



Human Rights Policy

Join us on a journey towards a better tomorrow

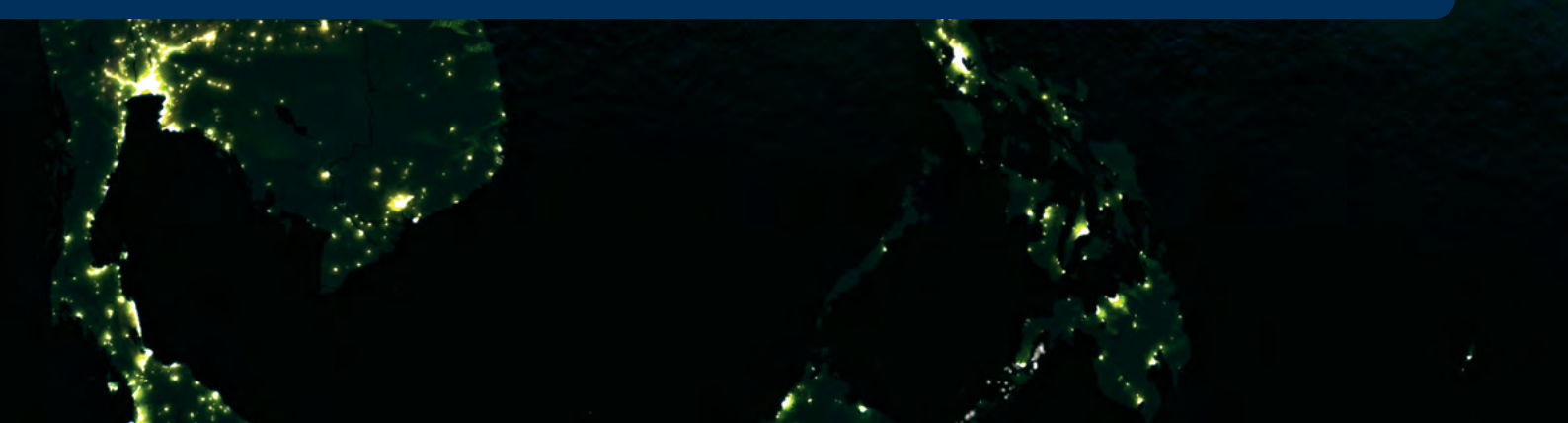
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LAMOR



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1. Purpose and scope

Sustainability is a key strategic priority for Lamor, including our respect for and commitment to internationally proclaimed human rights.

This policy describes how we treat our employees in the workplace, how we manage our supply chain and our expectations for business partners in terms of our human rights commitment.

This document complements Lamor's Code of Conduct and related policies, including the Business Partner Code of Conduct, which set out the principles and standards expected from Lamor's employees, management, suppliers, distributors, and other business partners.

This policy covers all Lamor companies, branches, and other entities under Lamor's management control and applies globally.

Where local laws require a different standard than set out in this policy, the higher standard will always apply.

2. Our commitment

Lamor is committed to operating in a manner consistent with internationally proclaimed human rights principles, including the United Nations Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Lamor respects and supports human and labor rights across its value chain, including our own operations, suppliers, agents, distributors, and other business partners. We strive to constantly improve our understanding of human rights and take steps to remediate any adverse impacts we become aware of.

3. Roles and responsibilities

Lamor's Group Leadership Team is accountable for human rights at Lamor.

Lamor's Sustainability Team assists the Group Leadership Team in ensuring that Lamor has an effective human rights program in place and provides support for the organization to implement this policy across Lamor.



4. Due diligence

We identify and assess human rights impacts and aim to prevent and mitigate adverse impacts.

4.1. Impact assessment in our own operations

We understand that human rights risks exist within our organization, and we, therefore, carry out human rights impact assessments to identify such risks.

Lamor also interacts with local communities to better understand the social, cultural, environmental, and economic impacts of its operations.

4.2. Third-party due diligence and supplier screenings

We continuously develop our supplier assessment in relation to human rights to identify and address potential risks in our supply chain. Human rights impacts are also considered in investment decisions related to mergers, acquisitions and divestments.

Lamor screens and monitors relevant suppliers, customers and other third parties with whom Lamor does business by using a compliance screening solution that covers international media, sanctions lists, and watch lists. Adverse findings on human rights are flagged to the relevant Lamor business owner for appropriate actions.



5. Human rights areas in focus

Lamor focuses on the human rights issues most directly linked to our business and operations.

5.1 Health, safety and security

Safety is Lamor's top priority. We are committed to providing a healthy and safe working environment for our employees, contractors and others working with us. We emphasize our health and safety standards when interacting with third parties.

We operate in a risky industry. If not managed correctly, these risks could impact on the safety of our own workers as well as that of our contractors. To control safety risks, we design our solutions and processes to enable us to conduct our business in a safe and sustainable manners.

