





Grundfos salient human rights issues	Potentially impacted stakeholders				Impact examples	Examples of how Grundfos mitigates impacts
	 Own workers	 Workers in the value chain	 Affected communities	 End users & consumers		
Freedom from discrimination and harassment	●	●	○	○	Risk of discrimination against vulnerable groups during hiring and promotion or risk of harassment in both production and office workplaces.	<ul style="list-style-type: none"> Equity and inclusion initiatives, human resources practices and procedures Code of Conduct training including on-site or online Harassment prevention policy, e-learning and manager guidelines Whistleblower system – accessible for both internal and external stakeholders
Safe and healthy working conditions	●	●	○	○	Health, safety and wellbeing risks inherent in manufacturing and operations as well as impacts from extreme heat and other climate change challenges.	<ul style="list-style-type: none"> Health, safety and wellbeing – integrated into Grundfos Quality, Environment, Health and Safety Management Systems, with standards, programmes and training aligned to ISO requirements Supplier Code of Conduct compliance – verified through Sustainable Supplier Management Programme Whistleblower system – accessible for both internal and external stakeholders
Freedom of association and collective bargaining	●	●	○	○	Complexity of navigating diverse local labour laws and practices across multiple locations, including those with restrictions on freedom of association and trade unions.	<ul style="list-style-type: none"> Code of Conduct training Human rights assessments – including group saliency and on-site country-level reviews Human resources practices and procedures Other channels (e.g. labour unions, workers' councils, townhalls, Employee Motivation Survey) depending on local context
Wages, benefits and working hours	●	●	○	○	Even when salaries are above minimum wage, they may still fall short of living wage recommendations, and excessive working hours remain common in the industry.	<ul style="list-style-type: none"> Human rights assessments – including group saliency and on-site country-level reviews Internal audits, human resources practices and procedures, including salary benchmarking and living wage assessments Supplier Code of Conduct compliance – verified through the Sustainable Supplier Management Programme
Eradicating forced labour and modern slavery	○	●	○	○	Certain sectors in the supply chain, such as employment agencies, electronics and raw materials, pose heightened forced labour risks.	<ul style="list-style-type: none"> Human rights assessments – including group saliency and on-site country-level reviews Compliance screening – business partners checked against global sanctioned party lists and human rights watchlists Supplier Code of Conduct compliance and due diligence efforts – verified through the Sustainable Supplier Management Programme
Elimination of child labour and protection of young workers	○	●	○	○	Deeper supply chains, such as those for iron and steel, may involve serious human rights concerns, including the risk of child labour.	<ul style="list-style-type: none"> Human rights assessments – including group saliency and on-site country-level reviews Compliance screening – business partners checked against global sanctioned party lists and human rights watchlists Supplier Code of Conduct compliance – verified through the Sustainable Supplier Management Programme
Clean, healthy and sustainable environment for local communities	○	○	●	○	Expansion and supply chain activities may pose land rights and environmental impacts, including water use.	<ul style="list-style-type: none"> Environment management aligned to ISO requirements Human rights impact assessments and community engagement Supplier Code of Conduct compliance Land rights risk screening during mergers and acquisitions where relevant Whistleblower system – accessible for both internal and external stakeholders
Access to remedy	●	●	●	●	Risk of inadequate visibility or use of formal processes to receive and address grievances from the community.	<ul style="list-style-type: none"> Human rights assessments – including group saliency and on-site country-level reviews Whistleblower system overseen by the Ethics Committee, ensuring independent investigation and handling of reports with access available to external stakeholders. Supplier Code of Conduct compliance – verified through the Sustainable Supplier Management Programme

● Most affected ○ Not affected

Please note: This document provides examples of potential impacts and outlines how Grundfos addresses them. The list is not exhaustive and includes only selected impacts, actions, initiatives and programmes. Policies and commitments are covered in our [Human Rights Policy](#). For further information, please refer to our annual Sustainability Statement, which forms part of our Annual Report and Modern Slavery and Transparency Statement.