



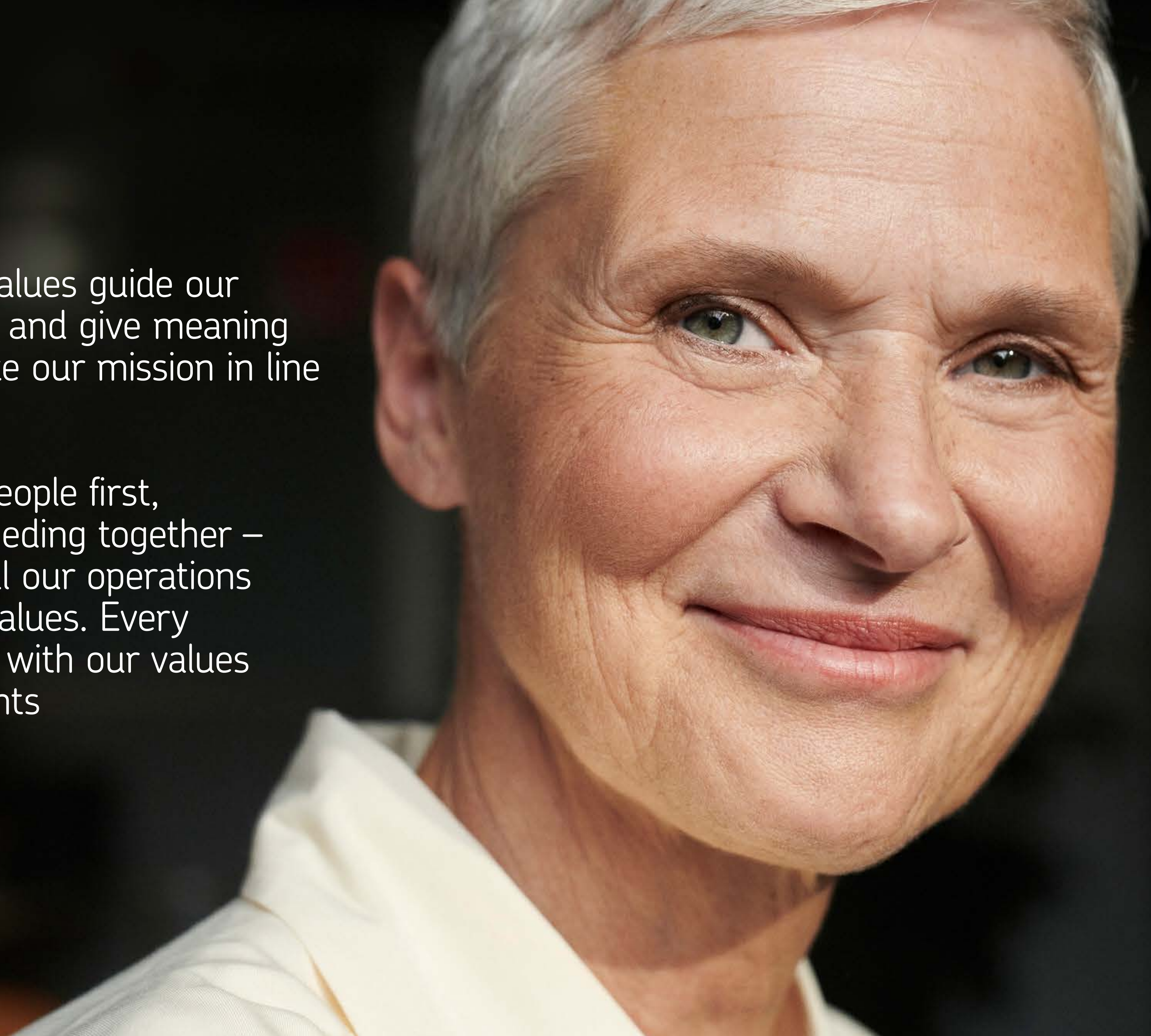
OP Pohjola's Human Rights Statement





Our mission and core values guide our operations and choices, and give meaning to our work. We execute our mission in line with our core values.

