

## Human right policy

### 1. Commitments to employees

Health, Safety & Security at Fameco is committed to implementing preventive and protective measures to create a safe and healthy work environment on all of its sites. It shall strive to prevent any accidents or occupational illnesses. Fameco shall ensure the safety of its employees during the course of their work.

Fameco is committed to providing its employees with respectful working conditions that are in line with the applicable local laws and its agreements with personnel representatives

Fameco is firmly opposed to child labor, forced labor, and modern slavery. Should any such practices be discovered, the company shall act immediately to put a stop to them and to protect the best interests of the individuals concerned.

Fameco does not tolerate any harassment or violence in any form in the workplace and shall take the necessary steps to prevent or punish such behaviour

Fameco is committed to promoting that everyone within and outside our company to be treated and given equal opportunities regardless of gender, gender identity, age, ethnicity, sexual orientation, religious affiliation and (dis)ability this includes wages, benefits, rights, working hours, recruiting. It is important that we as well as our suppliers comply with and work towards anti-discrimination laws, regulations, land, forest, water rights and against forced eviction and use of private or public security forces.

Fameco guarantees the free exercise of union rights and upholds the right of employees to join unions or labor organizations, in accordance with their freedom of association and collective bargaining rights. Fameco shall make every effort to maintain fair and honest labor relations.

Fameco is committed to protecting its employees' privacy and the confidentiality of their data, in accordance with applicable regulations.

## 2. Commitments with commercial partners

Fameco believes that all its commercial partners must share the same principles and values.

Any Human Rights violations that may arise, and thereby take appropriate measures (if necessary)

## 3. Commitments to local communities

Fameco is committed to building and maintaining a relationship of trust with local communities.

Fameco makes every effort necessary to reduce its footprint and environmental liabilities on its active sites. The measures taken are designed to limit harm to neighbouring communities, eliminate the risk of pollution, and prevent any risks related to reducing their access to natural resources.

## 4. Governance

Fameco adheres to international legislation and local legal requirements. In the event of a conflict between local laws and the commitments contained in this policy.

Any person who is a witness to or victim of a Human Rights violation in connection with Famecos activities should report such conduct through the whistleblowing system (See M19\_Whistleblower policy).

Send any violation to <https://whistle.qnister.com/fameco>

Möln dal, 25 November 2024

Fredrik Schultz

CEO