

Atlas Copco Group Human Rights Statement

Purpose

The purpose of the Atlas Copco Human Rights statement is to expand on the Group's commitment to respect and support human rights, which is an integral part of the Code of Conduct.

The statement reflects the corporate responsibility as defined in the United Nations Guiding Principles on Business & Human Rights and which has been adopted by Atlas Copco.

Scope

The Human Rights statement defines procedures that will ensure respect and support for human rights throughout Atlas Copco operations.

Commitment and definition

Atlas Copco respects and supports all internationally recognized human rights and seeks to avoid complicity in human rights abuses. The Group demands the same high standard of ethical behavior from its business partners and in any other relationship.

Atlas Copco supports the principles contained within the United Nations International Bill of Human Rights, ILO's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises, by embedding them in the Code of Conduct as well as integrating them in all operational processes. The Atlas Copco Group Code of Conduct is approved by the Board of Directors.

To respect human rights, Atlas Copco commits to undertake all in its power to avoid causing or contributing to adverse human right impacts and to address such impacts when they do occur. Through the application of human rights due diligence procedures, Atlas Copco furthermore seeks to prevent, detect and correct adverse human rights impacts that are linked to its operations, products or services by its business relationships, even if Atlas Copco has not contributed to those impacts. Atlas Copco has developed human rights specific training in addition to training on the Code of Conduct to increase employee awareness. Atlas Copco enables the remediation of any adverse human rights impacts to which it causes or contributes.



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Accountability

It is the responsibility of the CEO and of Group Management to ensure the effective implementation of the Code of Conduct and that all employees receive training and education on it. Atlas Copco expects that each individual employee takes his and her responsibility to respect and support the values set out in the Code of Conduct in their daily work.

- On the individual level, employees should sign the compliance statement, stating that they are aware of the values promoted by Atlas Copco. Employees receive continuous training in what the practical application of these values mean, including the respect for human rights. The goal is to make sure that the Group's values are clear and known to all employees.
- On the management level, the Control Self-Assessment process and the internal audits at regular intervals are used to track management practices regarding human rights.
- On the company level, Safety Health Environment (SHE) supplier evaluations and customer sustainability assessments are made continually. Fact-finding checklists are applied for business partners and customers at risk of human rights violations.
- On the Group level pre-acquisition/merger due diligence is applied. The Group management is also responsible for launching human rights due diligence assessments.
- On a societal level, Atlas Copco upholds the highest standards in business ethics and integrity. Atlas Copco regularly interacts with stakeholders to review its performance and refine business processes to positively impact society and the environment.

Procedure

Atlas Copco has a holistic approach to working with human rights in the Group, which is integrated into the guiding policy document, the Atlas Copco Group Code of Conduct. Atlas Copco identifies, assesses and manages human rights impacts in line with this policy document with the following aims in brief:

- **Employees:** Atlas Copco aims to offer a safe and healthy working environment in all of its operations, with regular follow-up. The Group ensures the implementation of the principles of the ILO's Declaration on Fundamental Principles and Rights at Work, which for example include non-discrimination, prohibition of using child labor and forced, bonded or compulsory labor as well as the freedom of association and the right to engage in collective bargaining.



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- **Business partners:** Atlas Copco seeks, selects and evaluates business partners impartially based on objective factors including productivity, quality, delivery, price, and reliability, as well as commitment to environmental and social performance, and development. This includes addressing human rights issues in the supply chain including modern slavery
- **Society and the Environment:** Atlas Copco supports all internationally recognized human rights and respects those rights in conducting the Group's operations throughout the world. The Group recognizes that its commitment to financial success must also take into account the broader economic, environmental, and social impacts of our operations. Atlas Copco encourages learning and development through cooperation with local communities and recognizes Water for All as its main community engagement project.

Access to remedy/grievance mechanism

Atlas Copco SpeakUp, the Group's misconduct reporting system, is administered by a third party, and reports are handled by the Group Chief Legal Officer together with the Head of Group Compliance. Anyone who wants to report perceived misconduct may do so anonymously. Proven violations are addressed and subject to disciplinary action, including termination of employment.



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