

# GRUNDFOS HUMAN RIGHTS POLICY



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GRUNDFOS 

## OUR COMMITMENT TO RESPECT HUMAN RIGHTS

Grundfos recognizes and acknowledges that corporations have the responsibility to respect human rights. Our commitment to respect human rights applies to all Grundfos employees in all Grundfos companies.

In addition, Grundfos is committed to promote the development of a culture that supports the respect for Human Rights. Consequently, we expect business partners, such as suppliers and other parties directly linked to our operations, to adhere to this commitment.

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### HUMAN RIGHTS

Human rights refer to basic standards of treatment to which all people are entitled to, such as the right not to be discriminated, the right not to be subjected to forced labour, the right to a safe and healthy working environment and the right to water and sanitation among many others.

While this commitment refers to Human Rights as described in the International Bill of Human Rights as well as the International Labor Organization Declaration on Fundamental Principles and Rights at Work, we define the specific actions necessary to live up to this commitment by assessing our impact.

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### HUMAN RIGHTS IN GRUNDFOS

Our commitment to respect Human Rights is integrated and communicated across the organization through [our values](#), [our group policies](#) and our [Code of Conduct](#). Nonetheless, we are aware that understanding and managing human rights is a dynamic process, which demands that we continuously seek to improve our governance and processes in order to live up to our commitment and stakeholders' expectations.

We expect all our employees and business partners to consider the impact their decisions may have on Human Rights and that we all act accordingly.

In order to translate this commitment into a reality we will continuously work on:

- Identifying our human rights impact throughout our operations and business relationships
- Developing the means to manage our impact
- Monitoring our performance
- Communicating our efforts.

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### PROACTIVE CONTRIBUTIONS

While we assess our impact and determine where our bigger contributions could be, we believe Grundfos can best meet its responsibility as a global leader within advanced pump solutions and a trendsetter in water technology by contributing to advance the right to water and sanitation through our products and services.

Access to water and sanitation will continue to be one of our key focus areas and we will continue to develop new initiatives to have a positive impact in this area.