



Enabling an Intelligent Planet

Policies and Procedures

Advantech Europe

Human Rights Policy

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Purpose

The purpose of this Policy is to express Advantech Europe B.V. and its subsidiaries (collectively "Advantech") is committed to creating a harmonious and inclusive working environment with the aim of respecting Human Rights and honoring the values of Ethics as expressed in our [Code of Conduct](#). We are dedicated to creating a workplace, community, and business environment that fosters human rights and is free from discrimination based on race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other protected characteristic under applicable law.

Scope

In alignment with the UN Guiding Principles on Business and Human Rights, the provisions of this Statement are derived from key international human rights standards including the UN Declaration of Human Rights, Social Policy of the UN International Labor Organization (ILO) and the principles laid down in the OECD Guidelines for Multinational Enterprises. This policy is aligned with [Advantech Global policy](#) and [Values](#).

I. Statement Principles

a) Diversity & Non-Discrimination

Advantech is committed to diversity in a working environment where mutual respect prevails. Any form of discrimination based on ground such as sex, race, color, ethnic or social origin, age, sexual orientation, gender identity and expression, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training shall be prohibited.

b) Harassment Prohibition

Advantech promotes a work environment that respects, promotes and ensures human dignity and the right of every person to work without violence and harassment. Violence and harassment shall be construed as unacceptable behaviors, practices and threats, whether manifested once or repeatedly, which may lead to, or result in, physical, psychological, sexual or financial harm. Advantech recognizes and respects the right of every employee to a healthy working environment without violence and harassment and prohibits any such behavior during or associated with working at Advantech, including violence and harassment due to gender and sexual harassment. Advantech applies zero tolerance to such behaviors of any kind by any person associated with the company. In case of any complaints we ensure a well-organized process where all parties involved are treated with respect and fairness.

c) Child Labor

Except as permitted by laws or regulations, Advantech does not employ children under the age of 15 years old, as defined by local law (or if not defined by local law no one under the age of 15 will not use child labor) and will always adhere to the legal age requirements in all countries in which we operate. Advantech will ensure proper management of student workers through proper maintenance of student records, due diligence of educational partners and protection of students' rights in accordance with applicable law and regulations.

d) Freedom of Association

Advantech respects the freedom of association and the effective recognition of the right to collective bargaining. We have established diverse communication channels between employers and employees and provide grievance mechanisms. Employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation or harassment.

e) Working Hours and Work-Life Balance

Working weeks are not to exceed the maximum set by local law. Advantech complies with relevant labor regulations and international labor and human rights conventions and has established and made available the [Code of Conduct](#) and [Employee Privacy Policy](#). Advantech respects the equal employment and career development opportunities of employees. Advantech focuses on flexibility and promotes working practices that acknowledge and support employees to achieve a balance between their home and working lives in the different stages of their life.

f) Minimum Wage Standard & Living Wage (Fair Remuneration and Equal pay)

Advantech provides employees with minimum wages and benefits that meet or exceed the minimum required by local laws and regulations. Furthermore, Advantech regularly checks whether an employee's salary is sufficient to support the local living standard, striving to pay a fair and full living wage on time with legal deductions stated on the pay slip. For each pay period, employees shall be provided with a

timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed.

g) Workplace Health Safety and Environment (HSE)

The working environment we provide complies with environmental regulations and the premises are internally and externally audited in regards to HSE to make sure compliance; Advantech feels responsible to provide safe and healthy working conditions for its employees, while minimizing impact on the environment, with mandatory HSE induction sessions ensuring comprehensive safety awareness among all employees. Advantech Europe encourages all employees to report any Accident, Near-Miss, Environmental release, Unsafe Acts / Conditions through provided reporting channels in internal Intranet portal with a sole objective of improving the workplace and proactively prevent accidents in the workplace. More information is enclosed in [Health and Safety Policy](#) and [Environmental Policy](#).

h) Human Rights in our supply chain

Advantech commits to upholding human rights within their operations and supply chain. Advantech requires the suppliers and contractors to comply with local and international regulations on employee rights, health and safety, environmental protection, social responsibility and business ethics. Standard references the suppliers can follow or certify are SA8000 and ISO26001 for social responsibility, ISO 14001 environmental management standard and ISO 45001 for Occupational Health.

i) Grievance Mechanisms

Advantech values and respects honest and open communication, and is strictly against reprisal or retaliatory action against any stakeholder for raising concerns pursuant to Advantech's Code of Conduct. This means that all employees or any other stakeholder have the opportunity to raise questions and or concerns regarding potential and actual adverse human rights impacts according to the Code of Conduct. Advantech has also established the [Suggestion Box](#), which can be found on the Employee Zone portal encouraging employees to adopt positive thinking and offer suggestions, including work procedure improvements, environmental improvements, product suggestions, or cross-department operations, thereby establishing a culture that promotes participating in the operation of the company and encourages employees to provide suggestions at any time.

j) Dignity and Respect

We promote a working environment that fosters dignity and respect for all individuals as outlined in our core [Values](#). Harassment, discrimination, and any form of disrespectful behavior will not be tolerated.

k) Reporting Violations

Any concerns or violations related to human rights should be reported via Reporting Channel. Reports will be treated confidentially, and appropriate measures will be taken to address and remedy any issues. We report on numbers and capture on our learnings on a regular basis.

Advantech Poland: [FaceUp Poland](#)

Advantech Germany: [Hinweisgeberexperte](#)

Advantech Europe: Trusted Adviser Chrisje Klinkhamer (chrisje.klinkhamer@advantech.nl)

I) Awareness and training

We provide ongoing education and awareness programs to ensure that all individuals associated with Advantech understand the importance of Human rights and their role in fostering a respectful and inclusive environment.

m) Review and Update

This policy will be reviewed periodically to ensure its relevance and effectiveness. Changes and updates will be communicated to all relevant stakeholders.

Date: 09/04/2025

Signature:



Rosé van Velzen

CM&D Director

Advantech Europe, B.V.