

A photograph of two scientists in a laboratory setting. They are wearing white lab coats, blue hairnets, and face masks. The scientist on the left is pointing at a document on the lab bench. The scientist on the right is looking at the document. In the foreground, there is a rack of test tubes. The background shows laboratory equipment and a window. The image has a blue tint and a dark blue overlay on the left side.

2026 HUMAN RIGHTS DUE DILIGENCE REPORT

GRIFOLS

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INTRODUCTION

Grifols adheres to widely recognized international human rights frameworks, including the Universal Declaration of Human Rights (1948), the Declaration of Helsinki (1964), and the UNESCO Universal Declaration on Bioethics and Human Rights (2005). In line with these commitments, the company develops and implements a human rights due diligence process, integrated into the organization's existing internal systems and deployed across relevant corporate and operational functions, with a focus on continuous improvement. This process aims to identify, assess, and address the risks and adverse impacts arising from its activities and business relationships, as well as to strengthen transparency and accountability.

This report outlines Grifols' approach to human rights due diligence and presents the main results for the 2026 fiscal year, offering a structured overview of the most significant risks—both actual and potential—associated with its operations, products, services, and relationships throughout the value chain. The analysis adopts a risk-based approach focused on the impact on people, considering both the regions where Grifols has a greater operational presence and those contexts where the risks of human rights violations are highest. The scope of the process covers the main groups potentially affected, including Grifols employees and third-party staff, plasma donors, clinical trial participants, patients, and local communities, with special attention given to the most vulnerable groups. The analysis covers 100% of Grifols' own operations and 97% of supplier spending for the rest of the value chain, ensuring significant coverage in terms of risk exposure. As part of these ongoing efforts to expand the scope of due diligence, in 2025 Grifols conducted a specific assessment of ESG risks (including human rights) focused specifically on Grifols Egypt for Plasma Derivatives* ("GEPD") with the support of an external expert.

As a result of this exercise, an initial universe of **34** potential human rights risks was identified. These risks represent distinct risk categories, defined independently of specific geographic contexts or the different stages of the value chain. To enable a more granular and contextualized analysis, each of these risks was subsequently analyzed based on the relevant geographies and the different stages of the value chain. This approach allows for capturing variations in risk exposure based on the company's operations and contextual factors. Following their assessment and prioritization, **7** material inherent risks were identified, constituting the main areas of focus for the due diligence process. These risks are analyzed in this report alongside applicable prevention, mitigation, and, where appropriate, remediation measures, as well as the associated monitoring mechanisms.

This report reflects the evolution of Grifols' human rights due diligence process, previously reported in 2023, incorporating a more granular risk assessment methodology and strengthening its alignment with new regulatory frameworks, in particular the Corporate Sustainability Reporting Directive (CSRD) and the regulatory expectations associated with the future Corporate Sustainability Due Diligence Directive (CSDDD). The report was formally endorsed by **Grifols' Sustainability, Communication, and Reputation Committee** and serves as a public reference document to inform stakeholders about the company's approach and its ongoing commitment to responsible business conduct and respect for human rights.

**An entity not controlled by Grifols, in which Grifols holds a 49% stake.*

OUR COMMITMENT TO HUMAN RIGHTS

Grifols' commitment to respecting human rights is an integral part of its corporate governance model and is embedded in its policies, compliance systems, and decision-making processes. **The company recognizes its responsibility to manage the human rights risks and impacts arising from its activities and business relationships, in accordance with applicable international standards.**

Oversight of this commitment is carried out through existing governance bodies. The Board of Directors, through the Sustainability Committee, exercises oversight functions regarding human rights. Within this framework, **the main results and findings of the human rights due diligence process included in this report are presented to the Sustainability, Communication, and Reputation Committee following each analysis conducted.**

At the organizational level, the human rights approach is integrated into Grifols' global compliance system, particularly through the Criminal Risk Prevention Model, applicable to all subsidiaries, which incorporates risks related to human rights among its areas of analysis. This model constitutes one of the reference frameworks for the identification and management of these risks within the corporate structure. **The Criminal Risk Prevention Model is overseen by the Audit Committee.**

Grifols' commitment is grounded in widely recognized international frameworks and is embodied through its corporate policies, including the Code of Conduct, the Human Rights Policy, the Sustainability Policy, the Supplier Sustainability Policy, and other corporate policies and internal codes that guide the actions of the company and its business partners. The due diligence process carried out in 2025 and 2026 reinforces this governance framework and contributes to its progressive alignment with new regulatory requirements, such as the CSRD and the CSDDD, throughout the entire value chain.

