

Neste Human Rights Commitment

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Neste has a responsibility to respect human rights and is committed to remediate adverse human rights impacts throughout its business operations and value chains. Neste expects its Business Partners to have the same commitment to *respect and remediate*. Neste shall promote positive practices that facilitate the fulfillment of human rights for its Rights-holders.

In line with the UN Guiding Principles on Business and Human Rights,¹ Neste respects the rights and values laid down in the International Bill of Rights² and the fundamental rights in the eight core conventions of the International Labour Organization as set out in the ILO Declaration on Fundamental Principles and Rights at Work.³ Neste is also a member of the United Nations Global Compact and abide by its ten principles.⁴

Neste's minimum standard is compliance with all applicable laws and respect for internationally recognized human rights. Where national law and international human rights standards differ, Neste will seek to follow the higher standard and seek solutions to respect those standards with relevant Stakeholders.

Neste demonstrates its commitment and addresses its human rights impacts by carrying out *human rights due diligence*. Neste believes that increased protection for human rights and labour standards globally is best achieved by working together with Stakeholders. Neste actively seeks opportunities to collaborate with key Stakeholders and to use its *leverage* for continuous improvement and realization of human rights.

Recognizing that corporate activities play a major role in the realization of rights enjoyed by people, Neste is committed to promote positive human rights impacts. As a company that delivers cleaner energy and renewable solutions, Neste supplies its customers with products that help them respond to environmental challenges and actively contributes towards mitigating threats to the environment such as climate change, which could have far reaching impacts in reducing inequalities and poverty in societies.

¹ http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

² The International Bill of Rights is comprised of the Universal Declaration of Human Rights and codified in two main instruments, the International Covenant on Economic, Social and Cultural Rights and the International Covenant on Civil and Political Rights.
<http://www.ohchr.org/Documents/Publications/Compilation1.1en.pdf>

³ <http://www.ilo.org/declaration/lang--en/index.htm>

⁴ <https://www.unglobalcompact.org/what-is-gc/mission/principles>