

## People Policy

***FLSmidth is the full flowsheet technology and service supplier and the solutions we provide build on our deep industry knowhow and expertise, our highly skilled employees, our large installed base and world-class offerings.*** We strive to conduct our business according to high ethical standards and set ambitious goals. Based on our core values, we wish to ensure our employees share that commitment and they conduct business with integrity and professionalism. With the aim of being the employer of choice wherever we operate, we seek to attract, develop and retain a highly diverse, qualified and innovative workforce in order to support our business ambitions and stay competitive in the global marketplace.

As our company thinks and acts globally, we see equity, inclusion and diversity as a business imperative that will help us serve our customers even better and support the future success of FLSmidth. We offer equal opportunities to all present and future employees, irrespective of gender, age, ethnic or national origin and religious beliefs, disability, political or sexual orientation and family or social status.

We offer an inclusive and challenging place to work where we foster an engaging culture of inclusion and knowledge sharing to enable continuous learning and innovation. We are committed to create a healthy, flexible and productive work environment that allows our employees to engage in a fulfilling career and attain achievement in and outside of the workplace.

The knowledge and competencies of our employees are of strategic importance to us and we strive to help our employees reach their full potential through opportunity and success. As a learning organization we believe in continuous development through formal training, feedback and on-the-job training for our employees enabling the individual to expand their careers within FLSmidth.

Through competitive rewards and living wages in the markets we operate in, focusing on differentiation where appropriate, and enabling the business to reward based upon performance, we create the best possible foundation to engage, attract and retain talent.

We encourage our employees to play an active role in their community and in respect of the diversity in our workforce, FLSmidth remains politically and religiously neutral. We expect our employees to do the same during working hours, while on the company's premises and when acting on behalf of the company.

For a healthy balance of life's demands, many employees may take advantage of our flexible or remote work arrangements or adjusted hours where this is suitable. Working hours in each location are governed by local policies to comply with local legislation and employees and leaders are additionally obliged to address and find solutions to any continuous amount of extra hours worked that could harm well-being.

FLSmidth recognizes employees' right to be organized and bargain collectively. We support human rights and do not engage in child or forced labour.

*People & Sustainability*

Established: 13 May 2015, updated July 2023