

Human Rights Policy

Commitment

Our passion is innovative sealing solutions, and our goal is to make our world a safer place. For Roxtec, it is important to ensure wellbeing and be a part of the development of society, where human rights are at the core.

Therefore, we commit to respect all internationally recognized human rights, including International Labour Organization's (ILO) core conventions and UN Guiding Principles for Business and Human Rights (UNGPs).

This policy is valid for all employees at Roxtec as well as consultants and agency personnel who work at Roxtec premises, (all referred to in this Policy as "employees").

This Policy provides our employees with an overview of our commitment to respect Human Rights. The objective is to support and enable employees at all levels in Roxtec to act in line with our Core Values, rules, and expectations.

We expect all employees to follow this Policy and consistently apply its high standards when doing business.

Approach

At Roxtec, the protection of all Human Rights is the highest priority. We strive to use our position of influence to promote and support Human Rights initiatives.

Our business and operations are guided by the following values:

- **Child labor**
Roxtec recognizes the right of every child to be protected from economic exploitation and from doing work that is likely to be hazardous to the physical, mental or spiritual health, harmful to the moral or social development, or interfere with the child's education.
- **Forced or bonded labor**
Forced and compulsory labor is all work that is made under the threat of punishment or retaliation, or that is demanded as a means of repayment of debt. Roxtec does not accept the use of forced or compulsory labor, as defined in ILO Convention 29.
- **Freedom of association and collective negotiation**
All parties committed to this policy should make sure that employees have freedom to join or establish an association of free choice, to organize meetings and to negotiate collectively and individually in accordance with local laws and regulations. No employee should risk being harassed or retaliated against for exercising these rights.

- **Discrimination, harassment, and equal opportunities**
Roxtec provides a work environment where everybody should be treated with respect and dignity and be given fair and equal opportunities for development. Therefore, Roxtec does not tolerate any form of discrimination or harassment in the workplace due to race, ethnicity, sexual orientation, gender, religion, age, disability, nationality, or any other potentially discriminatory factor.
- **Safe and secure workplace**
Roxtec is committed to provide a safe working environment and to reduce risks that can cause accidents or impair the health and well-being of its employees.
- **Workers' contracts, working hours and compensation**
Roxtec complies with local laws and regulations regarding workers' contracts and working hours, including overtime and overtime compensation. All permanent employees are entitled to an employment contract. Salaries should be paid regularly and comply with the applicable local legislation and the local market situation.

Grievance Mechanisms

Do not hesitate to raise a concern. Any Roxtec employee who suspects violations of this Policy is expected to speak up and raise the issue to their manager, Human Resources or via Whistleblower. All stakeholders can raise questions and or concerns regarding potential and actual adverse Human Rights impacts by using the function Whistleblower. At Roxtec, we do not accept any form of retaliation against someone who speaks up, expressing concerns or opinions.

We are committed to investigate any concerns, and if we discover any severe adverse Human Rights impacts, we will act appropriately without delay.

Useful link: [The whistleblowing system | Roxtec Global](#)

Expectations

All Roxtec employees are individually responsible for reading, understanding and complying with this Policy. Each employee is responsible for acting in accordance with this Policy. Roxtec managers are responsible for making sure each team member has access to this Policy.

Day-to-day reinforcement, including regular information and training on Human Rights issues, as well as compliance follow-up, is part of every manager's responsibility, with the support from HR.

Framework

This Human Rights Policy shall be read together with all other relevant, policies including, amongst others, our Code of Conduct and Core Values.

Useful links:

- Code of Conduct
[Code of Conduct | Roxtec Global](#)
- Core Values
[Core Values | Roxtec Global](#)

- Sustainability
[Sustainability | Roxtec Global](#)
- Diversity Directive
[Policy likabehandling 2022](#)
- Business Ethic
[The Roxtec Business Ethics, Labour and Environmental Principles](#)
- CSR
[CSR | Roxtec Global](#)

Guidance and Assistance

If you have questions on this Policy or are uncertain which rules apply, please contact Global HR department.

Roxtec AB, September 2023

Magnus Holmberg
CEO