

# Human Rights Policy for the ABENA Group

## 1. Introduction

As a global manufacturer and wholesaler of healthcare products striving to improve quality of life, ABENA is fully committed to respecting and promoting internationally recognized human rights in every aspect of our operations. This policy outlines our principles, responsibilities, and practices in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Core Conventions.

## 2. Scope

This policy applies to all ABENA employees, legal entities, and business activities worldwide. It extends to our suppliers, contractors, and business partners across our value chain.

## 3. Our commitment

- As a socially responsible company, respect for human rights is integral to how ABENA operates and is embedded in our Ethical Guideline, Employee Handbook, Supplier Code of Conduct, and other relevant policies.
- ABENA has been a signatory to the UN Global Compact since 2002, and we endorse its Ten Principles across human rights, labor, the environment, and anti-corruption.
- We operate in compliance with local laws. When national law conflicts with international human rights standards, we strive to honor international principles to the greatest extent possible within the legal framework.

## 4. Core principles

- We support and respect internationally recognized human rights, including the International Bill of Human Rights.
- We avoid complicity in human rights abuses and maintain high ethical standards across our operations.
- We reject all forms of child labor and other exploitation. We support the rights and well-being of children and vulnerable groups.
- We promote fair labor practices, including freedom of association, non-discrimination, safe working conditions, and fair wages.
- We take a rights-based approach to due diligence and remedy.
- We foster an inclusive workplace that values diversity, equity, and dignity for all employees.

<b>Page</b>
1
<b>Version (date)</b>
01-10-2025, version 1

## 5. Human rights due diligence

We conduct ongoing human rights due diligence to identify, prevent, mitigate, and remedy adverse human rights impacts in our operations and supply chains. This includes:

- Group-level Human Rights Impact Assessments (HRIAs) and local impact assessments in high-risk areas, if applicable.
- Annual review of salient human rights issues based on risk analysis, external trends, and operational changes, in alignment with most current Double Materiality Assessment (DMA).
- Supply chain monitoring to ensure supplier compliance with ABENA's expectations and policies. Since 2013, ABENA has been a dedicated member of [amfori BSCI](#) in our effort to create social improvements across our supply chain. We endorse and apply the amfori BSCI Code of Conduct and require that our suppliers act accordingly. amfori BSCI enables us to identify, prevent, mitigate, account for, and remediate labor risks as well as adverse human rights impacts in our supply chain.
- Documentation and follow-up are governed by ABENA's sustainability and compliance structures.

## 6. Governance and oversight

- ABENA's Board of Directors holds overall oversight for human rights compliance and strategy.
- Group Management sets the direction and ensures integration into strategy and business goals.
- Resources in the Global Sustainability Team provide operational oversight.
- Human rights responsibilities are integrated into line management and supported by internal training and policy enforcement.

## 7. Stakeholder engagement

ABENA acknowledges the importance of engaging with stakeholders — including employees, supply chain workers, communities, and business partners — to better understand and address human rights risks. We aim to strengthen stakeholder dialogue across our value chain and integrate learnings into our policies and practices.

## 8. Grievance mechanisms and remedy

- ABENA maintains a whistleblower hotline accessible to all employees and external stakeholders.
- We investigate reported violations and take corrective actions as needed.
- Where adverse impacts occur, we are committed to providing or cooperating in remediation, using judicial or non-judicial means as appropriate.
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<b>Page</b>
2
<b>Version (date)</b>
01-10-2025, version 1

## 9. Policy review and change management

This policy is reviewed annually or when required by changes in law, international standards, or business operations. Revisions will be documented and communicated accordingly.

## 10. Reference standards and related policies

ABENA's Human Rights Policy is guided by:

- The International Bill of Human Rights
- ILO Core Conventions (Nos. 87, 98, 29, 105, 138, 182, 100, 111, 155, 187)
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- ILO Convention No. 169 and the UN Declaration on the Rights of Indigenous Peoples

### Related ABENA documents:

- ABENA Ethical Guideline
- ABENA Employee Handbook
- ABENA Supplier Code of Conduct
- Whistleblower Policy

<b>Page</b>
3
<b>Version (date)</b>
01-10-2025, version 1

<b>Page</b>
4
<b>Version (date)</b>
01-10-2025, version 1