

Flint Group Human Rights Policy Overview

Trustworthy is one of Flint Group's core values. We are fully committed to upholding human dignity and ethical business practices across all regions where we operates. This policy overview reflects our alignment with international human rights standards and the proactive measures we take to prevent and address human rights risks throughout our global operations and supply chain.

Key Principles / Commitments:

Respect for Human Rights Standards: Flint Group integrates following internationally recognised human rights standards into our culture, strategy and operations:

- The United Nations Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The ILO Fundamental Principles and Rights at Work
- The Ten Principles of the UN Global Compact

Zero tolerance for modern slavery and human trafficking: We strictly prohibit all forms of modern slavery across our operations and supply chain. This includes forced or compulsory labour, child labour, human trafficking, coercive recruitment practices, and retention of identification documents or control over workers' finances.

Employees and suppliers must adhere to fair labour practices. Worker rights, including the freedom to resign and access to fair contracts, must be upheld at all times.

Ethical recruitment and employment practices: Flint Group ensures fair and lawful recruitment practices, forbidding worker-paid fees, verifying age and work eligibility, and partnering only with reputable staffing agencies.

Due diligence and risk management: We conduct rigorous due diligence and regular audits to assess and mitigate human rights risks both within our company and throughout our supplier network.

Training and awareness: All Flint Group employees receive mandatory annual training on human rights and modern slavery in different languages.

Reporting Concerns: We encourage all employees and associated parties to report any concerns related to human rights and human trafficking through our dedicated [Integrity Assurance Hotline](#). Reports are treated confidentially, and we do not tolerate retaliation against those who report in good faith.

Consequences of Non-Compliance: Violations of this policy may result in disciplinary action, up to and including termination of employment, as well as potential legal consequences.

Commitment to Ethical Business Practices

We expect all employees and partners to engage in business activities that reflect our commitment to our commitment to human rights, dignity, and ethical conduct. Through regular training, monitoring, and audits, we aim to ensure compliance with human rights principles and adherence to responsible practices across all areas of operation.