



Human Rights Policy

2024

H+H Group

Purpose

People are the heart of H+H.

At H+H, we aim to conduct our business in a socially responsible manner, to contribute to the communities in which we operate and to respect the needs of all our stakeholders.

H+H are therefore committed to:

- Adhering to the human rights and employee rights as set out in the UN Global Compact signed by H+H, which sets out universally accepted principles in the areas of human rights, labour, environment and anti-corruption. The principles are in regard to human rights derived from the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work;
- Ensuring that all work is conducted in a manner consistent with the H+H Health and Safety Policy and its ambition to strive for Zero Harm for employees and contractors; and
- Maintaining non-discriminatory behaviour and treating every employee with proper respect regardless of race, gender (including gender expression or gender identity), age, national origin or citizenship, religion, political conviction, sexual orientation, marital status, disability or genetic information or any other legally protected categories. We will not tolerate any kind of harassment or abuse.

The purpose of this policy is to communicate – both externally and internally - H+H's commitments to respect human rights, as well as to provide guidance to our management and employees on appropriate behaviour when it comes to human rights issues.

Scope

This policy applies throughout the H+H group for all management members as well as all employees.

As for suppliers to H+H, we have set out our expectations on their respect of human rights in the H+H Code of Conduct for Suppliers.

Requirements

1. Health & safety

Health & safety always comes first! In H+H we have the ambition to strive for Zero Harm, and we believe that every accident is preventable. We continuously work hard to identify and teach everyone at H+H how to avoid unsafe behaviours and take proactive action to help if they witness a colleague use unsafe ways of working.

2. Freedom of association and collective bargaining

H+H respect employees' rights to form or join a labour union or other organisation of their choice. H+H also respect the right to bargain collectively in support of mutual interest.

3. Working terms

H+H will, as applicable, adhere to all local laws or industry standards on working time, wages and benefits. If no statutory minimum wage applies, H+H will pay sufficiently to enable a decent standard of living.

H+H supports a healthy work/life balance with a right to at least one day off for every seven days, sufficient rest periods between shifts and reasonable breaks during a workday. All employees have a right to sick leave, annual holiday and parental leave in accordance with applicable legislation.

Finally, H+H aims to continuously develop the skillset of employees as well as to provide career opportunities, where possible.

4. Non-discrimination

In employee-related decisions, H+H wants there to be equal access to opportunity and each decision shall be based only on lawful, non-discriminatory criteria such as qualifications, experience, potential and performance.

The work environment at H+H shall be inclusive and with no tolerance of discrimination based on distinguishing characteristics such as race, colour, national or social origin, gender, sexual orientation, age or disability.

5. Harassment

Every employee shall be treated with dignity and respect. H+H will not tolerate any intimidating or harassing actions by colleagues or managers against another colleague, whether in the workplace or outside the workplace in work-related circumstances. Harassment includes e.g. acts of verbal, physical, sexual or psychological harassment, bullying or abusive behaviour or threats.

6. Forced labour

H+H does not tolerate any form of forced labour such as slave labour or human trafficking. H+H will not accept any situation where a person working for H+H is exploited in that the person cannot refuse or leave because of threats, violence, coercion, deception or abuse of power.

7. Child protection

H+H does not tolerate hiring of child labour. The minimum age for full-time employment is 15 years or the legal minimum age for employment under applicable local law, whichever is higher.

Human rights questions or concerns

H+H Group is committed to identifying potential and actual compliance breaches to help prevent, mitigate or remedy such non-compliance and the impact it may cause. No reprisal or retaliatory action may be taken against anyone raising a concern in good faith.

H+H values and respects honest and open communication. All management members, employees, suppliers, customers, shareholders and other stakeholders have the opportunity to raise questions or concerns to their nearest manager in H+H or to another relevant manager in the H+H group or to HR@HplusH.com. If neither of these options is possible, reports on concerns can be made via H+H's whistleblower system EthicsLine operated by an independent third-party provider and available online from all H+H websites and by phone from Germany, Poland and the UK. All issues raised through EthicsLine can be reported by name or anonymously.