

Getinge Policy

# Human Rights Policy

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Adopted by the Board of Directors 16-JUL-2019

## 1. Summary

The objective of this Policy is to establish our standpoints on Human Rights. It is based on the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

At Getinge, we respect Human Rights and believe that all people should be treated with dignity and respect. We are committed to identifying, mitigating, and preventing Human Rights abuses in our business, operations, supply chain, and the communities in which we operate.

This Human Rights Policy applies to all employees and business relations acting on behalf of Getinge.

## 2. Scope and Objective

This Policy is valid for all Getinge companies, its subsidiaries and joint operations (jointly "Getinge") and applies to all our employees, as well as consultants and agency personnel who work at Getinge premises or under the direction of Getinge (all referred to in this Policy as "employees").

This Policy also applies to business partners, such as vendors and suppliers, as well as distributors, agents and other sales intermediaries.

This Policy provides our employees with an overview of Getinge's commitment to respect Human Rights. The objective is to support and enable employees at all levels in Getinge to act in line with our values, rules and expectations.

We expect all employees to follow this Policy and consistently apply its high standards when doing business.

## 3. Principles

### Commitment and Expectations

At Getinge, the protection of all Human Rights is the highest priority. Our business operations are guided by the principles of diversity and inclusion, freedom of association and ensuring a safe and secure workplace. We routinely identify, assess, and manage the Human Rights impact of our business on our employees, our suppliers, our distributors, our customers, and our communities.

We strive to use our position of influence to promote and support Human Rights initiatives.

Our business and operations are guided by the following values:

**Diversity and inclusion.** Our Diversity Directive articulates our commitment to a diverse and inclusive working environment.

**Freedom of association.** We respect our employees' choice to be represented by trade unions. We will cooperate with these trade unions in good faith in accordance with applicable national or regional law.

**Safe and secure workplace.** We are dedicated to maintaining a safe and productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. We will maintain a workplace that is free from violence, harassment, intimidation, or other unsafe conditions due to internal or external threats.

## 4. Grievance Mechanisms

Do not hesitate to raise a concern. Any Getinge employee who suspects violations of this Policy is expected to speak up and raise the issue to their line manager, to Human Resources, to the Ethics and Compliance Office, or to use the Getinge Speak-Up Line.

All stakeholders have the opportunity to raise questions and or concerns regarding potential and actual adverse Human Rights impacts by using the Getinge Speak-Up Line.

The Speak-Up Line is available on Getinge internal and external webpages. At Getinge, we do not accept any form of retaliation against someone who speaks up, expressing concerns or opinions.

We will establish grievance mechanisms, and are committed to investigate any concerns, and if we discover any severe adverse Human Rights impacts, we will act appropriately without delay.

## 5. Roles and Responsibilities

All Getinge employees are individually responsible for reading, understanding and complying with this Policy. Each employee is responsible for acting in accordance with this Policy. Getinge managers are responsible for making sure each team member has access to this Policy.

Each Getinge business function/sales region is responsible for preventing activities that violate Human Rights and the principles of this policy.

Day-to-day reinforcement, including regular information and training on Human Rights issues, as well as compliance follow-up, is part of every manager's responsibility, with the support of the Ethics and Compliance Office.

Violations against the Policy can result in disciplinary action, up to and including termination.

## 6. Framework

This Policy is part of Getinge's Governance Framework, which includes:

- Code of Conduct, Our Cultural Core Values, Strategic framework, Policies approved by the Board of Directors, Directives approved by the CEO or direct reports to the CEO as well as local instructions
- Decisions made by the CEO or otherwise under the Delegations of Authority as approved by the CEO
- The Ethics and Compliance Office is responsible for ensuring that the latest version of this Policy is published and available to all employees on the Getinge intranet.
- This Policy will be reviewed every other year or as needed.
- The original language of this Policy is English.

## 7. Guidance and Assistance

If you have questions on this policy or you are uncertain which rules apply, please contact the local HR department or email to [DERAS-HR@Getinge.com](mailto:DERAS-HR@Getinge.com)

### Useful links:

Code of Conduct POL-0108

People Policy POL-0106

Sustainability Policy POL-0114

Diversity Directive DIR-0145