



Policy

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Human Rights Policy

Enschede, the Netherlands, June 2021

As amended on 20 October 2022 by the Management Board and subsequently approved by the Supervisory Board on 14 November 2022

Management Approval

This updated Human Rights Policy has been approved by the Management Board on 20 October 2022. Subsequently, the Supervisory Board has approved this Human Rights Policy on 14 November 2022.

Commiment to Communicate to Personnel and External Stakeholders

This Human Rights Policy will be communicated within the organisation after each amendment and is at all times accessible for our Personnel (as defined below) through NX's SharePoint ([Teamsite - Introductiepagina \(sharepoint.com\)](#)). This Human Rights Policy is furthermore circulated annually to each employee, officer and director as part of NX Filtration's request to them for sign-off on compliance with NX Filtration's policies, including our Code of Conduct (including anti-bribery, anti-corruption and AML provisions) and this Human Rights Policy. Our external stakeholders may obtain a copy of this Human Rights Policy through our corporate website and are generally provided a copy at the start of our joint engagement (please also refer to the paragraphs *Scope* and *Integration and our expectations of Personnel* in this policy).

Purpose

At NX Filtration we do business with respect for fundamental human rights. This is also reflected in our Code of Conduct, Supplier Code of Conduct and other policies. Our Human Rights Policy is a separate policy to help us to understand, avoid and address human rights related risks. We are committed to comply with international standards and comply with:

- the Universal Declaration of Human Rights;
- the Declaration on Fundamental Principles and Rights at Work of the International Labour Organization (ILO);
- the Guidelines for Multinational Enterprises of the Organisation for Economic Cooperation and Development (OECD);
- the United Nations (UN) Guiding Principles on Business and Human Rights implementing the UN Protect, Respect and Remedy Framework;
- the Ten Principles of the UN Global Compact.

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

Scope

We apply this policy vis-à-vis all companies, individuals and other business partners with whom we do business. This includes business partners that purchase our products, including but not limited to original equipment manufacturers (OEMs), or business partners that provide their products or services to us, including but not limited to, suppliers. Furthermore, this policy applies to NX Filtration N.V., its direct or indirect, wholly- and majority-owned subsidiaries (**NX Filtration or Company**) and their directors, officers, full-time, part-time and seconded employees (**Personnel**). This policy applies in all countries in which NX Filtration operates or conducts business. When the laws of those countries require a higher standard, such standard shall apply. Adherence to this policy is a condition for someones employment and/or engagement with the Company, and therefore Personnel must acknowledge as part of their annual employee compliance training, or as part of their annual renewal of engagement, that they have understood this policy and have disclosed any suspected and actual violations through appropriate channels. In this policy we include certain commitments as part of our continuous efforts to operate in accordance with the highest human rights standards.

NX Filtration Human Rights Standards and Commitments

1. Access to water

Access to water is a basic human right. We are committed and it is our vision to be a leading global provider of technology for producing pure and affordable water to improve our quality of life. Our world is increasingly confronted with challenges around water scarcity and water contamination. Our membrane technology is capable of selectively removing organics from polluted water, including micropollutants, color, antibiotics, PFAS, bacteria and viruses. This has resulted in new and simple processes for the treatment of water, the reuse of wastewater and the production of potable water. NX Filtration has established an Environmental, Social and Governance (ESG) framework to embed ESG in its way of working. The overarching theme in this framework is the impact NX Filtration is making with its technology in addressing the global challenges around water scarcity and water quality, contributing to SDG 6 relating to clean water and sanitation. We focus our efforts on water-stressed areas, where we invest in water stewardship projects and engage with stakeholders for collective action. Testament to these efforts are a project for the optimisation of the Dumai City Water Treatment Plant in Indonesia, turning the local Masjid river into a valuable source for the supply of drinking water to the city of Dumai.

2. Child labour and/or hard work

We will never accept that any work will be performed by child and/or hard labour and we expect our business partners and Personnel to observe all supranational and national laws and regulations that are in place in relation to child labour (in particular ILO Conventions 138 and 182). They shall observe the United Nations' Universal Declaration of Human Rights and the international working conditions and circumstances as formulated by the International Labour Organisation (ILO).

3. Non-discrimination

We respect everyone's privacy and personal rights. We are strictly against any form of discrimination, 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 within our organization and in the cooperation with our business partners, nor do we condone any intimidation and/or insulting behavior in any way. We expect our business partners and Personnel 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 business partners and Personnel 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.

4. Safe work conditions

We believe it is of the utmost importance to protect the health and safety of our employees. We provide protective equipment and training and set rules and procedures to prevent accidents. Our employees and any other persons working directly or indirectly with us or visiting our sites, are responsible to behave safely and must always follow safety rules and procedures.

We expect our business partners to do the same and to consider safe working conditions as one of the top priorities and responsibilities. Responsibility means that, amongst other things, all possible measures must be taken to prevent incidents. Business partners

should require their employees to proactively and strictly comply with all safety regulations applicable in their jurisdiction, wear personal protective equipment if necessary, prevent undesired or unsafe situations and address colleagues about this whenever the need arises.

5. No harassment and violence

A key aspect of safeguarding the personal dignity and equality of each employee is to ensure that harassment and violence, in whatever form, do not occur or are addressed adequately. We do not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse or threats. We do not tolerate such acts in the workplace, nor in any work-related circumstance outside the workplace, such as work-related events.

