**Responsible Renewable Energy: 10 Questions on Human Rights**

**Name of company**: \_\_\_\_\_Vestas Wind System A/S\_\_\_\_\_\_\_\_

**Projects registered under UN Clean Development Mechanism (if any):** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Human rights policy commitment**[*Examples & guidance*](http://business-humanrights.org/en/un-guiding-principles/implementation-tools-examples/implementation-by-companies/type-of-step-taken/human-rights-policy-statements)

1. Does your company have a publicly available commitment to respect human rights? If so, please provide a link.

Vestas recognises its responsibility to respect human rights, and commits to avoid infringing on human rights as set out in the United Nations Universal Declaration of Human Rights and to addressing any adverse human rights impacts with which Vestas may be involved.

The Human Rights Policy outlines commitments and approach. They apply to Vestas’ global operations, and cover both Vestas business as well as vestas´ approach to business partners.

The Human right policy is communicated to internal and external stakeholders on Vestas’ intranet and website. In case of any complaints by employees or business partners on breaches of the policy these can be submitted to the Vestas EthicsLine.

Please visit: [www.vestas.com/~/media/vestas/about/sustainability/pdfs/human%20rights%20policy.pdf](http://www.vestas.com/~/media/vestas/about/sustainability/pdfs/human%20rights%20policy.pdf)

**Human rights due diligence**[*Examples & guidance*](http://business-humanrights.org/en/un-guiding-principles/implementation-tools-examples/implementation-by-companies/type-of-step-taken/due-diligence-general)

1. Does your company identify its salient human rights issues and does it have a due diligence process to manage them? If so, please list the issues and describe the due diligence process (key steps include: impact assessment, integrating & acting on findings, tracking responses & communicating how impacts are addressed).

To ensure that social and environmental risks and impacts are identified, prevented, and mitigated, Vestas conducts Social and Environmental Due Diligence (SEDD) on its wind power projects. The SEDD follows the Environmental and Social Performance standards of the International Finance Corporation (IFC) and the World Bank Environmental, Health, and Safety (EHS) guidelines for wind power plants. The due diligence process generates a Social Risk Report with mitigation actions that are integrated into project plans to ensure integrity in the project execution.

Vestas is continually working on improving communication on this.

Please visit: <https://www.vestas.com/en/about/sustainability#!human-rights-and-labour> and <https://www.vestas.com/en/about/sustainability#!impact-assessment>.

**Community engagement & consultation**[*Examples & guidance*](http://business-humanrights.org/en/guidance-community-engagement-0)

1. What criteria does your company use to identify communities that may be affected by renewable energy projects it is involved in?

Vestas Social and Environmental Due Diligence (SEDD) follow the Environmental and Social Performance standards of the International Finance Corporation (IFC) and the World Bank Environmental, Health, and Safety (EHS) guidelines for wind power plants.

1. How does your company consult with affected communities (on impact assessments, resettlement, benefit sharing plans, etc.)? Please describe what form consultations take and when they are carried out in a project’s cycle.

In most cases Vestas’ main business partner – our customers – have the primary responsibility for undertaking the environmental and social impact assessment including community engagement and consultations.

The form may vary depending on the customer and the local context but the following methods are often used: public meetings, interviews, focus groups, questionnaires, information disclosure and ongoing dialogue. The form is often described by the customer in the project Stakeholder Engagement Plan (SEP).

Vestas seek to work closely together with our customers throughout the project life.

1. Does your company ensure its consultations include the perspectives and respect the rights of all affected community members (including those who may be marginalised for reasons of race, ethnic origin, gender, social status, age, religion, wealth or income or other considerations)? How is this ensured?

The acceptance and trust from local communities where the wind farms are erected are important elements to obtain and maintain social license to operate. It e.g. requires timely and effective communication, meaningful dialogue, to be sensitive to local cultural norms, create realistic expectations, and develop fair grievance mechanisms. The SEDD assesses to what extent this has been taken into consideration and suggest mitigation actions were found relevant.

Vestas and the costumer have an ongoing dialogue on social performance management.

Please visit: <https://www.vestas.com/en/about/sustainability#!main-stakeholders>.

**Free, prior and informed consent**[*Examples & guidance*](http://business-humanrights.org/en/business-action-0/issue-guidance/indigenous-peoples)

1. Under what circumstances does your company commit to seeking an affected community’s free, prior & informed consent to a project? Please provide examples of projects where free, prior & informed consent was sought (if applicable).

The customer is responsible for identify if indigenous peoples (IP) may be impacted by the project. If identified the customer is the responsible party to seek their free, prior & informed consent.

1. What is your company’s process for obtaining and evaluating free, prior & informed consent?

Vestas´ social and environmental due diligence (SEDD) process assess whether the customer has identified IP and if so whether they have given their consent. It can e.g. be through dialogue and negotiations in the land lease acquisition process, public consultations, and the stakeholder engagement process.

1. Has your company faced any challenges in its process to seek free, prior & informed consent for renewable energy projects? If so, please describe what steps your company has taken to overcome these challenges.

Not applicable to Vestas as a supplier.

**Security**[*Examples & guidance*](http://business-humanrights.org/en/security-issues-conflict-zones-0)

1. What steps does your company take to ensure that its own personnel, private security companies it contracts with, and/or government forces providing security to its projects, respect the rights of workers and community members, including those who may oppose its projects?

Vestas has a full time dedicated security department to support the business in the identification and mitigation of security risks, while also ensuring the ongoing alignment with Vestas’s core values, its code of conduct and human rights obligations as defined by the Vestas Corporate Social Responsibility department.

**Remedy**[*Examples & guidance*](http://business-humanrights.org/en/un-guiding-principles/implementation-tools-examples/access-to-remedies-grievance-mechanisms/non-judicial-grievance-mechanisms/company-based)

1. Does your company have a grievance mechanism in place at each project site for affected communities and workers to raise concerns about local impacts, including human rights abuses? If so, were affected communities involved in the design of the grievance mechanism, including its set-up and the types of remedies it provides?

The Vestas' EthicsLine has been established to ensure that inappropriate behavior or incidents are brought forward and handled. The purpose of the EthicsLine is first to ensure that Vestas employees, business partners or anyone associated with Vestas have a place to report inappropriate behavior or practices which may be experienced within the Vestas workplace. Second, the EthicsLine provides guidance when in doubt about ethical issues.

Community members can voice their concern and/or grievances with relation to Vestas´ activities through the project-level grievance mechanism.

Affected communities involvement can differ from project to project.

**Other information**Please provide any further information regarding your company’s policies and practices on human rights that you think is relevant.

Please consult our webpage and annual reporting.