

Vestas

Human Rights Policy

Vestas commits to respecting human rights: we avoid infringing on human rights and we address adverse human rights impacts with which we may be involved.

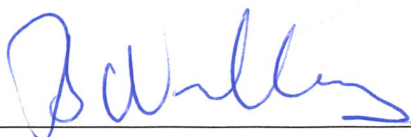
Our company has been signatory to the UN Global Compact since 2009 and we are committed to the UN Guiding Principles on Business and Human Rights. Accordingly, we respect all internationally recognised human rights, including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and additional ILO conventions on labour standards on working hours, wages and benefits, and health and safety. Particular to the wind industry, we are also aware of specific salient human rights which include community engagement, indigenous people, and land acquisition and resettlement. Please see the Annex for references to Human Rights and relevant internal policies.

Vestas expects its business partners to respect human rights within their scope, and we will take measures to promote responsible practices by our business partners in relation to the our value chain.

Vestas will comply with all applicable laws and human rights commitments, and seek ways to honour internationally recognised human rights principles when faced with conflicting requirements presented in local laws and regulations. When local laws and regulations set lower standards but do not prohibit applying international standards that exceed local laws and regulations, we will apply the international standards. Our due diligence processes are continuously updated and implemented to identify, prevent, mitigate and account for any adverse human rights impacts caused by, directly linked to, or contributing to via our operations, in accordance with the nature and context of our operations.

We will identify and engage with stakeholders (and/or their legitimate representatives) whose human rights are potentially or actually impacted by our operations. We do not tolerate threats, intimidation, physical or legal attacks against human rights defenders in relation to our business or operations.

We commit to remedying adverse impacts on individuals, workers, and communities that the company has caused or contributed to, and will make a grievance mechanism available without obstructing access to other remedies. In addition, our company has a global whistleblower hotline "EthicsLine", which can be used to report observed or suspected malpractice. We will also work with our business partners to remedy adverse impacts which are directly linked to our operations, services or products through our business partners' own grievance mechanisms.



Bert Nordberg
Chairman, Vestas Wind Systems A/S

Date & place: 10/12/2019, Copenhagen DENMARK

Annex

Definition of human rights

“Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible.

Universal human rights are often expressed and guaranteed by law, in the forms of treaties, customary international law, general principles and other sources of international law. International human rights law lays down obligations of Governments to act in certain ways or to refrain from certain acts, in order to promote and protect human rights and fundamental freedoms of individuals or groups.”

(Office of the High Commissioner for Human Rights, OHCHR, *What are Human Rights?*)

The Human Rights referred to in this Policy include:

- The International Bill of Human Rights (consisting of the Universal Declaration of Human Rights and the main instruments through which it has been codified: The International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights)
- The eight International Labour Organisation’s core conventions: Freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 & No. 98), Elimination of all forms of forced or compulsory labour (Convention No. 29 & No. 105), Effective abolition of child labour (Convention No. 138 & No. 182), Elimination of discrimination in respect of employment and occupation (Convention No. 100 & No. 111)
- The ILO conventions on labour standards on working hours and the health and safety of its workers
- ILO Convention No. 169 on Indigenous and Tribal Peoples and the United Nations Declaration on the Rights of Indigenous Peoples

Vestas policies

- Vestas Employee Code of Conduct
- Vestas Business Partner Code of Conduct
- Vestas Quality, Health, Safety and Environmental Policy
- Vestas Freedom of Association Policy