

# AutoStore's Global Human Rights Statement

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**As a business with a global presence, AutoStore recognizes that we can have both positive and adverse impact on people and environment throughout our value chain. Human rights are at the core of AutoStore's sustainability efforts.**

## Values and principles

Our values lean, transparent and bold, are what drives our decisions and build our company culture. We set high expectations for ourselves and third parties. AutoStore will only cooperate with partners, suppliers and other stakeholders who adhere to the same ethical standards as we do.

Our Global Human Rights Statement builds on our Code of Code, and it reflects our understanding of the fundamental rights of all human beings and our commitment to promote respect for those rights.

Respecting human rights is essential for our license to operate as a global company. These fundamental principles have been embedded in AutoStore's corporate values, Code of Conduct and Human Rights policy which, among other things, state that we have a responsibility to:

- Seek to avoid causing or contributing to adverse human rights impacts through our own activities and people, and address such impacts when they occur
- Seek to prevent or mitigate adverse human rights impacts that are linked to our stakeholders (e.g., partners, end-customers and suppliers, investors, shareholders, governments and civil society, and special interest groups)
- Seek to proactively support and promote human rights for the wider benefit of the communities in which we operate



### **Regulations and standards**

AutoStore's sustainability efforts are guided by the UN Sustainable Development Goals and the OECD Guidelines for Multinational Enterprises. In 2022, AutoStore signed up to the UN Global Compact's 10 Principles for Responsible Business, which we have implemented into our policies and operations.

AutoStore's commitment to human rights is also specified in the company's supply chain business ethics code, which is based on ILO standards, our Human Resource Policy and Human Rights Policy.

Wherever we operate, we will comply with local laws and regulations, and cooperate with the relevant authorities in respecting and promoting internationally declared human rights.

### **Commitment to our people**

AutoStore is committed to build a world-class workforce and ensure that the company's selection processes actively foster equal opportunities and diversity. The company prohibits discrimination in any form.

Providing healthy and safe working conditions for employees is a top priority for AutoStore.

We are committed to:

- Protect the health and safety of our people at work, including a secure working environment
- Create a working environment driven by diversity, equity and inclusion
- Zero tolerance for harassment or discrimination in our working environment
- Create a culture that fosters workplace flexibility and work/life balance, and promote well-being
- Provide fair wages and benefits, including living wages in the supply chain
- Recognize the right of our people to form and join all types of association
- Not tolerate forced, bonded or involuntary labour
- Not tolerate any instances of child labour

### **Commitment to our supply chain**

AutoStore requires suppliers to comply with our supply chain business ethics code, and implement it in their supply chain. This covers topics such as labor and social conditions (including forced and child labor), working hours and compensation, non-discrimination, health, safety and environment (HSE), business ethics (including corruption, bribery and money laundering), and data protection. The supply chain business ethics code is communicated to and incorporated into contracts with all new suppliers, and all suppliers are required to sign up to the ethics code.

Before signing contracts with partners and suppliers, AutoStore conducts risk assessments and due diligence covering anti-corruption, business ethics and human rights. For critical suppliers (i.e. suppliers producing AutoStore designed parts), we carry out such risk assessments annually. During the assessments, AutoStore asks suppliers to submit all required documents to confirm compliance with the business ethics code.

### **Governance and monitoring**

AutoStore seeks to comply with applicable laws and regulations in all countries in which we operate, to promote and respect human rights, and to act in a socially and economically responsible manner.

Anette Matre, CPIO at AutoStore, is responsible for this statement.

### **Grievance and remediation**

We encourage all stakeholders to report and express their concerns relating to our activities and suspected violations of our policies, including this Statement. For more information and how to report, please visit our Whistleblowing and Investigation Policy.

We are committed to ensuring that all reports are appropriately heard, investigated and remediated as required.



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**Anette Matre**  
CPIO at AutoStore