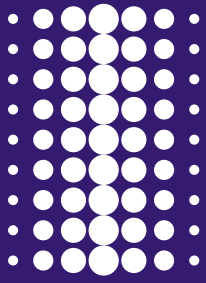




# Human Rights Policy



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# Purpose

The purpose of the Human Rights Policy is to outline Our company's approach to uphold and promote the human rights of all the individuals affected by our business and partnerships in our own operations and across our value chain.

This Policy provides a framework for the company and its employees to continuously uphold, protect and respect all human rights. Our company also expects its partners and other parties whose operations may be directly linked to its operations, products, or services to respect and uphold human rights.

# Objectives

The Policy is aligned to the United Nations Guiding Principles on Business and Human rights, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact objectives.

The objectives of the Human Rights Policy are:



**Respect all internationally recognized human rights**, including those outlined in the International Bill of Human Rights. Special attention is given to protecting the rights of vulnerable groups, such as women, minorities, children, people with disabilities, LGBTQI+ individuals, people with low digital literacy and migrant workers and their families.



**Ensuring proactive focus on our company's salient issues** including privacy, non-discrimination, labour rights and freedom of opinion and expression. Additional areas with potential human rights implications include conflict minerals when sourcing hardware, corruption, and negative environmental impacts.



**Actively support human rights.** For example, by providing access and availability to essential services and societal functions that enable rights, such as healthcare, education, and jobs. In our own operations, we strive to enable equal opportunities for our employees by ensuring fair treatment and a culture of diversity and inclusion.

# Principles

The principles in this policy are aligned with the United Nations Guiding Principles for Business and Human Rights:

01

## **Leadership commitment**

Top management is visibly involved in upholding the Human Rights Policy and provides clear direction and expectations to employees, suppliers and partners.

02

## **Accountability**

Roles and responsibilities in defining and implementing our company Human Rights Policy are communicated and understood across organization. Management is involved in implementing the Policy, in risk prevention and mitigation. All employees play an active role in upholding the principles of the Policy within their area of control.

03

## **Human rights due diligence**

Human rights due diligence is performed on a continuous basis throughout business operations to address our human rights impacts. This includes identifying, assessing, investigating, preventing, mitigating, ending, monitoring, and remedying any actual or potential adverse human rights impacts that our company may cause, contribute to through its business activities, or that may be directly linked to our operations, products, or services by our business partners. Our company is committed to engaging with stakeholders affected by the company's operations during the course of human rights due diligence (especially members of any vulnerable groups), as well as during the tracking, monitoring, and evaluation process.

04

## **International recognized standards**

While respecting domestic laws, potential conflicts between these laws and international human rights standards might occur in the locations Our company operates in. In such situations, our company strives to prioritize the principles of internationally recognized human rights to the best of the company's ability, finding ways to advance the company's commitment to respecting human rights.



05

#### **Commitment across value chain**

In cases where business partners or other partners contributing to our company operations, products or services are found to have severe infractions to our company's Human Rights Policy, the company notifies the respective party to adopt remedial measures. The company may exercise its right to terminate the business relationship should the abuse continue.

06

#### **Tracking of performance and communication**

Measurable and transparent indicators are monitored regularly to assess the implementation of this Policy. Performance, including performance within salient issues, is reviewed, and reported regularly as part of our company Corporate Governance. Through tracking, monitoring and evaluation, the company aims to engage and seek feedback from parties whose human rights have been impacted. Our company is committed to communicate its human rights performance promptly and efficiently– including due diligence, responses, performance, and reporting also annually.

07

#### **Mechanisms for grievance and remediation**

Our company maintains and promotes open and transparent channels of communication to allow internal and external stakeholders to raise concerns without fear of retaliation or reprisal. Reports of violations can be made confidential and in full anonymity through the company's external whistleblowing channel and all reports are investigated in a fairly, transparent and timely manner. Lessons learnt are actively leveraged to prevent future recurrences. Our company cooperates with applicable state-based judicial and non-judicial grievance mechanisms, as well as with multistakeholder and industry-level bodies. Remediation is underpinned by legitimacy, accessibility, predictability, equity, transparency, rights compatibility and continuity.



## 4 Alignment statement

The objectives and principles of this Policy are in alignment with other relevant Policies and embedded into applicable Rules, Processes and Procedures.

Deviations are directed to Policy Owner according to established procedures to mitigate and prevent reoccurrence.

Suspected Policy violations are reported to the direct manager or relevant escalation point to ensure that applicable mitigating and disciplinary actions are taken.



# 5 Document information

## 5.1 Governing data

**Document Owner**

Satu Kiiskinen, Managing Director

**Document Manager**

Hanna Vuorikoski, Head of People and Culture

**Last review**

2025-08-11

**Next review**

2025-08-11

**References**

## 5.2 Change history

Version	Approval date	Editor	Reviewed by	Approved by	Changes
V1.0A	2025-08-11	Milla Kivioja	Kia Haring	Satu Kiiskinen	First version created

As of 2 September 2025, Tietoevry Tech Services, formerly part of the Tietoevry Group, operates as an independent company. This document is a modified version of the original Human Rights Policy from Tietoevry Group and has been adapted for Tietoevry Tech Services. It serves as an interim guideline during the period until Tietoevry Tech Services develops its own comprehensive documentation tailored to its distinct objectives and operational requirements.

While efforts have been made to ensure the content is relevant and effective for the current operations, some elements may still reflect the original framework of Tietoevry Group.

This document will be periodically reviewed and updated until the new documentation is fully developed and implemented.

**Acknowledgment**

By using this document, you acknowledge your understanding of its temporary status and its context as part of the transition from Tietoevry Group to Tietoevry Tech Services

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