



# B.GRIMM

SINCE 1878

## Labour Rights Commitment

B.Grimm Power is committed to respecting labour rights in accordance with internationally recognised frameworks, including the International Labour Organization (ILO) Core Conventions, the UN Guiding Principles on Business and Human Rights (UNGPs), and relevant national labour legislation, which reflect each country's ratification of ILO standards. We uphold the principles of decent work, dignity, and equality, even where local legal frameworks may fall short. This commitment extends across our operations, supply chains, contractors, and partners (i.e. joint ventures, associated companies) where relevant.

The commitments are as follows:

- **Fair wages and living wage:** We ensure all employees receive wages that enable them and their families to meet basic living needs, including food, housing, healthcare, transportation, and education. These wages are guided by cost-of-living benchmarks and exceed national minimum wage requirements where applicable.
- **Equal remuneration for all genders:** We ensure equal pay for work of equal value for all employees, regardless of gender identity. Our compensation practices are based on objective criteria such as qualification, performance, skill and experience, ensuring non-discriminatory outcomes.
- **Managing working hours and avoiding excessive overtime:** We comply with national labour laws on maximum daily and weekly working hours, ensure overtime is fairly compensated, and actively monitor work schedules to avoid excessive hours that may harm employee well-being. Flexible work arrangements are also in place to support work-life balance.
- **Paid Leave:** We uphold employees' rights to rest and recovery by providing paid annual leave as mandated by national labour laws or internal policies, maintaining wages and social protection entitlements during leave.
- **Mass termination consultation:** We respect workers' rights to consultation in the event of workforce restructuring. In alignment with ILO principles and national laws, we provide advance notice and engage meaningfully with employee representatives before any mass layoffs or significant employment changes.
- **Freedom of association and collective bargaining:** We uphold employees' rights to freely associate, form or join representative groups, and engage in collective bargaining, consistent with national laws and international labour principles.
- **Non-discrimination and inclusion:** We promote an inclusive workplace where employment decisions—such as recruitment, promotion, and compensation—are based on merit, qualifications, and skills, and are free from discrimination based on age, race, religion, disability, gender identity, sexual orientation, or any other status.
- **Safe and dignified work environment:** We foster a safe and respectful workplace by strictly prohibiting all forms of harassment, bullying, or intimidation. Robust reporting mechanisms and disciplinary actions to ensure accountability and protection for all employees.
- **Prohibition of child and forced labour:** We strictly prohibit all forms of child labour and any type of forced, bonded, or involuntary labour throughout our operations and value chain.

