



Human Rights Policy



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1. Business and Human Rights Statement

InfiMotion Technology Europe AB (“InfiMotion”) recognises the significance of human rights issues to our employees, customers, suppliers, the communities where we operate, and other stakeholders. Therefore, we formulate this statement to make commitments and requirements regarding the respect and protection of human rights.

Our work is guided by the following international frameworks:

- UN International Bill of Human Rights
- ILO’s eight Fundamental Conventions
- UN Global Compact
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises

Human rights due diligence is a continuous process. We review and strengthen our approach regularly, adjusting our risk assessments, monitoring, and stakeholder engagement as circumstances evolve.

2. Scope of Application

This policy applies to:

- All InfiMotion employees, workers, contractors, and others working at our sites.
- All subsidiaries and controlled entities.

Where local legislation conflicts with internationally recognised human rights, InfiMotion will work to ensure we continue to respect human rights while complying with applicable laws.

3. Our Salient Human Rights Risks

Based on due diligence across our value chain, engagement with employees, supplier assessments, industry expectations, and stakeholder input, InfiMotion has identified three key areas where adverse human rights impacts are most likely to occur.

3.1 Climate-Related Risks

Climate change can affect the full enjoyment of human rights. InfiMotion seeks to reduce emissions, improve energy efficiency, and minimise environmental impacts across our operations and supply chain.

3.2 Resources-Related Risks

Risks may arise in the sourcing of minerals and other materials, especially those from conflict-affected or high-risk areas. We recognise potential human rights violations in mining, extraction, and upstream processing.

We will continue to strengthen due diligence for responsible sourcing, including upstream transparency and traceability efforts, consistent with global best practices.

3.3 People-Related Risks

Human rights risks may arise in our own operations or through our supply chain, including:

- Forced labour, debt bondage, and human trafficking
- Child labour
- Unsafe or unhealthy working conditions
- Discrimination or harassment
- Restrictions to freedom of association
- Excessive overtime and/or unfair wages

We will remain alert to emerging risks and address them.

4. Implementing our Human Rights Commitments:

- We incorporate the principles of this policy and human rights requirements in our internal policies, process and guidelines, including our Code of Conduct, our Supplier Code of Conduct, and our Health and Safety standards
- We work continuously to ensure zero tolerance towards any forms of forced labour, child labour, violence, harassment and discrimination based on race, colour, ethnicity, nationality, social origin, religion, gender, gender identity or expression, sexual orientation, age, disability, or other protected status.
- We promote diversity, equity, and inclusion in hiring, development, and promotion.
- We respect workers' rights to form, join, or refrain from joining lawful

organisations and to negotiate collectively, without retaliation, intimidation, or interference.

- We protect worker and stakeholder personal data, use it only for legitimate business purposes, and secure it against unauthorised access, consistent with applicable data-protection laws.
- We undertake risk-based approach to Human Rights Due Diligence across the relevant parts of our operations and entire value chain. We integrate findings into business decisions. We engage suppliers to improve performance. We take necessary actions to prevent, mitigate, or remediate impacts.
- Where impacts are linked to our business partners, we will use our leverage to support corrective actions, including training, performance monitoring, or contractual measures.
- We recognise the enhanced risk of adverse human rights associated to sourcing from conflict-affected and high-risk areas, and hence we strive to ensure a responsible sourcing of raw materials through our Sustainable Materials Procurement and Due Diligence.
- We report, both internally and externally, our human rights work and performance.

5. Governance

Human rights risks are integrated into our enterprise-risk-management processes, and dedicated teams ensure implementation and follow-up. We maintain cross-functional human rights governance involving Sustainability, HR, Quality, Procurement, Legal, and senior leadership oversight.

7. Grievance & Whistleblowing

We provide accessible, confidential, and non-retaliatory channels for employees, contractors, and external stakeholders to report any instances of breach of our Code of Conduct, including human rights violations, where InfiMotion, or any of its representatives are believed to be involved. Grievances can be reported through available channels:

- **Email:** compliance@infimotiontec.com
- **In-person:** HR or line managers; worker representatives

Get in touch

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