OP Pohjola's values – people first, responsibility and succeeding together – guide our daily work. All our operations must accord with our values. Every employee must comply with our values and respect human rights in all activities.





Respect for human rights across all operations

We respect all internationally recognised human rights. The following declarations and international agreements are examples of accords that refer to human rights:

- The Universal Declaration of Human Rights
- The UN Core Human Rights Treaties
- The ILO Declaration on Fundamental Principles and Rights at Work

Human rights work at OP Pohjola is guided by the following international principles, guidelines and initiatives:

- UN Guiding Principles on Business and Human Rights (UNGPR)
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- UN Global Compact Initiative
- UN Principles for Responsible Banking (UN PRB)
- UN Principles for Responsible Investment (UN PRI)
- UN Principles for Sustainable Insurance (UN PSI)

In addition to the above commitments, we comply with local laws in all countries in which we operate. If local laws conflict with this Human Rights Statement, we seek ways of ensuring that we comply with international human rights principles. We apply OP Pohjola's Code of Business Ethics to

our activities: the Code covers our core principles of corporate responsibility, including human rights.

In our operations, we do not allow discrimination, intimidation, bullying or harassment in any form. We treat all our employees and other stakeholders fairly and with respect.

We do not accept child labour, nor may the work of young employees be of a kind that is likely to damage their education, health, safety or mental development.

We do not allow forced labour in any form.

We recognise the right of our own employees – and those in our value chain – to organise and belong to unions, and to engage in collective bargaining.



Practices

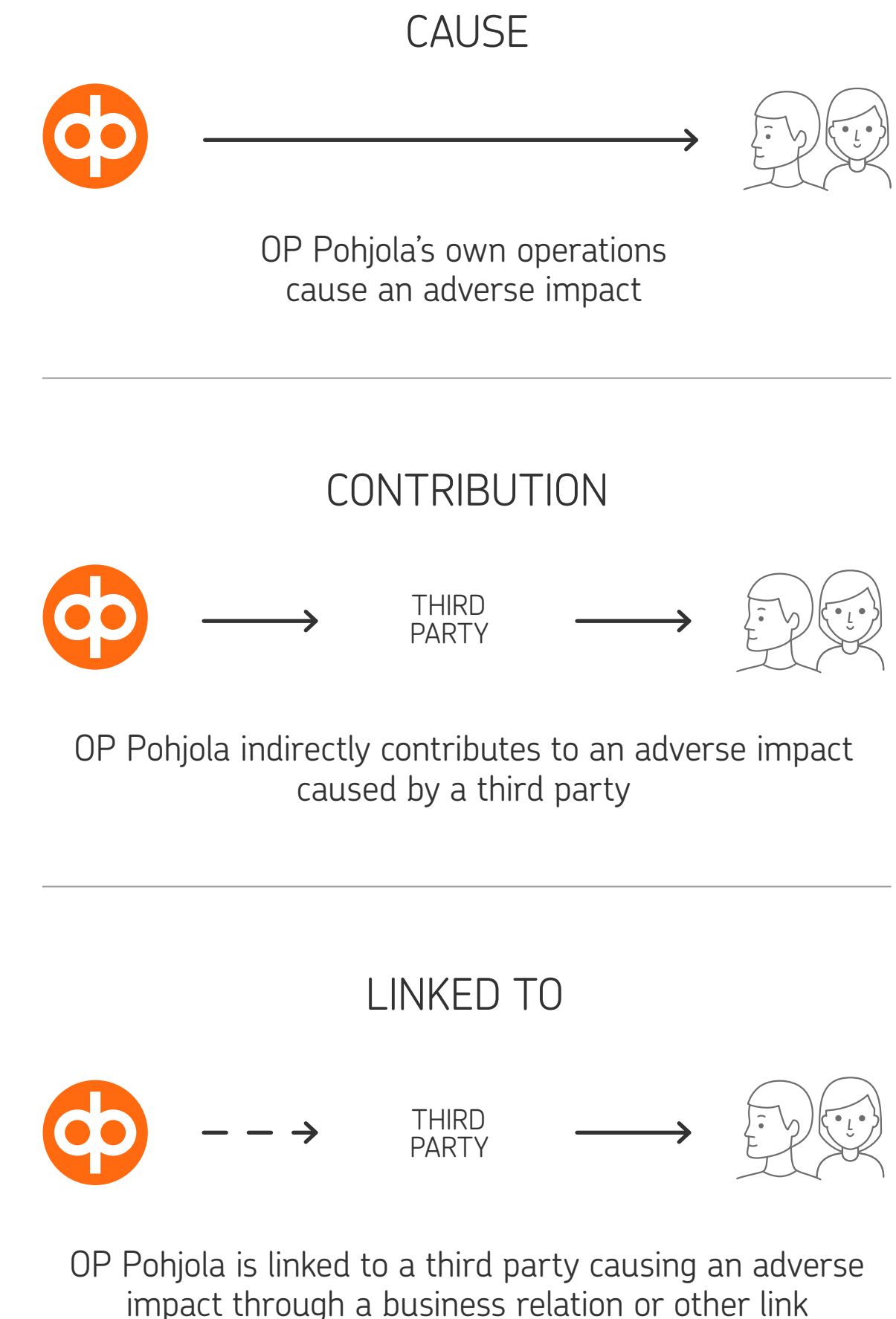
In accordance with the principles of business and human rights due diligence, we have identified and assessed our human rights impact with regard to OP Pohjola as a whole, including our value chain. We continuously develop our methodologies and practices in line with the principles, to ensure that respect for human rights is embedded in all our activities. Through our processes, which are aligned with human rights due diligence, we aim to avoid, prevent and reduce potential and actual adverse human rights impacts.

