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(Translation)

Human Rights Policy

Commitment

B.Grimm Power is committed to respecting the human rights as defined in the Universal Declaration of Human Rights (UDHR), United Nations Global Compact (UNGC), United Nations Guiding Principles on Business and Human Rights (UNGP) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights. B.Grimm Power is committed to continuously improving the Human Rights Policy to meet the highest standards. Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status as stipulated by laws of each country and treaty each country has commitment to.

Scope

This Human Rights Policy applies to all activities of B.Grimm Power (directors, executives, employees, direct business activities, products and services) and companies under management control. B.Grimm Power requires all relevant stakeholders and parties in the business value chain including business partners, suppliers, and contractors as well as new business relations (i.e. mergers acquisitions, joint ventures) to uphold and comply with this Policy.

Additionally, the human rights assessment and due diligence process to undertake the commitments covers all stakeholders, as per mentioned, and extending to customers, local communities and vulnerable groups (i.e. women, children, indigenous people, migrant labour, third party labour, disabled people, pregnant women and LGBTQI+) that are at risk of human rights violations.

The Human Rights policy expects all stakeholders to respect and adhere B.Grimm's human rights commitments, as follows:

Diversity, non-discrimination and non-harassment

Inclusion is how B.Grimm Power unleashes the power of diversity, B.Grimm power is committed to equal opportunity, protecting employees and stakeholders from all forms of discrimination and harassment on the basis of race, sex, skin color, national or social origin, ethnicity, religion, age, disability, or any other status protected by applicable law.

Fair treatment

B.Grimm Power treats all employees with respect, fairness and honesty. The process of recruitment, hiring, placement, development, training, equal remuneration and promotion shall be done with transparency and equally based on qualification, performance, skill and experience.

Freedom of association and collective bargaining

B.Grimm Power respects employees' freedom of association and the right to choose a collective bargaining representative, if desired.

Safe and Healthy Workplace

Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. B.Grimm Power is committed to maintaining a productive workplace by minimizing the risk of accidents, injury and exposure to health risks.

Prevention of Forced labour and human trafficking

B.Grimm Power prohibits the use of all forms of forced labor, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.

Child Labour

B.Grimm Power prohibits the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Report of Violation

B.Grimm Power encourages all employees and stakeholders to report any form of human rights violation through https://investor.bgrimpower.com/whistle_blowing.html or email Whistle-blowing@bgrimpower.com.

This shall come into effect as of 16 June 2021.

-Signature-

(Mr. Harald Link)

Chairman