



**Neste
Modern Slavery
Statement
2024**

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This statement has been published in accordance with the UK Modern Slavery Act 2015, Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023, Australia Commonwealth Modern Slavery Act 2018, and California Transparency in Supply Chains Act 2010. It applies to, and sets out the steps taken by, Neste Corporation and its consolidated subsidiaries ("Neste") during the year ending 31 December 2024 to prevent modern slavery and human trafficking in their businesses and supply chains. Neste provides this joint statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes Neste Oyj, Neste Components B.V., and Neste Suisse S.A. pursuant to Section 54(1) of the UK Modern Slavery Act 2015; B J B LLC pursuant to the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023; B J B LLC pursuant to the California Transparency in Supply Chains Act of 2010; and Neste Oyj and Neste Australia Pty Ltd pursuant to the Australia Commonwealth Modern Slavery Act 2018. This statement has been prepared in joint consultation with the aforementioned subsidiaries, whose relevant representatives were provided with the opportunity to contribute to the statement process. The Board of Directors of Neste Corporation, for itself, Neste Oyj, Neste Suisse S.A., Neste Australia Pty Ltd, B J B LLC, and Neste Components B.V. approved this Statement on 28 April 2025.



1. Introduction



Respecting human rights is essential to Neste's [purpose, vision and values](#). Neste respects the wellbeing and human rights of all of our rights-holders, including our employees, the employees of our contractors and service providers, the workers in our supply chain, our customers, and the communities in which we operate. We believe that every person deserves to live a life in freedom, safety and dignity.

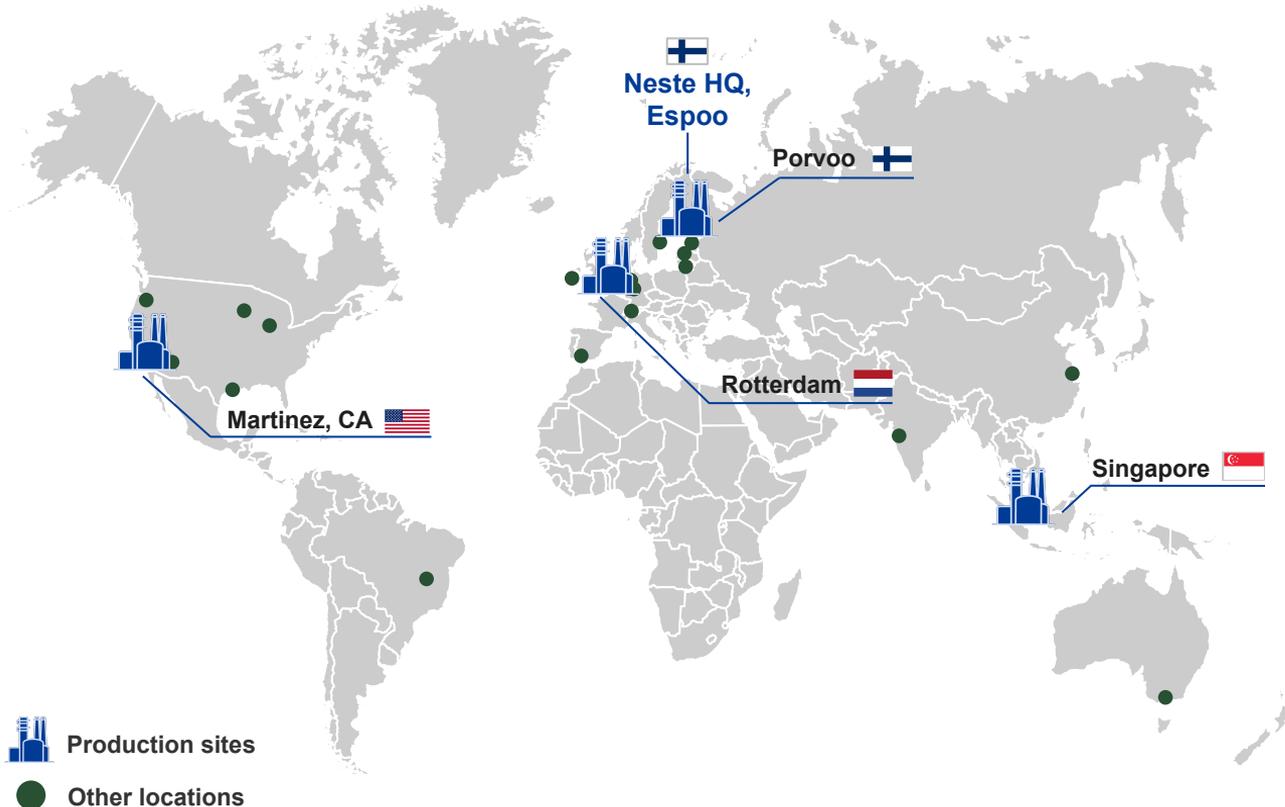
Our [sustainability vision](#) identifies growing inequality, climate change and biodiversity loss as interconnected issues. It includes our [2030 human rights ambition](#) to create a more equitable and inclusive value chain by 2030, in which everyone works with dignity. The four priority areas for action under this 2030 human rights ambition are living wages, children's rights, responsible recruitment and inequality. By taking tangible steps to address these key issues, we aim to advance systemic positive change and tackle the root causes of modern slavery.