We regularly review our human rights risks and impacts, and update our policies and practices accordingly. If any such impacts arise in our operations, we are committed to diligently handling any deficiencies brought to our attention and to taking the required investigatory measures without delay.

If our assessment confirms that our operations have caused human rights impacts as defined in the UN's principles, we are committed to remedying any harm caused.

If our assessment reveals that our operations have contributed to adverse human rights impacts as defined in the UN's principles, we will provide the parties that caused the impacts with support in remedying the adverse impacts.

We will carefully evaluate any instances of which we become aware, and our scope for taking action and possible remediation, on a case-by-case basis. Solutions can take different forms – the need for remedies and solutions is always defined on a case-by-case basis.





Supply chains

Our human rights impact analysis has confirmed that we have salient human rights impacts as part of our value chains. We require that our suppliers respect all internationally recognised human rights, ensure that their operations do not contribute to human rights violations, properly analyse the human rights impacts of their operations, and commit to remediation where necessary.

Our suppliers must commit to respecting the ILO's Declaration on Fundamental Principles and Rights at Work, which include freedom of association and effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, and the elimination of discrimination in respect of employment and occupation. We have integrated these principles with our Supplier Code of Conduct.

Customers

We aim to promote the realisation of human rights and recognition of our customers' human rights impacts through our customer business as well as in other ways. A critical element in this is identifying and recognising potential risk factors in significant projects and risky sectors, to help us prevent adverse human rights impacts wherever we can influence the matter.

Stakeholders

We listen to our stakeholders, to enable us to identify our salient human rights impacts and further develop our operations. When assessing our impacts, we also pay particular attention to people in a vulnerable position.

This commitment applies to the whole of OP Pohjola. In addition, our respect for human rights

and commitment to such respect extends beyond our employees and suppliers, to our customer businesses.

This commitment was approved by OP Cooperative's Board of Directors on 28 November 2023.



Timo Ritakallio
President and Group Chief Executive Officer

