



Human Rights Policy for GRK

GRK

1.0. /HR

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GRK



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1.Introduction

We at GRK (GRK Infra Oyj including all its subsidiaries also referred to as GRK) are committed to upholding the highest standards of human rights across all aspects of our operations. This Human Rights Policy outlines our commitment to respect and promote human rights as defined by national laws and regulations and international law, standards, declarations and agreements, including the International Bill of Human Rights, United Nations Global Compact, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and OECD Guidelines for Multinational Enterprises.

In addition to this document also the following group and local policies and plans including those required by national regulations are governing the realization of human rights in GRK:

- Code of Conduct (Rehdin toiminnan periaatteet);
- Work Environment and Safety Policy;
- Personnel Policy
- Policy on social requirements for GRK's partners
- Equality and diversity plans with active measures
- Policy against abusive discrimination
- Environmental policy

2.Scope

This policy applies to all employees of GRK and we presume all our contractors, suppliers and partners to comply with corresponding principles in their actions.

3.Our Commitments

Respect for Human Rights

We respect and support internationally recognized human rights standards.

We ensure that our operations do not infringe on the human rights of our employees, partners and other stakeholders.

Labor Rights

We uphold the rights of all employees, including the freedom of association, trade union activity and the right to collective bargaining.

We prohibit all forms of forced labor, child labor, human trafficking and discrimination in our operations.

Age limits for work according to local legislation and international standards shall be applied.

We ensure transparent and fair wages, safe working conditions and reasonable working hours in accordance with local legislation and applicable collective agreements.

Safe and Healthy Work Environment

We prioritize the safety and health of our employees, contractors and people operating at GRK.

We provide a safe and healthy working environment and strive to continuously improve our safety and health performance.

Diversity and Inclusion

We are committed to providing an inclusive work environment free from any discrimination. We value diversity of people and talent.

We ensure equal opportunities for all employees regardless of sex, transgender identity or expression, ethnical background, political opinion, national extraction, social origin, age, sexual orientation, religion or any belief or disability.

We do not tolerate any harassment.

Community Engagement and Development

We respect the rights and traditions of local communities where we operate.

We engage in meaningful dialogue with local communities and contribute to their sustainable development.

We shall contribute to community engagement and development based on human rights by actively monitoring and taking these issues into account in our operations.

We contribute to the development of diversity and equality within our industry.

Environmental Responsibility

We recognize the interdependence of human rights and environmental sustainability.

We act responsibly to protect and preserve the environment for future generations.

We follow environmental aspects such as the use of natural resources, the impact of operations on the environment, emissions into nature and work actively to minimize our environmental impact.

We are committed to protect and preserve the environment by promoting sustainability and responsibility throughout our operations and supply chain.

Supply Chain Management

We expect our suppliers and business partners to uphold the same human rights standards.

We conduct due diligence to identify, prevent, and mitigate human rights risks in our supply chain.

4. Implementation and Monitoring

Training and Awareness

We provide regular training and raise awareness about human rights among our employees and business partners.

Due Diligence

We conduct human rights impact assessments to identify and address potential human rights risks.

Grievance Mechanisms

We have established accessible and confidential grievance mechanisms for employees, communities, and other stakeholders to raise concerns about human rights issues. We encourage the use of our Whistleblowing channel.

Monitoring and Reporting

We monitor our human rights performance and report annually on our progress and challenges.

Governance

The Board of Directors of GRK Infra Oyj is responsible for overseeing the implementation of this policy.

Members of the Management Group are accountable for integrating human rights considerations into business operations.

Review

This policy will be reviewed periodically to ensure its relevance and effectiveness.