

Human rights policy - Caring about People –

Our commitment

We commit to respect the internationally recognized human rights in our own operations, our portfolio companies, our investors, and our suppliers. We recognize the importance of ensuring human rights are upheld and protected.

We undertake to respect internationally recognized human rights standards, which entails that Alder, among other things, adheres to:

- The Universal Declaration of Human Rights
- The International Covenant on Economic, Social and Cultural Rights and on Civil and Political Rights
- The ILO Core Conventions.
- The principles of UN Global Compact

We aim to:

Treat everyone with dignity and respect and work against all forms of child labour, modern slavery, harassment, and discrimination in our own operations and in our value chain.

Provide safe and healthy working conditions, fair working hours, fair wages, and benefits.

Support community engagement in our value chain and respect indigenous peoples' rights.

Extend our sphere of influence by using our leverage directly and with partners to contribute to positive human rights impacts.

Our ways of working

We systematically identify, assess, and manage human rights risks and impacts through due diligence processes which cover our own operations as well as our portfolio companies.

We engage with our portfolio companies through on-boarding processes, regular follow-ups, and dialogues.

Our aim is to continuously improve our ability to manage human rights risks. This is an ongoing journey and will be driven not least by raising the awareness of human rights related issues among our employees, our portfolio companies, and other stakeholders.

We have an independent whistle blowing system available to stakeholders to report perceived irregularities concerning Alder.

We strive to:

Raise general awareness of human rights issues, including those that impact Alder internally in the broader aspect of diversity and inclusion.

Encourage open stakeholder feedback through regular materiality analyses.

Track and assess our actions and report regularly and transparently on our human rights work at least annually.

The Human Rights policy is decided and maintained by the Partners at Alder. It is supported and should be read together with Alders Responsible investment Policy and Code of Conduct.

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