Modern slavery is an umbrella term that covers all situations of exploitation that a person cannot refuse or leave, because of threats, violence, coercion, abuse of power or deception. This includes slavery, servitude, forced labor, human trafficking, and slavery-like practices such as debt bondage and the worst forms of child labor. Such forms of exploitation have long-lasting impacts on affected individuals and communities around the world.

Neste supports the elimination of all forms of modern slavery. We recognize that modern slavery is a growing global issue from which no industry is immune, and we understand our responsibility to prevent, mitigate and remediate the risk of modern slavery in our operations and supply chains. As an international business, we also welcome the increasing momentum towards establishing mandatory human rights due diligence, as is outlined in our joint Nordic Business Network for Human Rights [statement](#) in favor of mandatory human rights due diligence legislation at EU level, published in January 2021.

This Modern Slavery Statement details the steps Neste is taking to identify, assess and address the risks of modern slavery and human trafficking in our business operations and supply chains. It describes the steps taken during 1 January - 31 December 2024, and provides an update on the activities and commitments detailed in our [previous](#) Modern Slavery Statements.

Neste has operations on five continents



Production

- Porvoo, Finland
- Rotterdam, the Netherlands
- Singapore
- Martinez, CA, the U.S. (joint operation)

Other Locations

Europe

- Finland
- Belgium
- Estonia
- Germany
- Ireland
- Latvia
- Lithuania
- Netherlands
- Spain
- Sweden
- Switzerland

Asia and Australia

- Australia
- China
- India
- Singapore

Americas

- U.S.
- Brazil

2. Our business and supply chains

[Neste](#) is the world's leading producer of sustainable aviation fuel (SAF) and renewable diesel, enabling our customers to reduce their greenhouse gas emissions.

Neste has operations globally, and refineries in Finland, the Netherlands and Singapore. Our headquarters are in Espoo, Finland. In 2024 Neste employed an average of 5,796 employees worldwide, of which 2,153 were based outside Finland. In 2024, Neste's revenue stood at EUR 20.635 billion.

Neste's businesses are grouped into three reporting segments: Renewable Products (RP), Oil Products (OP) and Marketing & Services (M&S). The value chains for each of these businesses, including their key inputs and outputs are further described on p.6.

Neste's own operations cover refining activities, investment projects as well as commercial operations.

Our upstream value chain consists of the sourcing of raw materials for production, indirect procurement, and the sourcing of materials and products for trading.

Indirect procurement activities cover the sourcing, purchasing, contract and supplier management of goods and services that are not included in the sourcing and delivery of crude oil and other fossil raw materials or renewable and recycled raw materials. Examples of categories covered under indirect procurement include, but are not limited to, utilities, chemicals, materials, equipment, contracting and subcontracting services, research, IT and professional services. In 2024, we spent 4,090 MEUR on indirect procurement, with a total of 6,143 suppliers.

