



# Human Rights at Grundfos

What we all need to know and do

**GRUNDFOS** 

Possibility in every drop

# Our commitment to human rights

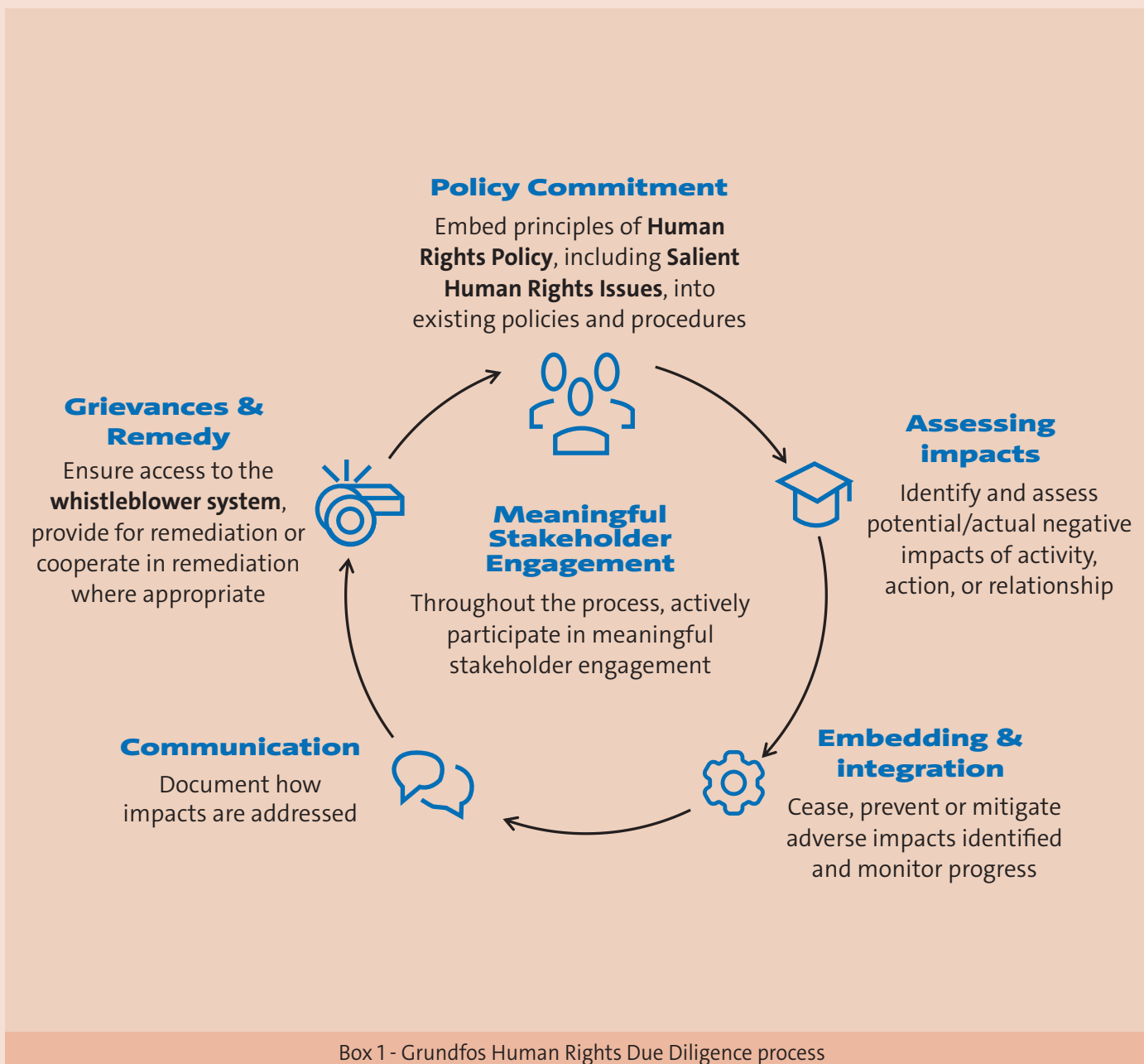
At Grundfos, respect for human rights is an integral part of the way we do business. Our values serve as the foundation for our commitment to human rights which is formalized in our [Code of Conduct](#) and elaborated in Grundfos [Human Rights Policy](#).

This guideline will support you in translating our Grundfos Human Rights Policy into your daily work and embed these principles. This applies to your actions as an individual or in collaboration with colleagues.

