



# Human Rights Policy

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## 1. Purpose and Scope

Human rights are inherited universal rights that everyone is entitled to, regardless of their nationality, sex, national or ethnic origin, colour, religion, language, or any other status. The purpose of this policy is to set Kalmar-level global objectives and guidelines for managing these rights in our value chain. This policy complements the Kalmar Code of Conduct, the Business Partner Code of Conduct and the Sustainability Policy and further confirms Kalmar's commitments to respecting internationally recognised human rights.

The practical implementation of this policy is managed through topic-specific practices, processes, training and communications. Kalmar's Sustainability team is responsible for ensuring that the company's objectives and targets are in line with its international commitments and cascading them to Kalmar's business divisions and functions, which are responsible for the practical implementation of the targets. Kalmar's annual objectives and targets are approved by the Kalmar Leadership Team, whereas long-term sustainability targets are approved by the Kalmar Board of Directors.

This policy applies to all Kalmar employees (including the employees of our subsidiaries) as well as suppliers and other business partners according to contract terms. We expect all stakeholders in scope to adhere to the commitments and principles laid forth in this policy and we are committed to communicating the ambitions in this policy to both internal and external stakeholders.

Kalmar's commitments have been developed in cooperation and in consultation with relevant internal functions (e.g. Human Resources, Ethics and Compliance and Sourcing), Kalmar's General Work Council and with insight from external stakeholders.

## 2. Our Human Rights Commitments

- We are committed to respecting internationally recognised human rights as laid forth in the International Bill of Human Rights, the principles of the ILO Declaration on Fundamental Principles and Rights at Work, the UN Global Compact, the OECD's guidelines for multinational enterprises and the UN Guiding Principles on Business and Human Rights (UNGPs). Similarly, these international standards form the basis for this policy and Kalmar's human rights practices.
- We conduct human rights due diligence throughout our value chain to identify and address (prevent and mitigate) adverse impacts on people in our value chain.
- We maintain a grievance mechanism and are committed to providing remedy where our activities have caused or contributed to a negative human rights impact.
- We work to raise awareness on human rights by proactive training and communication.
- We proactively collaborate and engage with potentially affected stakeholders (employees, suppliers, customers and other parties) and impacted people to ensure continuous improvement, as well as adequate remedy.
- Our minimum standard is compliance with applicable national laws – where these differ from international human rights standards, Kalmar will seek to follow the higher or more stringent standard.



### 3. Our Human Rights Due Diligence

Kalmar implements an ongoing human rights due diligence process to identify, prevent and mitigate adverse human rights impacts on people that take place — or may take place in our operations and/or in our value chain. The due diligence process is complemented by our remediation practice, where we aim to put right any actual adverse human rights impact that we might have caused or contributed to. In addition to acting upon the findings, we track our responses, and communicate on how impacts are addressed.

#### 3.1. Salient Human Rights Issues

While we work to ensure that all human rights are respected throughout our value chain, we recognise the need to prioritise those impacts that are the most severe and most likely to take place and/or affect the most people. When identifying and assessing impacts Kalmar uses a risk-based approach to include high-risk aspects recognised within its value chain. These aspects include high risk countries and contexts, as well as high risk sourcing categories (e.g. industries & raw materials). As we carry out our ongoing due diligence, we are constantly improving and expanding our understanding of our impacts, which means our identified impacts may change with time. Therefore, we regularly review our human rights priorities and update them when needed.

Our due diligence efforts concentrate on the human rights most pertinent to our business activities and those facing the greatest risk of negative impact from our operations, products, or services. These identified rights form our salient human rights issues.

##### Health and safety

We respect the right to a safe working environment and strive to ensure high standards of product safety. We understand safety hazards related to our operations and to the use of our equipment. We actively evaluate and manage health and safety risks and strive to learn from our experiences and to continuously improve the way we manage safety. We ensure that our employees are properly trained and have access to the appropriate technologies, tools and equipment to ensure a high level of safety.

