



# KAEFER GROUP - HUMAN RIGHTS POLICY

At KAEFER, we believe that business thrives in a culture where human rights are respected and protected. In that context, corporations have a **responsibility** to respect human rights and have the **ability** to contribute to positive outcomes in human rights as well.

## Our Commitment

We are firmly committed to treating all the people we work with, with dignity and respect. This commitment is a key part of our values and extends to all our employees, clients, business partners, contractors and the communities in which we are active. Furthermore, we believe that it is our responsibility to promote and foster good practice to further defend human rights around the world.

This starts with small, everyday activities and extends to the leverage we have as a multinational corporation. We are all members of society and global citizens, which means that it's in our collective interest to sustainably develop our business in an ethical and responsible way.

KAEFER's approach to human rights is guided by international standards and principles including the Universal Declaration of Human Rights; the United Nations Guiding Principles on Business and Human Rights; the ILO Declaration on Fundamental Principles and Rights at Work; the UN International Covenant on Civil and Political Rights and various national guidelines.

Our commitment to Human Rights includes:

## Equality and Freedom from Discrimination

We treat everyone who works for and with KAEFER fairly and equally. We do not discriminate on the basis of race, national origin, gender, age, physical characteristics, social origin, disability, union membership, religion, family status, pregnancy, sexual orientation, gender identity or gender expression. As a truly global company, we value diversity and aim to create a workplace that is inclusive for all.

## Health & Safety

We provide safe working conditions and ensure the health and wellbeing of our employees, contractors and partners. We comply with all relevant health and safety regulations and apply them consistently across all our sites around the world.

## Freedom of Association and Collective Bargaining

Following ILO core labour standards, we respect freedom of association and collective bargaining. We are committed to an open and constructive dialogue with our employees and their representatives and aim to maintain a healthy and constructive relationship with all the people that we work with.

## Labour Rights

Compliance with all applicable wage and working-time laws and other laws or regulations affecting the employer-employee relationship and the workplace. We aim to ensure we provide fair working hours, fair wages and benefits, resting time, holiday entitlements, maternity/paternity leave and benefits with equal opportunities for all.

## Freedom from Harassment or Bullying

We do not tolerate any forms of harassment or bullying and expect all our employees to be respectful, professional and fair in their dealings with colleagues and third parties, including customers, suppliers and officials and to treat others with fairness, dignity and respect.

## Forced Labour and Child Labour

We have a zero-tolerance policy towards acts of forced and child labour, which are unlawful and are a violation of fundamental human rights. We expect our suppliers to respect human rights in a manner consistent with this policy and our supplier code of conduct or such higher standards as required by law or contract.



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## Our Ambition

We endeavour to create and foster a working environment that respects the fundamental principles of human rights. Furthermore, as a company, we will promote human rights and ensure that they are understood and observed in the areas that we work in, as well as by our employees, suppliers and partners around the world.

We will aim to continuously improve and manage our activities and commitments towards human rights across our organisation. Human rights are firmly embedded in the [KAEFER Code of Business Conduct](#), KAEFER's Company Policy and Supplier Code of Conduct.

We also have an independent whistle blowing mechanism available to report perceived wrongdoings and actively work towards remedying any adverse impact caused by or contributed to by our activities.

Our approach to human rights is regularly reviewed and updated. We publish our Human Rights Policy on our webpage and report on our approach to human rights internally and externally.

## Notice

The Human Rights Policy is approved and implemented by the Executive Board. This policy should also be considered together with KAEFER's global and local company policies.

Handwritten signature of Dr. Roland Gärber in black ink.

**Dr. Roland Gärber**  
(CEO)

Handwritten signature of Karsten Wirth in black ink.

**Karsten Wirth**  
(CFO)