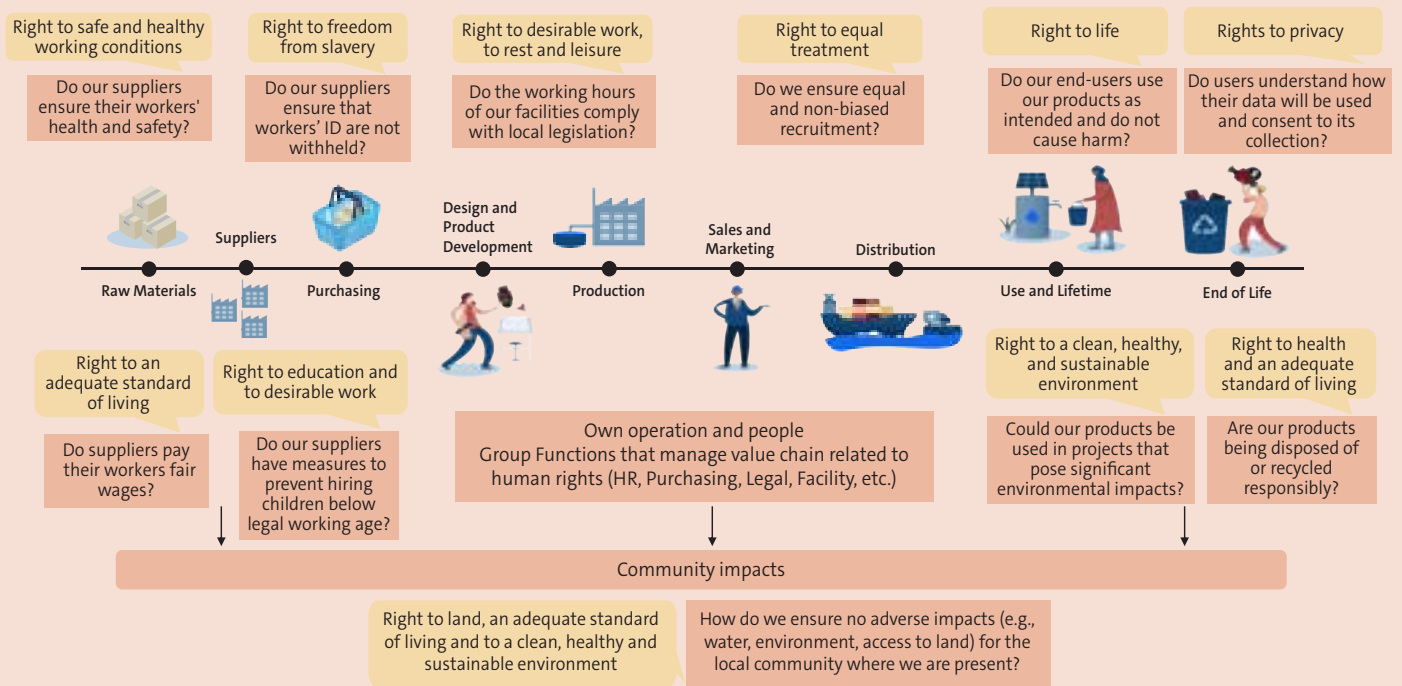
Our commitment to human rights extends beyond our company premises. This means that when interacting with stakeholders such as suppliers, customers, and communities, you should apply the same human rights standards that you would apply in your interactions with colleagues.

When evaluating new business activities, processes, partners (including service providers), or construction of new facilities, you should apply a "human rights lens" and consider the potential or actual risks to people. This is often referred to as due diligence. See Box 1 - Grundfos Human Rights Due Diligence process.

If you are engaged in supply chain activities or interact with business partners, it is important to communicate and share our expectations outlined in the [Grundfos Supplier Code of Conduct \(SCoC\)](#). The SCoC contains specific requirements regarding human rights that suppliers and business partners are expected to adhere to.



## Box 2 - Examples of human rights risks along the value chain



## What is expected of you as an employee?

As a Grundfos employee, we ask you to:

- Familiarize yourself with the principles and requirements outlined in the [Human Rights Policy](#) and [Salient Human Rights Issues](#) document.
- Reach out to HR, Legal or Group Sustainability at [sustainability@grundfos.com](mailto:sustainability@grundfos.com) if there are any areas of the Human Rights Policy or its implementation that you do not understand or want advice.
- Stay alert and informed about new or emerging risks and report them through internal channels as human rights risks can appear in any country and context. See Box 2 - Examples of human rights risks along the value chain.

## When making decisions

The questions below can guide you in applying a "human rights lens" to your decision-making process when in doubt by asking yourself:

- Does it comply with Grundfos Human Rights Policy and other internal policies and processes?
- Will this have a negative impact on others, such as colleagues, supply chain workers, customers and/or communities where we operate?
- Will my decision unknowingly discriminate against or disadvantage any individual or group based on factors such as race, gender, etc.?
- Do I think about long-term consequences of my decision on human rights?
- Would I be comfortable explaining and justifying my choice to others?

## Find support here

If there are issues or concerns related to any actual or suspected breaches of the Human Rights Policy, reach out to your manager, HR or Legal to discuss the case. If you are not comfortable doing this, you can also use our [Whistleblower system](#) to raise a concern.

Find our Human Rights Policy and more information about our work with human rights on [Human Rights | Grundfos](#) or find additional human rights learning resources available through the [Sustainability Toolbox - Home \(sharepoint.com\)](#).

*“We respect the integrity and dignity of every human being, and we recognise and acknowledge our responsibility to operate with respect for human rights across our value chain.”*