



mission critical technologies

## human rights policy

### **purpose**

The purpose of this human rights policy ("Policy") is to express Aalberts' commitment to respecting human rights and to conducting its business with honesty and integrity as expressed in our Code of Conduct.

In alignment with the UN Guiding Principles on Business and Human Rights, the provisions of this Policy are derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Declaration of Human Rights, the UN Global Compact and the principles laid down in the OECD Guidelines for Multinational Enterprises.

### **scope**

This Policy applies to Aalberts and its controlled subsidiaries anywhere in the world.

### **policy statements & principles**

#### **no child labour**

Aalberts abides by applicable legislation and regulations on child and adolescent labour, and shall strictly refrain from employing children under the minimum years of age.

#### **freely chosen employment**

Aalberts does not allow for any form of slavery, forced, bonded or involuntary labour, debt bondage or any other form of forced labour. All work must be voluntary and not subject to mental or physical oppression. Aalberts does not allow for human trafficking. This includes transporting, harboring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation.

#### **working hours**

Workweeks are not to exceed the maximum set by applicable law, collective bargaining agreements and ILO standards, except in emergency or exceptional situations.

#### **fair wage**

Aalberts wants to build long-term, sustainable relationships with its employees and pay fair wages and benefits. Employee wages should comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. For each pay period, employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

#### **health & safety**

Aalberts strives for and feels responsible for an accident free, secure and healthy work environment for all its employees, while minimizing impact on the environment.

#### **freedom of association & collective bargaining**

Freedom of association and the right to collective bargaining are self-evident, fundamental rights. As such, Aalberts is committed, in accordance with applicable local laws, to respect the rights of all employees to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly. Aalberts also respects the rights of workers to refrain from such activities. Employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

#### **diversity & equal opportunity**

Aalberts is committed to diversity in a working environment where mutual respect prevails. To be a leader in our business, we must be flexible, innovative, and creative and have an ability to accommodate other people's points of view. Aalberts strives to equal opportunities for its employees, including the recruitment, promotion, compensation, training and development. We expect our managers to exercise leadership in this field by role modelling appropriate behavior.

#### **no discrimination & no harassment**

Aalberts does not tolerate discrimination of any kind, including on the grounds of race, color, religion, gender, sexual orientation, ethnicity or national origin, age, disability, in hiring and employment practices such as wages, promotions, rewards, and access to training. Aalberts does not tolerate (the threat of) harassment of employees or co-workers of any kind, including on the grounds of race, color, religion, gender, sexual orientation, ethnicity or national origin, age, disability or any other type of behavior that is hostile, disrespectful, abusive and/or humiliating. Harassment or discrimination can take many forms, such as verbal, visual or physical. Such conduct will not be tolerated. Employment with Aalberts is based solely upon individual merit and qualifications directly related to the job. If an employee is being harassed or discriminated, he or she should immediately report the incident to his/her manager.

#### **human rights in our supply chain**

Aalberts actively pursues adherence to the Supplier Code of Conduct by its suppliers by including compliance to the Supplier Code of Conduct in its supplier agreements and including the right to audit on such compliance. Should a case of non-compliance to the Supplier Code of Conduct be identified, Aalberts then expects such supplier to act, in consultation with Aalberts.

#### **grievance mechanisms & Speak Up!**

Aalberts values and respects honest and open communication, and all employees or any other stakeholder (such as suppliers or customers) have the opportunity to raise questions and or concerns regarding potential and actual adverse human rights impacts in accordance with our Speak Up! procedure. No reprisal or retaliatory action will be taken against any stakeholder for raising concerns under Aalberts' Human Rights Policy in good faith. Aalberts is committed to investigate any concerns on severe adverse human rights impacts and in case these are discovered Aalberts will act appropriately without delay.