

# Human Rights Policy (EN)

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| <b>Assigned to:</b> | --           |
| <b>Scope:</b>       | Global       |
| <b>Exception:</b>   | --           |

## Aim

*This statement aims to ensure that RHI Magnesita recognizes, upholds and respects internationally recognized human rights standards of its employees and in the conduct of its business.*

# Human Rights Policy

**Scope:** *Global*

RHI Magnesita recognizes that respect for human rights is a central pillar of environmental, social and governance best practices. RHI Magnesita upholds and respects the human rights, dignity, and well-being of its employees, contractors, and the communities in which it operates.

RHI Magnesita respects all internationally recognized human rights standards and requires its suppliers and contractors to comply with the same high standards. This human rights policy establishes a framework of core human rights principles that RHI Magnesita shall conform to when conducting its business.

RHI Magnesita's Code of Conduct lays out our high-level behavior and governance standards. This policy supplements the values set out in our Code of Conduct. Our human rights approach is consistent with the principles contained within the United Nations Universal Declaration of Human Rights, the principles of the United Nations Global Compact, and the requirements of relevant local laws, such as the UK Modern Slavery Act 2015, among others. The Supplier Code of conduct of RHI Magnesita requires suppliers to respect human rights and that the company will not tolerate human trafficking or slavery in the facilities of its suppliers.

This Policy applies to all directors, managers, and employees, regardless of their position or type of employment, and third parties working on behalf of any group company of RHI Magnesita or working at our premises.

## RHI Magnesita commits

- to build a diverse organization where everyone feels welcome and valued, regardless of gender, age, nationality, ethnicity, religion, disability, sexuality, or any other differences
- to provide equal opportunity for all employees in all employment-related decisions irrespective of any distinctive criteria
- to uphold the right of collective bargaining and freedom of association in accordance with local laws
- to maintain zero tolerance towards any kind of discrimination, (sexual) harassment, abuse, and violence
- to respect the right to privacy and other data protection principles as outlined in the EU General Data Protection Regulation (GDPR) and other applicable local laws
- to stand for correct and just business conduct and not tolerate any form of corrupt practices by fully complying with anti-bribery and corruption laws
- to reject and not tolerate the use of child labor or forced labor in our business and in our supply chain
- to oppose any form of modern slavery and human trafficking in our business and supply chain
- to respect the labour laws and social legislation of the countries in which we operate
- to respect local regulations on working hours in every country in which we operate
- to provide a safe and healthy work environment and to work towards our goal of zero accidents

This policy forms the foundation of our approach to human rights. It reflects and complements other Group policies concerning Anti-Corruption, Anti-Discrimination and Anti-Harassment, Global Data Protection and Privacy, Diversity Charter and Supplier Code of Conduct.

If you have a question on this Policy and its underlying principles or its practical application or if you identify a potential risk, the first point of contact is your line manager. You can also contact your local HR representative, the Legal team, IA, R&C team by emailing [compliance-helpline@rhimagnesita.com](mailto:compliance-helpline@rhimagnesita.com)

RHI Magnesita does not tolerate unethical or illegal behaviour. Whenever you have knowledge of or suspect a violation of pertaining laws and regulations, this policy, other policies or the RHI Magnesita Code of Conduct, do not hesitate to report the incident.

The RHI Magnesita [Compliance Helpline](#) provides a route to report cases of suspected lack of compliance and to obtain advice. This can also be done anonymously.