

Jotun Group		Doc no :	3.6
Human Rights policy		Valid from:	2016/09/01
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2.0 PURPOSE

Jotun is a responsible and dependable corporate citizen in our countries of operation. Our Human Rights policy confirms Jotun's commitment to respecting the human rights of our employees and those in the community.

Each Jotun company is responsible for implementing the policy and to have appropriate procedures in place to prevent adverse human rights impact.

3.0 BACKGROUND AND MAIN OBJECTIVES

Jotun is committed to developing an organisational culture that respects internationally recognized human rights and seeks to avoid human rights abuses.

Jotun respects the principles within the:

- Universal Declaration of Human Rights, International Covenant on Civil and Political Rights (ICCPR) and International Covenant on Economic, Social and Cultural Rights,
- UN Guiding Principles on Business and Human Rights,
- the OECD Guidelines for Multinational Enterprises,
- the International Labour Organization's Declaration on Fundamental Principles and Rights at Work (ILO Convention) and
- the UN Global Compact principles.

Jotun expects that all employees and business partners respect the Human Rights as set forth in this policy.

Human Rights policy

Jotun seeks to identify, assess and manage human rights impacts within our spheres of influence and activities in line with the following policy.

4.0 POLICY**4.1 Employees**

Jotun respects the human rights of our employees as established in the ILO's Declaration on Fundamental Principles and Rights at Work, including:

- **Non-discrimination**
Jotun recognizes the value of diversity and is committed to preventing discrimination in all forms.
- **Prohibition of child labour**
Jotun believes in children's basic rights to education, and employment of a minor should never be to the detriment of the child's education, development, or overall well-being. We do not allow children below the age of 15 to be employed in our operations. We will not allow children under the age of 18 to do work that may jeopardize their health, safety or morals.
- **Prohibition of forced labour**
Jotun believes in a work relationship that is freely chosen and free from threats. We will not use any form of forced labour in our operations.
- **Freedom of association and the right to engage in collective bargaining**
Jotun recognises and respects the right to freedom of association and the right to collective bargaining in accordance with local laws and regulations. When operating in countries where this right is limited by law, we will seek to take mitigating action in line with local conditions and regulations. An example could be that the management meets regularly with employee representatives to discuss work-related issues employees wish to raise.

4.2 Suppliers and Contractors

Jotun is committed to having appropriate procedures to evaluate and select major suppliers and contractors based on Jotun's human rights policy, and to auditing their human rights performance where appropriate.

4.3 Local societies

While governments have the primary responsibility for protecting and upholding the human rights of their citizens, Jotun recognises that we have an opportunity to promote human rights where we can make a positive contribution. This includes, among other things, opposing human trafficking and the exploitation of children.

4.3 Processes, procedures and reporting

Human Rights policy

Key human rights are embedded in internal, local policies, processes and reporting tools, as well as being addressed explicitly in Supplier Audits and HR reviews. Jotun reports on its performance in the Group Report and according to the criteria appropriate to Jotun in the UN Global Compact Principles.

4.4 Adverse impact and remediation

Each Jotun company is committed to having processes in place to take appropriate remediation actions in case it identifies that it has caused or contributed to adverse impact of human rights.

Complaints regarding severe breaches of this policy should be reported through the proper channels, i.e. to the line manager. Information may also be given to HR, General Manager/Managing Director, or to: compliance@jotun.com, which is Jotun's formal whistle blowing channel.

It is Jotun's responsibility to ensure that whistle blowers are well taken care of internally, meaning that the person must not be punished, directly or indirectly, as a result of blowing the whistle. On the other hand, anyone blowing the whistle without a legitimate reason, or to harm a person or the organisation, will be subject to disciplinary procedures.

5.0 APPENDICES

NA

6.0 CHANGES FROM PREVIOUS VERSIONS

NA

IMPORTANT

The contents of the document could be changed without notifying the reader. The only valid edition of the document is the one available on JOIN.