

A woman with blonde hair, wearing a yellow safety vest over a dark long-sleeved shirt and a black headset with a microphone, is looking upwards and to the right. She is holding a black clipboard and a pen. The background is a blurred industrial or factory setting with overhead lights and structural elements.

Eltronic Group
ENGINEERING IMPACT

Human Rights Policy

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1 Scope

This policy applies to all Eltronic Group and its subsidiaries. If a company stipulates a policy in compliance with separate laws and regulations, this policy can be denied.

2 Basis

The basis for this policy is national law, international conventions, and ESG law.

3 Purpose

This policy is aimed at upholding compliance with the above and as a minimum, complying with customer requests.

4 Targets

The companies are regulated and requested to formulate and strategically perform targets in this area.

5 Ownership

The policy is owned and governed by the Human Resource Director, in cooperation with the company-specific HR Responsible.

6 Evaluation

The policy must be evaluated at least once a year.

7 Policy

It is the policy of the group to recognize our corporate responsibility to operate with respect to human rights and we acknowledge that we may directly cause or contribute to negative human rights impacts in our own operations and supply chain.

Therefore, we fully commit our own personal and business partners to respect internationally recognized human rights standards and seek to avoid infringement hereof through due diligence processes.

In accordance with UN guiding principles on business and human rights, we base our commitment on the international bill of human rights, and we ensure that our supplier code of conduct used towards our business partners follows the same framework. The said framework also contains commitments to ILO's eight core conventions and OECD guidelines for multinational companies.

Our compliance commitment follows the highest standard, be national or international, with the exception where local (host-government) legal frameworks prohibit international standards, in these cases, we seek to respect said principles to the greatest extent possible.

We will provide remedy for adverse impacts to individuals or communities, that we caused or contributed to and enable grievance mechanisms through our global whistleblower system as per whistleblower policy.

7.1 Policy Statements

We will live up to our policy by:

Maintaining a supplier policy with a distinct human rights commitment and working together with our supply chain to support them in complying with Code of Conduct

Carrying out training for employees where necessary and relevant.

7.2 Group Targets

1. Performing yearly e-learning on human rights.