

Guidelines regarding human rights and working conditions

Established by the Group Chief Executive on 22 March 2018

The purpose of these guidelines is to make clear the Bank's approach, and to provide guidance for business and operational decisions in the areas of human rights and employees' rights. The guidelines apply throughout the Handelsbanken Group, including in business relations with customers, suppliers and other business partners.

Background

Respect for human rights and employees' rights is essential to long-term value creation at Handelsbanken.

The Handelsbanken Group supports international initiatives and guidelines with the common aim of encouraging and facilitating sustainable development and corporate sustainability. These principles and guidelines constitute an important basis for the Handelsbanken Group's approach to working with human rights and working conditions.

Handelsbanken stands behind the UN's guiding principles for companies and human rights, and undertakes to act in accordance with national plans of action regarding these principles in the countries where the Group operates.

General principles

Structured work to safeguard human rights and good working conditions should be a natural part of operations and of the Group's business relations, and Handelsbanken must constantly strive for improvements in this area.

The Group aims to avoid causing or contributing to any negative impact on human rights in its own operations, and to rectify such impact if it arises.

Handelsbanken recognises the fundamental rights of employees to determine whether they wish to be represented by a trade union or employees' organisation, and respects the rights of employees and their unions to negotiate on collective agreements.

The Handelsbanken Group must work to ensure that discrimination does not occur. Gender equality, diversity and an inclusive corporate culture should be a fundamental part of Handelsbanken's values and should also be a natural part of our daily work. Through an inclusive culture, Handelsbanken utilises all the advantages that gender equality and diversity can provide. Handelsbanken aims to be an equal opportunities company where women and men have the same opportunities and chances. Handelsbanken works to ensure a safe, healthy work environment and to safeguard good working conditions.

Handelsbanken also works to prevent or restrict any negative impact on human rights (including children's rights) and employees' rights which, through business relationships, is associated with the Group's operations, products or services, even if the Group itself has not caused this negative impact. Handelsbanken does not accept any form of child labour, slave labour or human trafficking; it works to prevent the occurrence of these in the Group's supply chain and in other companies with which Handelsbanken has business relations.

Relevant initiatives, voluntary guidelines and conventions:

- The UN Universal Declaration of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The International Labour Organisation's core conventions
- The UN Convention on the Rights of the Child (developed by the United Nations Global Compact, UNICEF and Save the Children)
- The OECD Guidelines for Multinational Enterprises
- The UN Global Compact
- The UN-supported Principles for Responsible Investment (PRI)
- The Equator Principles