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# Witt Labor & Human Rights Policy

At Witt Invest and subsidiaries (hereinafter referred to as “Witt”) we hold firm to the belief that our workforce is our greatest asset, and we are dedicated to fostering safe, fair, and inclusive working environments across our operations. This policy serves as a comprehensive framework guiding our commitment to upholding the rights, dignity, and well-being of all individuals involved in our business ecosystem.

**Scope**

This policy applies globally to the management, employees, and contract workers of all entities of Witt. The policy also applies to situations where Witt employees are working at external locations.

**Own Workforce:**

At Witt, we recognize that our workforce is our most valuable asset, and we are committed to providing safe, fair, and inclusive working conditions for all employees. The Labor & Human Rights Policy encompasses the following principles:

1. Commitment to Providing Safe and Fair Working Conditions:

We are dedicated to ensuring the health, safety, and well-being of our employees by providing safe working conditions, adhering to relevant occupational health and safety regulations, and implementing safety protocols and procedures. We measure and follow up on

We prioritize the prevention of workplace accidents, injuries, and occupational hazards through continuous risk assessments, safety training programs, and the provision of appropriate personal protective equipment (PPE) for relevant staff.

Additionally, we are committed to fostering a culture of fairness and respect in the workplace, where all employees are treated with dignity, fairness, and integrity, regardless of their role, background, or identity.

2. Emphasis on Equal Treatment and Diversity within the Workforce:

We recognize the value of diversity and inclusion in driving innovation, creativity, and business success. As such, we are committed to promoting equal treatment, diversity, and inclusion within our workforce, ensuring that all employees have equal opportunities for career advancement, professional development, and recognition.

We strive to create a workplace environment where diversity is celebrated, and differences are embraced, fostering a culture of belonging, mutual respect, and collaboration.

Our commitment to diversity and inclusion extends beyond gender, ethnicity, and race to encompass all dimensions of diversity, including age, disability, sexual orientation, gender identity, and cultural background.

**Workers in the Value Chain:**
At Witt, we recognize that our responsibility to uphold fair and ethical practices extends beyond our direct operations to encompass the entire value chain. We are committed to ensuring that workers throughout our value chain are treated with dignity, respect, and fairness and we are guided by the following principles:

1. Commitment to Fair Working Conditions Throughout the Value Chain:
We are dedicated to promoting fair and safe working conditions for all workers involved in our value chain, including suppliers, subcontractors, and other business partners. This commitment extends to ensuring compliance with labor laws and international standards.

We require all stakeholders within our value chain to adhere to our Supplier Code of Conduct, which outlines our expectations regarding labor practices, human rights, health and safety, and environmental stewardship. Through audits, assessments, and collaborative initiatives, we will monitor and evaluate the performance of our suppliers and partners to ensure alignment with our values and commitments.

2. Measures to Ensure Equal Opportunities for Workers in the Value Chain:
We believe in providing equal opportunities for workers throughout our value chain, regardless of their background, identity, or circumstances. We encourage diversity, inclusion, and gender equality in our procurement practices, supplier relationships, and subcontracting arrangements.

We engage with suppliers and partners to identify and address barriers to equal opportunities, including discriminatory practices, unequal access to training and development, and lack of representation in decision-making processes.

**Affected Communities:**
At Witt, we recognize the importance of fostering positive relationships with the communities in which we operate and are committed to upholding the rights, dignity, and well-being of affected communities and we are guided by the following principles:

1. Dedication to Respecting the Rights of Affected Communities:
We respect the human rights, cultural heritage, and customary rights of affected communities, including local residents and other stakeholders and we uphold internationally recognized standards, such as the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

We engage with affected communities in a transparent, inclusive, and meaningful manner and strive to ensure that community voices are heard and respected in decision-making processes where relevant.

2. Detail Initiatives to Support Economic, Social, and Cultural Rights:
We are looking at ways to support the economic, social, and cultural rights of affected communities through initiatives and investments that promote sustainable development, poverty alleviation, and community empowerment. This includes efforts to enhance access to education, healthcare, clean water, and livelihood opportunities, as well as initiatives to preserve and celebrate cultural heritage and traditions.

3. Acknowledge and Address the Potential Impact of Operations on Local Communities:
We acknowledge that our operations may have both positive and negative impacts on local communities and are committed to proactively identifying, assessing, and mitigating potential adverse impacts. Through impact assessments, stakeholder engagement, and risk management processes, we seek to minimize harm and maximize positive outcomes for affected communities.

In cases where negative impacts cannot be entirely avoided, we are committed to providing fair and adequate compensation, remediation, and grievance mechanisms to affected communities, ensuring that their rights, interests, and dignity are respected and upheld.

**Overall Conclusion and Commitment**
Witt stands firmly committed to fostering sustainable and responsible practices across all aspects of our operations, guided by our Labor & Human Rights Policy. This policy underscores our dedication to uphold high standards of workplace health, safety, fairness, and inclusivity, not only within our own workforce but also throughout our entire value chain and in the communities where we operate.

Within our own workforce, we prioritize providing safe and fair working conditions, ensuring the health, safety, and well-being of our employees. Through continuous risk assessments, safety training programs, and the promotion of a culture of fairness and respect, we strive to create an environment where every employee is treated with dignity and integrity, regardless of background or identity.

Moreover, we recognize the value of diversity and inclusion in driving innovation and business success. We are committed to promoting equal treatment and diversity within our workforce, ensuring that all employees have equal opportunities for advancement and recognition. By fostering a culture where differences are celebrated and embraced, we aim to create a workplace environment where every employee feels valued, respected, and empowered to contribute their best.

Our commitment to fair and ethical practices extends beyond our own operations to encompass the entire value chain. We require all stakeholders within our value chain to adhere to our Supplier Code of Conduct, which outlines our expectations regarding labor practices, human rights, and environmental stewardship. Through audits, assessments, and collaborative initiatives, we monitor and evaluate the performance of our suppliers and partners to ensure alignment with our values and commitments.

Furthermore, we recognize the importance of fostering positive relationships with the communities in which we operate. We are dedicated to respecting the rights, dignity, and well-being of affected communities, engaging with them in a transparent, inclusive, and meaningful manner.

We encourage all employees and stakeholders to actively contribute to the implementation of our Labor & Human Rights Policy, fostering a culture of respect, inclusivity, and social responsibility throughout our organization. Together, we can make a meaningful difference in promoting human rights, dignity, and well-being for all.

**Continuous Review**

We commit to regularly reviewing and updating our Policies to reflect changing circumstances and priorities. We conduct periodic reviews to ensure that our policies and practices remain effective, relevant, and aligned with our values and objectives.

All employees, partners and suppliers can report breaches of this Policy, which can be done in confidence, to our Whistleblower platform on https://witt.indberet.nu/



Allan Witt – Founder and CEO