

Our commitment

At Ependion Group, we are committed to operating with respect to human rights across our value chain. It's about what we do, and how we do it.

We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, The United Nations Global Compact and the ILO Core Conventions on Labor Standard.

To ensure that we identify, prevent, mitigate, and account for how we address our human rights impacts, Ependion maintains a due diligence framework. This framework guides our ongoing efforts to assess and manage risks related to human rights within our operations and business relationships, and is a fundamental part of our policy commitments.

Our Human Rights Policy applies to all entities within the Ependion Group and is to be seen as a complementary to our Code of Conduct and our Human Rights Due Diligence Framework.

We adhere to national law and regulation, and respect internationally recognised human rights in each market in which we operate. Where they are in conflict, we respect national law while seeking to honour the principles of internationally recognised human rights.

We seek to continuously improve and develop our processes as we incorporate input and learnings from stakeholders and experts.

Stakeholders in scope

Ependion's policy and commitments cover our own employees as well as contractors, suppliers, and other business partners as well as communities affected by our business activities.

Our key priorities

We commit to providing a safe and healthy work environment and strive to have zero accidents, injuries, or work-related ill-health.

We are actively working to advance diversity and inclusion in all our organization and to provide just and fair working conditions incl. wages, working hours, the right to rest, leisure and holidays.

We commit to fostering a culture of social dialogue. We promote open, inclusive, and constructive communication between all stakeholders, ensuring that diverse perspectives are considered in our activities and initiatives

We commit to ensure equal opportunities, fair treatment, and non-discrimination for all genders in all aspects of employment and organizational activities, while actively promoting gender equality and inclusion.

We commit to ensure a fair, transparent, and non-discriminatory recruitment process that respects candidates' integrity and promotes diversity and inclusion.

We have zero tolerance for discrimination, child labor, forced labor and modern slavery.

We commit to conduct our activities with attention to the rights of Indigenous peoples, minorities, and other vulnerable groups in line with international law and standards.

We commit to respect and promote the right to freedom of association and collective bargaining throughout our value chain.

We commit to engaging with suppliers and contractors through dialogues, on-boarding processes, audits and assessments, and to implementing corrective action plans to prevent negative impact and address risks and opportunities.

We commit to managing our operations with environmental responsibility, respecting land, forest, and water rights, and actively working to prevent forced movements of people while reducing environmental impacts associated with our operations.

Grievance mechanisms

We acknowledge the importance of accessible grievance mechanisms and remediation and have an independent whistleblowing process available to all our stakeholders.

Any potential human rights violation can be reported through our whistle blower system.

We commit to providing appropriate forms of remediation in cases where our operations have directly caused or contributed to negative human rights impact.

Implementation and Communication

To ensure effective implementation of this policy, we integrate its principles into our core business processes, including risk management, supplier engagement, recruitment, and occupational health and safety.

We communicate our Human Rights Policy both internally and externally. We actively engage with stakeholders to gather feedback and continuously improve our approach.

We monitor and report on our human rights performance using key indicators such as audit results, occupational health and safety data, and grievance cases. Progress and challenges are transparently communicated to stakeholders. Our commitment to human rights is overseen by senior management and is regularly reviewed to ensure alignment with international standards and stakeholder expectations.