WE ADHERE TO THE INTERNATIONAL PRINCIPLES

- International Bill of Human Rights (which includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights)
- Helsinki Declaration
- UNESCO Universal Declaration on Bioethics and Human Rights
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- United Nations Global Compact

AND THE PRINCIPLES OF BIOETHICS

- **AUTONOMY:** Each person makes their own decisions freely and independently
- **JUSTICE:** Health resources must be distributed equitably and fairly
- **BENEFICENCE:** We seek the greatest possible benefit for patients and strive to minimize potential harm
- **NON-MALEFICENCE:** Our actions must not increase the harm a person may suffer

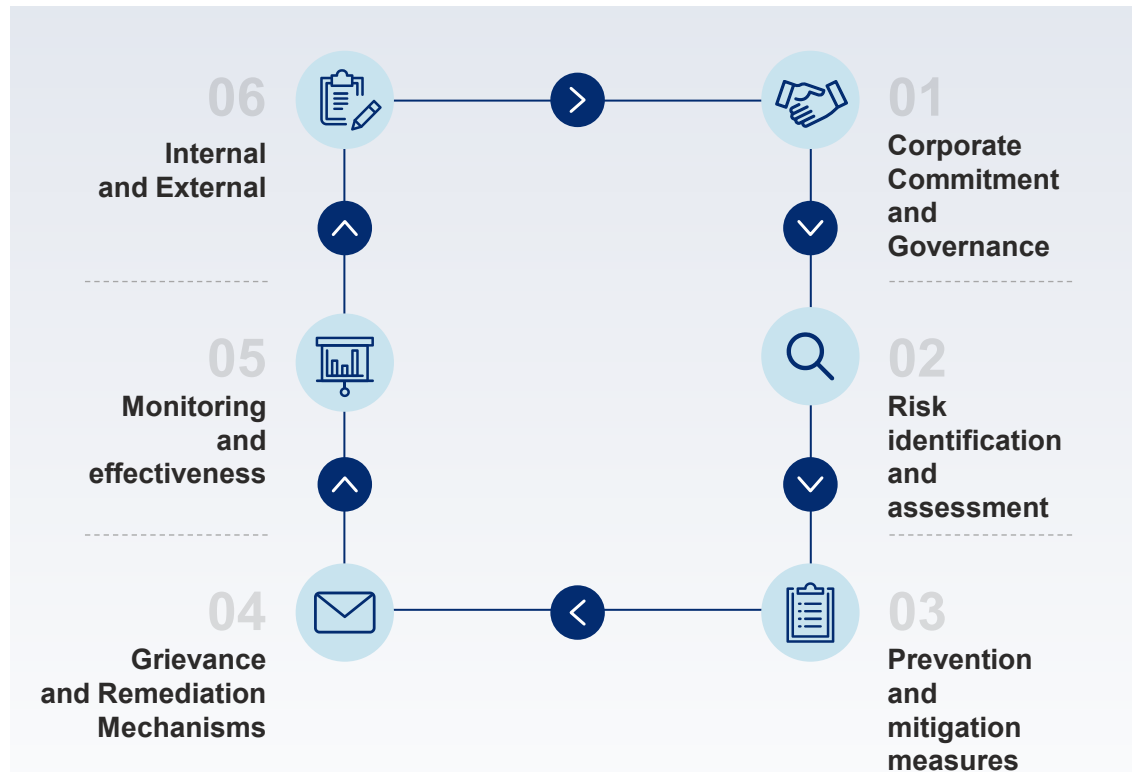


WE ARE ALIGNED WITH THE UN GLOBAL COMPACT AND INCORPORATE VARIOUS PRINCIPLES

- **Principle 1.** We support and respect the protection of internationally recognized fundamental human rights within our sphere of influence
- **Principle 2.** We ensure that we are not complicit in human rights abuses
- **Principle 10.** We work against corruption in all its forms, including extortion and bribery

OUR APPROACH

Grifols' human rights due diligence approach is based on the identification and assessment of risks associated with the possibility of actual or potential adverse impacts on individuals, in relation to its activities and business relationships. This approach is grounded in widely recognized international reference frameworks and relevant sectoral standards, and is tailored to the nature of the company's operations and the contexts in which it operates.



