Knowledge grows

Human rights at Yara

BHR Conference in Riga
7th March 2024

1

Achieving success in the right way

Yara's approach to sustainability due diligence

5. Communicate:
We communicate how impacts are addressed in our integrated reporting and on our website.

2. Identify & assess adverse impacts:
We identify and assess adverse impacts through ongoing processes, early warning systems, grievance mechanisms, stakeholder engagement, and environmental and social risk and impact assessments. Impacts and related matters are assessed during materiality assessment. Read more about how we identify and assess impacts under topical disclosures.

1. Embed RBC into policies & management systems:
We incorporate international standards and principles into our policies and management systems to promote responsible business conduct. Topical disclosures detail these policies and processes.

6. Remediation:
Negative impacts are remediated as far as reasonably possible, given our level of impact and influence.

4. Track implementation & results:
We track the implementation of measures and results through our progress follow-ups, internal audits, and other efforts.

3. Cease, prevent or mitigate:
We seek to take appropriate action to identify adverse impacts. Responses take the form of projects, actions and remediation efforts that we employ to cease, prevent, mitigate and remedy the said impact. The efforts differ based on what type of leverage we hold to influence positive outcomes. Topical disclosures describe our efforts to stop, prevent, mitigate, and remediate negative effects.

Our HRDD approach follows the six steps and supporting measures set forth in the **OECD Due Diligence** Guidance for Responsible Business Conduct.

Meeting our human rights obligations requires **efforts across Yara's corporate functions**, incl E&C, Procurement, HESQ, HR, Sustainability Governance

Our measures aim to comply with various human rights standards and legislations, incl the **Norwegian Transparency Act** and **EU Corporate Sustainability Reporting Directive.**

We are committed to respecting internationally recognized human and labor rights **in our own operations and throughout the value chain**

2