Simultaneously, we recognise that safety isn't just about physical risks – it's about feeling safe to speak up, share ideas, and be yourself. We commit to a workplace free from accidents, as well as from fear. We foster our employees' mental health, wellbeing and psychological safety by promoting a healthy work-life balance, good leadership and inclusion.

##### Equal opportunities and non-discrimination

We are committed to equal opportunity in employment policies, procedures and practices. We strive to ensure a work environment that values diversity and is free of discrimination based on racial and ethnic origin, colour, sex, gender identity, sexual orientation, political opinion, marital status, religion, caste, nationality, age, disability, social class or any other such characteristic. As a company, Kalmar does not act partially nor support or commit to political parties or religious groups. We also strive for equality amongst all genders, and encourage equitable recruitment practices, equal pay for work of equal value, and equality in terms of working conditions, employment practices and career advancement opportunities.



## Respectful treatment and non-harassment

We strive to provide a safe work environment on all levels, free of inappropriate behaviour of all kinds, including harassment. Kalmar employees are expected to treat one another with respect and dignity and we will not tolerate any form of harassment, intimidation, abuse, or bullying. This includes all forms of physical, sexual, psychological or verbal harassment.

## Freedom of association & collective bargaining

We respect the freedom of association of our personnel. All employees have the right to be a member of a trade union of their choice and to bargain collectively. Kalmar ensures that employee representatives are not discriminated against and have access to their fellow employees. Where our employees wish to be represented by trade unions or works councils, we will cooperate in good faith with the bodies that our employees collectively choose to represent them, according to locally applicable processes and regulation. Cooperation between management and personnel is based on local legislation and organised on group and on a country level.

## Fair employment – wages & working hours

We comply with the legal requirements regarding wages and working hours in each country where we operate. We respect the ILO convention on working hours, according to which workers shall not be required to work more than 48 hours in a regular work week or 60 hours including overtime. Moreover, all overtime work must be consensual. Employees are given sufficient rest periods between shifts and reasonable breaks during work hours. Kalmar promotes a healthy work-life balance, and promotes flexible working practices, when possible. Any sort of wage deductions as a disciplinary measure are not permitted.

## Freely chosen employment

We strictly prohibit all forms of modern slavery or forced labor. This encompasses situations where individuals are coerced to work through threats, violence, deception, or abuse of power. Examples include restrictions of movement, human trafficking, charging recruitment fees or related costs from workers, confiscation of identity documents, withholding of wages or benefits, abusive working conditions, debt bondage or violence. Employees must always retain control of their personal identification and travel documents, such as passports and ID cards. The company will never withhold these documents.

## Prohibition of child labour

We do not engage in or support the use of child labour. We promote the elimination of child labour and we do not employ children under the minimum legal working age, or allow children to be engaged in work that could be harmful to their physical and mental development. This encompasses work that is mentally, physically, socially, or morally harmful to children, or that interferes with their education.





## 3.2. Addressing Risks

*Within our own operations*, Kalmar has implemented topic-specific policies, instructions, practices, processes, training and communications to prevent and mitigate any adverse impacts on people. Human rights-related risks and impacts are addressed via, but not limited to, the following processes:

- Global and local safety processes
- Management systems, such as ISO 45001 for our assembly sites
- Local action plans and risk assessments
- Employee engagement, including surveys
- Internal and external social audits
- Training and awareness raising
- Proactive communication and guidelines

*In the upstream*, Kalmar has included strict people-related sustainability requirements in its supplier onboarding and engagement processes. Through our Business Partner Code of Conduct, we require our suppliers and business partners to meet a set of human rights-related standards, in addition to all relevant applicable laws and regulations. We advocate for internationally recognised best practices at all levels of our value chain. The policies and processes supporting the supply chain due diligence include:

- Acknowledgement of Kalmar's Business Partner Code of Conduct (BPCoC)
- Supplier approvals and contracting
- Supplier sustainability assessments and audits
- SpeakUp line (accessible to both internal and external stakeholders).