Throughout all these phases, **dialogue with stakeholders serves as a cross-cutting element of the due diligence process**, playing a key role in informing the due diligence process, particularly in identifying risks and reviewing the measures adopted.

See further information in the appendices

Corporate Commitment and Governance

Grifols' due diligence process is underpinned by a formal commitment to respect for human rights, which is integrated into the company's corporate policies, governance systems, and oversight mechanisms. This framework enables the systematic application and monitoring of the due diligence approach throughout the entire organization

Risk Identification and Assessment

Grifols systematically identifies and assesses actual and potential human rights risks associated with its operations and business relationships, taking into account the various stages of the value chain. Risk prioritization is based primarily on the severity of impacts on people, considering the risk that remains after applying existing prevention and mitigation measures.

Prevention and mitigation measures

Grifols defines and implements measures to prevent, mitigate, or, where appropriate, stop adverse impacts. These measures are integrated into existing internal processes, control mechanisms, and management systems, and are reviewed periodically to ensure their adequacy in light of the identified risks

Grievance and Remediation Mechanisms

Due diligence includes appropriate channels, such as the Ethics Line, so that employees, donors, patients, suppliers, and other stakeholders can raise concerns or report impacts. Grifols evaluates these complaints and, where appropriate, cooperates to provide or facilitate effective, accessible, and non-repressive remediation processes.

Monitoring and effectiveness

Grifols continuously monitors the effectiveness of the measures adopted to manage identified risks and impacts, including reviewing the effectiveness of controls and the evolution of residual risk

Internal and external communication

The company transparently communicates the identified risks and the actions taken. This communication meets the expectations of international standards and emerging regulatory frameworks (CSRD and the CSDDD) and reinforces the traceability between identified risks, the measures adopted, and their follow-up.

RISK IDENTIFICATION AND ASSESSMENT

1.1 – Identification of actual and potential risks

In 2026, Grifols carried out a systematic and ongoing exercise to identify actual and potential human rights risks associated with its operations, products, services, and business relationships throughout its entire value chain. Risk identification takes into account potential **impacts on various groups of people**, including patients, employees, plasma donors, clinical trial participants, and workers and communities along the value chain.

Risk identification has been based on **international reference frameworks** for human rights and bioethics, as well as relevant industry standards, and has combined the analysis of external and internal sources to obtain a comprehensive view of potential impacts on people.

External sources include sectoral and geographic risk analyses, information shared within the framework of sectoral initiatives such as the Pharmaceutical Supply Chain Initiative (PSCI), as well as third-party ESG assessments, including EcoVadis, which help identify areas of greatest exposure in the supply chain and understand risks by country and sector.

Likewise, the process has incorporated **internal sources**, including dialogue with key areas of the organization and the use of existing risk analyses, such as previous human rights due diligence exercises, ESG risk assessments, the company's global risk map, and analyses conducted within the framework of the Criminal Risk Prevention Model.

The analysis conducted provides a more detailed understanding of risk exposure based on both the geographic context and the position in the value chain. By geography, the identified risks are distributed across North America (44%), Europe (38%), and the rest of the world (18%). In relation to the value chain, the risks are distributed across the company's own operations (39%), upstream activities (26%), downstream activities** (11%), and risks affecting multiple phases of the value chain (24%).

This breakdown reflects the variability of risk exposure and allows for a more precise assessment of potential impacts on people, contributing to a more robust prioritization of human rights risks.

**Within the framework of human rights due diligence, Grifols defines risks as the likelihood that its activities, operations, or business relationships will result in actual or potential adverse impacts on people's rights.*

***Both upstream activities and downstream activities include Tier 1 suppliers and contractors.*



RISK IDENTIFICATION AND ASSESSMENT

1.2 – Assessment and Prioritization of Actual and Potential Risks

Grifols systematically assesses the actual and potential human rights risks identified during the identification phase, with the aim of understanding their relative significance and supporting their management over time as part of its ongoing due diligence process.

The risk assessment was carried out in collaboration with the Enterprise Risk Management team, ensuring consistency with the company's global risk management framework and the integration of human rights risks into existing corporate processes.

