

Fimlab's human rights commitment

Fimlab is committed to respecting all internationally recognised human rights. We know that our actions can promote the realisation of human rights, and it is our obligation to address any violations of human rights we may encounter.

We comply with legislation, follow ethical principles and respect internationally recognised human rights according to

- the Universal Declaration of Human Rights of the United Nations (UN),
- the UN International Covenant on Civil and Political Rights,
- the UN International Covenant on Economic, Social and Cultural Rights,
- the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work, and
- the UN Guiding Principles on Business and Human Rights.

Respect for human rights is considered in all of Fimlab's activities in compliance with the duty of care. We are constantly developing our activities and processes to better identify human rights risks and promote the realisation of human rights.

Fimlab's activities have been identified as having a significant impact on the human rights of our employees, customers and business partners as well as the human rights of employees in our broader supply chain. We strive to ensure the realisation of our stakeholders' human rights in all our activities, regardless of their age, gender, origin, nationality, language, religion, conviction, opinions, political activity, trade union activities, family relationships, health, physical characteristics, disability, sexual orientation, gender identity or other personal characteristics. We listen to our stakeholders' views on the realisation of human rights and acknowledge them in the development of our activities. We are committed to providing a safe and equal working and operating environment with zero tolerance for discrimination and harassment.

Furthermore, we require all our partners and their supply chains to also respect internationally recognised human rights.