All workers receive health and safety training relevant to their work so that it can be performed safely. Everyone at Lamor has the right to stop work if it is being performed in unsafe conditions, to seek support, and to only continue when it is safe.

We support customers and end-users in promoting the safe use of our equipment and solutions and provide training along with educational materials to help them stay safe.

We ensure that our business operations are undertaken in a secure environment and are successfully conducted. Our approach to security covers interaction with private security providers, including due diligence of potential new security providers; monitoring of equipment and facilities to prevent misuse; engagement with communities on security issues; facilitating education and training on Lamor security principles, where this is identified to be required.

5.2 Labor rights

We treat our employees fairly and with respect. We value diversity and we recruit, develop, and promote based on merit, regardless of gender identity, race, religion, age, sexual orientation, disability, nationality, political opinion, union affiliation, social background, or ethnic origin. We take appropriate action to ensure respect for the labor rights of our employees and we require our suppliers to comply with similar standards with respect to their employees.

5.2.1 Zero tolerance for child and forced labor

Lamor does not use or tolerate any form of compulsory, forced or child labor, slavery or human trafficking, unlawful employment terms or unlawful working conditions within its own operations, and it has zero tolerance for any such activity in its supply chain.

We prohibit any form of modern slavery in our operations and supply chains as outlined in our Business Partner Code of Conduct.

5.2.2 Anti-discrimination and anti-harassment

In our Code of Conduct, Lamor is committed to providing a workplace where our employees can perform their work in an environment of mutual respect and fairness, and where diversity and inclusion are embedded into the company culture, fostered, and promoted. We do not tolerate any form of physical, sexual, or verbal harassment, actual or threatened violence, bullying, discrimination, humiliation, or intimidation.

We expect all our employees to be inclusive and supportive. Lamor is committed to equal opportunity and does not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind.

We also expect all our suppliers, distributors, and other business partners to treat their employees in a fair and equal manner, as set out in our Business Partner Code of Conduct.

5.2.3 Working conditions

We adhere to all applicable local laws, relevant ILO conventions and industry standards with respect to working hours, wages, benefits, and overtime. We ensure that our employees are paid at least the applicable statutory minimum wage, and that mandatory benefits are paid to our employees, including paid leave. We hold our suppliers and distributors to similar standards, as outlined in our Business Partner Code of Conduct.

5.2.4 Freedom of association and collective bargaining

Lamor respects our employees' right to freedom of association and the right to collective bargaining. Where trade unions are not permitted locally, we allow employees to gather independently and freely discuss work-related issues and raise collective concerns.

We ensure that employees are not penalized for trade union activity.

We expect our suppliers and distributors to apply similar standards to their employees.

5.2.5 Community and engagement

Lamor is committed to supporting local communities where we operate through local sourcing where economically and technically feasible, through training and recruitment of local people, and by supporting local economic development.

Lamor engages with communities on human rights matters that are important to them.

5.2.6 Privacy

Lamor is committed to safeguarding the privacy of its employees, contractors, business partners and other stakeholders, and to processing personal data only for legitimate business purposes in compliance with the applicable privacy laws and regulations as well as in line with good data processing practices.



6. Reporting and increasing awareness

We report on our human rights work in Lamor's sustainability reporting. Past and present reports are available in the archive (<https://www.lamor.com/investors/reports-and-presentations>).

Lamor supports and implements human rights principles by ensuring that relevant employees and contractors are trained in accordance with these principles. Lamor has mandatory annual Code of Conduct training for all employees, including human rights-related matters and principles. We are committed to raising the awareness of our business partners and other stakeholders regarding human rights and providing relevant training to selected third parties.

Our Human Rights Policy is reviewed annually.

7. Grievance and remedy

We are committed to taking appropriate action to address situations where our activities have caused or contributed to an adverse human rights impact.

If any employee, supplier, or business partner witnesses or has knowledge of incidents violating this Human Rights Policy, the Lamor Code of Conduct, the Business Partner Code of Conduct, or the law, they are encouraged to report the incident or alleged violation through the Lamor whistleblower channel (<https://www.lamor.com/whistleblowing-channel>).

All reports are sent to the Lamor's Compliance function and treated as highly confidential. Retaliation in respect of reports made in good faith is strictly prohibited. Investigations are conducted as set out in our Code of Conduct.



LAMOR

Let's clean the world

Lamor in brief

Lamor is one of the world's leading providers of environmental solutions. For four decades, we have worked to clean up and prevent environmental incidents on land and at sea.

Environmental protection, soil remediation and material recycling: Our innovative technologies, services and tailored solutions, ranging from oil spill response, waste management and water treatment to soil remediation and plastic recycling, benefit customers and environments all over the world.

We are capable of vast and fast operations thanks to our connected ecosystem of local partners, steered by our experts. We have over 600 employees in more than 20 countries. In 2023, our turnover was 123 million euros. Lamor's share is listed on the Nasdaq Helsinki (ticker: LAMOR). Further information: www.lamor.com