As part of this exercise, Grifols has maintained a structured dialogue with those responsible for the various identified risks, in order to consistently and comparably apply the defined assessment methodology and analyze both actual adverse impacts—those that have already occurred—and potential ones—those that could materialize in the future.

The assessment was based on an approach focused on the impact on people, considering **the severity and probability of actual and potential adverse impacts**.

In line with the United Nations Guiding Principles, severity is assessed independently of probability. Severity has been analyzed taking into account

- ⇒ the scale of the impact,
- ⇒ its scope, and
- ⇒ its degree of irreversibility.

While the probability of occurrence has been assessed by considering contextual factors such as

- ⇒ the geographic setting,
- ⇒ the sector of activity and
- ⇒ the company's prior experience.

Determining the Risk Level

The **combination of these criteria has made it possible to determine the level of inherent risk** associated with each assessed risk impact.

Likewise, **the assessment has taken into account existing prevention and mitigation measures**, which has allowed us to analyze **the evolution of the risk level from an inherent perspective to a residual perspective**, as well as to identify those areas where it may be necessary to strengthen controls or adopt additional measures.

The results of this assessment inform the analysis of the prevention and mitigation measures described in the following section and the ongoing monitoring of risks within the framework of the human rights due diligence process.

PREVENTION AND MITIGATION MEASURES

Grifols has established a structured control framework to prevent and mitigate adverse human rights impacts throughout its operations and value chain, based on a culture of respect, responsibility, and compliance.

This approach combines cross-cutting measures—such as the Code of Conduct, the whistleblowing channel (Grifols Ethics Line), corporate policies on human rights, diversity, and integrity, as well as training and awareness-raising initiatives—with specific controls and procedures associated with certain risks, activities, and business relationships.

In terms of training, Grifols promotes awareness and knowledge of human rights through initiatives targeting different groups. These include general training for new hires and specific training for roles exposed to higher risks, such as procurement teams, addressing relevant ESG issues, including human rights and modern slavery.

As part of the due diligence process, Grifols has analyzed the **existence of prevention and mitigation measures applicable to the identified risks**. In addition, the analysis confirms that the main sites within the scope of the assessment have mitigation and risk management plans in place, aimed at preventing and reducing the most significant adverse impacts. This has made it possible to identify strengths in the control environment as well as areas where existing measures may need to be progressively strengthened.

Some of the identified human rights risks stem from structural factors within the sector and specific stages of the value chain, meaning that while they can be mitigated through appropriate controls and measures, they cannot be completely eliminated and require ongoing management and review. In this context, Grifols views human rights due diligence as a process of continuous improvement and is committed to progressively strengthening its prevention and mitigation strategies and, where appropriate, to cooperating in the remediation of adverse impacts, including through the use of mechanisms for influence and collaboration with third parties.

KEY HUMAN RIGHTS RISKS

Salient inherent risks	Description	Potentially affected stakeholders	Affected value chain stage	Existing prevention and mitigation measures
1. Health, safety, dignity, and autonomy of plasma donors and clinical trial participants	These risks may arise from inadequate eligibility assessments, insufficient ethical or operational oversight, or non-transparent informed consent processes, potentially leading to adverse health impacts, undue influence on participation, or limitations to fully informed and voluntary decision-making. Such risks may affect the protection, safety, and well-being of individuals involved in plasma donation and clinical research. If not effectively managed, they may undermine participant protection and trust in these activities, particularly in sensitive contexts	Plasma Donors Participants in clinical trials	Own Operations, Upstream activities	We address these risks through a robust quality and clinical governance framework aligned with GxP standards, supported by the Global Quality Policy, the Human Rights Policy, and the Plasma Donor Policy, which embeds bioethical principles across activities. This framework establishes controls over donor eligibility, clinical trial conduct, and informed consent processes. It is reinforced by monitoring and audit mechanisms, as well as hemovigilance and pharmacovigilance systems, in line with the Pharmacovigilance Policy, to identify and manage adverse events.

