

HydraSpecma Labour and Human Rights Policy

Purpose of application

We, at HydraSpecma, are committed to respecting and ensuring fundamental labour and human rights throughout our activities across our entire value chain. HydraSpecma has operations in various countries around the globe. Regardless of country, we are committed to upholding human rights and to treating our employees with dignity and respect. Our commitment is in line with the core principles of the Universal Declaration of Human Rights and the ILO conventions and recommendations, as well as compliance with applicable local legislation where we operate.

We, at HydraSpecma, are committed to mitigate negative impacts related to our business operations, by playing an instrumental role in upholding labour and human rights across our entire value chain, thus promoting a positive change within the communities we operate. We aspire to support, respect, and protect the labour and human rights, and ensure we are not complicit in human rights abuses in any of our business activities.

Scope of application

At HydraSpecma, we are committed to uphold the principles outlined in this labour and human rights policy across all our operational activities and throughout our value chain. The fundamental principle of this policy applies to all HydraSpecma's operations and operational sites, employees, and affiliates.

All HydraSpecma's employees are responsible for following these principles outlined in the policy, and ensure integrating them in all activities and processes, to ensure upholding our corporate Group's values *Integrity, Business Acumen, Be Relevant, Flexible, Sustainable*. We, at HydraSpecma, do not support any misconducting actions, which contradicts the outlined areas of this labour and human rights policy. Violations of the outlining of this policy, will have immediate consequences.

HydraSpecma has implemented a Supplier Code of Conduct which explicitly states our expectations to our suppliers and other partners, for respecting human rights.

Roles and responsibility

Our Labour and Human Rights Policy applies to all prospective and current employees of the company as well as visiting customers and stakeholders of relevance.

Policy Authorized	Policy Owner	Last review	Next review
HydraSpecma Executive Committee	Morten Kjær	14/01 - 2026	14/01 - 2027



Morten Kjær - Group CEO

HydraSpecma Labour and human rights principles

Committed to respecting labour and human rights

We, at HydraSpecma, are committed to respecting and upholding fundamental labour and human rights within our own operations and through our collaboration with our value chain. This is secured and levelled through a risk-based approach, based on a holistic approach of valuating ESG aspects, country, industry, historically events, and more. Our labour and human rights due diligence process aim to identifying, accessing and addressing (potential) issues, and ensure correct mitigation before any damages can occur.

Comply with all applicable laws and human rights commitments

Our commitment is based on the core of the Universal Declaration of Human Rights and the ILO conventions and recommendations, as well as compliance with applicable local legislation where we operate. Any disruption of our commitment to uphold the principles outlined in this policy and compliance with applicable law will face immediate consequences, as HydraSpecma do not support such actions.

Supplier, business partners, and stakeholders of relevance expectation

We, at HydraSpecma, expect our suppliers to adhere to all applicable laws and be committed to respecting labour and human rights and international accepted frameworks (Universal Declaration of Human Rights and core ILO), within their operations and supply chain.

Our supplier due diligence process and supplier code of conduct commitment is continuously updated, with the aim to identify, mitigate, and prevent labour or human rights impacts caused by or contributed to through our operations.

We expect our business partners and stakeholders of relevance to respect labour and human rights within their scope, and take measures to promote responsible practices throughout their value chain.

HydraSpecma Labour and human rights areas and actions

HydraSpecma employment agreement

At HydraSpecma, each employee is required with an employment agreement that fully complies with applicable local legislations and trade union agreements, where applicable.

The right not to be subject to forced, compulsory or child labour

At HydraSpecma, we will not use or support any form of forced or involuntary labour. No form of forced labour or work linked to any form of duress or threat of punishment will be permitted. Employees must work at their own free will and employees must have the right to terminate their employment at a reasonable notice.

At HydraSpecma, we will not tolerate the use of child labour. Every child is to be protected from economic exploitation and from carrying out work that can be considered to have a negative effect on the child's education or harmful to the child's health or development.

We will not employ anyone who is under the age of 15 or who is subject to compulsory school attendance. However, in countries where permitted by local laws, children between 13 and 15 of age may perform a few hours of light work (simple, limited tasks under adequate adult supervision) or may work as part of an educational program or during school holidays. Such employment must not affect the child's primary education or imply a risk to its health or physical/psychological development. Children and young persons under the age of 18 may not be engaged in night work or work under conditions which compromise their health, safety, or moral integrity and/or which harm their physical, mental, spiritual, moral, or social development.

The right to form or join a trade union and to bargain collectively

We, at HydraSpecma, are committed to the freedom of association and the employees right to collective bargaining.

Fair compensation and wages

We, at HydraSpecma, pay fair wages based on market levels, performance, and where relevant, collective bargaining agreements.

The right to health, safety, and well-being

At HydraSpecma, health and safety measures are always a key priority, whether it involves our employees, customers, other stakeholders of interest within the business aspects we operate (We refer to our health and safety policy for explicit areas and actions on the subject). We aim for an accident-free workplace, and all our employees must support continuous improvements in health, safety, and well-being throughout our operations.

Non-discrimination and equality

We, at HydraSpecma, work to ensure equal treatment and opportunities for all employees and to advance diversity, equity, and inclusion. We support freedom of expression and does not discriminate on gender, identity and expressions, age, culture, nationality, ethnicity, physical abilities, disabilities, or hidden disabilities, political or religious beliefs, sexual orientation, or other factors (We refer to our Diversity, equity, and inclusion policy for explicit areas and actions on the

subject).

The right not to be subject to harassment

We, at HydraSpecma, have zero tolerance towards bullying, harassment and discrimination and are committed to creating and inclusive culture free from these behaviours.

Data privacy

We, at HydraSpecma, priority employees, customers, and stakeholders of interest right to privacy, including the security of personal data (We refer to our IT security policy and GDPR legislation for explicit areas and actions on the subject).

We hold our suppliers, business partners, and other stakeholders of relevance to the same standards, as clearly articulated in our Supplier Code of Conduct.

Should you (employee, manager, customer, business partner or relevant stakeholder) experience any misconduct or breach on the principles outlined in this policy, we encourage you to contact your immediate manager or anonymously report it through our whistleblower system ([Link](#)).