



ARLA-IUF agreement to fight sexual harassment

Preamble

- Arla refers to Arla Foods and its operations and all companies in the Arla group that are owned and/or controlled by Arla Foods.
- The IUF refers to the International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations and its affiliated unions in the Arla Foods business sectors.

All parties share a commitment to ensuring that all those employed in Arla workplaces can fully access and effectively exercise their internationally recognized human rights, notably those set out in the United Nations' International Bill of Human Rights¹ and the Core Conventions of the International Labour Organisation (ILO).

According to the ILO, sexual harassment is a form of discrimination under ILO Convention 111 on discrimination in respect of employment and occupation, one of the ILO's Core Conventions. The Convention states that all human beings, irrespective of their race, beliefs or gender have the right to seek their material progress and spiritual development in freedom and dignity, economic security and with equal opportunities.

Sexual harassment can be defined as unacceptable behaviours of a sexual nature which are offensive to the person to which the behaviour is directed. The rejection of, or submission to, such conduct by the victim can be used explicitly or implicitly as a basis for a decision which affects her or his job. Sexual harassment can create an intimidating, hostile, and humiliating working environment.

Sexual harassment disproportionately affects women in the workplace, but can also target men or is based on sexual orientation, and all must be investigated and resolved within the same framework.

Sexual harassment can be perpetrated by colleagues, supervisors and managers but also by subcontractors, suppliers or third parties providing goods or services to Arla facilities.

Declaration of intent

Arla and the IUF believe that a policy of zero tolerance on sexual harassment is necessary to address sexual harassment in the workplace. Such a policy reflects the importance of health and safety at work and the need to protect the dignity and rights of all working at Arla and those in attendance on Arla's premises. It builds on the work of Arla and the IUF on equality and diversity.

Arla and the IUF believe that concrete action is necessary to prevent sexual harassment in the workplace. Arla and the IUF jointly identify the actions and best practices that must be communicated, including to IUF-affiliated organisations, to facilitate concrete action and monitoring procedures.

¹ The International Bill of Human Rights consists of the Universal Declaration of Human Rights (adopted by the United Nations in 1948), the International Covenant on Civil and Political Rights (1966) and the International Covenant on Economic, Social and Cultural Rights (1966).

Principles, procedures and processes for putting an end to sexual harassment in the workplace

As a means of preventing sexual harassment, Arla and the IUF commit to:

- disseminate information about this agreement and the rights and responsibilities of all working at Arla and those in attendance on Arla's premises;
- ensure the zero tolerance policy is well communicated and that all working at Arla and those in attendance on Arla's premises fully understand what is expected of them and know how to report instances of sexual harassment in total confidence;
- organise awareness-raising and training activities.

Arla recognises the importance of establishing a national, gender aware procedure regarding sexual harassment in the workplace, in order to report and resolve incidents of sexual harassment and allow them to be investigated and treated with confidentiality and neutrality.

Arla and the IUF commit to support any victims of proven sexual harassment. This will require specific training of the management and IUF affiliated trade union representatives.

Arla employees whose actions or behaviours are proven to constitute harassment/discrimination will face disciplinary action, ranging from a warning to termination, in accordance with the relevant collective bargaining agreement and/or local regulations, irrespective of his/her position in the company. It is the perpetrator who, when necessary, will be redeployed. Persons making false or malicious allegations shall also be subjected to disciplinary procedures.

Arla will establish the local implementation of this agreement with IUF affiliates in each country, where applicable, through a process of negotiation.

Arla will not tolerate any retaliation or threats against those who report incidents in relation to sexual harassment, and will take appropriate action.

In countries where there are no IUF affiliates and Arla operates, this agreement may serve as a benchmark for implementing measures to prevent sexual harassment in line with the company's global commitment to zero tolerance.

Arla will respond appropriately and seek to resolve any case of sexual harassment that might arise in the framework of its relations with joint venture partners, subcontractors, suppliers or any other type of business relationship that operates within its facilities or under its brands, according to its obligations required by the due diligence principle as stipulated in the Organisation for Economic Co-operation and Development (OECD) guidelines for multinational enterprises.

Next steps

To ensure that the content of this agreement is known to local management and trade union representatives throughout Arla and that effective procedures to prevent workplace sexual harassment have been implemented, the parties shall agree to review procedures to evaluate the progress of their actions through the regular IUF-Arla meetings.

Signed on September 27, 2019

IUF

Sue Longley
General Secretary

Arla

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