



## **Ammega Global Human Rights Policy**

### **1. INTRODUCTION**

Ammega is a leading conveyor and power transmission belt manufacturer, with production and/or distribution facilities in more than 40 countries.

This Ammega Human Rights Policy articulates our responsibility to respect all human rights in line with the UN Guiding Principles on business and human rights (the UNGPs). The Policy focuses on those areas that have been identified as priorities for our industry.

The Policy is derived from:

- The United Nations (UN) Universal Declaration of Human Rights and the two International Covenants making up the International Bill of Human Rights;
- The International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work; and
- The United Nations Global Compact.

For the purposes of this Policy, the above-mentioned documents will be called the "International Human Rights Declarations".

### **2. PURPOSE**

The Ammega Human Rights Policy sets out principles for our actions and our behaviour in relation to human rights. It constitutes a key element of the compliance framework and road-map of the Ammega Group.

Over time, the Policy and its associated practices are expected to become second nature to all employees and stakeholders as Ammega's operating procedures create an environment where human rights are fully respected and we do not engage in any activities that directly or indirectly violate human rights.



### **3. SCOPE**

This Policy applies to all employees of Ammega subsidiaries and affiliates worldwide. In addition, any contractors working at our sites are expected to comply with this Policy. We will promote its principles to both our contractors and suppliers through our Responsible Sourcing Policy, by driving forward industry-based social and environmental standards and by engaging with joint venture partners on these issues.

The Ammega Human Rights Policy brings together and complements the support for human rights found in other company policies and guidelines, including:

- Code of Conduct
- Health & Safety Policy
- Environmental and Human Resources policies
- Anti-Bribery & Corruption Policy

In implementing this Policy, we are subject to the laws of the countries in which we operate, and are committed to comply with all such applicable laws in the respective countries.

Where our Policy, procedures and external commitments are more stringent than local laws, we will operate in accordance with our standards. In situations where local law is less stringent than the International Human Rights Declarations, we will endeavour to develop a response on a case-by-case basis while using our Policy as a guideline. Where local law prohibits us from upholding certain aspects of this Policy, we will comply with these local laws while seeking nonetheless to uphold and respect human rights.

## **4. SPECIFIC COMMITMENTS AND PROVISIONS**

### **4.1. Commitments to Stakeholders**

For employees, we are committed to respecting the human rights of all our employees. We will develop our employment policies with the aim of achieving uniform worldwide application of the relevant aspects contained in the International Human Rights Declarations.

We will remain committed to train our employees to be aware of and respect



human rights in the workplace and in those local communities directly affected by our operations. For business partners, we will seek to respect and promote human rights when engaging with contractors, suppliers, customers, joint venture and other partners. We will do this, as appropriate, through proactive engagement, monitoring, certification and contractual provisions.

Suppliers, operating in or procuring from areas where we've identified severe risks, will be the key focus of this engagement.

For local communities, we seek to respect the human rights of those who might be affected by our company actions and to develop an understanding of the cultures, customs and values that prevail in their communities by creating and maintaining an inclusive and open dialogue with them.

## **4.2. Specific Provisions**

### **4.2.1. Health and Safety**

#### **Promoting Health and Safety**

Ammega is committed to fostering general wellbeing in the workplace and to the goal of zero workplace accidents or injuries. These aims are in line with those of our Health and Safety Policy and Procedures, which promote our philosophy of safe working.

### **4.2.2. Labour**

#### **Promoting Freedom of Association**

Ammega upholds freedom of association and the effective recognition of the right to collective bargaining. We also work with our contractors and suppliers to promote the achievement of this principle.

### **4.2.3. Eliminating Forced or Compulsory Labour, Human Trafficking and All Forms of Modern Slavery**

Ammega opposes the use of forced or compulsory labour, human trafficking and all forms of modern slavery, both within its own operations and



throughout its supply chain. We will undertake efforts with our contractors and suppliers, including due diligence within our supply chains, to avoid indirectly benefitting from or promoting such illegal practices.

#### **4.2.4. Abolishing Child Labour**

Ammega opposes the use of child labour. We will work in collaboration with contractors and suppliers to prevent or end any instances of child labour in a manner that is consistent with the best interests of the child.

