



## Human rights policy

The purpose of this human rights policy (“Policy”) is to express Flowid’s commitment to respecting human rights and to conducting its business with honesty and integrity as expressed in our Code of Conduct.

In alignment with the UN Guiding Principles on Business and Human Rights, the provisions of this Policy are derived from key international human rights standards including the ILO Declaration on Fundamental Principles and Rights at Work and the UN Declaration of Human Rights, the UN Global Compact and the principles laid down in the OECD Guidelines.

### Policy statements & principles

#### No child labour

Flowid abides by applicable legislation and regulations on child and adolescent labour and shall strictly refrain from employing children under the minimum years of age.

#### Freely chosen employment

Flowid does not allow for any form of slavery, forced, bonded or involuntary labour, debt bondage or any other form of forced labour. All work must be voluntary and not subject to mental or physical oppression. Flowid does not allow for human trafficking. This includes transporting, harbouring, recruiting, transferring or receiving vulnerable persons by means of threat, force, coercion, abduction or fraud for the purpose of exploitation.

#### Working hours

Workweeks are not to exceed the maximum set by applicable law, collective bargaining agreements and ILO standards, except in emergency or exceptional situations.

#### Fair wage

Flowid wants to build long-term, sustainable relationships with its employees and pay fair wages and benefits. Employee wages should comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. For each pay period, employees shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

#### Health & safety

Flowid strives for and feels responsible for an accident free, secure and healthy work environment for all its employees, while minimizing impact on the environment.

#### Freedom of association & collective bargaining

Freedom of association and the right to collective bargaining are self-evident, fundamental rights. As such, Flowid is committed, in accordance with applicable local laws, to respect the rights of all employees to form and join trade unions of their own choosing, to bargain collectively and to engage in peaceful assembly. Flowid also respects the rights of workers to refrain from such activities. Employees and/or their representatives shall be able to openly communicate and share



ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

### **Diversity & equal opportunity**

Flowid is committed to diversity in a working environment where mutual respect prevails. To be a leader in our business, we must be flexible, innovative, and creative and have an ability to accommodate other people's points of view. Flowid strives to equal opportunities for its employees, including the recruitment, promotion, compensation, training and development. We expect our managers to exercise leadership in this field by role modelling appropriate behaviour.

### **No discrimination & no harassment**

Flowid does not tolerate discrimination of any kind, including on the grounds of race, colour, religion, gender, sexual orientation, ethnicity or national origin, age, disability, in hiring and employment practices such as wages, promotions, rewards, and access to training. Flowid does not tolerate (the threat of) harassment of employees or co-workers of any kind, including on the grounds of race, colour, religion, gender, sexual orientation, ethnicity or national origin, age, disability or any other type of behaviour that is hostile, disrespectful, abusive and/or humiliating. Harassment or discrimination can take many forms, such as verbal, visual or physical. Such conduct will not be tolerated. Employment with Flowid is based solely upon individual merit and qualifications directly related to the job. If an employee is being harassed or discriminated, he or she should immediately report the incident to his/her manager.

### **Human rights in our supply chain**

Flowid actively pursues adherence to the Supplier Code of Conduct by its suppliers by including compliance to the Supplier Code of Conduct in its supplier agreements and including the right to audit on such compliance. Should a case of non-compliance to the Supplier Code of Conduct be identified, Flowid then expects such supplier to act, in consultation with Flowid.