



## **Fazer Group's Human Rights Policy**

### **Purpose of the Human Rights Policy**

This Human Rights Policy is a general commitment of Fazer towards respecting Human Rights. The policy applies to all Fazer Groups' operations in all its countries of operation.

Fazer Group is committed to operating in a responsible manner and respects all human rights, including labour rights referenced in the International Bill of Human Rights (IBHR)<sup>1</sup> and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. Fazer's respect for human rights is made operational by following the UN Guiding Principles on Business and Human Rights (UNGPs).

### **Human Rights impacts and related processes**

Fazer acknowledges that it is responsible for managing adverse human rights impacts through its own operations, products and services and for adverse human rights impacts that are directly linked to Fazer's operations, products or services by its business relationships.

We at Fazer use our best efforts to integrate our commitment to respect human rights in our business processes, conducting human rights due diligence by identifying, preventing, mitigating and accounting for potential and actual adverse human rights impacts that our operations may cause or contribute to. Fazer seeks to provide remediation if it has caused or contributed to actual adverse human rights impacts through its operations.

Fazer expects its employees to raise any concerns if they identify potential or actual adverse impacts on human rights from Fazer's services, operations or business relations.

Fazer has established a grievance mechanism for its employees for reporting potential and actual adverse human rights impacts via Fazer's ethical helpline, where employees are encouraged to report their concerns. Reports can be submitted anonymously and without reprisal or retaliatory actions.

In addition, Fazer expects its business relationships to respect human rights as defined by the UNGPs. We at Fazer encourage all our business relationships and external stakeholders to engage in a collaborative process of sharing

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<sup>1</sup> Consisting of the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR).



knowledge and experiences of managing adverse impacts on human rights, including labour rights. Everyone is encouraged to raise concerns regarding potential or actual adverse impacts related to Fazer's operations. Fazer is committed to use or build its leverage to make its partners, suppliers and customers address potential and actual adverse impacts on human rights. Fazer expects its business partners to inform it about any severe human rights impacts that they may cause, contribute or be directly linked to.

We at Fazer are committed to investigate and act on any concerns related to adverse human rights impacts brought to our knowledge by internal or external stakeholders that are caused or contributed to through our own operations or directly linked to our business activities by a business relationship.

Beyond its respect for all human rights and compliance with the UNGPs Fazer, employing over 15,000 people and operating in multiple countries, also has a range of positive impacts on human rights. As a food industry company, Fazer particularly strives to contribute to positive impacts on the right to adequate food and its fair distribution and the right to health.

### **Reporting and management of the policy**

Fazer reports its progress in implementing the UNGPs in the context of its corporate responsibility reporting on an annual basis. The reporting includes also information on how possible severe adverse human rights impacts that Fazer has caused, contributed to or has been linked to, have been addressed.

Fazer's Group Management Team (GMT) approves this policy, while Fazer Group's Head of Corporate Responsibility is responsible for reviewing compliance with the Human Rights Policy on an annual basis. Any non-compliance with this policy will be brought to the attention of the GMT. The Group Corporate Responsibility Team reviews and updates the Human Rights Policy.

This Human Rights policy is publicly available and continuously communicated, internally and externally.

Document name	Human Rights Policy
Document owner	Corporate Responsibility Director
Original document approved	Group Management Team, 11.12.2015
Related documents	Corporate Responsibility Policy Environmental Policy Ethical Principles