

Human Rights Statement

Valmet is committed to respecting human rights and acknowledges that promoting human rights is fundamental for carrying out its business in a responsible manner. As a signatory to the UN Global Compact, Valmet respects human rights by seeking to avoid infringing on the rights of others and working to address adverse human rights impacts with which the company can be involved. The Human Rights Statement applies to all employees and entities within Valmet.

Valmet operates in more than 30 countries globally and has over 100 sales offices, service centers, technology centers and production units worldwide. Valmet's extensive supply chain includes over 10 000 suppliers in over 50 countries. Valmet is committed to working with and encouraging its suppliers to uphold the principles in this statement within their businesses.

Valmet's commitment to human rights

Valmet supports and respects the protection of human rights as expressed in the UN Universal Declaration of Human Rights and in the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work and commits to the United Nations (UN) Protect, Respect and Remedy framework and the related Guiding Principles on Business and Human Rights. Valmet also operates according to and promotes the principles described in the OECD Guidelines for Multinational Enterprises. Valmet's own operating policies and guidelines support the company's commitment.

Own operations

As an employer, Valmet is committed to respect and promote the human rights of all employees within Valmet as described in ILO's Declaration of Fundamental Principles and Rights at Work, including non-discrimination, prohibition of child and forced labor, and freedom of association and the right to engage in collective bargaining. Valmet operates in full compliance with all applicable national and international laws, regulations and generally accepted practices and our own Code of Conduct, whichever sets higher standards.

Valmet encourages its employees and stakeholders to speak up and voice their concerns. The processes to report misconduct is described in detail in our Code of Conduct.

Supplier relationships

Valmet requires its suppliers to respect human rights and comply with the principles of the UN Universal Declaration of Human Rights and accept and support the labor rights stated by the International Labour Organization (ILO) as well as comply with Valmet's Sustainable Supply Chain Policy. Valmet has a global supplier sustainability management process and Valmet actively follows and evaluates its supplier's compliance with the requirements set for sustainable business practices.

Enforcement of the commitment

Valmet enforces the Human Rights Statement by actively assessing the fulfilment of human rights in its own operations and in its supply chain through supplier sustainability audits. Valmet has integrated the 10 principles of the UN Global Compact in its operations and actively participates in the UN Global Compact Nordic Network. Valmet is committed to develop a comprehensive framework for human rights management. Valmet will communicate and report its actions and performance transparently as part of its annual report.