

Speira's Human Rights Policy

Human Rights in Speira

Speira respects the human rights of all individuals and groups that may be affected by our operations. This includes employees, contractors, suppliers, agencies, partners, communities, and those affected by the use and disposal of our products.

Our commitment to respect human rights is guided by internationally recognized human rights and labor standards, including those contained in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work (Core Labor Standards).

We comply with applicable laws where we operate. If local laws conflict with the principles or standards included or otherwise referenced in this document, we comply with local laws, while seeking ways to uphold the principles or standards in this document.

We carry out risk-based due diligence throughout our operations and supply chain to assess, prevent and address actual or potential adverse impacts on human rights that we may cause, contribute or be linked to.

Speira opposes all forms of modern slavery, forced and child labor while having zero tolerance for all forms of discrimination. Providing a safe and secure workplace for our employees and contractors is a top priority for Speira and we also work with our suppliers to ensure safe working conditions for the employees who provide vital services for our continued business operations. This also means ensuring working conditions for employees that reflect applicable laws and industry standards, including the principles of freedom of association and collective bargaining.

Management of Human Rights Within Speira

- Respecting human rights is part of Speira's Code of Conduct, with which all our employees shall comply.
- We have set minimum requirements relating to human rights to our suppliers. These are stated in Speira Supplier Code of Conduct as well as the General Terms and Conditions. We expect our suppliers to comply with and promote the same principles in their own supply chain.
- We consult parties we may impact through cause, contribution or linkage in the identification, assessment and management of significant human rights impacts associated with our activities.
- The companywide whistleblowing line Speira Speak Up for reporting concerns involving illegal, unethical, or unwanted behavior is available, on an identified or anonymous basis, to all stakeholders as a channel to contact us.

- We engage and collaborate with stakeholders both internally and externally where relevant to help inform us about, and evaluate the effectiveness of, our human rights management. This may include civic organizations, NGOs, unions, local associations, authorities, etc.
- We aim to contribute to the economic and social development of our employees, our partners, and the communities in which we operate, and promote principles of good governance in doing so.

Speira's Sustainability department has a governance and advisory responsibility to ensure that necessary governing documents, processes and procedures are in place. Implementation of governing documents, processes and procedures developed by Corporate Sustainability that concern the respect for human rights is a line management responsibility. This document will be reviewed by Corporate Sustainability periodically, including as necessary to address any significant changes in our human rights impact.

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