



Commitment and scope

Our ideas and technology enable our customers to grow and drive society forward. This is how we transform the future. With basis in our mission to achieve sustainable, profitable, inclusive growth, we aim to consider all stakeholders' perspectives and to ensure that we are a good corporate citizen by doing business ethically and upholding our commitment to the UN Guiding Principles on Business and Human Rights.

This Human Rights Statement aims to clarify how we respect and support all internationally recognized human rights. It is applicable to all employees, including consultants, and all business partners in our upstream and downstream value chain.

We actively seek to avoid causing or contributing to adverse human right impacts and we expect the same level of ethical behavior from our business partners and any other relationship. Through the application of human rights due diligence procedures, we seek to prevent, detect, and correct

adverse human rights impacts that are linked to our operations, products, services, or our business relationships, even if we ourselves have not contributed to those impact.

Our publicly available misconduct reporting system SpeakUp, which is administered by a third party, is available to all employees and all business partners on our website. Through SpeakUp we enable the detection, investigation, and potential remediation of any adverse human rights impacts which we cause or contribute to.



International reference framework

Atlas Copco Group endorses the following international frameworks. They are embedded in our Code of Conduct and thereby integrated in all business processes. The Atlas Copco Group's Code of Conduct is approved by our Board of Directors.

- [International Labour Organization Declaration on Fundamental Principles and Rights at Work](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [UN Global Compact](#)
- [UN Guiding Principles on Business and Human Rights](#)
- [UN International Bill of Human Rights](#)

Accountability

It is the responsibility of the President and CEO and Group Management to ensure the effective implementation of the Code of Conduct and to safeguard all employees' sufficient awareness and training. Atlas Copco Group expects that each individual employee respects and supports the values set out in our Code of Conduct in their daily work.

Employees must annually sign the compliance statement, confirming that they are aware of the values promoted by Atlas Copco Group. They also receive regular training in the practical application of what our values mean, including the respect for human rights. The goal is to make sure that the Group's values are clear and known by all employees.

Internal audits at regular intervals are used to track management practices regarding human rights. Business partner evaluations are made continuously through a risk-based approach. Pre-acquisition/merger due diligence is also applied. In addition, Group Management can initiate ad hoc human rights assessment and due diligence for certain markets if deemed needed.

On a societal level, Atlas Copco Group strives to always meet the expectations of our stakeholders in business ethics and integrity. We regularly interact with stakeholders to review our performance and to refine business processes to positively impact society and the environment.

Process

Atlas Copco Group has a holistic approach to working with human rights as they are integrated in our Code of Conduct. We identify, assess, and manage human rights impacts with the following aims in brief:



Employees:

We aim to offer a safe and healthy working environment in all operations, with regular follow-up. We ensure 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.



Business partners:

We seek, select, and evaluate 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.