Kährs Human Rights Commitment

Last reviewed on 2026-04-23, Kährs Group Management

1. Background/Why?

At Kährs, we believe in doing right by the people we impact through our actions. We recognize the deep connections between environmental sustainability and human rights and strive to make meaningful progress in these areas, and to consider how our actions can make the world a better place.

We are a company founded in the woods of southern Sweden. This means we have a close relationship with wood; it's in our DNA. Our love for nature also means we want to take responsibility for it, but we know that we need to transform the way we are working, for example by becoming climate positive and fully circular.

This means that we need to rethink and redo some parts of our business model to get there. We still don't have all the answers on how to reach our goal, but we have a clear mission, which in turn is impacting all decisions we are making along the way.

Respect for human rights is fundamental to Kährs

We are committed to ensuring that basic rights are respected, and that people are treated with dignity and respect – in our operations, our value chain and in the communities where we operate. Kährs is committed to identifying, preventing, and mitigating adverse human rights impacts resulting from or caused by our business activities.

We acknowledge that environmental sustainability is tied to social wellbeing and the enjoyment of human rights

The United Nations Human Rights Council made its landmark decision in October 2021 recognizing the enjoyment of a clean, healthy, and sustainable environment as a human right, further establishing the connection between environmental and social sustainability.

This document articulates our human rights commitment and expectations across our full value chain – for employees, suppliers, business partners, the people and companies that use our products, and communities surrounding our facilities across the globe. In the future, we will work to continue embedding human rights into our operations and management systems and will publicly communicate our progress through our internal and external platforms.

This Human Rights Commitment contains our overarching dedication to respect human rights, which is also echoed in other company statements as our Code of Conduct. We take steps to actively embed its principles into our polices and processes throughout the business.

2. Commitment to Human Rights

Human rights are rights we have simply because we exist as human beings

These universal rights and freedoms are inherent to us all regardless of race, colour, religion, national origin, sex, pregnancy, age, disability, HIV status, sexual orientation, gender identity, marital status, military service etc.

Each individual has duties to other individuals and to the community to which they belong, and companies are responsible for respecting people's rights.

With this Commitment as a guideline, we strive to safeguard that our employees and all individuals throughout our supply chain feel safe, respected and valued.

Respect for human rights is a fundamental company value, and we strive to respect the international best practices that support social fairness. Our Commitment to Human Rights is based on the Universal Declaration of Human Rights and also guided by the International Bill of Human Rights (including the principles set out in the Universal Declaration of Human Rights), the principles in the International Labour (ILO) Organization's Declaration on Fundamental Principles and Rights at Work, the foundational principles applicable to business enterprises enumerated in the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Ten Principles of the United Nations Global Compact (UNGC).

Because human rights are universal, this Commitment to Human Rights statement applies to all employees, including all business units and facilities that we operate, and to our suppliers and business partners. This Commitment is to be read in conjunction with Kährs Code of Conduct and other policies in Kährs' compliance program.

Our responsibility:

- To avoid causing or contributing to adverse human rights impacts through our own activities, and to address such impacts if they occur.
- To seek to prevent or mitigate adverse human rights impacts that are directly linked to our operations, products or services by our business relationships, even if we have not contributed to those impacts.
- To use our sphere of influence for strengthening human rights in our business operations with our clients, suppliers, and consultants.
- To embed the respect for human rights as an integral part of Kährs vision and values, and to encourage our employees to uphold human rights.

External guidelines:

UN Universal Declaration of Human Rights

UN Guiding Principles for Business and Human Rights (pdf)

United Nations Global Compact (UNGC)

International Labour Organization's (ILO) core conventions

ETI Base Code

3. Implementation

Due diligence, Risk assessment & Supplier onboarding

We conduct human rights due diligence using a risk-based approach across our value chain, including but not limited to, new markets, suppliers, and materials. Our approach is adjusted to the operational context and risk, business relationships and the nature of involvement with an impact. Our process continuously develops as we incorporate learnings and input from stakeholders and experts.

We incorporate human rights requirements and the principles set out in this policy into our internal processes, policies, and guidelines, including through our main governing policies for human rights protection which is Kährs Code of Conduct and our Health & Safety standards.

Training of own employees

We ensure through training and education that each of our employees have at least a decent and relevant knowledge of our principles to secure adherence to them.

4. Our stakeholders

Community and Stakeholder Engagement

Kährs recognizes its impact on the communities in which we operate. As a global organisation, our values and way of working affect many people and we believe it is important to contribute in a positive way to the communities along our value chain. Where appropriate, we are committed to engage with stakeholders in those communities to confirm that we are listening to, learning from and taking into account their views as we conduct our business.

Employees

Kährs respects the human rights of all employees within the company and strives to comply with all national laws and applicable regulations. Kährs requires all employees to comply with its Group Code of Conduct regardless of the country in which they operate.

Suppliers

Kährs works with suppliers and business partners to ensure that human rights are respected in the supply chain, based on our business relationships, leverage and operational context. Our engagement is manifested through our Code of Conduct, leaning on the above mentioned international conventions and principles, including the ETI Base Code which is an internationally recognised code of labour practice.

As appropriate, we use tools for human rights risk and impact assessments to follow up and identify actual and potential human rights issues. Actions to manage and address human rights risks and impacts are guided and carried out through dialogue and collaboration with relevant stakeholders, and with support from our audit and remediation program. We recognize that gender equality is a human right, therefore we are working with our supply chain on creating inclusive workplaces for women in order to give the same opportunities to women as to men.

Customers

Kährs respects the rights of our customers in all operating countries, including the right to privacy, e.g. by safe storage of personal data, as outlined in the Kährs Privacy Policy, and the right to be free from discriminatory practices as outlined in our Code of conduct. Kährs is committed to responsible marketing where diversity is crucial.