



# Ingka Group Policy on Human Rights & Equality

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## Introduction

Guided by our vision to create a better everyday life for the many people, we are committed to fulfilling our responsibility to uphold the rights of all people impacted by our business: our co-workers, business partners, customers, workers in the supply chain, and in the communities around us. As the basis for our responsibility to respect human rights we implement the UN Guiding Principles on Business and Human Rights (UNGPs). We are committed to promoting and supporting a world where human rights are a reality for all.

Equality lies at the core of human rights. We believe that all people should be treated fairly and given equal opportunities, whatever their background or identity. We will incorporate a gender, diversity, and intersectional perspective into all efforts to uphold and promote the enjoyment of human rights by everyone, without discrimination of any kind.

# Guiding principles

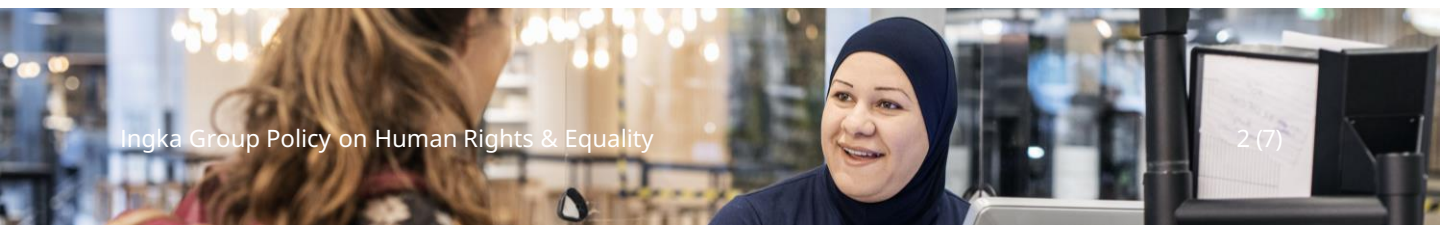
We base our commitment to human rights on the Universal Declaration of Human Rights and its two corresponding covenants, The International Covenant on Civil and Political Rights and The International Covenant on Economic, Social and Cultural Rights. Additionally, we pay special attention to children's rights, women's rights and the rights of people belonging to underrepresented and marginalised groups, as outlined in:

- the UN Convention on the Rights of the Child
- the UN Convention on the Elimination of Discrimination against Women
- the International Convention on the Elimination of All Forms of Racial Discrimination
- the International Convention on the Rights of Persons with Disabilities, among other instruments.

Our commitment to workers' rights is based on the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our approach to our business operations is further based on:

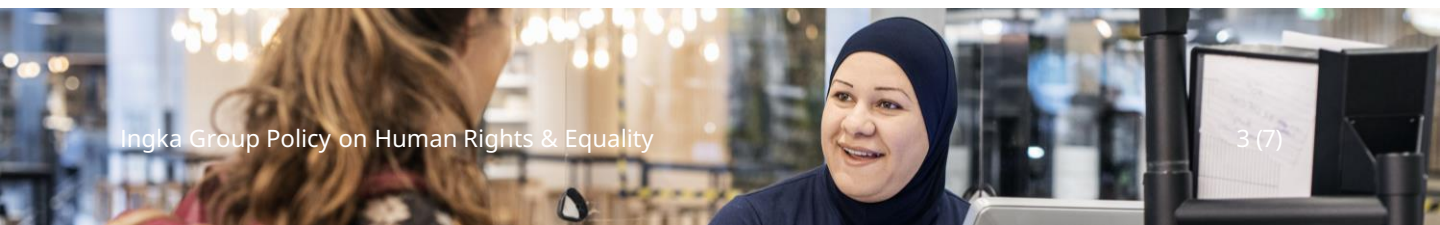
- the Children's Rights and Business Principles
- the OECD Guidelines for Multinational Enterprises
- the UN Global Compact, including the UN Women's Empowerment Principles
- the Gender Guidance to the UNGPs
- the UN Standards of Conduct for Tackling Discrimination against LGBTI people.



# Policy standpoints

We are committed to respecting the human rights of all our co-workers and of the individuals and groups who are impacted by our operations:

- We comply with applicable laws in the countries where we operate. When these laws are not aligned with international human rights standards, we strive to find the best way forward to secure that the essence of the rights reflected in these international human rights standards is still respected.
- We proactively create a culture in which human rights and equality are respected and supported. We do not tolerate any direct or indirect discrimination. We will take the necessary steps to ensure that our co-workers understand and act in a way that respects human rights.
- We are accountable for the transparent implementation of this policy and will address any gaps or issues brought forward by non-compliance.
- We ensure that our communications and marketing, in all media outlets and communication channels, internally and externally, do not perpetuate stereotypes or cultural appropriation, that they promote diversity and inclusion and they do not have an adverse impact on human rights.
- We commit to finding ways to maintain and promote the principles and the ideas of the internationally recognised human rights and equality standards, and actively work towards influencing positive change in all countries and areas of our business.



