



1. Commitment

2. Scope and Expectations

2.1. Expectations from employees

2.2. Interaction with business partners

2.3. The role of the Compliance Management Committee

### 3. Human Rights Principles

3.1. No modern slavery

3.2. No child labor and safe working environment for underage workers

3.3. Non-discrimination and equal opportunity

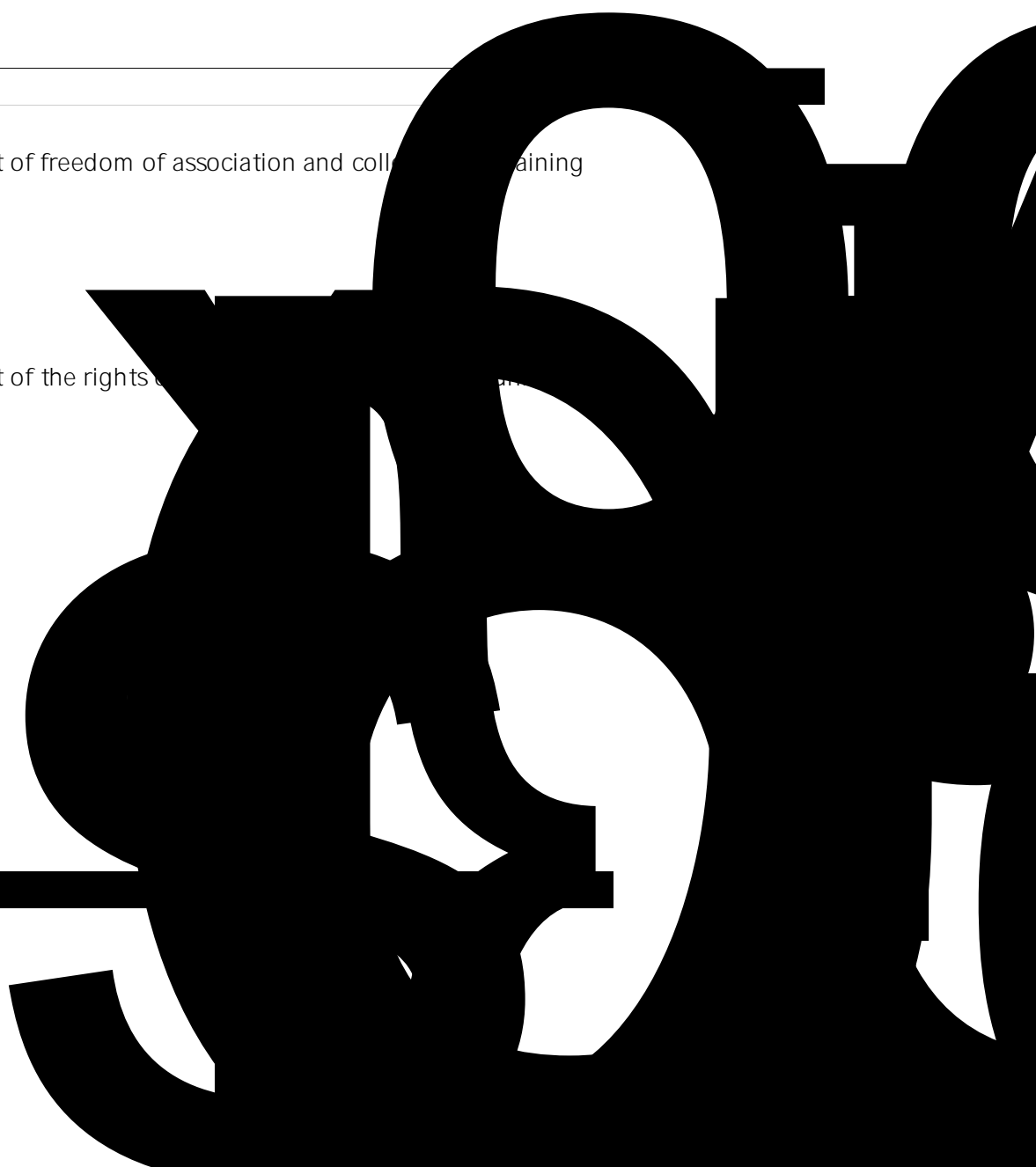
3.4. Fair working conditions

3.5. Safe and healthy working conditions

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3.6. Respect of freedom of association and collective bargaining

3.7. Respect of the rights of children and young people



## 4. Our Approach to Human Rights

### 4.1. Human rights impact assessment

### 4.2. Actions to control the risk of adverse human rights impacts

### 4.3. Prevent, cease and minimize adverse human rights impacts



5.2. Questions or comments