

Human Rights Policy

February 2021

**“Respecting human rights is a
fundamental part of enabling fossil-free
living for all of our stakeholders”**

Anna Borg, CEO Vattenfall



VATTENFALL

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Our commitment

In line with our goal of enabling fossil-free living within one generation, we commit to respect the internationally recognised human rights in our own operations, our supply chains, and in the communities in which we operate. We recognise the importance of ensuring human rights are upheld and protected, this includes the rights of human rights defenders.

In practice, we strive to:

- Adhere to the UN Guiding Principles for Business and Human Rights (UNGP), OECD guidelines for Multinational Enterprises, ILO's eight fundamental conventions, and we apply the principles of UN Global Compact as a signatory.
- Treat everyone with dignity and respect and work against all forms of child labour, modern slavery, harassment, and discrimination in our own operations and in our value chain.
- Provide safe and healthy working conditions, fair working hours, fair wages, and benefits.
- Support community engagement in our value chain and respect indigenous peoples' rights.
- Extend our sphere of influence by using our leverage directly and with partners to contribute to positive human rights impacts.

Managing our human rights risk and impacts

We regularly and systematically identify, assess, and manage human rights risks and impacts through due diligence processes which cover our own operations as well as sourcing and purchasing.

In our Code of Conduct for Suppliers we state that our suppliers should respect human rights and take measures to avoid infringing human rights. Due to the nature of our operations, salient risks in our own operations are mainly related to working conditions for subcontractors, impacts on local

communities or indigenous peoples, and privacy (personal data and information). Salient risks in our supply chain relate to suppliers' working conditions and impacts on local communities and environment, particularly in high risk countries and for high risk product categories.

Our aim is to continuously improve our ability to manage human rights risks. This is an ongoing journey and will be driven not least by raising the awareness of human rights related issues among our employees and other stakeholders.

We have an independent whistle blowing system available to stakeholders to report perceived irregularities concerning Vattenfall.

In practice, we strive to:

- Perform trainings to raise general awareness of human rights issues, including those that impact Vattenfall internally in the broader aspect of diversity and inclusion.
- Engage with suppliers through dialogues, on-boarding processes, audits, assessments, and corrective action plans to minimise adverse human rights impacts.
- Work for the right to freedom of association and collective bargaining in our supply chain.
- Encourage open stakeholder feedback through interviews, surveys, questionnaires, focus group discussions, and regular materiality analyses.
- Consult with stakeholders who may be affected by our operations, such as indigenous peoples.
- Work to remedy adverse human rights impacts caused or contributed to by Vattenfall's operations.
- Track and assess our actions and report regularly and transparently on our human rights work.

The Human Rights policy is decided and maintained by the Board of Directors. It is supported by the Sustainability Policy, Code of Conduct and Integrity, Code of Conduct for Suppliers, and our statement on slavery and human rights (in accordance with the UK Modern Slavery Act).

The policy should also be read together with Vattenfall's other policies.

Vattenfall's Policies are open, commonly accessible, valid throughout the entire Group, and valid for all employees.