabitation.
- Aibel will respect the freedom of association and right to collective bargaining. We involve employees and/or their representatives in the development of the company.
- Aibel is against any purchase of sexual services or child pornography. All Aibel employees on assignments and business travel, also internationally, are expected to respect Aibel's stance. This applies irrespective of country and both during and after working hours.
- Aibel conducts due diligence risk assessment to be able to identify, assess and address actual or potential adverse impacts in our operations.
- Aibel monitors key performance indicators on human rights, and communicate status and improvements in our annual sustainability report.
- Aibel provide a third-party Whistleblower service on aibel.com, available for anyone to report concerns anonymously and without fear of retaliation.

### Support children's rights in our business:

- Aibel prohibit the use of child labour.
- "Child labour" means all work performed by children or young people, unless it is considered acceptable under the ILO (International Labour Organization) Minimum Age Convention 1973 (C138).
- Minimum age is 15 years, unless national or local law stipulates a higher mandatory school age or minimum working age. In addition, Aibel upholds that no one under 18 should perform potentially dangerous work.
- Aibel will promote education for children and young employees who attend school or are of school age, as described in the ILO's recommendation on minimum age for admission to employment (no.146). We support the development of apprenticeship programs and the education of younger people.
- Aibel strives to ensure that these principles are respected and observed also in the business practices of our supply chain partners.
- If child labour is discovered, senior management shall implement all measures necessary to remediate the situation, taking into account the best interests of the child in accordance with Aibel's remediation procedure.

Mads Andersen  
President and CEO of Aibel AS

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