Neste's downstream activities include further processing, distribution and use of Neste's products. In addition, logistics and storage, distribution of products, innovation, R&D activities, and end-of-life management occur across Neste's value chain.

You can read more about Neste's business, operations, supply chains and joint arrangements in our [2024 Annual Report](#).



Neste's business activities are divided into three business areas:

Renewable Products

The Renewable Products segment produces, markets and sells renewable diesel, sustainable aviation fuel, and renewable and recycled feedstock for polymers and chemicals.

Neste produces its renewable products entirely from renewable raw materials at its refineries in Finland, the Netherlands and Singapore, as well as through a joint operation with Marathon Petroleum in Martinez, California (USA). Our current nameplate capacity for renewable and circular products is 5.5 million tons per year.

Neste's renewable raw materials are sourced globally, with waste and residues accounting for 90% of our renewable raw material inputs. Used cooking oil, animal fat from food industry waste, and various wastes and residues from vegetable oil processing represent the top three renewable raw material categories we use. More information about other renewable raw materials in our portfolio can be found on p.14.

The raw material supply chains for our renewable products are extensive and global. In 2024, we procured raw materials from 624 suppliers across Europe, North America, South America, Asia, Africa and Australia.

Significant customer groups include retailers, airlines, and aviation fuel suppliers, as well as polymers and chemicals producers. In 2024, the main market areas for our renewable products were Europe and North America.



Oil Products

The Oil Products segment produces, markets and sells high-quality oil products and related services for the road transportation, heavy machinery, agriculture, aviation and marine sectors, as well as products for the oil and petrochemical industries.

The product range includes diesel, gasoline, aviation and marine fuels, light and heavy fuel oils, gasoline components, and special fuels such as small-engine gasoline, solvents, liquid gases and bitumens.

Neste's oil products are refined in Neste's refinery in Porvoo, Finland. Our crude oil refining capacity is ca. 10 million tons per year.

In 2024, we purchased oil products from 103 suppliers, including natural gas and industrial gas suppliers. Our major crude oil and fossil raw material sources were Norway (7.2 Mt), UK (1.1 Mt), USA (0.8 Mt), and other countries (2.3 Mt).

The main customers for the Oil Products include retailers and distributors, oil majors and trading companies, petrochemical companies and companies marketing lubricants and solvents. The main market areas include the Baltic Sea area, Europe and the Americas.

Marketing & Services

The Marketing & Services segment markets and sells lower-emission fuels and high-quality oil products and associated digital solutions to its customers in Finland, Estonia, Latvia, and Lithuania.

Key customers include consumers, transport service providers, customers in aviation, shipping, industrial and agricultural sectors, municipalities and heating fuel customers.

Transport fuels and high power EV charging services are marketed through Neste's own service station network of 929 stations in Finland and the Baltics. Publicly electric vehicle charging, Neste MY Renewable Charge™, is available at 44 stations across Finland and the Baltics.



You can read more about our three business areas in our [2024 Annual Report](#), p.11-15

3. Policies and contractual controls

Group-wide policies

We have several group-wide policies in place relevant to modern slavery and regularly review and improve our policies and guidance documents, with input from both internal and external stakeholders. Our commitments, policies and principles relevant to modern slavery include, but are not limited to, our [Human Rights Principle](#), [Code of Conduct](#), [Supplier Code of Conduct](#), [Sustainability Policy](#), [Sustainability Principle](#), and [Neste Responsible Sourcing Principle](#). You can find more information about Neste's policies and principles on our [website](#).

Code of Conduct

Neste's [Code of Conduct](#) applies to the entire Neste group and contains key human rights requirements and expectations for all Neste employees to comply with in their daily work. For example, all employees are expected to be aware of how their work impacts the human rights of people in Neste's operations, value chains and communities, understand how to recognize potential human rights risks in their daily work and decision-making, and know how to recognize and report signs of modern slavery. You can read about how we train our employees on the expectations set out in our Code of Conduct on p. 20.

Supplier Code of Conduct

Our [Supplier Code of Conduct](#), outlines the basic requirements Neste expects its suppliers and their own first tier suppliers, contractors and business partners to adhere to and implement throughout their businesses.

