

Human rights policy

Sustainable development is an integral part of Alder's business and value creation.

We - and our stakeholders – expect and demand high ethical standards within our own organization and in our portfolio companies.

This Human rights policy defines the principles and standards for how we behave and conduct our business, and how we interact with our portfolio companies, colleagues, investors and suppliers.

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

Last update: March 2025

Caring about People - Our commitment

We commit to respect the internationally recognized human rights in our own operations, our portfolio companies, our supply chains, and in the communities in which we operate. We recognize the importance of ensuring human rights are upheld and protected.

We undertakes 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

This Policy is based on our Code of Conduct and it applies to all employees, members of boards and regional partners acting on behalf of Alder. We also also expects our suppliers, business partners and portfolio companies to respect human rights in their business activities.

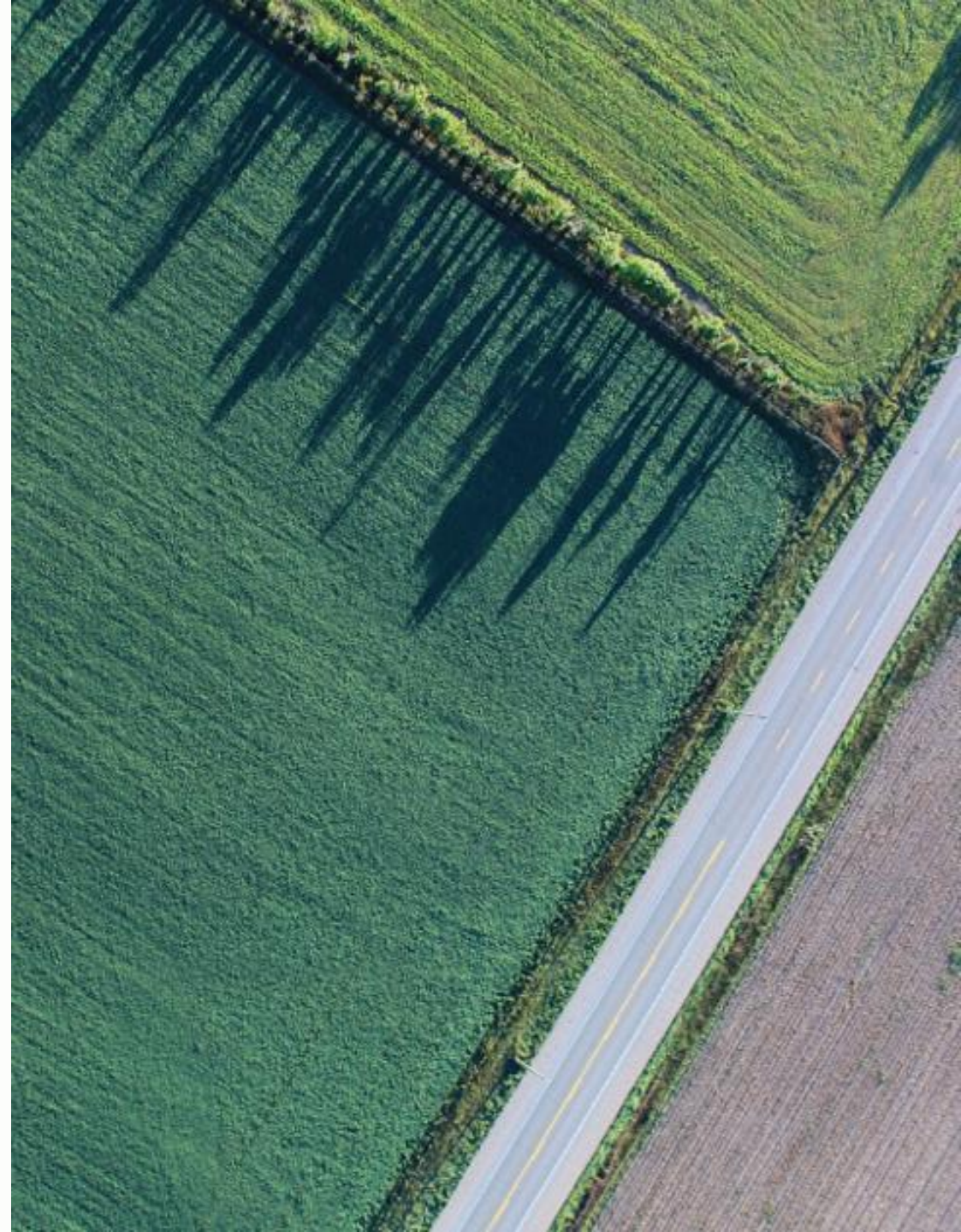
We strive to:

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.



Managing our human rights risk and impacts

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

In our Code of Conduct we state that our suppliers should respect human rights and take measures to avoid infringing human rights.

Due to the nature of our operations, salient risks in our own operations are mainly related to working conditions for subcontractors, impacts on local communities or indigenous peoples, and privacy (personal data and information). Salient risks in our supply chain relate to suppliers' working conditions and impacts on local communities and environment, particularly in high risk countries and for high risk product categories.

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 and other stakeholders.

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



we strive to:

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

Engage with suppliers through dialogues,

on-boarding processes, audits, assessments, and corrective action plans to minimize adverse human rights impacts.

Work for the right to freedom of association and collective bargaining in our supply chain.

Encourage open stakeholder feedback through interviews, surveys, questionnaires, focus group discussions, and regular materiality analyses.

Consult with stakeholders who may be affected by our operations, such as indigenous peoples.

Work to remedy adverse human rights impacts caused or contributed to by Alder's operations.

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