People Policy

August 2024

FLS

Mission Zero Towards zero emissions by 2030

Our Commitment

FLS 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 aim to conduct our business with integrity and set meaningful goals. Based on our core values – Trust, Empowerment, Accountability, Collaboration and Honesty - we wish to ensure our employees share our commitments and conduct business with 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.

We offer an inclusive and challenging place to work where we foster a culture of engagement and knowledge sharing to enable continuous learning and innovation. We are committed to create a safe, flexible and productive work environment that allows our employees to engage in a fulfilling career while maintaining a healthy work-life balance.

The purpose of this policy is to establish a global framework that guides our approach towards supporting the people agenda.

Our Scope and limitations

This policy applies to all FLS employees - in all business areas, functions, and geographies - contingent workers (contractors or consultants) under our supervision, as well as suppliers (sub-contractors) on our sites are expected to adhere to our policy as relevant.

Our Objectives

The knowledge and competencies of our workforce are of strategic importance to us and we strive to help our people 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 FLS.

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 people to play an active role in their community and in respect of the diversity in our workforce, FLS remains politically and religiously neutral. We expect our people 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.

FLS recognizes workers right to be organized and bargain collectively on employment conditions including sustainability related topics

Our actions and procedures

Some of our global actions and procedures that support with the implementation of this policy are:

Equal opportunities:

We have a standard global process for Talent Acquisition to ensure that we provide equal opportunities to all and treat all candidates fairly and mitigate bias during key decision making in hiring. We encourage internal candidates to pursue available job opportunities as part of their growth journey at FLS.

Performance and Development:

We have a structured approach to performance and development reviews to create clarity of objectives, alignment with strategy and take an active approach to development planning. These are conducted for all employees and contingent workers under our supervision. Development dialogues include individual skill gap identification to create plans for addressing these utilizing a combination of our portfolio of available development or training opportunities such as through a global learning management system. We aim for a learning organisation where every individual takes time out for training which is tracked.

Adequate Wages:

We have fair and unbiased processes for determining pay and every employee can have informed and constructive conversations about pay with their manager. We have a standard job catalogue established to support an objective approach to setting market-based salary ranges and thereby enable adequate wages. We have a process for ensuring living wages and addressing gender pay gaps to ensure equal pay for equal work. Negotiated terms from Collective Bargaining Agreements are respected and incorporated into processes.

Engagement:

Regular employee engagement surveys are conducted for office-based employees, providing a mechanism for employee voices to be heard with a goal to increase employee engagement through action plans created on the basis of these. Efforts continue on adding additional worker groups to these surveys.

Work Life Balance:

We facilitate a healthy work-life balance, through flexible work arrangements, such as remote work arrangements or adjusted hours where this is suitable. Family related leaves are offered in each location governed by local policies.

Diversity Equity and Inclusion:

See specific policy for this

Policy owner and responsibilities/Governance

The policy is approved by the Board of Directors and the Group CEO. It is then upheld, executed, and revised by the People and Sustainability team, in cooperation with stakeholders from various departments. The Chief People and Sustainability Officer is accountable for implementation of our commitments. In case of severe issues, decision-making is escalated to Group CEO or Board of Directors. FLS commits creating awareness amongst all colleagues regarding this policy through communication or trainings.

People and Sustainability	• Ensure awareness, monitoring and advise the organisation as well as incorporate supportive measures into people processes
Business Leadership	• Drive support for commitments and processes supporting this policy for own area of responsibility
Individual Managers	• Supporting our commitments for own area of responsibility through role modelling and guiding teams as well as adhering to guidelines and processes
Employees	• Responsible for behaving in accordance with our policies and processes

Related policies

- Diversity, Equity and Inclusion policy
- Harassment prevention sub policy
- Health, Safety and Environment (HSE) policy
- Human Rights Policy
- Supplier Code of Conduct

Definitions

Employees *– are workers directly engaged with FLS.*

Contingent workers *– are workers indirectly engaged with FLS under our supervision.*

Suppliers *– are service providers engaged with FLS through formal service maintenance contracts where the delivery of the service does not require our supervision.*

Mikko Keto
CEO

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