

# Labor and Human Rights Policy

Version 2024  
Release 12-2024

# Purpose

**Human rights consideration is deeply ingrained in INNIO Group's ("INNIO") values, in how we operate, interact with our stakeholder groups, and engage with our global community.**

This policy communicates our expectations with respect to labor practices and human rights as well as the high standard of conduct expected of our employees worldwide. This includes, but is not limited to, ethical and lawful practices concerning workplace and employee training, health and safety, career management, discrimination and harassment, freedom of association, collective bargaining, child labor, forced or compulsory labor and human trafficking, and indigenous rights.

# Policy

In accordance with the [UN Guiding Principles on Business and Human Rights](#), INNIO's Labor and Human Rights Policy is based on the [International Bill of Human Rights](#) (comprised of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), the [International Labor Organization's Declaration on Fundamental Principles and Rights at Work](#) and the [OECD Guidelines for Multinational Enterprises](#).

Furthermore, we are signatory to the United Nations Global Compact, committing to respect internationally recognized human rights as relevant to our operations. Where national laws and international human rights standards might differ, we always strive to adhere to the higher standard.

INNIO is a proactive member of the UN and the German as well as the Austrian Charter of Diversity. We are fully committed to supporting human rights worldwide.

# Scope

INNIO's Labor and Human Rights Policy is applicable to the whole INNIO Group, all employees worldwide, including full time, part-time, and fixed-term employees as well as contingent workforce, including consultants, temporary workers and third-party vendors or consultants engaged on our behalf and our value chain.

# Requirements

**INNIO's Labor and Human Rights Policy is applicable to the whole INNIO Group, all employees worldwide, including full time, part-time, and fixed-term employees as well as contingent workforce, including consultants, temporary workers and third-party vendors or consultants engaged on our behalf and our value chain.**

## 1. Non-discrimination

In line with INNIO's Anti-Discrimination and Anti-Harassment Policy, we prohibit any form of discrimination against people on the basis of race, ethnicity, national or social origin, color, gender, language, religion, political or other opinion, caste, property, birth, union affiliation, sexual orientation, health status, age, disability, or other distinguishing characteristics. Employment-related decisions, from hiring to termination and retirement are based on objective criteria. We are fully committed to supporting human rights worldwide.

## 2. Modern Slavery, Forced Labor and Human Trafficking

In line with our Code of Conduct, INNIO follows a zero-tolerance policy on any form of forced labor, including bonded labor, indentured labor, slave labor, or human trafficking. We are committed to acting ethically and with integrity in all our business dealings. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery, forced labor and human trafficking throughout our supply chains.

## 3. Child Labor

INNIO abides by local labor laws and does not use or condone the hiring of child labor under any circumstances. INNIO does not tolerate any form of forced or child labor in its operations and projects.

## 4. Freedom of association and collective bargaining

INNIO respects employees' rights to freedom of association and collective bargaining in support of their mutual interests without fear of punitive actions such as intimidation, harassment, or termination of employment. Employee representatives are not discriminated against and will be given the opportunity to carry out their representative functions in the workplace. In accordance with the applicable laws, INNIO collaborates and engages in close, structured consultation with the employee representative bodies (where applicable) within our company on subjects applicable to our employees.

## 5. Harassment

In line with INNIO's Anti-Discrimination and Anti-Harassment Policy, INNIO follows zero tolerance policy and aims to protect all its employees from any acts of physical, verbal, sexual or psychological harassment, abuse, or threats in the workplace by either their colleagues or managers.

## 6. Physical and Mental Working Conditions

INNIO commits to following, as a minimum, applicable laws and industry standards, relating to working hours, breaks and holidays, wages and benefits as well as termination of employment.

As part of the hiring process, all employees shall be provided with a written employment contract in the local language as well as in English, including a description of employment terms and conditions.

INNIO shall ensure that all employees are compensated equitably for the same work, regardless of race, gender, disability, LGBTQ or other status. For each pay period, employees shall be provided with a timely and understandable wage statement, including sufficient information to verify accurate compensation.

## 7. Work Culture and Social Dialogue

In line with INNIO's Diversity, Equity, and Inclusion Policy, we commit to creating a diverse, equal, and inclusive workplace that challenges and inspires employees to build their careers. We promote clear communications and are open to receive suggestions, new ideas and constructive criticism, since we believe that a well-functioning social dialogue can balance the interests of employees, shaping working conditions and contributing to economic competitiveness. INNIO supports a work culture where employees put the Code of Conduct and its underlying policies into practice.

## 8. Equal opportunities, talent development and diversity

In line with INNIO's Diversity, Equity, and Inclusion Policy and with INNIO's Anti-Discrimination and Anti-Harassment Policy, we apply an equal opportunities policy for all employees to develop and grow, without any discrimination, following the principle of job assignment based on merits. Equal opportunities are applied to recruitment practices, training, and promotion opportunities. At INNIO, we value diversity, and we aim for a diverse composition of the workforce including age, gender, knowledge, education, and experience, among others. INNIO HR team aims to ensure the best possible use of each person's skills and to encourage personal development to attract and retain talent by offering general and tailor-made training programs.

## 9. Health and Safety

At INNIO, health and safety are a top priority in everything we do. We continuously aim to improve INNIO's health and safety working conditions for all our employees and the communities we operate in alignment to ISO 45001 and our Environment, Health and Safety Policy ("EHS Policy").

We maintain global training, regular education, and emergency response planning to ensure individuals can identify and manage potential risks in our office workplaces, preventing accidents. INNIO aims to protect the safety and health of all its employees by preventing work-related injuries, ill health, diseases and incidents and promoting a workplace environment that supports and encourages their mental health and well-being.

## 10. Communities

We respect the rights of the communities where we operate, and we commit to being an active member of society.

# Reporting a (suspected) misconduct

All INNIO's employees and contractors can report on INNIO's SPEAK UP! platform any potential breach of law inclusive of but not limited to violations of the INNIO Code of Conduct, Anti-Discrimination & Anti-Harassment Policy and Labor & Human Rights Policy. INNIO's Compliance team works to assess the incident and aims to always take appropriate action in response, wherever merited.

# Responsibility, Review and Reporting

INNIO's Board of Directors is responsible for overseeing the Labor and Human Rights Policy and the management of human rights and labor risks. Compliance with the Labor and Human Rights Policy is monitored by management, the compliance department progress and reports are tracked and reported on regular basis.

# Related Policies

This policy should always be read in conjunction with the following INNIO policies, which form fundamental parts of our activities:

## Code of Conduct and Supplier Code of Conduct:

It contains corporate policies that relate to the legal and ethical standards of conduct expected by all employees and related parties and provides guidance and support for carrying out duties in accordance with INNIO's corporate values.

## Environment, Health and Safety Policy:

It supports our commitment to provide a safe working environment for our employees and third parties.

## Diversity, Equity, and Inclusion Policy:

**Anti-Discrimination and Anti-Harassment Policy:**  
This policy outlines INNIO's rules for maintaining a safe, inclusive, and unbiased workplace, free from any type or form of discrimination or harassment. It supports INNIO's commitment to achieve a more diverse and inclusive workforce.

