

Key human rights impacts	Impact description	Management measures
<p>Non-discrimination and equality</p>	<p>Kesko is committed to treating its employees equally and fairly. Equality and non-discrimination are key principles in recruitment, remuneration, career opportunities, workplace interaction and leadership.</p>	<p>Employee survey and actions based on the results Training on the K Code of Conduct and operating guidelines People policy Trainings for managers Diversity commitment in job advertisements E-learning on diversity at workplace and unconscious bias Promoting women's career development Measures to investigate suspected discrimination</p>
<p>Fair wages and compensation</p>	<p>Kesko is committed to providing all employee groups with an adequate wage based on national pay levels and covering at least the basic needs of employees and their families.</p>	<p>Collective labour agreements or statutory minimum wages People policy Total compensation (base pay + tangible/intangible elements) Annual pay analysis and review of wages</p>
<p>Safe and healthy working environment</p>	<p>Kesko provides its employees with work and a working environment that protects their health and safety. The number of occupational accidents is actively reduced through proactive measures.</p>	<p>Occupational safety plans and actions Occupational safety standards Preventing psychosocial strain People policy Occupational accident monitoring systems and targets set to reduce accidents Occupational health services and support for rehabilitation “Puhutaan työ kuntoon” operating model</p>
<p>Protection from harassment and inappropriate treatment</p>	<p>Harassment or inappropriate treatment is not accepted at Kesko and efforts are also made to prevent it. Everyone is responsible for intervening in situations that place a mental or physical burden on themselves or colleagues.</p>	<p>K Code of Conduct Trainings for managers Operating model against harassment and inappropriate treatment Employee survey results SpeakUp channel</p>
<p>Freedom of association and right to collective bargaining</p>	<p>Dialogue between labour market parties ensures fair working conditions and terms of employment for personnel in accordance with local legislation and labour market practices.</p>	<p>Co-operation practices People policy</p>