

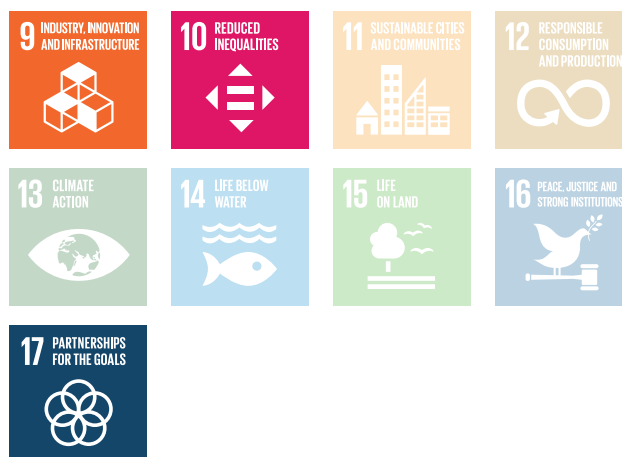
Respecting and promoting human rights

Our values are rooted in respect, including respect for the human rights of every single person who works for or with us. Respecting and promoting human rights in our business activities is one of our priorities in our Communities impact area. The Group recognizes that respect for human rights is a basic requirement and that failure to do so can cause harm to people and adversely affect business, with potential legal, financial and reputational consequences.

The Company follows its Human Rights Policy and a Social Policy to respect human rights and to avoid causing or contributing to adverse human rights impacts through own activities. The policy draws on the Universal Declaration of human rights, the International Labour Organization (ILO) core conventions on labor standards, United Nations Global Compact (UNGC), The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises, UN sustainable development goals (SDG) and the Social Accountability (SA) 8000 standard. All employees have access to the human rights e-learning, which describes the human rights principles and risks for the Company. The Company has made a provision, employees shall report any human rights risk or violation that might occur during projects, services and operations of the Company. Human Rights performance are being monitored based on relevant indicators to evaluate and to prevent human rights impacts in all of the Company's operations and workplaces. The Company's Human Rights and Social Policies specifically refer to the ILO core conventions as the minimum to be achieved, with respect to non-discrimination, prohibition of child and enforced labor, freedom of association and the right to engage in collective bargaining. The United Nations (UN) guiding principles are central to the Company's human rights training. A global awareness-raising program for all focuses on understanding how the Company can potentially impact human rights, the importance of due diligence and how the Company is embedding human rights in business processes, a global capacity building program is under way.

During the year under review, the Company has not received any grievances related to human rights. The Company, in line with the Group policy, seeks to raise its standards, and increase its understanding, and mitigation of human rights risks.

The Company is of the view that, its work on respecting and promoting human rights contributes to UN's Sustainability Development Goals 4, 5, 8, 9, 10 and 17.



Integrity, transparency and accountability

The Company's Code of Conduct is the framework that explains the behaviour the Company expects of every employee and stakeholder who work with it. The Company's Code of Conduct provides a framework to put business principles into practice with utmost integrity. It is a breach of the Company Code of Conduct to fail to report a violation or suspected violation that employees know about or to refuse to cooperate with the investigation of a suspected violation. Each employee is responsible for ensuring that his or her conduct and the conduct of anyone reporting to the employee fully comply with all applicable laws and the Company Code of Conduct. The Group has developed and implemented a systematic approach designed to prevent, detect and resolve any potential integrity concerns. This is supported by tools and processes and a zero-tolerance policy for any violations.

The Company's integrity program has created an environment where all its employees can be open about identifying risks, asking questions, and raising concerns. This is in line with the Group uses as systematic approach, designed to foster a culture of integrity and compliance. This is carried out through leadership and business accountability, supported by strong tools and processes, and a zero-tolerance policy for violations. As a part of the Group integrity program employees of the Company are not just encouraged but are required to speak up and to report any suspected or observed violations of the law, the Company Code of Conduct, or if they are asked to do something that might be a violation. They are to report on any of their concerns initially to their direct management, country head of integrity, country human resources manager, or alternatively, through country specific business ethics hotline numbers and e-mail which is routed to the Office of Special Investigations (OSI), which is a corporate function within the Company. The Company's OSI along with the integrity team then work towards investigation, and resolution of issues reported there-in.

The Company has multiple reporting channels available to all its employees/stakeholders and this includes a Business ethics hotline and an email id that is available for employees to report