

Danfoss Salient Human Rights

Human right	Example of potential salient human rights issue	How we mitigate
Right to life	Few Danfoss products are so-called 'dual use' products, which are subject to export control regulations. The issue is that the products potentially can be built into military equipment or surveillance technologies.	All Danfoss companies must live up to legislation and internal rules on export control. To support this, Danfoss has a training program for relevant parts of the organization, especially sales people.
Right to land, right to adequate standard of living.	Danfoss is present in countries where relocation of people can take place to provide land for industrial use. If local people are not adequately compensated, they do not only lose housing, but also their livelihood (land for farming)	In countries where this is the case, land management is part of Danfoss' due diligence process on human rights. Action plans were issued to establish a process for ensuring early awareness and action.
Right to freedom from forced labor	International research shows that forced labor can be an issue in industries where low- or un-skilled workers seek employment; e.g. cleaning, catering, construction, clothing and transport. Furthermore, recruitment is a high-risk area for forced labor because of fees in the hiring process.	We have updated our Code of Conduct for Suppliers with more specific requirements for avoiding forced labor. Furthermore, action plans on forced labor issues are part of our due diligence program.
Right to freedom from discrimination	Discrimination due to ethnicity, caste, gender, sexual minorities etc. can be a problem in some of the countries where Danfoss operates.	In countries where discriminations is the case, action plans to address the specific issues are made. Examples are building awareness and establishing processes to avoid discrimination.
Right to health	A safe workplace is fundamental for ensuring the right to health.	Safety is a key priority to Danfoss, and all factories are covered by our Safety First! program.
Right to fair working conditions, including leisure time	Excessive working hours can challenge health, safety and family life.	During peak seasons, a few Danfoss factories experience a high number of working hours. When excessive hours are experienced, local action plans are made to reduce overtime.