#### **4.2.5. Eliminating Unlawful Discrimination in the Workplace**

Ammega is committed to ensuring that each employee and potential employee is treated with fairness and dignity. Accordingly, any unlawful discriminatory practice based on race, colour, sex, disability, sexual orientation, age, religion, ethnicity, national or social origin or any other circumstance of birth, as well as on the basis of political or other opinions, will not be tolerated. Ammega seeks to provide each employee with an equal opportunity for advancement without discrimination.

#### **4.2.6. Eliminating Harassment and Violence**

Ammega is committed to promoting a work environment free from any form of harassment, exploitation, abuse or violence, as defined by the laws of each country in which we operate.

#### **4.2.7. Providing Competitive Compensation and Remuneration**

Ammega aims to pay competitive wages based on local market assessments and, at a minimum, seeks to provide a commensurate compensation for each employee.



#### **4.2.8. Upholding Conditions of Employment**

Ammega complies with all laws regarding conditions of employment, including basic and over-time working hours, and will, where applicable, abide by all agreements negotiated with our employee representatives.

#### **4.2.9. Local Communities**

##### **Avoiding Involuntary Resettlements**

Ammega seeks to avoid involuntary resettlements. In situations where it is unavoidable, we are committed to comply with the national governments' or regional authorities' guidelines on resettlement and rehabilitation, and we're also committed to acting in line with international human rights norms, including the International Finance Corporation Performance Standards, on this subject.

##### **Respecting Indigenous Peoples' Rights**

Ammega respects the rights of Indigenous Peoples as defined by applicable national and emerging international standards.

#### **4.2.10. Adopting Proportionate Security Arrangements**

Ammega aims to ensure that the provision of security to our operations and our engagement with public and private security forces is consistent with the laws of the relevant country and relevant international standards and guidelines, such as the Voluntary Principles on Security and Human Rights. We will adapt our security arrangements to balance the need for safety while also respecting human rights.



#### **4.2.11. Developing Practices for Land and Water Use**

Ammega works towards understanding and applying sound practices for land and water use consistent with emerging international practices while also respecting human rights and complying with our own Environmental Policy.

#### **4.3. Governance and Accountability**

Responsibility for the implementation of this Policy lies with the most senior manager responsible for each business segment, country and/or location, and for our centralized procurement system. These executives will report to the CEO and CHRO on any human rights issues arising within our operations or our supply chain within 24 hours of becoming aware of these issues.

#### **4.4. Confidentiality**

##### **Ensuring Confidentiality of Complaints**

Ammega is committed to take action to ensure observance of this Policy. Persons becoming victims of or witnesses to non-compliance with the principles laid down in this Policy may raise their concerns to their manager and/or their local HR Manager, or alternatively, in a confidential manner using our internal SpeakUp process. Complaints suggesting any violation of this Policy will be treated with the utmost confidentiality. In line with our SpeakUp Policy, information relating to complaints will be disclosed, for the purpose of investigation, to employees or third parties on a strictly “need-to-know” basis.

#### **4.5. Consequences of Violating the Policy**

Violations of this Policy may subject the person involved to disciplinary actions and other consequences prescribed by law. The disciplinary process, including the investigation, shall be fair, impartial and transparent. Based on the conclusions, Ammega will take appropriate actions, may cooperate with authorities and may commence, where appropriate, legal actions against employees found guilty of inappropriate behaviour covered by the Policy.



## **5. IMPLEMENTATION**

Ammega's implementation of this Human Rights Policy will take place through internal audit procedures. Implementation will be supported by Business Operations, Procurement, Human Resources, Internal Audit, Legal and Compliance, and Health & Safety functions.

In the event that employees become aware of human rights issues within our operations or supply chain, they should inform the manager responsible for the relevant business or site as soon as possible and share this information where it's needed within the company.

This Policy is an overarching statement affecting other standards and procedures – such as the Responsible Sourcing Policy that will be developed by Ammega to address, as necessary, specific human rights matters.

This Policy is endorsed by the Ammega CHRO, and every effort will be made to disseminate it as widely as possible within the company and among Ammega's stakeholders.

## **6. REPORTING**

The company will, when needed, publicly report on the performance of these processes.

## **7. REVIEW AND MONITORING**

Ammega will periodically review the Policy and our implementation with respect to its suitability and effectiveness.

Approved, 20th of September 2021

Version 2.0