

# Human Rights Policy



**Ekopak**  
Ekopak Sustainable Water

Together towards  
a sustainable future.

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## 1 Policy approval

This Human Rights Policy has been approved by the Management Team of the company on 16 October 2023. Subsequently, the Board of Directors has approved this Human Rights Policy on 25.10.2023.

## 2 Purpose

At Ekopak we do business with respect for fundamental human rights.

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. Ekopak commits to manage and respect human rights in its own operations as well as in the value chain in accordance to the internationally recognized human rights contained in the following standards and conventions:

- ◆ The Universal Declaration of Human Rights;
- ◆ The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the ILO fundamental labour conventions:
  - [Forced Labour Convention](#)
  - [Freedom of Association and Protection of the Right to Organise Convention](#);
  - Right to Organise and Collective Bargaining Convention;
  - [Equal Remuneration Convention](#);
  - [Abolition of Forced Labour Convention](#);
  - [Discrimination \(Employment and Occupation\) Convention](#);
  - [Minimum Age Convention](#);
  - [Occupational Safety and Health Convention](#);
  - [Worst Forms of Child Labour Convention](#);
  - [Promotional Framework for Occupational Safety and Health Convention](#)
- ◆ The UN Guiding Principles on Business and Human Rights;
- ◆ The OECD Guidelines for Multinational Enterprises;
- ◆ The Ten Principles of the UN Global Compact

This is also reflected in our Code of Conduct, Employee Policy, Supplier Policy, Client Policy and other policies which can be found on the Ekopak website. Our Human Rights Policy is a separate policy to help us to understand, avoid and address human rights related risks.

This policy sets out standards for those human rights topics that Ekopak considers most significant. Clearly, our respect for human rights is not limited to these standards.

## 3 Scope

The Human Rights Policy of Ekopak applies to all of our operations and to all full-time, part-time, and temporary colleagues who are directly employed by Ekopak, including our directors and management. The policy also extends to any subsidiaries or joint ventures where Ekopak has a majority interest or management control.

## 4 Commitment

At Ekopak we commit to:

- ◆ Respect internationally recognized human rights, both in our own operations and in our business relationships;
- ◆ Comply with local laws and regulations. Where laws are silent as to protected human rights or run contrary to our human rights principles, we will work diligently to advance our values and commitment to respect human rights;
- ◆ Identify and assess our salient human rights issues;
- ◆ Have effective grievance mechanisms for stakeholders who may be adversely impacted;
- ◆ Provide for, or cooperate in, the remediation of adverse impacts when they occur;
- ◆ Be transparent about how we fulfil our responsibility to respect human rights.

At Ekopak we also commit to communicating this policy to people whom Ekopak is involved with, such as our personnel, suppliers, clients and external stakeholders.

## 5 Guiding Principles

### 5.1 Access to water

Access to water is a basic human right, but our world is increasingly confronted with challenges around water scarcity and water contamination. Our main vision is to disconnect the industry from the use of drinking water and facilitate the use of circular and sustainable process water for its operations instead.

Ekopak is committed to be a leading global provider of technology for producing pure and affordable water to improve our quality of life, but also that of the future generations. Our containerised water treatment solutions can be used in a wide variety of situations to provide sustainable process water, but also to provide people with clean drinking water in water-stressed areas.

Our Water-as-a-Service solution envisions to stimulate a rapid transition of the industry in a whole variety of sectors towards circular water use.

Ekopak has established an Environmental, Social and Governance (ESG) framework to embed ESG in its way of thinking and acting. The overarching theme in this framework is the impact Ekopak is making with its solutions in addressing the global challenges around water scarcity and water quality, contributing to SDG 6 relating to clean water and sanitation.

Ekopak is involved in water stewardship projects and engages with stakeholders for collective action. For example, Ekopak has been supporting Water.org since 2021 to change the lives of people in water-scarce areas by enabling them to access safe water at home. Water.org is an international non-profit organization that helps families get access to safe water through affordable financing. With the "Save water, Give water" project, Ekopak invites its customers to also donate to Water.org and change a life with safe water on behalf of each employee of the customer company.

## 5.2 No Child Labor, nor exploitation of Young People

Ekopak will not tolerate any form of child labor or exploitation of young people. Reference is made to the International Labor Organization Convention 182, which mentions all work that is mentally, physically, socially or morally dangerous and harmful to children. Ekopak does not employ children or young people under the minimum age for employment as set in Convention 138 of the International Labor Organization or, if higher, the age specified by local legislation. Furthermore Ekopak respects and applies where applicable the Children's Rights and Business Principles developed by UNICEF.

## 5.3 No forced Labor

Ekopak is committed to ensuring that all of its employees have the freedom to choose their employment and working conditions. We do not tolerate any form of forced labor, including bonded or indentured labor, human trafficking, or any other form of coercion. We support the right of our employees to freedom of movement and we do not restrict their ability to leave our employment or workplace.