6. Freedom of association and the right to collective bargaining

We respect our employees' freedom of choice to be legally represented by a labour union without fear of retaliation. Where employees are represented by a legally recognised labour union, we will establish a constructive dialogue with this labour union. Where local laws and practices restrict the right to freedom of association and collective bargaining, we endeavour to develop other ways to have a meaningful dialogue with employee representatives, without breaking local law.

7. No forced labour

We do not tolerate situations in which persons are forced to work through the use of violence or intimidation, or by more subtle means such as retention of identity papers. Fees and costs associated with recruitment and employment should be paid by NX Filtration. All our employees should work freely and be aware of the terms and conditions of their work and be paid regularly and timely as agreed.

8. Work-life balance

We recognise 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.

9. Recognition and reward

All of our employees should be paid sufficiently for a decent standard of living, enough to satisfy basic needs for the employee and his/her family. Where the local statutory minimum wage is non-existent or not sufficient to ensure a decent standard of living, we will pay our employees enough to meet this standard.

10. Respect for human rights in high risk contexts

We recognise 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.

Integration and our expectations of Personnel

NX Filtration's commitment to respect and promote human rights is integrated into various operating policies. We will exercise our leverage in order to address an adverse human rights impact. All of our employees are expected to follow our Code of Conduct and this Human Rights Policy. We set clear expectations on the businesses we engage with to prevent potential risks from becoming reality, as also laid down in the Supplier Code of Conduct. We will support our Personnel in converting this policy into practical tools by developing relevant human rights guidelines. We will continuously update these guidelines based on revisions and stakeholder engagement (as further set out below). The Management Board is committed to adopt programmes to address industry-specific human rights exposure.

Commitment to Monitor

We are committed to monitor compliance with our Human Rights Policy. Through our operational audit procedures, we regularly monitor if NX Filtration's codes and policies are followed within our own operations. We actively monitor our supply base via supplier contacts/visits, sustainability assessments, and quality and sustainability audits on site. NX Filtration expects our suppliers to adhere to our Supplier Code of Conduct and to have processes in place to remediate any human rights impacts they cause or contribute to.

Commitment to Report

Human rights impacts are not static but ever-evolving. We recognise that doing business with respect for human rights is an ongoing process that requires continuous learning,

transformation, and collaboration. We will therefore regularly review and update our salient human rights issues and any resulting changes to what we do. We will regularly report on the progress on our human rights roadmap through our Annual Report.

Commitment on Remedy and Grievance Procedures

We are committed to provide remedy to correct negative impacts of human rights violations across our value chain. Respect for human rights includes preventing human rights issues or addressing them at an early stage or to seek adequate remedy in case human rights are violated. First of all, we always promote an open feedback culture. Personnel or business partners that observe or suspect a possible violation of these standards during their employment, in our own operations or in the value chain are actively encouraged to report their concerns to a senior manager, HR or to our Management Board, respectively. All reporting is done confidentially. Our remedy framework is two-fold.

1. Using our leverage to ensure effective remedy through our business

According to UN Guiding Principles “*companies should have processes in place to enable effective remedy for people harmed by any adverse human rights impacts the companies cause or to which they contribute*”. Through our various roles, NX Filtration may be causing, contributing or be linked to human rights exposure. What this means for remedy, has been a topic of attention in 2022. NX Filtration recognises the need for an approach where stakeholders can reach us if they feel we have been a source of a negative human rights impact. As part of our commitment to human rights, we are open to receiving complaints from any stakeholder about our human rights performance. This can be done in two ways:

- Via our existing complaint procedure on our corporate website, making explicit reference to human rights as a reason for issuing complaints. Any stakeholder can now report “suspected or actual criminal conduct, unethical conduct or other misconduct, including a human rights violation, by or within NX Filtration”.
- Via a legitimate external processes such as through the OECD Dutch National Contact Point, aimed at addressing and resolving grievances related to alleged breaches of the OECD Guidelines.

Additionally, we are committed to apply human rights due diligence or conduct risk assessments. We promote collaborative and multi-stakeholder initiatives that provide for effective grievance mechanisms and/or other measures of adequate accountability. Grievance mechanisms are essential to the effective protection of human rights. We therefore ask our suppliers and customers to provide information on how they have implemented the UN Guiding Principles in this regard. We ask whether suppliers and customers have effective approaches to stakeholder engagement and supporting grievance mechanisms in place to address possible human rights infringements. It is essential that companies strive to prevent issues by engaging proactively with all their stakeholders. Shortcomings in our suppliers' and customers' grievance mechanisms may trigger the need for additional due diligence and dialogue.

2. Remedy for our Employees

Reference is made to our whistleblower policy that helps NX Filtration to take appropriate and adequate action if there is a concern about (suspected) social wrongdoing including any wrongdoing where social interests are at stake.

At NX Filtration we take additional measures to provide remedy to our employees. For example, NX Filtration has confidential counsellors and prevention advisors, whose mission consists of informally looking for a solution by listening to employees and advising them on actions to take. The advisors can also facilitate discussions with a third party to assist in finding a solution. Lastly, advisors can act as mediators, to resolve disagreements and help negotiate workable outcomes.

Implementation and Compliance Audits

This policy describes general rules. More specific behavioral rules may be defined in documents such as in our agreements with our business partners. Should any discrepancy exist between these general rules and more specific rules, then the latter prevails. Compliance with legal requirements and this policy may be regularly audited by NX Filtration. We expect our Personnel and business partners to provide us with all reasonable cooperation.