



# Human rights policy

As a responsible company, Veidekke respects human rights in all business activities and in its supplier chain. We will conduct our business activities in a manner consistent with the UN Guiding Principles on Business and Human Rights and the ten UN Global Compact principles.

## Attitudes

- Respect for human rights is a natural element in our day-to-day activities and this work includes due diligence and the implementation of initiatives where needed.
- Our commitment to respecting human rights applies to both employees and partners, as well as communities and individuals affected by our activities.
- We will pay particular attention to the rights for which there is the greatest risk of negative impact from our activities. Veidekke has drawn up specific governing documents for the areas with the greatest risk.

## Actions

- Veidekke will carry out due diligence procedures in a systematic and appropriate manner. This will be an integral part of the way in which we work.
- As a contractor, we face challenges relating to labour rights and working conditions in our supply chain. Veidekke will only use subcontractors and suppliers that safeguard human rights and pay their employees in accordance with laws and regulations.
- Veidekke will impose a prequalification process that ensures that only subcontractors and suppliers that comply with Veidekke's requirements are contracted.
- Veidekke will conduct regular audits of its subcontractors.

Adopted by the Board of Directors of Veidekke ASA on 8 February 2022.

<b>Case Officer</b>	Izabella Kibsgaard-Petersen	<b>Owner</b>	Izabella Kibsgaard-Petersen	<b>Adopted</b>	08/02/2022	<b>Revised</b>	[Revised]
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