KEY HUMAN RIGHTS RISKS

Salient inherent risks	Description	Potentially affected stakeholders	Affected value chain stage	Existing prevention and mitigation measures
2. Privacy and protection of personal and health data	The processing of personal data across operations and the value chain may create risks of unauthorized access, use, disclosure, or loss of sensitive information, including personal, health, and biometric data, particularly for employees, patients, plasma donors, and clinical trial participants. These risks may be amplified by digital systems, third-party involvement, and cross-border data transfers. If not effectively managed, they may lead to privacy breaches or misuse of personal data, compromising individuals' rights and resulting in adverse impacts, loss of trust, and legal or regulatory consequences.	All	All	We address data privacy risks through a comprehensive data protection and cybersecurity framework supported by the Data Protection and Information Security Policies, which define controls for the lawful and secure processing of personal, sensitive, health, and biometric data, including training, privacy notices, and third-party safeguards. Risks are further managed through various types of risk assessments, as well as incident response and breach management processes supported by IT and cybersecurity controls, to prevent misuse and safeguard individuals' rights. We have also established a process to manage and respond to requests to exercise data subject rights.
3. Product safety, quality, and responsible patient impact	Risks may arise where medicinal products, medical devices, or therapies do not consistently meet required safety, efficacy, or quality standards due to weaknesses in product quality, manufacturing processes, supply integrity, or pharmacovigilance systems, potentially leading to adverse health outcomes. If not effectively managed, these risks may negatively impact patient safety, treatment outcomes, and trust in healthcare solutions.	Patients	Downstream activities	We address these risks through a Quality Management System aligned with GxP standards, as defined in the Global Quality Policy, covering manufacturing, testing, and distribution. This is supported by vigilance and pharmacovigilance systems, monitoring, and audit mechanisms to ensure compliance and continuous improvement, and to safeguard product safety, quality, and efficacy.

KEY HUMAN RIGHTS RISKS

Salient inherent risks	Description	Potentially affected stakeholders	Affected value chain stage	Existing prevention and mitigation measures
4. Non-discrimination, equal treatment, and respectful workplace	Workplace environments may give rise to risks of discrimination or unequal treatment, as well as harassment or bullying, including sexual harassment, based on protected characteristics such as gender, age, ethnicity, or disability. In addition, restrictions on freedom of association and the effective recognition of the right to collective bargaining, as well as risks related to unfair or inadequate pay, may affect employees' rights and working conditions. If not appropriately addressed, these risks may undermine employees' dignity and well-being, restrict their rights, limit equal access to opportunities and fair working conditions, and negatively affect organizational culture and inclusion	Employees	Own Operations	We address risks related to discrimination, unequal treatment, harassment, and bullying through a framework of policies and procedures, including a Harassment Prevention Policy and a Diversity & Inclusion Policy, promoting a respectful and non-discriminatory workplace. Our framework also reflects our commitment to fundamental labor rights, including freedom of association, collective bargaining, and fair remuneration principles. These measures are supported by mandatory training, confidential reporting channels, and grievance mechanisms with safeguards against retaliation. Reported cases are investigated to ensure fair and consistent outcomes. Together, these actions aim to protect employees' dignity, well-being, rights, and equal opportunities.
5. Occupational health and safe working conditions	Activities across operations and the value chain may expose workers to unsafe conditions, including hazardous materials, inadequate training, or insufficient protective measures, which also affect contractors and supplier workforces. If not effectively managed, these risks may lead to work-related injuries or illnesses and undermine safe and healthy working conditions.	Employees Workers in the value chain	Own Operations Downstream & Upstream activities	In our own operations, risks are managed through an Occupational Health and Safety Management System aligned with ISO 45001, supported by policies, training, monitoring, and audits. In the supply chain, these risks are addressed through supplier ESG assessments, health and safety requirements embedded in supplier management, and engagement with suppliers—including corrective actions where relevant—to promote safe working conditions.

