



Fazer Group's Human Rights Policy

At Fazer, we see that respecting and advancing human rights is an integral part of the way we operate in our businesses and in our value chain. We acknowledge that it is our responsibility to address human rights impacts through our own operations and in our value chain.

1. Purpose of the Human Rights Policy

At Fazer Group, we are committed to respect and promote human rights, including labour rights referenced in the Universal Declaration of Human Rights (UDHR) and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work. We are a member of UN Global Compact and follow the UN Guiding Principles on Business and Human Rights (UNGPs).

This document is Fazer's general commitment towards respecting Human Rights and describes the guiding principles for promoting and respecting the human rights. This policy applies to all Fazer Group's operations in all countries of operation. Additionally, we expect all our suppliers to respect and protect human rights as defined in our Supplier Code of Conduct.

2. Principle guidelines for human rights

We work in a systematic manner to respect and protect human rights according to the principles described below.

2.1 Fair and equal treatment

We are committed to treat all people working at Fazer sites in a fair and equal manner in accordance with internationally proclaimed human rights.

2.2 Individuals' rights and privacy

We respect the personal dignity, privacy, and personal rights of every individual.

Personal information concerning employees, consumers, customers, and suppliers will be collected and handled according to national laws and legal requirements and will be stored with authorized access.

2.3 Diversity and freedom from discrimination

We want to provide a culture of diversity and inclusiveness where all employees can experience an equal working community with a motivating, respectful and safe work environment.



Respecting human rights include freedom from discrimination based on gender, age, ethnicity, race, nationality, family ties, religion, political opinion, union affiliation, disability, sexual orientation, or other aspects relating to a person. At Fazer, we do not tolerate discrimination, intimidation, verbal, psychological, physical, or sexual harassment nor abuse/offence at work such as humiliating or physical punishment.

2.4 Vulnerable groups

We respect the rights of vulnerable groups such as, but not limited to, migrant workers, women, children, and persons with disabilities, as well as local communities and indigenous people in connection with Fazer's activities and operations.

2.5 Children's rights

Fazer does not approve the use of child labour with no exceptions. If child labor is detected, we will act in the best interest of the child. Minimum working age is never less than 15 years.

Fazer Group Supplier Code of Conduct stipulates in more detail about child work, in relation specifically to farmers children's participation in work at their parents' farm.

Fazer promote young people between 15 and 18 years, to gain experience from work life. However, young employees and trainees must not be exposed to tasks that could harm their physical or mental health, safety, morals or have negative impact on their access to education. Fazer follows applicable laws and the rules of the International Labour Organisation (ILO).

Our marketing communications follow all relevant national laws and regulations. Fazer does not direct marketing activities to children under the age of 15. All marketing communications directed to young people aged between 15-18 years are furthermore subject to the principles in Fazer Group Marketing Policy.

2.6 Modern slavery, forced and bonded labour

We do not accept, use, or benefit from any forms of modern slavery, including but not limited to forced, bonded or compulsory labour and human trafficking.

We do not tolerate restrictions of movement, excessive recruitment fees for employees, confiscation of identity documents and/or passports or withholding of wages.

Fazer Group Supplier Code of Conduct stipulates in more detail about forced and bonded labour.



2.7 Labour right and freedom of association

We enter employment contracts with all employees and follow applicable legislation, regulations, and collective agreements (where applicable) regarding working hours and wages. All employees are entitled to their own copy of the employment contract and wage statement, which must be written in a language the employee understands.

We respect freedom of association and employees' rights to collective bargaining. Employees have rights to seek representation and join worker's unions and councils in accordance with local law and international conventions.

We want to create an atmosphere of continuous and constructive discussion. Fazer has established effective channels for a dialogue and collaboration between the management and representatives of the employees. All people working with Fazer has access to grievance mechanism and workers should feel that they are able to raise their complaints without fear of victimisation or negative consequences. [see also 3. Human rights impacts and related processes].

2.8 Occupational Health and safety

At Fazer we believe that all accidents are preventable. Our clear goal is zero accidents at work and that all occupational diseases and physical and mental health drawbacks can be prevented. As safety is a joined responsibility, we recognize the value of participation of all relevant stakeholders, including where possible and necessary i.e., workers' representatives or contractors' representatives. We develop a high-level safety culture that is present and visible in our working environment. We communicate clear expectations and targets regarding safety on all levels of our organizations and supply chain.

In the countries where Fazer operates, we are committed to provide a safe and healthy work environment where safety considerations are efficiently and effectively integrated into business activities and processes. We comply with all national and local legal regulations, safety laws and rules and other requirements. We don't tolerate any form of coercion, punishment, or harassment towards employees.

We strive to reduce and eliminate accidents under our control through continuous improvement, learning, training, and effective risk management.

2.9 Food safety

As a food industry company, we particularly strive to contribute to positive impacts on the right to adequate food and its fair distribution. Ensuring the safety and quality of our products is at the core of Fazer's business.

We follow national and international regulation and strict principles of food safety. We monitor production and delivery processes, ingredients quality and publish thorough product information.



3. Human Rights impacts and related processes

At Fazer we aim to integrate our commitment to respect human rights in our business processes. We conduct human rights due diligence by identifying, preventing, mitigating, and accounting for potential and actual adverse human rights impacts that our operations may cause, contribute, or be linked to. We seek to provide remediation if we have caused or contributed to actual adverse human rights impacts through our operations.

Fazer encourages its employees to raise concerns if they identify potential or actual adverse impacts on human rights from Fazer's services, operations, or business relations. Fazer has established a whistleblowing system for employees and other stakeholders linked to Fazer to report complaints and concern anonymously.

[Whistleblowing - Fazer \(fazergroup.com\)](#) , [WhistleB](#), [Whistleblowing Centre](#)

In addition, Fazer expects its business partners in entire value chain to respect human rights as defined by the UNGPs. We encourage all our business partners and external stakeholders to engage in a collaborative process of sharing knowledge and experiences of managing adverse impacts on human rights, including but not limited to labour rights. Everyone is encouraged to raise concerns regarding potential or actual adverse impacts related to Fazer's operations. We are committed to use our leverage to make our partners, suppliers and customers address potential and actual adverse impacts on human rights. We expect our business partners to inform about human rights impacts that they may cause, contribute, or be directly linked to.

We are committed to investigate and act upon concerns related to adverse human rights impacts that we have caused or contributed to through our own operations or that we are directly linked to in our business activities and through business relationships.

4. Reporting and management of the policy

We report progress in implementing the UNGPs in the context of Fazer's corporate reporting on an annual basis. The reporting includes information on possible severe adverse human rights impact that Fazer has caused, contributed to or been linked to, and how they have been addressed.

Fazer's Leadership Team (FLT) approves this policy, while Fazer Group's Head of Sustainability is responsible for reviewing the Human Rights Policy on an annual



basis. Any significant non-compliance with this policy will be brought to the attention of the management.

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

Document details:

Document name	Human Rights Policy
Document owner	Head of Sustainability
Original document approved	Fazer Leadership Team, 10.12.2021
Related documents	Sustainability Policy Quality, Environment, Health and Safety Policy Code of Conduct Supplier Code of Conduct