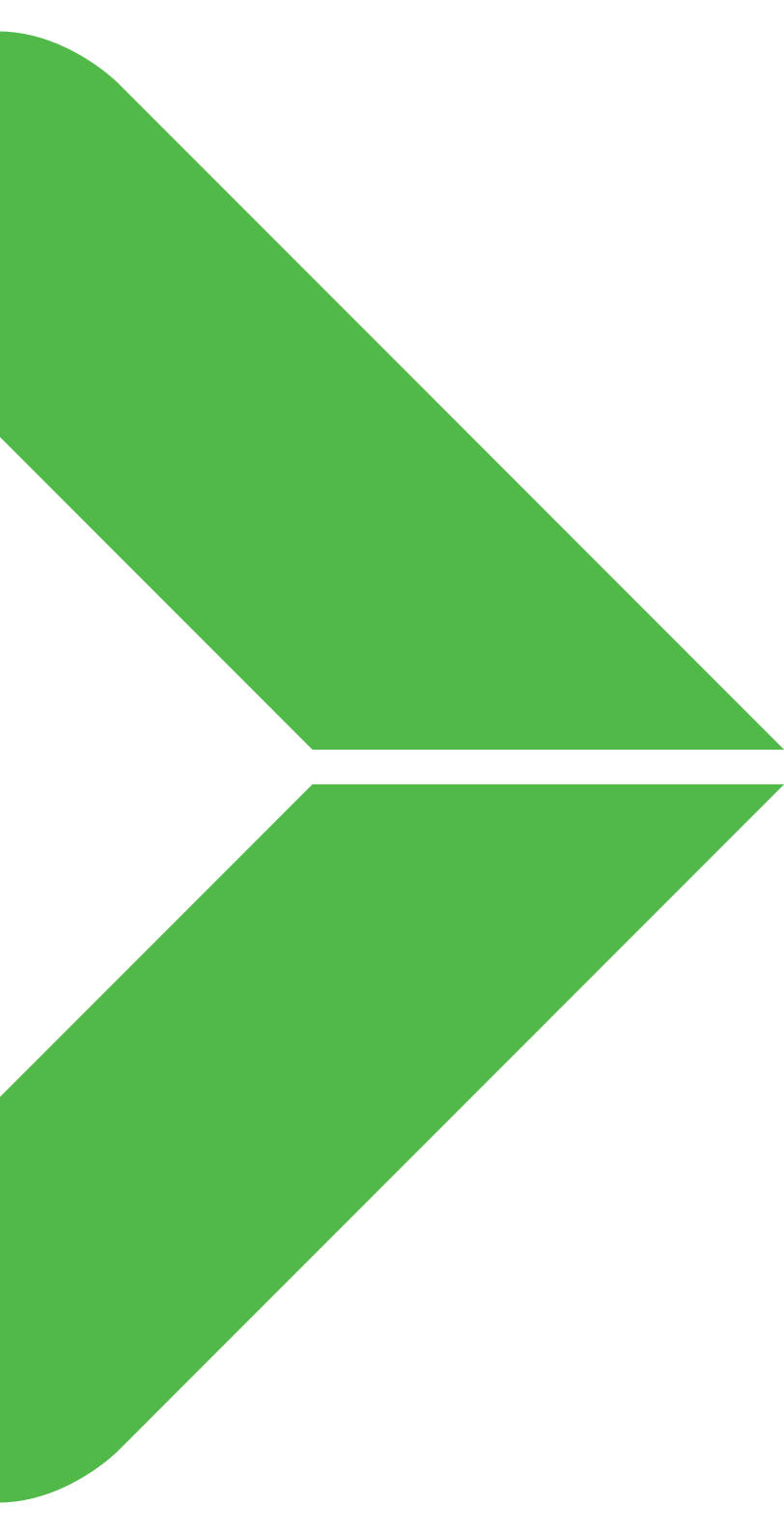




Human Rights Policy Statement

Valmet is committed to respecting and promoting human rights, and acknowledges that promoting human rights is fundamental for carrying out its business in a responsible manner.



As a committed signatory to the UN Global Compact, Valmet upholds the highest standards of human rights by actively seeking to prevent any infringement and by taking decisive action to address potential or actual adverse impacts linked to its operations. The Human Rights Policy Statement applies to all employees and entities within Valmet, as well as to all the company's stakeholder relationships. Valmet expects its business partners to uphold the principles outlined in this statement within their own operations and to cascade these principles throughout their value chains.

Basis for Valmet's commitment to human rights

As a global company and employer, Valmet respects and promotes the protection of human rights as expressed in all internationally recognized human rights declarations and conventions, such as the United Nations (UN) Universal Declaration of Human Rights, the UN Covenant on Civil and Political Rights, the UN Covenant on Economic, Social and Cultural Rights, and the International Labor Organization's (ILO) Declaration of Fundamental Principles and Rights at Work. Valmet's due diligence framework is based on the principles set out in the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

Valmet's commitment to respect and promote human rights is fully integrated into the company's operating policies, such as Valmet's Code of Conduct, Supplier Code of Conduct, and other related guidelines. Valmet operates in full compliance with all applicable national and international laws, regulations, and generally accepted practices as well as our own Code of Conduct, whichever sets higher standards.

Salient human rights risks

Valmet has identified the following salient human rights risks in its operations and value chain:

- Conditions of migrant workers in supply chain
- Inadequate working conditions
- Forced labor and child labor in supply chain
- Limited access to grievance mechanisms and remedy
- Discrimination
- Lack of freedom of association and collective bargaining

Human rights due diligence framework

In all its business relations, Valmet requires its business partners to respect all internationally recognized human rights and to comply with international principles related to human rights. These requirements are set out in Valmet's Supplier Code of Conduct. Valmet has zero tolerance towards the use of forced labor or child labor. To ensure respect for human rights in its operations and business relations, Valmet has a process for human rights due diligence, which includes the following elements:

Commitment to:

- Valmet's Code of Conduct
- Valmet's Human Rights Policy Statement
- Valmet's Supplier Code of Conduct
- Valmet Health, Safety, and Environment Policy
- Valmet Human Resources Policy
- Valmet Equal Opportunities and Diversity Policy
- Valmet Non-Discrimination and Anti-Harassment Policy

Key practices:

- Salient human rights issues analysis
- Human rights impact assessments (HRIA) for high-risk suppliers and operations
- Sustainability impacts assessment of business changes
- Human rights management practices and tools in project business
- Suppliers' sustainability risk screening and third-party audits
- Supplier and customer engagement and capacity building on human rights

Access to grievance mechanisms and effective remedy:

- Anonymous reporting channel TrustLine
- Incident management coordination on grievances
- Remediation approach of serious violations

Valmet encourages its employees and stakeholders to speak up and voice their concerns. The processes to report misconduct are described in detail in our Code of Conduct.

Thomas Hinnerskov

President and CEO Valmet Corporation