



# Human Rights Policy

## Arise Group

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| <b>Roles and responsibility:</b><br>This policy document is owned by Arise’s Board of Directors. The Board of Directors has overall responsibility for implementing and following up on this policy in accordance with Arise’s mission and values. |   |  |  |

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# 1. Introduction

## 1.1. Purpose

The purpose of this policy is to clarify the commitment of the Arise Group (hereinafter “Arise” or the “Group”) to human rights and to describe the measures and principles that we apply to ensure that these rights are respected in our operations. Arise undertakes to comply with applicable laws and regulations in the countries where we operate, as well as with international standards and guidelines. In doing so, we endeavour to promote a sustainable and just society for all of our stakeholders – including our employees, business partners and the communities where we operate.

## 1.2. Implementation and monitoring

Arise’s Human Rights Policy is presented at the start of employment, and on a recurring basis through internal communication channels. All employees must familiarise themselves with the contents of the policy and the obligations that apply to them. Regularly scheduled training courses are held for all employees in the Group to ensure that human rights are integrated into our operations.

This policy is to be integrated into all relevant internal procedures including onboarding, signing supplier contracts, risk assessment and business decisions. We monitor and continuously evaluate the measures we take, and our partnerships, to ensure that we are fulfilling our commitments. This includes compliance with all applicable local legislation.

This policy is reviewed and updated annually – or, if needed, more frequently – to ensure that it is up to date and effective. This policy is owned by the Arise’s Board of Directors, which has the overall responsibility for implementation and monitoring.

## 1.3. Reporting non-compliance

Employees or persons representing Arise must immediately report non-compliance with this policy to their immediate manager. In urgent cases, or if executive management is involved, the report is to be made to the HR manager or – if necessary – to the CEO.

Employees or external parties wishing to report anonymously should use Arise’s external whistleblowing channel. This channel is available on the Arise website, and anonymity is guaranteed for everyone making a report.

All cases reported will be thoroughly investigated and, wherever appropriate, addressed by taking measures to prevent, mitigate and – if necessary – remedy the violation. If Arise causes or contributes to a human rights violation in its own operations, we will ensure that appropriate steps are taken to enable remedy. If needed, an independent third party or body can be brought in to review the measures taken to ensure that they are fair and effective.

## 1.4. Definitions

Human rights are defined as universal rights that establish that all human beings, regardless of country, culture or context, are born free and equal in dignity and rights. Being part of

international law, these rights must be applied equally and universally to all individuals in all countries.

Arise grounds its commitments in the following principles and international guidelines:

- UN Universal Declaration of Human Rights
- European Convention on Human Rights
- International Labour Organization Declaration on Fundamental Principles and Rights at Work
- UN Convention on the Rights of the Child
- UN Guiding Principles on Business and Human Rights

## 1.5. Arise's core principles

Arise respects internationally recognised human rights. We are firmly committed through our own activities to identifying, preventing and avoiding potential and actual violations of these rights. We also aim to prevent or mitigate adverse human rights impacts that may arise from our business relationships, including those with our business partners and suppliers.

If we cause or enable such violations – or are directly connected to them – we will take action to stop them. We acknowledge human rights as fundamental to protecting people's integrity and ensuring freedom and respect – including for employees, indigenous peoples and other vulnerable groups. We regard these rights as a prerequisite for pursuing the green transition.

We apply the following core principles:

- **Respect for human rights:** We aim to ensure that our activities and relationships with business partners do not cause any harm, or put human rights at risk.
- **Zero tolerance for discrimination:** We have zero tolerance policy towards all forms of discrimination, harassment or abuse, and we expect our business partners and suppliers to comply with these same principles.
- **Responsibility and transparency:** We undertake to continuously review and improve the measures we take to protect human rights, and to be transparent in our reporting of risks and how they are addressed.

## 2. Arise's commitments

### 2.1. Employees – our commitment as employer

We aim to create a work environment that is both safe and healthy, where discrimination and all forms of harassment are actively prevented. Since we value diversity and fairness, we are committed to providing an inclusive workplace that provides everyone with equal opportunities for development and work conditions that comply with international standards. We respect the right of employees to join a trade union and bargain collectively.

### 2.2. Business partners – our commitment as partner

Part of our operations involves requiring respect for human rights from our suppliers and business partners. This includes, but is not limited to, maintaining decent working conditions – such as

a safe work environment, living wages that cover basic needs and working hours in accordance with local laws and regulations. We also require our business partners to respect their employees' right to join a trade union and bargain collectively.

We have a zero tolerance policy towards all forms of forced labour, child labour, discrimination, harassment and corruption. We work together with suppliers and partners who share our commitment to respecting human rights and ensuring compliance throughout their supply chain.

We expect our suppliers and other business partners will respect the aforementioned human rights and frameworks and ensure compliance in their value chains.

### **2.3. Society and other stakeholders – our commitment as a player in society**

We respect human rights throughout the life cycle of our projects. We aim to understand the needs and rights of affected communities and stakeholders based on open dialogue. We are engaged in building long-term relationships founded on mutual respect. Our goal is to support the development of local communities by taking their views into consideration and working together with them to find mutually beneficial solutions.

We acknowledge the rights of indigenous peoples – including the right to Free, Prior and Informed Consent (FPIC) – and ensure that all relevant projects and decisions affecting their communities, lands and resources consider their perspectives.

We assume responsibility for addressing complaints from our stakeholders and ensure that relevant issues within our operations are addressed effectively while using their feedback to improve our processes.

## **3. Related documents**

Anti-corruption Policy  
Code of Conduct  
Employee Privacy Policy  
Equal Treatment Policy  
Personnel Policy  
Supplier Code of Conduct  
Whistleblowing Policy  
Work Environment Policy