

Wereldhave

Wereldhave Human rights policy

Introduction

Wereldhave recognizes its influence on society, including the responsibility to uphold and respect internationally recognized human rights. This Human Rights Policy (also: Policy) is part of Wereldhave's CSR program "A Better Tomorrow", it builds upon Wereldhave's Sustainable Supplier Code and complements existing policies as our Code of Conduct.

Wereldhave will encourage business partners in the value chain to uphold the same values and practices with regard to human rights. We strive to act in line with the United Nations Guiding Principles (UNGP) on Business and Human Rights, the International Bill of Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the International Labour Organization's (ILO).

This policy applies to Wereldhave N.V. and all associated entities and applies to all employees. The application of the values of the Policy is the responsibility of all employees.

Our approach

The UN Guiding Principles on Business and Human Rights establish that all companies have a responsibility to respect human rights. As a real estate investor, our influence on human rights is primarily in our investment activities, interactions with tenants, partnerships, procurement practices, and as an employer. Within these roles, we aim to commit to the human rights due diligence as outlined in the UN Guiding Principles on Business and Human Rights.

To start, we commissioned an independent human rights risk analysis that included the needs and views of vulnerable groups and relevant stakeholders. The insights from these analyses were used to review our policies and practices.

Ambition

In developing our Human Rights Policy, we recognize that establishing a practical, risk-based approach is essential for ensuring meaningful impact. Our focus is on creating a robust yet realistic framework that addresses our most relevant human rights risks, without necessarily aiming to be industry-leading in every dimension.

Our due diligence process is therefore designed to be both comprehensive and proportionate, tailored to identify and mitigate the human rights risks most pertinent to our activities. It is aligned with our risk profile, focusing on high-impact areas.

Wereldhave as an employer

As an employer, Wereldhave endorses equal employment opportunities. Therefore, Wereldhave promotes diversity and inclusion, ensuring equal opportunities for all employees, as reflected in its D&I policy.

Wereldhave offers fair wages and compensation to all its employees, in accordance with laws and regulations.

Wereldhave supports employee organization via a Works Council and promotes a constructive dialogue between both.

Wereldhave

Health and safety for employees are a priority for Wereldhave. The company is committed to providing and maintaining a safe, secure, and healthy working environment across all its operations.

Wereldhave strictly prohibits any form of child labor. This prohibition applies across all business activities and throughout the entire supply chain.

Suppliers

Wereldhave expects that all suppliers and contractors adhere to the same human rights principles and encourages responsible business principles throughout its supply chain. This is reflected in the Sustainable Supplier Code and procurement agreements for contractors.

By establishing long term relationships with service providers who prioritize fair labor conditions, we help protect the rights of workers and promote sustainable sourcing. This role is particularly important as we encourage our partners to adhere to our standards on human rights, ethical labor practices, and environmental impact, promoting responsible sourcing and vendor accountability.

Open and responsive for feedback and complaints

If stakeholders feel that their human rights have not been respected, they can submit a complaint through our accessible complaints procedure that can be found on our website. We aim to keep the threshold for complaints as low as possible, allowing customers to reach us in various ways: by phone, in writing, or by email.

Generally, employees are encouraged to first report concerns to their manager. However, if an employee cannot reasonably report an issue through regular channels, they are welcome to use the whistleblower scheme to ensure their concerns are heard and addressed.

This Human rights policy is endorsed by the Board of Wereldhave N.V. and may be revised or amended at any time.