



Policy

Human Rights

Governing document
Coor Group

2023-04-18

This is a governing document:

Human Rights Policy

Coor influences the lives of many people every day and we have a strong commitment in creating a truly sustainable company. Respect for the equal value and rights of all people is fundamental to Coor.

STATEMENT

Coor is a diverse and inclusive company, and we strive to become even more committed to these values – for our employees, our customers and for society at large. Coor is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in breaches of human rights. We support the principles contained within the International Bill of Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO’s Declaration on the Fundamental Principles and Rights at Work.

PURPOSE

The purpose of this policy is to make sure that the respect of Human Rights is a natural part of our culture, at all levels of the organization, to meet our responsibility to respect human rights. The policy should serve as a tool for our employees and managers to navigate in their daily work. The Human Rights Policy is an underlying policy to Coor’s Code of Conduct and ensures that our business acts in accordance with our ambitions, legislation, and good practice for a listed company with full respect for internationally recognized human rights.

EXTENT

The policy is valid for all employees regardless of the form of employment as well as for suppliers, customers and hired personnel within Coor, including all countries and operations. We expect our employees, partners, suppliers, and customers to share this commitment, even when faced with conflicting requirements. All Coor’s managers have a responsibility to ensure that the content of this policy is being communicated, understood, and adhered to. All employees are responsible for following this policy throughout their employment. If anyone believes that someone is violating the Human Rights policy or the law, they are asked to report it immediately to their manager, manager’s manager, Human Resources, Company legal counsel or through the whistle blower channel WhistleB. Our senior management has responsibility for overseeing the implementation and ensuring that any breaches of the policy are investigated.

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Human rights due diligence

In accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD guidelines for Multinational Enterprises, Coor recognizes our responsibility to respect human rights. To meet our responsibility, we strive to continuously improve our due diligence process to identify, cease, prevent, and mitigate actual or potential human rights impacts that we may cause or contribute to through own activities, or that we may be directly linked to by our business relationships.

Where Coor identifies actual or potential human rights impacts we may be involved in, we will assess whether we have caused, contributed to, or are directly linked to the impact, and take appropriate measures to enable remediation, in accordance with the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. Where we identify that we have caused or contributed to adverse human rights impacts, we will provide for or cooperate in the remediation through legitimate purposes. Where we identify that we have not caused or contributed to the adverse human rights impact but are directly linked to the impact by our business relationships, we will seek to use our leverage to enable remediation.

We commit to having effective channels for complaints (grievance mechanisms), that are accessible to all employees, and to develop those in line with the 'effectiveness criteria' laid out in the UN Guiding Principles on Business and Human Rights and ask of our suppliers and business partners to do the same.¹

Our commitment

Coor seeks to identify, assess, and manage human rights impacts within our value chain in line with the following policy aims:

EMPLOYEES

One of our most fundamental responsibilities as a company is to ensure a safe and healthy workplace for our employees and others performing work for Coor. We are committed to respect the human rights of our employees, including non-discrimination, prohibition of child labour, forced labour and modern slavery, freedom of association and the right to engage in collective bargaining. We actively promote the rights of our employees and regularly engage in dialogue with our employees and union representatives. As such, we provide fair and safe working conditions, and apply the principles pursuant to the above-mentioned conventions and guidelines.

¹ Principle 31 of the UN Guiding Principles on Business and Human Rights sets out the 'effectiveness criteria' for non-judicial grievance mechanisms.

SUPPLY CHAIN

Our commitment to respecting human rights includes a full value chain approach, focusing not only on our own activities but also on our supply chain. Responsible procurement practices are one of our most important tools for responsible business and Coor shall adapt our procurement methods to strengthen, and not undermine, our suppliers' ability to deliver on our requirements related to human rights.

Therefore, Coor evaluates and selects our suppliers and contractors, taking into consideration required standards for protection of human rights. Furthermore, Coor monitors our contracting parties' performance where appropriate. Coor engages with our contracting parties through dialogue and cooperation to continually advance the application of the required principles regarding human rights. Our ethical requirements towards suppliers are described in Supplier Code of Conduct.

COMMUNITIES

At Coor, we respect the cultures, customs, and values of the people in communities in which we operate. Coor contributes, within the scope of our capabilities, to promote the fulfilment of human rights through improving economic, environmental, and social conditions and serve as a positive influence in communities in which we operate. We have open dialogue with stakeholders and participate in community engagement activities.

SOCIETY

Coor participates where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights. We play a positive role, within our spheres of influence, in capacity-building for the realization of human rights within countries of operation. We promote the realization of environmental sustainability and development through our core business and through our participation in other multi-stakeholder activities where appropriate. We uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce such standards for all businesses.

Public reporting

We seek to report our efforts to address human rights in a manner that provides sufficient information to evaluate the adequacy of our response to human rights impacts in our annual report. This includes the activities conducted to identify and address actual or potential adverse impacts, including the findings and outcomes of those activities. Coor will also assure that information about our due diligence policies and processes are easily available for external stakeholders.

Development

Coor seeks to continuously improve its human rights due diligence process and to align it fully with the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. Coor also continues to be involved in multilateral efforts to support human rights through organizations such as the United Nations Global Compact, as well as taking part in a wide range of other activities designed to promote the corporate responsibility to respect human rights.

Appendix: Key human rights priority areas

Based on Coors human rights impact assessment (HRIA) we have summarized those human rights (including labour rights) that the business recognizes as likely to be the most salient for our operations, by means our priority areas:

- Health and safety at work
- Right to health
- Right to just and favourable terms and conditions of employment
- Right to non-discrimination and equal treatment

In addition to the above, we have identified the following salient human rights impact in the supply chain:

- Right to not be subject to child labour
- Right to not be subject to forced labour, including the right to freedom of movement
- Right to non-discrimination
- Right to freedom from harassment and sexual harassment
- Right to freedom of association and collective bargaining including non-discrimination of union members
- Indigenous peoples' rights to their lands, territories, and resources, as recognized in the UN Declaration on the Rights of Indigenous Peoples

Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in relevant documents such as the Supplier Code of Conduct, the Diversity and Inclusion Policy, Sustainability Policy and in processes such as mergers and acquisitions.