

BEAMEX LABOUR AND HUMAN RIGHTS POLICY

Introduction and purpose

Employee engagement, human rights and employee health and wellness are core to the long-term success of our business. We strive for a sustainable workforce that is stable, engaged and committed to the organization, our values, and purpose. We respect and protect the rights of our people across our operations and throughout our business relationships. We are committed to ensuring that our employees are subject to fair working practices, have a good work and life balance, and are treated with respect. Within Beamex, the rights of our employees are ensured by the implementation of this policy as well as our Code of Conduct.

Beamex's policies and codes fully supports and respects the protection of internationally declared human rights, defined in the United Nation's Universal Declaration on Human Rights, International Labour Organization (ILO) standards, and UN Global Compact principles.

Our principles

Management

Management is based on our strategy, values, and ethical principles. We also develop our management practices to support profitable growth that is in compliance with our values. The views of the personnel are taken into account in human resources management and in the development of personnel matters. We collect feedback and measure job satisfaction and the success of supervisor work on a continuous basis.

Recruitment

We support internal career paths and aim for versatile and long-term employment relationships, during which our employees can grow and develop. In recruitment, we are committed to equality and non-discrimination. In our personnel selection, skills, education, motivation and suitability for our work community are emphasized. We actively cooperate with educational institutions to secure future human resources and strengthen our image as an employer.

Non-discrimination

At Beamex we don't accept any form of discrimination against our people on basis of race, colour, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, age, disability, or other distinguishing characteristics. Employment-related decisions, from hiring to termination and retirement shall always be based only on relevant and objective principles. Beamex has an inclusion and diversity program that embraces difference as a competitive advantage.

Freedom of association

At Beamex we always respect our employees' rights to form, joining or not joining labour unions or other organizations of their choice without fear of intimidation, harassment, or termination of employment. If no legally recognized union exists in the area of our business operations, or if only state-authorized organizations are allowed, Beamex shall establish internal processes to assure effective representation of our workers' interests.

Harassment

At Beamex we protect our employees from any acts of physical, verbal, sexual or psychological harassment, abuse, or threats in the workplace by either their fellow workers or their managers. A separate process is established and described in the Beamex anti-harassment policy.

Employee benefits and compensation

At Beamex our basic principle for remuneration is to pay the same wage for the same job and the same performance and experience level. The salary is meant to be just, fair, and encouraging. Differences in individual salaries are based on how demanding the job is, on differences between competence, work experience, and performance, and not on gender. Individual salaries are reviewed once a year in connection with the performance review and in the framework of annual salary increase guidance. Beamex may pay employees an annual bonus in accordance with company rules and based on separate bonus agreements. Based on financial and individual performance, the bonus outcome is determined once a year. Employees may also be paid a personal bonus based on exceptional performance. Benefits, such as a company car, service year award, and well-being, fitness, and health services, are planned and implemented locally considering both Beamex global guidelines and national practices.

At Beamex we always adhere to all applicable local laws and collective agreements, whichever may be more stringent, relating to wages, working hours, overtime, and benefits. We are committed to continuously developing our employee skills and capabilities, and to provide opportunities for career advancement. In the event of termination of employment, Beamex promises to meet or exceed applicable laws and collective agreements.

Leave and holiday

All Beamex employees have the right to sick leave and annual holiday, as well as parental leave for employees who cares for a new-born child or newly adopted child as provided by national legislation. Employees who take such leave shall not face dismissal or threat of dismissal and shall be able to return to their former employment or to an equivalent employment on comparable terms.

Employment contracts

All Beamex employees shall be provided with a written, understandable and legally binding employment contract.

Child labour

At Beamex we don't tolerate hiring of child labour under any circumstances. The minimum age for full-time employment at Beamex shall be 16 years old or the legal minimum age for employment, whichever is greater. Beamex shall furthermore not hire workers under the age of 18 for positions that may be unsafe.

Forced labour

At Beamex we prohibit any form of forced labour, including bonded labour, indentured labour, slave labour, or human trafficking. Beamex employees are always allowed to move around freely and leave their place of work when their work finishes for the day.

Compliance

All subsidiaries within the Beamex Group shall comply with the provisions of the labour and human rights policy as well as national laws and regulations. Should there be differences between the content of this policy and national laws or other applicable agreements, the more rigorous requirements shall apply.

All Beamex subsidiaries shall implement this policy in their daily work and take appropriate actions to ensure that the provisions of this policy are enforced. This policy together with the code of conduct are mandatory shared with all employees and key partners to raise their awareness of the ethical and legal issues related to their actions and to help in making right decisions. This also provides our expectations on doing business and working for or with us.

We shall periodically review the Beamex Labour and Human Rights Policy to ensure that it is up to date and relevant to our business.

Pietarsaari 22nd of May 2023

Jan-Henrik Svensson, CEO