

HUMAN RIGHTS POLICY

January 2026

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ABB'S COMMITMENT TO HUMAN RIGHTS

ABB is committed to the highest standards of business ethics and integrity.

ABB's ambition is for human rights to be well understood, managed along the entire value chain and integrated into ABB's daily business.

Alongside the ABB Code of Conduct and Supplier Code of Conduct, this ABB Human Rights Policy (the Policy) formalizes ABB's commitment to respecting human rights and describes ABB's approach to human rights due diligence.

The company supports and respects the human rights principles and labor standards outlined in the following international frameworks:

- International Bill of Human Rights
- ILO Core Labour Conventions, including ILO Convention No. 138 on minimum age for admission to employment and ILO Convention No. 182 on the worst forms of child labor
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas
- UN Convention on the Rights of the Child
- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Ten Principles of the UN Global Compact (UNGC)
- UNICEF's Children's Rights and Business Principles (CRBP)
- The Voluntary Principles on Security and Human Rights

The company's commitment and expectations to respect human rights applies to every individual who works for ABB or engages with us along our value chain.

ABB complies with the laws and regulations of the markets in which it operates. Where local laws are less stringent than company policies and the above standards, subject to applicable laws, ABB is guided by the more stringent policies and standards and expects suppliers and other business partners to follow the same approach.

Scope of application

This Policy applies globally to all of ABB's employees, suppliers, channel partners, customers, consultants, contractors, casual workers and agency workers.

It also applies to ABB's wholly owned affiliates and subsidiaries as well as all employees of any joint venture or other entity in which ABB has majority ownership interest or exercises effective control.

ABB'S APPROACH TO HUMAN RIGHTS DUE DILIGENCE

1. Embedding human rights

ABB's internal Human Rights Due Diligence (HRDD) Framework describes how human rights due diligence is implemented and governed across the value chain and outlines ABB's approach to responsible business conduct. The implementation of the HRDD Framework is mandatory across all business areas, divisions and functions.

An essential part of implementing the framework is stakeholder engagement. ABB is committed to stakeholder engagement and meaningful consultation with potentially affected individuals and groups of people.

Governance

Responsibility for human rights due diligence is embedded across ABB's business operations and integrated into existing functions such as Sustainability, Procurement, Legal & Integrity, Human Resources, Health, Safety & Environment, and Security.

- The **Executive Committee** validates the Sustainability Agenda and its implementation.
- The **Sustainability Council** is the highest operational decision-making body for sustainability. It drives the development of the Sustainability Agenda based on stakeholder needs, oversees its implementation and monitors progress towards targets. It oversees topic-specific Workstreams, including human rights.
- The **Human Rights Workstream** is the main operational decision-making body. Its primary tasks are policy and procedure deployment, enabling coordination and alignment across the businesses, providing subject-matter expertise, and implementation guidance and support. The Workstream operates in collaboration with the relevant functions.

• Each Business Area President and Division

President is responsible for implementing the ABB Human Rights Policy into its business area and division.

- **Each Group Function Leader** is responsible for ensuring the ABB Human Rights Policy is reflected in its own functional policies and procedures wherever relevant.

2. Assess actual and potential impacts

To identify ABB's salient issues, the Human Rights Workstream regularly carries out a systematic risk assessment at Group and Business level to review the severity (scale, scope, irremediability) and likelihood of impacts along the full value chain. ABB's salient issues are available on the [website](#).

3. Cease, prevent or mitigate adverse human rights impacts

ABB's ambition is to define and implement appropriate measures to cease, prevent or mitigate adverse human rights impacts along the full value chain through roadmaps that are updated annually.

Suppliers and other business partners along the full value chain are expected to inform ABB when the business or purchasing practices make it difficult to respect international human rights and labor standards.

ABB seeks to differentiate between impacts it 'causes' through its own operations, those that it 'contributes to' together with others, or those that ABB may be 'directly linked to' by its business relationships as described in the UNGPs.

ABB seeks to collaborate and leverage its influence when addressing impacts with suppliers and other business partners based on long-term business relationships, to identify potential solutions and achieve continuous improvement.

4. Track and communicate performance

The Sustainability Council tracks the effectiveness of measures taken as part of the continuous improvement of the human rights roadmap. The Human Rights Workstream is responsible for keeping this Policy updated to ensure it is consistent with changes in business processes, regulatory requirements or political and societal expectations.

This Policy is communicated to employees through internal communications channels and as part of ABB's human rights training. It is available on ABB's website and communicated to ABB's suppliers through the ABB Supplier Code of Conduct.

Progress against the human rights roadmap is published externally in ABB's annual reporting.

5. Access to grievance and remedy

We strive to maintain a culture where stakeholders feel free to raise concerns in good faith without fear of retaliation or other adverse consequences. Employees, contractors, suppliers and other stakeholders are strongly encouraged to speak up and report any suspected or observed violations of the law or the ABB Code of Conduct or the ABB Supplier Code of Conduct, including issues related to human rights.

There are multiple ways for stakeholders to report concerns of potential violations of the Code of Conduct, the Supplier Code of Conduct, other policies, or of the law, to ABB (see "[Reporting channels](#)" for more information). ABB's Code of Conduct and [Whistleblower Protection Statement](#) set-out ABB's commitment to non-retaliation against those who use ABB's reporting channels in good faith.

When adverse human rights impacts are found to be caused or contributed to by ABB, the company is committed to taking appropriate action to remediate adverse human rights impacts, in line with the UNGPs. If ABB finds impacts directly linked to its business relationships, it will use its influence to encourage suppliers and other business partners to respect human rights, whether through collaboration and support, corrective action plans or termination of the business relationship on a case-by-case basis.

EXCEPTIONS

No exception to this Policy.

This Policy has been approved by



Morten Wierod
ABB CEO

REFERENCES

Public ABB human rights related documents

- [ABB Code of Conduct – ABB Group \(global.abb\)](#)
- Supplier Code of Conduct:
 - [ABB Supplier Code of Conduct – ABB Group \(global.abb\)](#)
 - [Implementation guide for the ABB Supplier Code of Conduct: ABB Supplier Code of Conduct – ABB Group \(global.abb\)](#)
- Conflict/Responsible Minerals:
 - [ABB Policy on Conflict Minerals 2024.pdf \(global.abb\)](#)
 - [Responsible Minerals Sourcing: Responsible Minerals – ABB Group \(global.abb\)](#)
- [Health, Safety, Environment, Security and Sustainability policy](#)

External sources

- [International Bill of Human Rights | OHCHR](#)
- [ILO Declaration on Fundamental Principles and Rights at Work \(DECLARATION\)](#)
 - [ILO Core Labour Conventions: Conventions and Recommendations \(ilo.org\)](#), including ILO Convention No. 138 on minimum age for admission to employment and ILO Convention No. 182 on the worst forms of child labor
- [OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas – OECD](#)
- [MNE Guidelines – Organisation for Economic Co-operation and Development \(oecd.org\)](#)
- [Convention on the Rights of the Child | OHCHR](#)
- [Homepage | UN Global Compact](#)
- [United Nations Guiding Principles on Business and Human Rights \(UNGPs\): guidingprinciples-businesshr_en.pdf \(ohchr.org\)](#)
- [Childrens-Rights-Business-Principles-2012.pdf \(unicef.org\)](#)
- [The Voluntary Principles: Voluntary Principles on Security and Human Rights](#)