

# Human Rights Policy

Aquaporin A/S, CVR-no. 28315694

## 1 Introduction

The purpose of this policy is to communicate the position of Aquaporin A/S and its subsidiaries (“**Aquaporin**”) on human rights and to set out guidance for our managers, employees, and suppliers on Aquaporin’s position on human rights.

Aquaporin is a global water technology company that strives to change water purification by merging biotechnological techniques and classical engineering. Billions of people worldwide do not have access to clean drinking water and sanitation. Aquaporin builds upon a commitment to drive change and fight these water trends by providing solutions and the technology to provide clean water for drinking, industrial use and for food & beverages.

As a global technology company, Aquaporin wishes to implement principles and advance human rights within our sphere of influence. Aquaporin’s core business is centred around the right to clean water, but as a company wanting to expand globally, we also work to protect and respect human rights generally. We aim to substantiate a company culture that is compliant with human rights. We work to avoid infringement on human rights, and we will address any adverse human rights impact in which we, or our business partnerships, are involved.

## 2 How we work with human rights

At Aquaporin, we always seek to conduct our business in compliance with applicable local, national and international laws, rules and regulation. This includes a commitment by Aquaporin to respect international human rights. Our managers, employees, and suppliers shall support and protect human rights in the workplace and more broadly, in all our business activities.

### 2.1 UN Global Compact

Aquaporin is a United Nations (“UN”) Global Compact signatory and is committed to its ten principles. Aquaporin supports UN Global Compact to drive business awareness and action in support of achieving the SDGs by 2030. The ten Global Compact principles frame Aquaporin’s ambition of contributing to a more sustainable future.

In working with sustainability, Aquaporin tracks its Environmental, Social and Governance (“ESG”) performance and progress. This is linked to UN Global Compact’s four categories of Human Rights, Labour, Environment, and Anti-corruption.

### 2.2 Focus on clean water

Water is essential to all life on Earth. Aquaporin believes that access to safely managed drinking water should be a right for everyone. However, water reserves become sources of conflict in many communities, and the preservation of these play a central role in solving socioeconomic problems. To protect our planet and societies, we must turn our attention towards how we utilize our water. The aim of our technology is to contribute to a more sustainable world by focusing

on better utilization of water. Aquaporin works with partners, industry players, customers, and investors to create solutions in support of the right to clean water.

### **2.3 Labour rights**

Aquaporin expects managers, employees, and suppliers to support and protect human rights both in the workplace and more broadly in all their business activities. All employees and workers are to be treated fairly, with dignity and respect.

Our employees must be treated with respect, work shall be voluntary, and workers should be free to leave work or terminate their employment with reasonable notice.

Managers, employees, and suppliers shall respect freedom of association and the right to engage in collective bargaining in accordance with local laws and international conventions.

### **2.4 Non-discrimination**

At Aquaporin, we believe that a company with a diverse workforce has a competitive advantage driven by courageous innovation and motivated employees. For that reason, our employment terms are non-discriminating, fair to all, and in compliance with international labor rights. Aquaporin aspires to create an inclusive work environment that respects every individual. We therefore do not tolerate any form of discrimination and we hire candidates regardless of gender, nationality, age, sexuality, and cultural background.

### **2.5 Health and safety**

Aquaporin supports a safe and healthy work environment for all employees. We aim to empower our employees to identify unhealthy and unsafe behavior, as well as conditions, and to take proactive steps to help their colleagues to adopt a safe workplace.

The company has implemented several initiatives to underline the importance of a safe working environment and is monitoring and following closely up on incidents and near misses, both on department level and on Executive Management level.

Aquaporin being a company working with potentially harmful chemicals we are aware of our employees' safety and has therefore set out guidelines and requirements in *Aquaporin's General Safety Information* and *Aquaporin's Chemical Policy* to secure a healthy and safe working environment for all employees.

### **3 Supply chain due diligence**

At Aquaporin, we expect our business partners to respect human rights within their scope.

We want to identify, prevent, mitigate, and account for any adverse human rights caused by, directly linked to or contributing to via our operations at Aquaporin. Therefore, we expect our suppliers to comply with applicable laws and principles regarding human rights. This includes a workplace that enables compliance with the aforementioned rights. In that context, Aquaporin reserves the right to monitor suppliers and their facilities to ensure human rights compliance in our supply chain.

### **4 Reporting concerns**

Aquaporin aspires to respond openly and transparently to perceived human rights violations. We therefore encourage our employees and business partners to address any form of violation of the human rights.

Those to which the policy applies must seek appropriate advice on human rights issues, when relevant, and report potential violations of this policy to his or her supervisor. Employees are expected to cooperate with Aquaporin in any investigation of a potential violation of this policy or any other company policy or procedure, or any applicable law, rule and regulation.

If a breach or suspected breach of this policy, laws or regulations is observed a concern can be raised anonymously through the whistleblower system of Aquaporin here: [Link]

Any failure to comply with this policy may also result in Aquaporin taking disciplinary actions against those involved in such non-compliance.