

# Human rights Policy

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As an international company Aibel is faced with human rights challenges in countries where we do business. Respect and continuous improvement are important parts of our approach to this.

This policy sets out the principles for how we relate to our employees, contractors, suppliers, partners and communities affected by our business activities.

## 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, Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights. Aibel fully support the principles in the Modern Slavery Act 2015 towards slavery and human trafficking. We also support the principles of the UN Global Compact and the Voluntary Principles on Security and Human Rights (VPSHR). We respect and recognize the International Labour Organization (ILO) Convention abolition of child labour and minimum age for child labour.

We will offer decent working conditions to support our employees in their roles as parents.

We will respect and support children's rights at all locations and in the entire value chain through the company's business practices.

In cases where local laws specify a lower standard than international standards, we strive to meet the highest standard.

## HOW WE EXECUTE

Aibel will be particularly attentive to the human rights of those who are most vulnerable to adverse impacts, including women, children and migrant workers. Aibel fully support the principles of children and CSR developed by UNICEF, Save the Children and the UN Global Compact.

### 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.
- At Aibel no one shall be subjected to discrimination on the grounds of gender religion, political views, race, skin colour, national or ethnic origin, sexual orientation or style of cohabitation.
- Aibel will respect the freedom of association and right to collective bargaining. We aim to involve employees and their eventual rightful 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.
- Concerns related to labour and human rights can be brought up in various ways internally at Aibel. In addition we provide a third-party Whistleblower service where employees can report anonymously and without fear of retaliation.
- All security activities conducted by Aibel are in accordance with applicable law and internationally recognised human rights principles.

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

- Child labour is not allowed. "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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