



# Grundfos Salient Human Rights Issues

**GRUNDFOS** 

Possibility in every drop



# We respect the dignity and human rights of all people

As stated in our [Human Rights Policy](#), part of our commitment to respect human rights is to annually review our salient human rights issues, which are based on the results of the human rights impact assessments we conduct, external trends, and significant changes in our business, or the

environments where we operate. This is to prioritise our human rights due diligence efforts. Therefore, we have narrowed our focus to salient issues, including working hours, health and safety, labour rights, and privacy. The identified issues are those which are the most severe and

likely to have an actual or potential negative impact on people across the operations, supply chain, and business partners. The rights of vulnerable groups, such as children, women, and indigenous people, will also be given special attention. We will revise the list of salient issues on an on-going basis.



## Forced labour

Grundfos strictly prohibits any form of forced labour and/or human trafficking, including but not limited to any form of bonded, indentured, and/or prison labour. We will not tolerate the use of threats, fraud, or intimidation to directly or indirectly influence people to provide labour or services.

## Child labour and employment of minors

Grundfos supports and respects the Rights of the Child; hence it is our intention and commitment to contribute to the effective abolition of child labour. We follow the minimum age set by applicable laws in the relevant countries or 15 years of age where legislation does not specify a limit. Young workers between the age of 15/local legal age and 18 may only be employed under the condition that the work is non-hazardous and does not involve night shifts and overtime.

## Discrimination, fair and equitable treatment

Grundfos is committed to a safe and inclusive workplace free of abuse and harassment, as stated in our [Harassment Prevent Policy](#) and [Code of Conduct](#). We treat people with respect and in a non-discriminatory way. We aim to foster diversity and inclusion in the workplace where differences are respected, and people are enabled to achieve their fullest potential with our [Diversify, Equity and Inclusion ambition](#). We do not accept physical, psychological, verbal, sexual, or any other kind of harassment.

## Freedom of association and collective bargaining

Grundfos will support and respect the freedom of association and the effective recognition of the right to collective bargaining. We respect employees' decisions to join or not to join a union and their choice of unions as well as their freedom of expression. Grundfos will not interfere with or influence workers and their organisations' activities through financial support or other means.

## Health and safety

The health and safety of Grundfos employees are given high priority. We constantly seek to improve the working environment by taking preventative actions to reduce hazards and ensuring that working conditions follow occupational health and safety workplace standards, laws, and regulations. This includes appropriate building construction, electrical and fire safety, hazardous materials handling and storage, emergency readiness, and access to clean water, sanitation, and hygiene facilities.

## Working hours, wages, and social security benefits

Grundfos will strive to ensure that wages, benefits, and working hours, including regular working hours, overtime, days of rest and breaks, comply with applicable laws and regulations.

## Privacy

Grundfos respects the confidentiality and right to privacy of individuals. We will do our utmost to ensure that confidential information, such as personal data, is not disclosed to third parties or used in a non-compliant way.

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