



# Grundfos human rights policy

**GRUNDFOS** 

Possibility in every drop

# Our commitment to respecting human rights

Respect for human rights is an integral part of the way we do business.

We recognise and acknowledge that Grundfos, as a company has the responsibility to respect human rights. Our commitment to respecting human rights applies to all Grundfos employees in all Grundfos companies. We are committed to continuously promoting a culture that supports respect for human rights. Therefore, we expect our business partners, such as suppliers and other parties directly linked to our operations, products, and services, to adhere to this commitment, and we further seek to

promote responsible business conduct along the value chain.

We are committed to respecting internationally recognised human rights in line with guidance defined under the [OECD Guidelines for Multinational Enterprises](#) and the [UN Guiding Principles on Business and Human Rights](#) (UNGPs). Grundfos endorses the rights and principles set out in the [International Bill of Human Rights](#) and the eight fundamental conventions identified in the [International Labour Organisation's Declaration on](#)

[Fundamental Principles and Rights at Work](#). We are a signatory member of the [UN Global Compact](#) and have been committed to its ten principles since 2002.

We operate in compliance with applicable local laws and regulations relating to human rights. Where national legislation conflicts with the principles in this policy, we will seek ways to honour the principles of internationally recognised human rights to the greatest extent possible, always in respect of local laws.

## Our approach

Our objective is to prevent or mitigate adverse human rights impacts and provide remedies, whether we cause them ourselves, contribute to them,

or are linked to them in any way while working on our sustainability efforts towards providing access to clean water and sanitation and reducing our

climate impacts. At the same time, we aim to foster a diverse and inclusive workplace where people feel valued, respected and supported.



We take a rights-based approach to conduct human rights due diligence to identify, prevent, mitigate, and remedy our actual and potential human rights impacts throughout our operations and business relationships.

We annually review our [Human Rights Salient Issues](#) and integrate learnings from our due diligence efforts, external trends, and significant changes in our business and operating environment. We track our actions and report our progress via our annual [Sustainability Report](#), which is publicly accessible to all stakeholders.

Grundfos acknowledges that respectful dialogues with relevant stakeholders are essential for broadening and deepening the understanding of our potential and actual human rights adverse impacts on

rights holders. These rights holders include, but not limited to, Grundfos employees, workers in the supply chain, business partners, customers, and communities where we operate. We aspire to become even more engaged in dialogues with relevant stakeholders across our value chain to strengthen our approach to identifying our human rights salient issues.

We understand that monitoring human rights is a dynamic and ongoing process, which demands that we continuously seek to improve our governance and procedures in order to live up to our commitment and stakeholders' expectations.

Expectation to develop and maintain good business ethics and responsible business conduct, including respecting

human rights, is embedded into policies and internal processes across the organisation through [our values](#), [Group policies](#), and [Code of Conduct](#).

All Grundfos employees receive annual training on the Code of Conduct to understand why and how they maintain high ethical standards and respect for human rights in the workplace and our business operations.

We require our suppliers and other business partners to uphold human rights, including those described in this policy and reflected in the [Grundfos Supplier Code of Conduct](#). We take a rights-based approach and annually assess and monitor our suppliers to ensure responsible business conduct with respect for human rights through our supply chain management programme.

## Our governance

As part of our sustainability governance, the Board of Directors have oversight, and our Chairman and CEO have approved this policy. Group Management sets the direction on strategy, goals,

and initiatives with support from the Grundfos Sustainability Council. Group Sustainability manages operational oversight of our human rights due diligence programme.

Together with Group Sustainability, our partners across different departments provide the support to integrate human rights into our day-to-day operations.



# Grievance mechanisms and access to remedy

Grundfos encourages our employees to report a potential violation of this policy to their line manager, their manager's manager, or via the Grundfos [whistle-blower platform](#), which is also accessible to business partners along our value chain, and other relevant stakeholders. Grundfos prohibits retaliation against individuals raising human rights-related concerns or reporting violations.

Grundfos seeks to provide or cooperate in providing access to remedy through legitimate judicial and/or non-judicial processes where we have identified any adverse human rights impacts caused or contributed to by our business activities. We will assess any relevant allegations and take appropriate actions where necessary to mitigate actual or potential adverse human rights impacts as well as not obstruct

access to remedies. Where we believe Grundfos is directly linked to adverse human rights impacts through business relationships, we will seek to collaborate with business partners to promote proper remediation following applicable regulations.



For further information or questions regarding Grundfos Human Rights Policy, please visit our [website](#).

**Jens Winther Moberg**  
Chairman  
Grundfos Holding A/S Board of Directors

**Poul Due Jensen**  
Group President, CEO

# 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).
- The eight International Labour Organisation's core conventions: Freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 & No. 98), Elimination of all forms of forced or compulsory labour (Convention No. 29 & No. 105), Effective abolition of child labour (Convention No. 138 & No. 182), Elimination of discrimination in respect of employment and occupation (Convention No. 100 & No. 111).
- 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.

## Human rights

**Principle 1** - Businesses should support and respect the protection of internationally proclaimed human rights;

**Principle 2** - Make sure that they are not complicit in human rights abuses.

## Labour

**Principle 3** - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4** - The Elimination of all forms of forced and compulsory labour;

**Principle 5** - The effective abolition of child labour; and

**Principle 6** - The Elimination of discrimination in respect of employment and occupation.

## Environment

**Principle 7** - Businesses should support a precautionary approach to environmental challenges;

**Principle 8** - Undertake initiatives to promote greater environmental responsibility; and

**Principle 9** - Encourage the development and diffusion of environmentally friendly technologies.

## Anti-Corruption

**Principle 10** - Businesses should work against corruption in all its forms, including extortion and bribery.

## Grundfos policies and ambition:

- Grundfos Group Policies
- Grundfos Code of Conduct
- Grundfos Supplier Code of Conduct
- Grundfos Harassment Prevention Policy
- Diversity, Equity & Inclusion (DE&I) at Grundfos



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