Additionally, Kalmar has identified sourcing categories and suppliers whose products present the highest risk of containing critical minerals that may be linked to human rights violations in some geographical areas, and we request these suppliers to provide information on the smelters and refiners they work with. Kalmar aims to only use minerals in its products that come from Responsible Minerals Initiative (RMI) Conformant facilities that have successfully completed an assessment against the applicable RMI standard. This way Kalmar aims to ensure responsible sourcing of minerals from conflict-affected and high-risk areas, in line with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, including its current supplements on tin, tantalum, tungsten and gold (3TG).

*In the downstream*, Kalmar incorporates a sustainability assessment into its dealer management process, requiring potential dealers and third parties to submit environmental and health and safety (EHS) information as part of the onboarding process.

## 3.3. Grievance Mechanisms and Remedy

We encourage and expect our employees and other stakeholders to report any human rights-related concerns, including non-compliance with the commitments of this policy. All internal and external stakeholders can report cases through our SpeakUp channel anonymously and without fear of retaliation. Kalmar employees can report their concerns and potential misconduct through a variety of channels, including to their own manager; local or group-level human resources; the Ethics & Compliance team; or through the company's SpeakUp line.



Kalmar's SpeakUp line is an externally hosted reporting tool for confidential and, where allowed by applicable law, anonymous reporting. The SpeakUp channel can be accessed by both internal and external stakeholders to make anonymous reports. The company's annual mandatory Code of Conduct training is also used to raise awareness of the SpeakUp line.

Kalmar also requires in its Business Partner Code of Conduct that its suppliers and other partners maintain a reporting mechanism that gives their employees and other stakeholders an opportunity to raise concerns. Business partners must also ensure that appropriate procedures are in place to handle such cases, and be committed to correcting any non-compliance. Information on the existence of a grievance channel is requested in Kalmar's supplier self assessments. The matter is also checked during Kalmar's onsite audits of potential new suppliers and selected existing strategic suppliers.

Kalmar does not require that a person reporting a concern has proof of misconduct, but reports must be made in good faith. Kalmar never imposes sanctions or other retaliation measures on the reporting person unless a report has been made in bad faith, for example with the knowledge that its contents are false.

All reported cases are evaluated confidentially and investigated if needed. Kalmar is committed to remedy any situation where its activities have caused or contributed to adverse human rights impacts. Kalmar determines remedial actions on a case-by-case basis. Appropriate actions, such as improved controls, training, disciplinary actions or termination of third-party relationships, are determined based on the details of the case, the needs of the affected person or people, aggravating or mitigating circumstances and local legislation. Kalmar does not hinder impacted peoples' access to other remedy initiatives.

### **3.4. Training**

We strive for a high level of awareness and expertise among our own employees on human rights-related topics through transparent communication of our progress and regular training. All Kalmar employees are required to annually complete a mandatory Code of Conduct e-learning training, which includes topics on respecting human rights. The training highlights our basic requirements for all employees – for example, all employees are expected to understand how to recognise potential human rights risks in their daily work and decision-making, and know how to report any adverse impacts.

In addition, Kalmar organises different forms of awareness raising amongst its employees, such as topic-specific trainings and webinars, newsletters, articles and townhalls.

### **3.5. Stakeholder Engagement and Communication**

We recognise the need to engage and cooperate with our stakeholders to deliver on the principles presented in this policy. We engage with relevant stakeholders in our ongoing due diligence process: when gathering information on actual and potential adverse impacts, when developing prevention and corrective actions plans and when adopting measures to ensure adequate remedy.

We communicate and report on our human rights due diligence in a proactive, timely and honest manner. This policy is publicly available at [kalmarglobal.com](http://kalmarglobal.com) and on Kalmar's intranet. Additional information about our human rights-related activities can be found on Kalmar's website, from our Annual Report, as well as from our Statement on modern slavery and human trafficking.



## 4. Review, Update and Approval

The Sustainability team is responsible for ensuring that the policy is updated. Kalmar's Leadership Team reviews and approves the policy as requested. We seek stakeholder input when developing and updating this policy.

Version	Author	Approved by	Approved on	Comments
1.0	Kalmar Sustainability team	Kalmar Leadership Team (KLT)	15.4.2025	

