

Public - Cognite's Human Rights Policy

Respect for fundamental human rights is central to Cognite's business philosophy.

Cognite conducts its business in accordance with the United Nations Guiding Principles on Business and Human Rights, the Norwegian Transparency Act of 2022 (Åpenhetsloven), and the OECD Guidelines for Multinational Enterprises, the latter of which requires corporations to conduct human rights health checks on all their partners and associates to facilitate positive change. This includes our commitment to the rights and freedoms of association, minimum wage and good working conditions, antislavery and child labor, respecting diversity, antidiscrimination, and workers' health and safety.

We require all our internal and external stakeholders to comply with this policy. Our commitment to human rights is also reflected in our [Code of Conduct](#) and our [Supplier Declaration](#).

Governance

To give effect to this policy, Cognite's compliance officer will conduct due diligence on all our business partners, vendors, and customers.

Our processes set out key steps to ensure that we identify any potential human rights violations:

- 1) **Identify any real or potential human rights violations.** We will carry out background searches of all business partners, vendors, and customers. We recognize that a good due diligence process is the key to identifying any actual or potential adverse impact with which we may be involved, whether directly or indirectly through our own activities or business relationships.
- 2) **Mitigate, remediate, or reduce identified risks.** We will evaluate the cultural, social, and economic environment of the area of our business operations to maintain an open dialogue and to bring about positive influence.
- 3) **Monitor stakeholders for changes.** We have developed processes that ensure that human rights due diligence is an ongoing process and not just a one-off task.
- 4) **Be transparent about our actions and processes.** Openness and transparency are core values at Cognite. If you have any questions regarding our policies or processes, you may direct your inquiries to compliance@cognite.com. You can also report any concerns or suspicions through our whistleblowing channel, located [here](#).

Our impact

Cognite's vision is an industrial world powered by data and algorithms, freeing human creativity to shape a safer, more efficient, and more sustainable industrial future.

Our flagship product, the Industrial DataOps platform Cognite Data Fusion®, enables industrial data and domain users to collaborate quickly and safely to develop, operationalize, and scale industrial AI solutions and applications to deliver both profitability and sustainability.

For more information on how Cognite makes a difference, see our [customer stories](#) and our [sustainability report](#).