



Grundfos Human Rights Policy

GRUNDFOS 

Possibility in every drop

Purpose

Grundfos Human Rights Policy articulates our commitment and approach to respecting human rights throughout our operations and business relationships across the value chain, in line with our purpose, values and international standards. This Policy provides a foundation to guide our decisions and actions to uphold the dignity and rights of all individuals and communities impacted by our business.

Scope and applicability

This Policy applies to all Grundfos employees and Board members in every Grundfos company worldwide, including subsidiaries and brands that do not carry the "Grundfos" name but are part of the Grundfos Group. A full overview of Grundfos Group companies is available on our [website](#).

We also expect our value chain business partners, including suppliers, contractors, distributors and other third parties directly linked to our operations, products and services, to uphold these or similar human rights principles in their operations and relationships.

Our commitment and approach

We commit to respecting all internationally recognised human rights, including the [International Bill of Human Rights](#) (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights and International Covenant on Economic, Social and Cultural Rights) and the [International Labour Organisation \(ILO\) Declaration on Fundamental Principles and Rights at Work and Core Conventions](#). To uphold our commitment, we adhere to the [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#) and the [OECD Guidelines for Multinational Enterprises](#). Grundfos has been a signatory member of the [UN Global Compact](#) since 2002.

We abide by national and local laws wherever we operate. Where local law and international human rights standards differ, we strive to follow the higher standard. When faced with conflicting requirements, we comply with local law while striving to uphold the principles of internationally recognised human rights. We conduct risk-based human rights and sustainability due diligence to identify, prevent and mitigate adverse impacts on workers, communities, consumers and other stakeholders across our operations and value chain. This includes regular risk and impact assessments and embedding due diligence in business practices such as procurement and mergers and acquisitions.

Meaningful engagement with internal and external stakeholders, including rightsholders, is essential to address impacts and strengthen processes. Grundfos focuses on vulnerable groups such as children, women and indigenous peoples to aim for inclusive efforts. Monitoring human rights is an ongoing process requiring continuous improvement with progress tracked through regular reviews and reported in our Sustainability Statement, which forms part of the Annual Report, and in our Modern Slavery and Transparency Statement.

Our salient human rights issues

In 2024, we updated our list of salient human rights issues -those posing the greatest risk of severe negative impacts on people through our activities or business relationships. Salient issues are reviewed at least biennially or when significant changes occur in our business model or market presence. This review is informed by our latest Human Rights Impact Assessments, spot checks, stakeholder input and external trends. For each salient issue, we have adopted specific measures as outlined below and we expect our suppliers to apply similar approach as stated in our [Supplier Code of Conduct](#).

Freedom from discrimination and harassment

We prohibit all forms of discrimination or harassment and promote an inclusive and diverse workplace. We do not tolerate discrimination based on race, colour, religion or creed, gender or gender expression, age, national

origin or ancestry, mental or physical disability, marital status, sexual orientation, social status or any other categories protected by applicable law. We empower vulnerable groups to fully exercise their rights and have equal access to [skill development and career opportunities](#) as reflected in our [Code of Conduct](#), [inclusion and equity ambition](#) and [Harassment Prevention Policy](#).

Safe and healthy working conditions

We commit to ensuring the [health, safety and well-being](#) of all our employees and collaborative partners. We work to prevent accidents, injuries and occupational illnesses at all levels of the organization. We do this by identifying and reducing hazards and risks in the workplace, aiming for safe conditions for everyone at all times.

Freedom of association and collective bargaining

Grundfos respects the rights of employees to freely form or join trade unions and other lawful associations of their choice and to bargain collectively, without fear of harassment, retaliation or discrimination. We engage constructively with employee representatives and where local laws restrict these freedoms, we support alternative forms of representation and meaningful consultation.

Wages, benefits and working hours

Grundfos respects applicable international standards, legislations and collective agreements on wages, working time and paid leave. Working hours typically do not exceed 48 regular hours per week and where applicable, a maximum of 60 hours including overtime. Overtime work is voluntary, infrequent and fairly compensated (minimum 125% where no statutory rate exists). Employees are entitled to at least one day off per seven-day work week. We respect employees' right to rest, leisure, paid vacation and family life. We provide fair compensation for all employees, meeting or exceeding legal minimum wages or collective agreements, strive to pay a fair wage that supports a decent standard of living for employees and their families' essential needs and encourage our suppliers to do the same in line with our Supplier Code of Conduct.

