

Hydratech Industries Human Rights Policy

Hydratech Industries recognizes its responsibility to respect human rights, and commits to avoid infringing on human rights and to addressing any adverse human rights impacts with which Hydratech Industries may be involved (see the Annex to this policy for a definition of human rights). This commitment is guided by the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the eight core labour conventions of the International Labour Organisation.

Hydratech Industries will comply with all applicable laws and human rights commitments, and seek ways to honour internationally recognized human rights principles when faced with conflicting requirements presented in local laws and regulations. When local law and regulation set lower standards but do not prohibit applying international standards that exceed local law and regulation, Hydratech Industries will apply the international standard. Hydratech Industries will also develop and implement due diligence processes to identify, prevent, mitigate and account for any adverse human rights impacts directly linked to its operations, including stakeholder consultations and human rights impact assessments in accordance with the nature and context of its operations.

As a large employer, Hydratech Industries places particular importance on the fundamental labour standards, and seeks to

- avoid using or contributing to child labour
- avoid using or contributing to forced or compulsory labour
- respect freedom of association and the right to collective bargaining
- maintain a framework of fair and just remuneration, fair working hours and leave
- eliminate discrimination in respect of employment and occupation, including all forms of harassment and abuse

Hydratech Industries expects its business partners to respect human rights, and will take measures to promote responsible practices by its business partners in relation to the Hydratech Industries value chain. Hydratech Industries will identify and consult with stakeholders whose human rights might be impacted by Hydratech Industries operations, including engaging in dialogue with local communities to identify and address any human rights risks and opportunities of Hydratech Industries operations.

This policy will be communicated to relevant stakeholders by providing all employees with access to this policy and any related Hydratech Industries standards, and by communicating internally and externally on this policy and progress in implementing these commitments. Complaints by employees and business partners about breaches of this policy may be submitted to the Hydratech Industries' management.

Hydratech Industries will also seek to establish or support grievance mechanisms for affected communities, in accordance with the extent and nature of Hydratech Industries engagement. Breaches of this policy will be taken seriously and Hydratech Industries will investigate and resolve any reported grievances.

The CEO is responsible for overseeing the effective implementation of this policy across all operations owned or managed by Hydratech Industries A/S.

Date & Place

Søren Kringelholt Nielsen
Chief Executive Officer

Relevant Hydratech Industries Policies and Standards: Hydratech Industries Code of Conduct.

Annex

Definition of human rights

Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible.

Universal human rights are often expressed and guaranteed by law, in the forms of treaties, customary international law, general principles and other sources of international law. International human rights law lays down obligations of Governments to act in certain ways or to refrain from certain acts, in order to promote and protect human rights and fundamental freedoms of individuals or groups.

(Office of the High Commissioner for Human Rights, OHCHR, What are Human Rights?)

What is the source of human rights and where can they be found?

An authoritative list of the core internationally recognized human rights is contained in the International Bill of Human Rights (consisting of the Universal Declaration of Human Rights and the main instruments through which it has been codified: the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), coupled with the principles concerning fundamental rights in the eight International Labour Organisation core conventions as set out in the Declaration on Fundamental Principles and Rights at Work. These are the benchmarks against which other social actors assess the human rights impacts of business enterprises. The responsibility of business enterprises to respect human rights is distinct from issues of legal liability and enforcement, which remain defined largely by national law provisions in relevant jurisdictions.

(United Nations Guiding Principles on Human Rights and Business, A/HRC/17/31, commentary on Principle 12)