

**FLSmidth Group**

# **Human Rights Policy**

## **1 Introduction and scope**

The Human Rights Policy outlines FLSmidth's commitment and practical approach to ensuring no harm as result of our business operations. This includes adhering to all universal human rights, the core conventions of the International Labour Organisation and customary international law.

This Policy applies to FLSmidth & Co. A/S and all of its subsidiaries, branches and representation offices worldwide (henceforth 'FLSmidth'). Its scope includes the management, employees and contract workers of all FLSmidth entities. In joint ventures, FLSmidth will work to commit other shareholder(s) to adopt this policy, or comparable standards for human rights due diligence.

FLSmidth has put in place a number of sub-policies to the Human Rights Policy, which further detail and interpret the rules and procedures for specific topics.

## **2 Rules**

### **2.1 Compliance with laws and standards**

FLSmidth will respect all rights enshrined in the United Nation's (UN) Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. FLSmidth is a participant of the UN Global Compact and works in accordance with the OECD Guidelines on Multinational Enterprises.

FLSmidth's human rights due diligence processes and this policy seek to achieve full alignment with the UN Guiding Principles on Business and Human Rights.

### **2.2 Access to remedy**

FLSmidth acknowledges our share of responsibility in offering access to remedy where our business conduct has resulted in adverse impacts on human rights. This means that where a potential violation of human rights is linked to FLSmidth's business operations, services or products, we recognise a responsibility to contribute to effective remediation for victims of such violations.

### **2.3 Relevant standard of rights protection**

Where provisions in this policy differ from practice or policy in a national entity, subsidiary or other business unit, this policy shall determine future practice. It shall also inform the need for remediation.

Where standards or principles embodied in this policy conflict with national law or regulation in countries of operation of entities within the policy's scope, FLSmidth is committed to working to achieve an outcome which does not violate the law of the country of operation, and also does not undermine universal standards of human rights.

## 2.4 Commitment to human rights due diligence

We commit to implementing the following steps into our business processes and procedures, in order to be able to effectively know and show FLSmidth's human rights impacts across all markets in which we operate:

- Identify, prevent and mitigate risks of human rights violations in all our operations and business relationships.
- Identify, prevent and mitigate adverse impacts we may cause or contribute to through our operations, business relationships and supply chain.
- Remediate direct or indirect adverse impacts on human rights caused by our business operations, business relationships and those of our suppliers', the latter to the extent set out in the Supplier Code of Conduct.
- Systematically monitor and report on our work with human rights internally and externally.
- Promote respect for and knowledge about human rights among our employees, contractors, business partners, suppliers and customers.
- Identify and augment positive rights enjoyment of internal and external stakeholders wherever possible.

## 3 Implementation

For business to respect human rights throughout their operations and relationships, the commitments reflected in this Policy must be affirmed and adhered to at every level and all branches of the organisation.

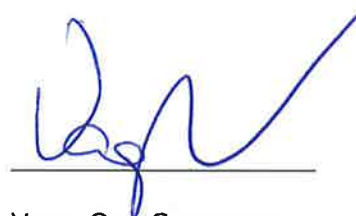
Business may impact on human rights in a large number of ways and different parts of an organisations may impact on different rights in different ways. Specific strategies are therefore needed to address the specific challenges faced by different business units, site operations and Group functions in various contexts, and will be formulated by Compliance in cooperation with the relevant internal and external stakeholders.

## 4 Governance

This policy is approved by the Board of Directors and Group CEO. The policy is maintained, implemented and updated by Group Compliance. Note that there may be local or regional policies that puts in place stricter rules on top of this group level policy.



Thomas Schulz,  
Group CEO



Vagn Ove Sørensen,  
Chairman of the Board of Directors