Eradicating forced labour and modern slavery

Grundfos strictly prohibits all forms of forced labour, including bonded, indentured and prison labour, as well as modern slavery and any forms of human trafficking and unethical recruitment practices in our operations and

value chain. We recognise the potential risks of forced labour and modern slavery in certain regions and industries within our supply chain. We maintain ongoing monitoring and collaboration with our partners to support and verify their compliance with our Supplier Code of Conduct. For more information, see our [Modern Slavery and Transparency Statement](#).

Elimination of child labour and protection of young workers

Grundfos prohibits child labour in all operations and across our value chain. No one under the legal working age can be employed (minimum 15 or higher if required by law or under 14 under ILO exceptions). We protect young workers under 18 from hazardous work and ensure that apprenticeships or internships are safe, educational and legally compliant.

Clean, healthy and sustainable environment for local communities

Grundfos recognises the interconnection between human rights, climate and nature and respects the right to a clean, healthy and sustainable environment and the right to clean water and sanitation. We work to reduce water, energy and resource use and advance energy efficiency, carbon reduction and circular practices grounded in respect for human rights across our value chain in line with our just transition approach. We respect land rights of the individuals, indigenous people and local communities and collaborate with stakeholders to protect the environment and support vulnerable communities.

Grievance mechanisms and remedy

We recognise the right to remedy. If Grundfos causes or contributes to adverse impacts, we commit to providing or cooperating in remedy for affected individuals, workers and communities. We support access to legitimate judicial or non-judicial mechanisms and assess credible allegations without obstruction. If Grundfos is directly linked to adverse impacts, we strive to use and build our leverage to prevent or mitigate impacts.

We strive to ensure access to effective grievance mechanisms for rightsholders, consistent with effectiveness criteria of UNGPs, and we expect suppliers to maintain accessible grievance mechanisms and remediation processes appropriate to their context. Retaliation against anyone raising human rights or environmental concerns is prohibited and we do not tolerate threats or attacks against human rights and environmental defenders.

Our [Whistleblower system](#) allows anonymous reporting of suspected violations or non-compliance with the Grundfos Code of Conduct and Human Rights Policy by employees and third parties, including external affected stakeholders. Reports are managed by our independent Ethics Committee to ensure impartiality and confidentiality, and we monitor effectiveness through regular review.

Governance and accountability

This Human Rights Policy is approved by the Grundfos Holding Chief Operating Officer on behalf of Group Management. With the oversight from our Board of Directors, Group Management is responsible for overseeing our Human Rights Policy commitments and its implementation.

This Policy was developed with input from internal stakeholders and external human rights experts and is regularly updated as needed to respect evolving standards, expectations, due diligence findings and stakeholder feedback, ensuring it remains effective and relevant.

This Human Rights Policy is effective from 10 December 2025 and supersedes all previous versions of the policy.

Appendix

The Human Rights referred to in our Human Rights Policy include:

- The International Bill of Human Rights (consisting of the Universal Declaration of Human Rights and the main instruments through which it has been codified: The International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights).
- All the International Labour Organisation's core conventions: freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 and No. 98), Elimination of all forms of forced or compulsory labour (Convention No. 29 and No. 105), effective abolition of child labour (Convention No. 138 and No. 182), elimination of discrimination in respect of employment and occupation (Convention No. 100 and No. 111) and a safe and healthy working environment (Convention No. 155 and No. 187).
- The Ten Principles of the UN Global Compact.
- The ILO conventions on labour standards on working hours and the health and safety of its workers.
- UN Guiding Principles on Business and Human Rights.
- OECD Guidelines for Multinational Enterprises.
- ILO Convention No. 169 on Indigenous and Tribal Peoples and the United Nations Declaration on the Rights of Indigenous Peoples.
- CEO Water Mandate.

Policies and ambition

- [Grundfos Code of Conduct](#)
- [Environmental, Health and Safety \(EHS\) Policy](#)
- [Equity and Inclusion at Grundfos](#)
- [Grundfos Harassment Prevention Policy](#)
- [Grundfos Supplier Code of Conduct](#)
- [Sustainable Purchasing Policy](#)
- [Grundfos Whistleblower Policy](#)