

Policy

Human Rights Policy

General Statement

Welltec is committed to respect human rights, a basic set of standards to which all people are entitled to. Welltec's commitment to respect human rights and labour standards is based on the International Bill of Human Rights (Universal Declaration on Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the eight ILO Core Conventions on Labour Standards, the United Nations Global Compact and the Voluntary Principles on Security and Human Rights.

In addition to working towards the respect for human rights, we believe that businesses have the ability to positively impact human rights and in that line, Welltec pursues opportunities where it can contribute to promote or advance human rights, in particular in relation to the development, education and empowering of young people in the areas where we operate.

Welltec's operations are also supporting the principles of the Sustainable Development Goals and the company is contributing to varying degrees with a number of these goals.

Coverage of the policy

This policy was approved by the Board of Directors of Welltec and applies to all companies in the Welltec Group and employees and consultants employed by any such company. We also expect that all our business partners uphold to these principles and urge them to adopt similar policies within their own businesses.

Employees who reasonably suspect that there has been a breach of this policy must report to their line manager, senior manager, or other mechanism established by Welltec to report such breaches.

Equal Opportunity

We are committed to maintaining a workplace where everyone is treated with respect and dignity and has equal access to opportunities. We value differences and believe that diversity of people, skills, and abilities is a strength that supports our business performance.

Non-discrimination

We will not tolerate any kind of discrimination on the basis of race, sexual, religious, or political orientation, or national or social origin, which has the effect of nullifying or impairing equality in employment or occupation. We treat all employees equally and all aspects of employment, such as recruitment, compensation and benefits, training, promotions, transfers, and terminations are based solely on qualifications, performance, skills, and experience.

Child Labour

We respect the minimum age for admission to employment or work in order to secure the effective abolition of child labour in our operations, and we commit to take immediate and effective measures within our own competence to secure the prohibition and elimination of the worst forms of child labour.

We will adhere to minimum age provisions of national labour law regulations, and, where national law is insufficient, we will take into account international standards.

Forced Labour

We have zero tolerance for any kind of modern slavery, forced labour, or human trafficking. We commit to take immediate action to secure the prohibition and elimination of forced or compulsory labour in our operations. No employee may be compelled to work through coercion or intimidation of any kind.

Freedom of Association

We respect our employee's right to establish and join organizations of their own choosing without previous authorization, or fear of reprisal, intimidation or harassment.

We commit not to interfere in the internal affairs of these organizations, inappropriately influencing their decisions, or discriminating against workers who are engaged in such activities.

Collective bargaining

Workers have the right to have representative organizations of their own choosing recognized for the purpose of collective bargaining. We will also provide worker's representatives with such office facilities as may be necessary to assist in the development of collective agreements.

Working conditions, including hours

All employees will have a written agreement which details their terms and conditions. Working hours in our facilities must comply with local laws or international standards.

Fair wages

All employees have the right to compensation for a regular work-week that is at least sufficient to meet the worker's basic needs. Employees shall be paid at least the legal minimum wage or the appropriate prevailing wage.

Equal Remuneration

We commit to ensure equal remuneration for men and women for work of equal value.

Harassment

We have zero tolerance for any kind of harassment. No employee shall, during their employment with our company be subject to any physical, sexual, physiological, or verbal harassment or abuse.

Health and Safety

No employee should ever be at greater risk because they work for us. We are committed to maintaining the highest standards of safety and health and to eliminate any risk of serious harm in the workplace and thus keep our employees safe and healthy.

Security

We commit to protecting our employees and facilities, with the aid of private security companies, within the highest standards and in line with the Voluntary Principles on Security and Human Rights. We commit to respect civil and political rights such as freedom from arbitrary arrest and detention, and cruel, inhumane or degrading treatment.

Indigenous People / Traditional Land rights

The company recognizes and respects the importance of indigenous people's culture, heritage and traditional rights.

Date: 10. June 2026

Peter Hansen, CEO, for and on behalf of Welltec