## 5.4 Freedom of Movement

Ekopak focuses on regularly offering a wide variety of trainings and learning opportunities to its people in order to stimulate them to learn new things, improve in their proper field of expertise and to get to know new people and each other better. By doing so Ekopak hopes to encourage its people to grow and develop on different levels: personal, social and professional. With the desire to subsequently offer them a chance to become more confident, content, flexible and free to do what it is that drives them and makes them happy.

## 5.5 No discrimination, harassment or violence

We respect everyone's privacy and personal rights, whereby a key aspect lies with safeguarding the personal dignity and equality of our people. Ekopak is committed to providing a workplace free from discrimination and harassment. We are strictly against any form of discrimination and harassment, whether it is because of someone's ethnical background, culture, religion, age, ability, race, sexual orientation, political opinion, worldview, gender, or on any other ground. We do not condone any discriminatory behavior or harassment within our organization and in the cooperation with our business partners, nor do we condone any intimidation and/or insulting behavior in any way. By leading by example, we expect our people and business partners to apply the same principles.

Undesirable behavior, which includes discrimination, insults, (sexual) intimidation, aggression, threats, racism, harassment and similar acts, whether verbally, physically, digitally, personally or by any other means, is and will never be tolerated. We expect our people and business partners to observe all anti-discrimination provisions of supranational and national laws and regulations.

We employ, reward and promote based on the principle of equal opportunity. This means that we make employment decisions – including hiring, placement, promotion, development, training and compensation – based on factors such as qualifications, experience, performance, skills and potential.

## 5.6 Freedom of Association

Ekopak respects its employees' right to form and join trade unions and other worker organizations. In countries where there is no legal basis for trade unions or other worker organizations, we maintain open and constructive communication with our employees to ensure that the rights of our employees are protected and to establish effective representation of their interests.

## 5.7 Adequate Standard of Living – Equal Pay

We provide fair and competitive compensation for our employees and ensure that they receive benefits that enable them to maintain an adequate standard of living. By implementing the EU Directive on Pay Transparency we make sure to adhere to the standards of equal pay and prevent the occurrence of a pay gap. We also provide a safe and healthy working environment that is conducive to their overall well-being.

## 5.8 Workplace Health and Safety

Ekopak is committed to providing a safe and healthy workplace for all fellow workers. We comply with all applicable health and safety laws and regulations and take all necessary steps to prevent accidents and injuries. We will also provide training and education to all employees to ensure that they are aware of workplace health and safety hazards and how to prevent them.

## 5.9 Work-life balance

We recognize the right to rest and leisure and will therefore always comply with the ILO conventions, local laws, regulations and local customs with regard to working hours, overtime and rest. We support a healthy balance between the working and private lives of our employees. Workweeks are not to exceed the maximum set by local law, except in emergency or unusual situations and there is room for flexibility. Furthermore Ekopak tries its utmost best to create and maintain a tight, enthusiastic and engaged Ekopak community – our “Eko-wolfpack” – by organizing – on a regular basis – social, sports and cultural events in and outside of work.

## 5.10 Respect for human rights in high risk contexts

We recognize that we may face human rights dilemmas in countries that are politically less stable or where human rights are compromised. In such circumstances we critically review whether we can continue to operate in such countries, and if so, how. We will always protect the security of our employees, their relatives and of our facilities.

# 6 Governance

Ekopak will regularly review and update this policy to ensure that we are in compliance with all applicable laws and regulations, and to reflect best practices in human rights principles.

The Ekopak Group Management Team (MT) is responsible for overseeing this policy, thereby assisted by several departments, such as Finance, Legal, HR and Procurement. Regular reporting is done to the Board of Directors.

Ekopak moreover reports publicly on its compliance with and progress on human right topics annually, as part of its annual report.

## 7 Implementation

It is the responsibility of the Human Resources department in each of the countries in which Ekopak operates to ensure that this Policy is rolled out in each legal entity and fully enforced.

## 8 Reporting misconduct

Despite our commitments on ethical behavior, conduct that seems to violate this policy or applicable laws and regulations can and should always be reported.

By speaking up, you give Ekopak the opportunity to review and act on the issue. We believe that speaking up is key to sustaining our reputation, success and license to operate. We greatly value the help of employees and others who identify and speak up about potential concerns that need to be addressed. People who speak up are protected and will not suffer for raising concerns in good faith about suspected misconduct. Ekopak will not tolerate any form of retaliation against you for speaking up.

You may use the Whistleblowing mailbox [report@4legal.be](mailto:report@4legal.be) to raise concerns confidentially or anonymously and in your own language.

For more information or questions, please contact the Group Legal Department: [legal@ekopak.be](mailto:legal@ekopak.be).