



# GARO GROUP

## Human Rights Policy

GARO Group AB and its affiliates (or the "Company") (Corp. Reg No. 556051-7772)

Originally adopted October 18 , 2024.

Issued by Andreas Olsson, Sustainability Manager

Approved by Joseph Ree, CEO GARO Group



## 1. INTRODUCTION

GARO Group develops, manufactures and supplies innovative products and solutions for the electrical installations industry under its own brand, within the Business areas E-mobility and Electrification. We are committed to working for a sustainable future.

Respect for human rights stands as a fundamental cornerstone of GARO Group. We pledge to ensure that fundamental rights are upheld, and that all individuals are treated with dignity and respect, spanning our operations, value chain, and the communities we impact. GARO Group commits to identify, prevent, and mitigate adverse human rights impacts stemming from our business activities or those of our business partners. This commitment is realized through rigorous human rights due diligence and mitigation procedures.

The GARO Group Human Rights Policy draws guidance from international human rights principles embedded in:

- The International Bill of Human Rights, encompassing the Universal Declaration of Human Rights.
- The International Covenant on Economic, Social and Cultural Rights.
- The International Covenant on Civil and Political Rights and its two Optional Protocols.
- The Convention on the Rights of the Child, Children's Rights and Business Principles.
- The International Labor Organization's Declaration on Fundamental Principles and Rights at Work.
- The OECD Guidelines for Multinational Enterprises and the United Nations Guiding Principles on Business and Human Rights.

## 2. SCOPE

GARO Group is unwavering in its commitment to remediate any adverse human rights impacts it may cause or contribute to. When third parties connected to GARO Group infringe upon human rights, we leverage our influence alongside relevant stakeholders to seek redress and prevent future infringements.

### a. Community and Stakeholder Engagement

GARO Group acknowledges its impact on the communities it operates within. As a European organization, we understand that our values and operational approach have a profound effect on numerous individuals. We are committed to making a positive contribution to the communities within our value chain. This contribution materializes through projects aimed at the transition to renewable energy and worker health and well-being. We disseminate this knowledge through training all factory workers and extend it to the surrounding communities. When appropriate, GARO Group actively engages with stakeholders in these communities to ensure that their perspectives are considered and incorporated into our business operations.

### b. Employees

GARO Group demonstrates profound respect for the human rights of all its employees and endeavors to comply with national laws and relevant regulations. We mandate all employees, regardless of their location, to adhere to our Anti-Discrimination Policy and the Group Code of Conduct.



### **c. Suppliers**

GARO Group collaborates with suppliers and business partners to ensure respect of human rights throughout the supply chain. Leveraging our business relationships, influence, and contextual considerations, we have established our Code of Conduct to manage these expectations. This commitment is reinforced through applicable follow-up procedures. Human rights risk and impact assessments, as per the context, are utilized to identify and address actual and potential human rights issues.

Gender equality, recognized as a human right, is a core aspect of our work with our supply chain to create inclusive workplaces and provide equal opportunities to both women and men.

### **d. Customers**

GARO Group respects the rights of our customers in all operating countries, including the right to privacy, non-discrimination, and responsible marketing that underscores diversity.

## **3. REVIEW, VIOLATION AND CONTACT INFORMATION**

Any violation of this policy will be handled by your leader and the HR department. Serious or repeated violations may result in employment with the company being terminated.

This document will be subject to an annual review conducted by the Sustainability Committee, which will ensure that it aligns with our sustainability initiatives, evolving regulations and best practices. If you have any questions or comments about this document or the sustainability efforts of GARO Group, please don't hesitate to contact our Sustainability Manager, Andreas Olsson, at [andreas.olsson@garo.se](mailto:andreas.olsson@garo.se) or call +46 370 332 800.