## Equality

- We do not tolerate discrimination based on age, disability, gender identity, sexual orientation, ethnicity, race, nationality, religion, marital or family status or any other dimension of a person's identity identified as a legally protected characteristic, and that does not relate to the ability to perform a specific job.
- We encourage diversity of all kinds and commit to creating a workforce and management teams that reflect all sections of society in the countries where we operate. This includes monitoring the demographic make-up of our workforce, informed by a human rights-based approach to equality data collection. Where representation is disproportionately low, we will take lawful positive action to promote diversity at all levels.
- We commit to equal pay for women and men performing work of equal value in all countries. We commit to applying our equal pay approach beyond gender, measuring, and addressing pay gaps for underrepresented ethnic, racial, and national groups, where legally possible.
- We promote co-workers' equal rights to be themselves, to fulfil their potential and be appreciated and valued for who they are, whatever their background or identity.
- We actively strengthen our culture of open dialogue and inclusion. This includes creating safe spaces where all co-workers feel empowered to raise uncomfortable topics that need or can be addressed by the Ingka Group, including inequality and lived experiences of underrepresented and marginalised groups.
- We acknowledge and meet the varying needs of our diverse workforce, while maintaining a balance between business needs and individual needs. We commit to overcoming barriers to success related to differences based on background or individual circumstances.
- We regularly review our people and business processes to facilitate access to equal opportunities to develop and grow, while assessing equality of outcomes for different groups, paying particular attention to intersectionality.

## Human rights due diligence and remediation

- We perform human rights due diligence to ensure we meet our commitment to respecting human rights and supporting equality, and we have processes in place for addressing adverse impacts we directly or indirectly have on people. We take the necessary steps to continuously improve our processes based on learnings.
- We identify and systematically address the challenges faced by individuals at risk of becoming vulnerable or marginalised, paying particular attention to intersectionality.
- We provide effective grievance mechanisms such as the Trustline and access to remedy in situations where we may have caused or contributed to an adverse human rights impact.
- We participate in grievance channels or remedies made accessible or provided by other stakeholders.
- We support the right to defend human rights and do not tolerate any form of retaliation against anyone who raises human rights-related concerns or participates in investigations of any complaints.

## Workers' rights

- We recognise that our co-workers can choose to form, join or not to join associations legally representing their rights and interests.
- We commit to dialogue with our co-workers and their representatives, and we respect the effective recognition of the right to collective bargaining as set forth by the ILO Convention no. 98, in compliance with local legislation.

## Children's rights

- We act in the best interest of children and commit to integrating a child rights perspective into all business activities.
- We ensure that all children participating in Ingka Group activities or visits to meeting places are safe and protected. We have zero tolerance for any form of child abuse.
- We recognise our responsibility to prevent misleading, exploitative, discriminatory, or aggressive marketing and communication practices towards children. The IKEA brand is never pushed onto a child and we never use children to endorse the IKEA brand in a way that is beyond their understanding or control. Children are not used as IKEA brand ambassadors to endorse products or services.

## Business partners and communities

- We expect that our suppliers, service providers, and other relevant parties directly linked to our operations, products and services have the necessary processes in place to uphold standards equivalent to this Policy.
- We work with suppliers and service providers to ensure that environmental, social, and working conditions are secured and respected in our supply chain through IWAY, the supplier code of conduct.
- We take an active role in listening to our local communities to secure multiple voices and all perspectives are heard. We promote the empowerment and participation of women and people belonging to underrepresented and marginalised groups.



# Definitions

**Equality:** With equality, we mean that everyone shall be treated fairly and provided with equal opportunities, regardless of their background and individual differences.

Equality implies the absence of any kind of discrimination (treating someone less favourably than another in a comparable situation on grounds of age, disability, gender identity, sexual orientation, ethnicity, race, nationality, religion, marital or family status, or any other dimension of their identity).

**Equity:** By equity, we mean addressing different needs to facilitate access to equal opportunities and outcomes for all. Equity recognises systemic barriers, disadvantages and risks faced by specific rights-holder groups.

**Human Rights:** Human rights are the fundamental rights outlined in the International Bill of Human Rights consisting of the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Covenant on Civil and Political Rights.

Thematic human rights conventions provide guidance as to how human rights are to be realised in the context of specific rights-holder groups, e.g. children, women, indigenous peoples, people of all races, national or ethnic origins, persons with disabilities, etc.\*

**Human rights due diligence:** An ongoing risk management process, focusing on risk to people, that businesses need to follow to identify, prevent, mitigate, and account for how it addresses its adverse human rights impacts.

**Intersectionality:** Intersectionality refers to the interconnected nature of different dimensions of identity that contribute to experiences of multiple, overlapping discrimination, e.g. women with a disability or people of colour identifying as LGBT+ face unique workplace challenges.

**People:** By people, in this context we mean everyone, including the many co-workers, customers, or visitors that we meet in any Ingka Group context, for example in our shopping centres, stores, online, or in our offices.

**Remedy:** Refers to both the process of providing remedy for a negative human rights impact and the substantive outcomes that can counteract, or make good, the negative impact.

**UN:** United Nations

\* Thematic human rights conventions include the Convention on the Rights of the Child, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Rights of Persons with Disabilities, the Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, the Convention Relating to the Status of Refugees.

