



Clas Ohlson Human Rights Policy Statement

Document information

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Version History

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Introduction

At Clas Ohlson, we are committed to upholding and promoting human rights in every aspect of our business and supply chain. This commitment is grounded in internationally recognized frameworks, including the United Nations Guiding Principles on Business and Human Rights (UNGP), the ILO's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. We believe that respecting human rights not only strengthens our business but also contributes to a fairer and more just society. Through our actions and partnerships, we aim to create positive change and ensure that human rights are respected throughout our value chain.

This policy reflects our dedication to ethical business practices, the protection of human dignity, and the respect for fundamental rights and freedoms. Approved by the Board of Directors, it outlines our human rights responsibilities and the steps we take to ensure compliance across all our operations, in line with the scope and scale of our business.

Scope

This policy applies to all Clas Ohlson operations, including employees, suppliers, contractors, and other business partners. It covers all activities within our supply chain and is integrated into our Sustainability Policy, ensuring that human rights considerations are embedded across environmental and governance efforts.

Our Commitment to Human Rights

Clas Ohlson is committed to:

- **Non-discrimination:** We respect the rights of all individuals, regardless of race, gender, religion, age, nationality, sexual orientation, or disability. We ensure fair treatment, equal opportunities, and a workplace free of harassment and discrimination.
- **Fair labor practices:** We strictly oppose forced labor, child labor, and human trafficking in all forms. All our employees and those within our supply chain have the right to work in conditions of dignity, safety, and fairness.
- **Freedom of association and collective bargaining:** We recognize and respect the right of workers to form and join trade unions, and to engage in collective bargaining in a manner consistent with local laws and international labor standards.
- **Safe and healthy working conditions:** We prioritize the health and safety of all employees, both in our operations and across our supply chain. We are committed to providing safe workplaces and taking proactive steps to prevent work-related injuries and illnesses.



- Living wages: We are committed to providing fair wages that meet or exceed legal minimum wage requirements, and where possible, we aim to move towards paying living wages that allow for a decent standard of living.
- Protection of vulnerable individuals: We recognize the heightened risks faced by vulnerable groups such as children, migrant workers, and women, and commit to ensuring their protection in our operations and supply chains.

Implementation and Accountability

Our commitment to human rights is embedded into our due diligence process, which includes:

1. Human Rights Due Diligence: We identify, assess, and mitigate human rights risks in our operations and supply chains through regular risk assessments and audits, particularly focusing on high-risk areas.
2. Supplier Engagement: We expect our suppliers and business partners to adhere to our human rights standards, and we engage with them to ensure compliance. We provide them with training and support to meet these standards and require them to cascade our policy requirements within their own supply chains.
3. Monitoring and Reporting: We regularly monitor our human rights performance and report on progress in our annual sustainability reports. This process includes grievance mechanisms accessible to all workers in our supply chain to raise concerns confidentially and without fear of retaliation.
4. Continuous Improvement: We strive for continuous improvement in our human rights practices and regularly review our policies to ensure alignment with evolving international standards and industry best practices.

Governance

The Board of Directors oversees the implementation of this policy and ensures that the necessary resources are allocated for its effective execution. The CEO holds ultimate responsibility for the integration of human rights into our business strategy, and all employees are expected to uphold these commitments in their daily work. Department heads and managers are accountable for implementing this policy within their areas of responsibility, ensuring that human rights principles are embedded into all business processes.