KEY HUMAN RIGHTS RISKS

Salient inherent risks	Description	Potentially affected stakeholders	Affected value chain stage	Existing prevention and mitigation measures
6. Environmental impacts on communities and ecosystems	Operations and value-chain activities may generate environmental impacts—including air emissions, wastewater discharge, waste generation, noise, and resource use, particularly water—that may affect surrounding communities and ecosystems. Water use and management may pose specific risks in water-stressed areas or where wastewater is not adequately treated, potentially affecting water availability and quality. If not adequately controlled, such impacts may impair the right to a clean, healthy, and sustainable environment, and negatively affect community health, livelihoods, and ecosystems.	Communities	Own Operations Downstream & Upstream activities	We address these risks through an Environmental Management System aligned with ISO 14001, guided by the Environmental Policy and related policies on climate, energy, and sustainability. This framework is complemented by risk assessments, monitoring and audit mechanisms, and governance structures to ensure compliance and continuous improvement. These measures aim to reduce environmental impacts and protect communities, ecosystems, and natural resources, particularly water.
7. Fundamental labor rights and exploitation	Complex supply chains may give rise to risks of violations of fundamental labor rights, including child labor in upstream materials or manufacturing, as well as forced labor, debt bondage, and unethical recruitment practices. Additionally, restrictions on freedom of association and the effective recognition of the right to collective bargaining, as well as the absence of fair and adequate remuneration aligned with living wage standards, may affect workers throughout the value chain. Workers in the value chain may also be exposed to unsafe or substandard working conditions where labor standards, supplier oversight, or recruitment practices are inadequate. If not properly mitigated, these risks may lead to exploitation, restrictions on workers' rights, harm to workers' health and well-being, and breaches of internationally recognized labor standards.	Workers in the value chain	Downstream & Upstream activities	We address these risks through supplier ESG risk assessments that identify exposure to labor rights risks across the value chain, including risks related to child labor, forced labor, and restrictions on fundamental labor rights. This approach is supported by the Supplier Sustainability Policy and the Human Rights Policy, which establish expectations regarding labor standards in accordance with internationally recognized principles, including respect for fundamental labor rights and responsible compensation practices, as well as training for procurement teams to integrate labor rights considerations into sourcing and supplier management. Together, these measures aim to prevent labor rights violations and promote responsible and fair working conditions across the supply chain.

GRIEVANCE AND REMEDIATION MECHANISMS



Grifols' commitment to human rights includes providing or cooperating in the remediation of adverse impacts when they occur, in accordance with the United Nations Guiding Principles on Business and Human Rights. In this context, grievance mechanisms are a key channel for addressing concerns, triggering internal response procedures, and facilitating effective access to remediation.

Grifols has a global ethics channel, the [Grifols Ethics Line](#), which allows employees and third parties—including suppliers, business partners, and other stakeholders—to report potential violations of the Code of Conduct or corporate policies, or situations related to adverse human rights impacts, confidentially and without fear of retaliation, and anonymously where permitted by applicable law. Reports received through the Grifols Ethics Line are evaluated and managed in accordance with defined internal procedures, which include analysis, investigation, and resolution. Where appropriate, these processes involve the adoption of corrective and disciplinary measures, as well as prevention and mitigation actions aimed at preventing the recurrence of such incidents.

Additionally, Grifols promotes a social dialogue based on respect for freedom of association and the right to collective bargaining, adapted to the legal frameworks and contexts of the countries in which it operates. This dialogue is conducted through interaction with the legal representation of employees, including works councils, employee representatives, and trade unions, with whom regular meetings and consultation processes on labor issues are held.

When an adverse impact is identified, **Grifols adopts appropriate corrective measures based on the extent of its involvement** and, where applicable, cooperates with legitimate and credible remediation mechanisms, with the aim of contributing to an appropriate solution for those potentially affected.

Aggregated information on the operation of the grievance mechanisms and the cases handled is reported annually in Grifols' Integrated and Sustainability Annual Report.

MONITORING AND COMMUNICATION

Monitoring the implementation of measures and results

Grifols continuously monitors its human rights due diligence process to assess the implementation and effectiveness of the measures adopted to identify, prevent, mitigate, and, where appropriate, remedy adverse impacts. This monitoring allows us to verify not only the correct implementation of the measures but also their effectiveness in practice, facilitating the adoption of corrective actions when deviations are identified.

Operational monitoring of the process is coordinated by the Sustainability Department, in collaboration with Enterprise Risk Management and the responsible corporate areas, ensuring consistent management of the identified risks and impacts.

In this context, Enterprise Risk Management and the Internal Audit department conduct periodic reviews, including a detailed annual analysis of existing controls and their effectiveness in mitigating the assessed risks, as well as the identification of potential additional measures and remediation plans when necessary.

Likewise, **control systems**—including policies, risk management mechanisms, and reporting channels—are monitored by the responsible departments according to their respective areas of expertise, contributing to the continuous improvement of the human rights due diligence process.

The absence of significant residual risks does not eliminate the need for continuous monitoring or the possibility that the risk profile may evolve.

Internal and External Communication

Grifols transparently communicates the results of its human rights due diligence process, both internally and externally.

Externally, the company makes relevant information about its approach, identified risks, and measures taken available to its stakeholders through various channels and corporate publications.

