

tieto

Human Rights Policy Statement

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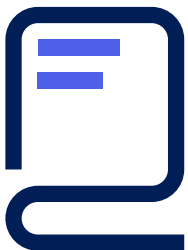
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Purpose

The purpose of the Human Rights Policy is to outline Tieto's approach to uphold and promote the human rights of all the individuals affected by our business and partnerships in our own operations and across our value chain.

This Policy provides a framework for the company and its employees to continuously uphold, protect and respect all human rights. Tieto also expects its partners and other parties whose operations may be directly linked to its operations, products, or services to respect and uphold human rights.

Tieto's Human Rights Policy is aligned to the United Nations Guiding Principles on Business and Human rights, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact signed by Tieto. It is informed by the expertise of the company's Sustainability and Legal teams, as well as the Human Rights Steering Committee, and developed in consultation with recognized external human rights specialists when needed.

Objectives

The objectives of the Human Rights Policy are:

Respect all internationally recognized human rights, including those outlined in the International Bill of Human Rights. Special attention is given to protecting the rights of vulnerable groups, such as women, minorities, children, people with disabilities, LGBTQI+ individuals, people with low digital literacy and migrant workers and their families.

Ensuring proactive focus on Tieto's salient issues including privacy, non-discrimination, labour rights and freedom of opinion and expression. Additional areas with potential human rights implications include corruption, and negative environmental impacts.

Actively support human rights, for example, by providing access and availability to essential services and societal functions that enable rights, such as healthcare, education, and jobs. In our own operations, we strive to enable equal opportunities for our employees by ensuring fair treatment and a culture of diversity and inclusion.



Principles

The principles in this policy are aligned with the United Nations Guiding Principles for Business and Human Rights:

01 Leadership commitment

Top management is visibly involved in upholding the Human Rights Policy and provides clear direction and expectations to employees, suppliers and partners.

02 Accountability

Roles and responsibilities in defining and implementing Tieto's Human Rights Policy are communicated and understood across organization. Management is involved in implementing the Policy, in risk prevention and mitigation. All employees play an active role in upholding the principles of the Policy within their area of control.

03 Human rights due diligence

Human rights due diligence is performed on a continuous basis throughout business operations to address our human rights impacts. This includes identifying, assessing, investigating, preventing, mitigating, ending, monitoring, and remedying any actual or potential adverse human rights impacts that Tieto may cause, contribute to through its business activities, or that may be directly linked to our operations, products, or services by our business partners. Tieto is committed to engaging with stakeholders affected by the company's operations during the course of human rights due diligence (especially members of any vulnerable groups), as well as during the tracking, monitoring, and evaluation process.

04 International recognized standards

While respecting domestic laws, potential conflicts between these laws and international human rights standards might occur in the locations Tieto operates in. In such situations, Tieto strives to prioritize the principles of internationally recognized human rights to the best of the company's ability, finding ways to advance the company's commitment to respecting human rights.

05 Commitment across value chain

In cases where business partners or other partners contributing to Tieto's operations, products or services are found to have severe infractions to Tieto's Human Rights Policy, the company notifies the respective party to adopt remedial measures. The company may exercise its right to terminate the business relationship should the abuse continue.

06 Tracking of performance and communication

Measurable and transparent indicators are monitored regularly to assess the implementation of this Policy. Performance, including performance within salient issues, is reviewed, and reported regularly as part of Tieto Corporate Governance. Throughout tracking, monitoring and evaluation, the company aims to engage and seek feedback from parties whose human rights have been impacted. Tieto is committed to communicate its human rights performance promptly and efficiently— including due diligence, responses, performance, and reporting also annually.

07 Mechanisms for grievance and remediation

Tieto maintains and promotes open and transparent channels of communication to allow internal and external stakeholders to raise concerns without fear of retaliation or reprisal. Reports of violations can be made confidential and in full anonymity through the company's external whistleblowing channel and all reports are investigated in a fairly, transparent and timely manner. Lessons learnt are actively leveraged to prevent future recurrences. Tieto cooperates with applicable state-based judicial and non-judicial grievance mechanisms, as well as with multistakeholder and industry-level bodies. Remediation is underpinned by legitimacy, accessibility, predictability, equity, transparency, rights compatibility and continuity.

Document information

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Owner
Head of Sustainability

Approved by
CEO

Tieto is a leading software and digital engineering services company with global market reach and capabilities. We provide customers across different industries with mission-critical solutions through our specialized software businesses Tieto Caretech, Tieto Banktech and Tieto Indtech, as well as Tieto Tech Consulting business. Our around 15 000 talented vertical software, design, cloud and AI experts are dedicated to empowering our customers to succeed and innovate with latest technology.

Tieto's annual revenue is approximately EUR 2 billion. The company's shares are listed on the NASDAQ exchange in Helsinki and Stockholm, as well as on Oslo Børs.

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