Neste's minimum human rights requirements for suppliers are outlined in section 4.1 - 4.7 of the Supplier Code of Conduct, which is based on the internationally recognized human rights and labor standards enshrined in the Universal Declaration of Human Rights and ILO Fundamental Principles and Rights at Work. The Supplier Code of Conduct prohibits child labor and all forms of forced and compulsory labor. It also explicitly requires that all Neste suppliers ensure any recruitment fees and associated costs are not borne by their workers, and that all employees are made aware of the key terms of their employment prior to commitment to work.

Neste aims to include the Supplier Code of Conduct in the contract terms for suppliers, contractors and other business partners participating in the delivery of raw materials, products, components, materials or services to Neste. Companies consolidated through mergers and acquisitions are also expected to implement Neste Supplier Code of Conduct in their sourcing.

In 2024, 100% of the renewable raw material volumes, 81% of the crude oil and fossil raw materials volumes, and 91% of overall indirect contracted spend were covered by Neste Supplier Code of Conduct or equivalent.¹

To support implementation across our business, Neste has issued an e-learning to train relevant Neste employees on the Supplier Code of Conduct requirements, with specific sections on human rights and modern slavery. We also provide live training sessions for selected Neste teams, led by our human rights and sustainability specialists. More information on our e-learning and training workshops is available on p.20.

Neste encourages and supports its business partners to continually improve and develop beyond the minimum, to reach the human rights standards and expectations set out in the Human Rights Principle. Neste has published an official [Supplier Code of Conduct Guidance](#), updated in February 2025, with supporting information and practical recommendations to help our suppliers meet their obligations under the Supplier Code of Conduct. In 2024, Neste organized capacity building on the Neste Supplier Code of Conduct requirements for its renewable raw material suppliers. Read more about these capacity building sessions on p.21.

¹) In certain situations Neste may, after the assessment of the supplier's or business partner's own policies and principles, agree that compliance with their own code of conduct is sufficient for the purpose of complying with the Neste Supplier Code of Conduct). For more information, see Neste [2024 Annual Report](#) p. 142-143.

Human Rights Principle:

Our [Human Rights Principle](#), describes Neste's commitments and responsibilities with regards to embedding respect for human rights across our activities, value chains and business relationships.²

Neste is committed to respecting human rights and remediating adverse human rights impacts throughout its business operations and value chains. Neste demonstrates and meets this commitment by implementing, and acting in accordance with, the [United Nations Guiding Principles on Business and Human Rights \(UNGPs\)](#) and [OECD Guidelines for Multinational Enterprises](#).

Neste respects internationally recognized human rights as set out in the [International Bill of Human Rights](#) and the principles concerning fundamental rights set out in the [ILO Declaration on Fundamental Principles and Rights at Work](#). Neste also respects additional human rights standards and UN instruments elaborating on the rights of vulnerable groups who may need particular accommodation or protection in order to fully enjoy their human rights without discrimination. We are committed to implementing the ten principles of the [UN Global Compact](#) and [UN Women's Empowerment Principles](#), to which we are signatories, and also act in accordance with the [Children's Rights and Business Principles](#) and [UN Declaration on the Rights of Indigenous Peoples](#).

Under the Neste Human Rights Principle, all forms of forced labor are prohibited, including also the prohibition of certain practices that can lead to forced labor such as document retention, recruitment fees, deceptive practices regarding employment contracts and violations of freedom of movement. More information on these topics are available in Sections 5.4 & 5.5 of the [Human Rights Principle](#). We carry out ongoing human rights due diligence to identify, assess and address adverse human rights impacts and prevent and mitigate child and forced labor risks.

²) The Neste Human Rights Principle underwent a minor update in 2024 to reflect organizational changes at Neste. A major update was conducted in 2022, informed by extensive consultation with both internal and external stakeholders and recognized topic experts.