- Periodically, the **Human Rights Due Diligence Report**, a comprehensive document on the process and the main findings regarding human rights, is published.
- Likewise, the **Integrated Annual Report**, audited by a third party, includes aggregated information on this process, the risks identified throughout the fiscal year in relation to the various potentially affected stakeholders, as well as the mitigation and remediation actions implemented.
- In addition, Grifols publishes an annual **Report on Modern Slavery**, which delves into the specific risks related to this issue throughout the entire value chain.

These documents are published on the company's corporate channels, ensuring that relevant information is accessible to various stakeholders and contributing to consistent and transparent communication regarding human rights risk management.

Internally, the results of the due diligence process are shared with the relevant departments to raise awareness, facilitate the integration of findings into daily operations, and support the implementation of agreed-upon measures. This approach helps strengthen the internal culture of accountability, transparency, and ongoing commitment to respecting human rights.

APPENDICES

Detailed Methodology

Stakeholders involved

The due diligence process is an extension of Grifols’ ongoing effort to identify and manage its corporate risk assessment with a clear focus on human rights.
This process has been carried out primarily in collaboration with and in alignment with the Enterprise Risk Management and Global Procurement departments, and other areas have also been involved when necessary. We have interacted with more than 10 Grifols departments and teams in various meetings, both in-person and online.

Departments involved - Risk managers

Clinical Operations	Data Protection Office
Corporate Quality	Environment
Corporate Affairs	Enterprise Risk Management
Patient Relations	Plasma Procurement
Corporate Human Resources	Global Procurement

GLOSSARY

UN Guiding Principles on Business and Human Rights (UNGPR)	OECD Guidelines for Multinational Enterprises: the responsibility of companies to respect human rights, including the need to conduct due diligence processes to identify, prevent, mitigate, and, where appropriate, remedy adverse impacts.
OECD Guidelines for Multinational Enterprises	Recommendations for multinational enterprises to promote responsible business conduct, aligned with the UN Guiding Principles and applicable to operations and business relationships.
ILO	International Labour Organization: a United Nations agency that promotes international labor standards, social justice, and the rights of workers worldwide.
UDHR	Universal Declaration of Human Rights: a founding document adopted by the United Nations in 1948 that sets forth the fundamental rights and freedoms of all individuals, regardless of their nationality or status.
Danish Institute's HRIA	Human Rights Impact Assessment: a process that evaluates the potential and actual impact of policies, programs, projects, or business activities on human rights. The goal is to identify, prevent, and mitigate any adverse effects on human rights.
ICCPR	International Covenant on Civil and Political Rights: fundamental civil and political rights inherent to all people, such as the right to life, freedom of expression, and the right to a fair trial.
ICESCR	International Covenant on Economic, Social and Cultural Rights: an important international treaty adopted by the United Nations that describes and protects a range of economic, social, and cultural rights.
HRIAM	Guidance on Human Rights Impact Assessment and Management: developed for companies committed to assessing and managing the human rights risks and impacts of their business activities. It provides guidance on how to identify, assess, and integrate findings regarding existing human rights impacts.

GLOSSARY

Human Rights Due Diligence	A continuous process through which a company identifies, assesses, manages, and monitors actual and potential adverse human rights risks and impacts arising from its activities and business relationships.
Adverse human rights impact	An actual or potential negative effect on people's rights that may result from a company's activities, operations, or business relationships.
Human Rights Risk	The likelihood that a company's activities, operations, or business relationships will result in actual or potential adverse impacts on human rights.
Inherent risk	The level of risk associated with an adverse impact before considering the implementation of prevention or mitigation measures.
Residual risk	The level of risk that remains after considering the implementation and effectiveness of existing prevention and mitigation measures.
Key human rights risks	Inherent human rights risks prioritized based on the severity of impacts on individuals, with probability serving as a complementary criterion to guide their management.
Value chain	The set of activities, operations, and business relationships through which a company conducts its business, including its own operations, suppliers, and other business relationships.
Grievance mechanism	A channel or process that allows individuals or groups to raise concerns related to adverse impacts, facilitating their analysis and the adoption of appropriate responses.
Remedy / remediation	A set of actions aimed at addressing and, where appropriate, remedying adverse human rights impacts that a company has caused or contributed to, or in the remediation of which it cooperates when directly linked.

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