

Human Rights Statement

Valmet is committed to respect and promote 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, and to all the company's stakeholder relationships. Valmet works with and encourages its business partners to uphold the principles in this statement within their businesses.

Basis for Valmet's commitment to human rights

As a global company and employer, Valmet respects and promotes the protection of human rights as expressed in all internationally recognized human rights declarations and conventions such as the UN Universal Declaration of Human Rights, the UN Covenant on Civil and Political Rights, the UN Covenant on Economic, Social and Cultural Rights and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. Valmet also operates according to and promotes the principles described in the United Nation's (UN) Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

Valmet's commitment to respect and promote human rights is fully integrated into company's operating policies, such as the [Valmet Code of Conduct](#) and [Valmet Sustainable Supply Chain Policy](#) and other related guidelines. 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.

Enforcement of the commitment

To ensure compliance with its human rights-related commitments in its own operations, Valmet has a process for human rights due diligence. The process is based on the UN Guiding Principles on Business and Human Rights and OECD Guidelines for Multinational Enterprises. Valmet's human rights due diligence process includes the following elements:

- Commitment to Valmet's Human Rights Statement and other related policies and guidelines ensuring human rights compliance
- Human rights impact assessment including local site-level assessments conducted by a third party
- Reviewing global human rights action plan every three years
- Monitoring the progress of the global and local action plans
- Transparent communications and reporting
- Maintaining guidelines ensuring access to remedy

In all its business relations, Valmet requires its business partners to respect all internationally recognized human rights and comply with the international principles related to human rights. Furthermore, the company's suppliers are required to comply with Valmet's Sustainable Supply Chain Policy, and the company has built a comprehensive process for ensuring a sustainable supply chain. The process includes suppliers' commitment to Sustainable Supply Chain Policy, risk assessments, supplier self-assessments, and supplier sustainability audits executed with a third party. Compliance with Valmet's Sustainable Supply Chain Policy is the starting point for entering and maintaining any kind of business relationship with Valmet. We expect all our suppliers to comply with the requirements in the policy, and we have zero tolerance towards the use of forced labor or child labor.

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

Pasi Laine
President and CEO
Valmet Corporation