

Granlund Group's Human Rights Policy

Introduction

Granlund Group is committed to upholding human rights in all aspects of our operations. We view the promotion of human rights not only as legal obligation but also a moral imperative that contributes to sustainable business growth. We recognize our responsibility to respect and promote human rights as defined by law and internationally recognized frameworks, including:

- The UN Guiding Principles for Business and Human Rights
- The International Bill of Human Rights,
- The OECD Guidelines for Multinational Enterprises, and
- The International Labour Organization (ILO) Conventions and the ILO Declaration on Fundamental Principles and Rights at Work.

We expect the same commitment from our suppliers, subcontractors, and business partners.

Our Commitment to Human Rights

As part of our commitment to human rights, we are dedicated to the following principles:

- **Freedom of association and collective bargaining.** We respect the right of all employees to freely associate and form or join trade unions, and support effective recognition of the right to collective bargaining. We engage in open and constructive dialogue with employee representatives and unions.
- **Elimination of forced or bonded labour.** We ensure that employment is freely chosen and that workers are not coerced or threatened. We strictly prohibit all forms of forced or bonded labour, including human trafficking and modern slavery.
- **Abolition of child labour.** We do not tolerate the use of child labour in any form. We comply with minimum age requirements as defined by national legislation and international standards.
- **Elimination of discrimination.** We are committed to fostering a workplace free from discrimination based on race, ethnicity, gender, sexual orientation, age, religion, or ability. We promote equal opportunities and fair treatment for all employees. We implement policies and practices that support diversity and inclusion, and work continuously to develop them.

We monitor our compliance, develop our practices, and take corrective actions when necessary. Stakeholders are encouraged to report any concerns related to human rights through our [Whistleblowing](#) channel. Whistleblower protections will be in place to ensure there is no retaliation against those who report unethical behavior.

Violations of this policy will result in disciplinary action, which may include termination of contract and legal consequences.

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Pekka Metsi

CEO

Granlund Group