Focusing on salient issues:

Our Human Rights Principle outlines seven priority areas for human rights at Neste – these are Neste's salient human rights issues, that is, those issues that are at risk of the most severe negative impacts through our activities or business relationships:



Neste's most salient human rights issues:

- Fair Employment
- Health & Safety
- Equity, Diversity & Non-Discrimination
- Children & Young Workers
- Modern Slavery
- Fair Treatment
- Economic, Social & Cultural Rights

Every year we analyze the saliency of our human rights impacts based on severity and likelihood. The assessments evaluate our actual and potential impacts on people throughout the value chain at a practical and granular level. This enables us to monitor our progress, account for any new risks resulting from changes in our business and accurately focus and prioritize our work. We also evaluate the effectiveness of our current measures and assess whether existing practices are sufficient in scale and complexity to address our salient issues. In 2024, we held internal workshops to expand the depth and scope of our saliency assessment across our business areas.

Access to remedy

Neste is committed to the remediation of adverse human rights impacts in its business operations and value chains, in accordance with our [Human Rights Principle](#).

Neste provides access to appropriate and effective remedy by making efficient grievance mechanisms available to our rights-holders, including at the operational level and site level and seeks to ensure that grievances are addressed early and remediated directly.

Where Neste identifies that it has caused or contributed to adverse impacts on the human rights of others, we provide for or co-operate in the remediation of the adverse impacts through legitimate processes intended to deliver an appropriate and effective remedy.

Where adverse impacts have occurred that Neste has not caused or contributed to, but which are directly linked to Neste's activities through our business relationships, Neste seeks to use its leverage to prevent or mitigate the risk of the impacts continuing or recurring.

We take seriously any allegations that human rights are not properly respected in our business or supply chains, and encourage individuals, communities, business partners or other stakeholders who have reason to believe such activity is taking place to raise their concerns, without fear of retaliation, via [Ethics Online](#). Ethics Online is available 24/7 and is accessible in multiple languages. Reports can be made anonymously via phone or web service, and can be made by anyone, including children. Any reports made will be investigated confidentially, and Neste will not retaliate against anyone who files a report in good faith. Read more about our grievance procedures and how we respond to allegations of modern slavery on p.19 & 24.

Site-level complaints channels for contracted workers

In 2023-24, Neste established permanent site-level complaints channels (“We Care Channels”) at its refineries to address concerns of contracted and subcontracted workers, including migrant workers. These channels, accessible via QR codes on posters discreetly placed around the sites (see right), enable workers to submit anonymous complaints directly to Neste. The posters inform workers of their rights in various languages and use illustrations and simple terminology to encourage them to report situations in which they may be experiencing exploitation. Neste actively promotes the channels and educates workers on their labor rights during site-entry-permit induction trainings and social toolbox meetings. The complaints are received and managed by local committees. Workers also have the option to report concerns directly to supervisors, or to use Neste's company-wide Ethics Online whistleblowing channel. All channels guarantee confidentiality and protection from retaliation.³ Read more about Neste's We Care Channels and our actions to safeguard the rights of third-party workers on our [website](#), and in the case study on p.12.

3) Additional information on site-level complaints channels established for specific projects in previous years is available in prior [modern slavery statements](#) and on our [website](#).

At Neste, We Care

All people have the right to be treated with dignity. If you experience any of these conditions, you may be in a situation of forced labour.

Wszyscy ludzie mają prawo do godnego traktowania. Jeśli dotyczy Cię któryś z poniższych warunków, możesz znajdować się w sytuacji pracy przymusowej.

Alle mensen hebben het recht om waardig behandeld te worden. Als u één van deze omstandigheden ervaart, bevindt u zich mogelijk in een situatie van dwangarbeid.



Did you have to pay someone to get your job?
Czy musiałeś(-oś) komuś zapłacić, żeby dostać pracę?
Możet u iemand betalen om uw baan te krijgen?



Has your ID/passport been taken away?
Czy odebrano Ci dowód osobisty / paszport?
Is uw ID-kaart/paspoort afgenomen?



Does someone else control your bank account?
Czy ktoś inny kontroluje Twoje konto bankowe?
Controleert iemand anders uw bankrekening?



Are you being forced to work without pay?
Czy jesteś zmuszany(-oś) do pracy bez zapłaty?
Wordt u gedwongen te werken zonder salaris?



Are you being verbally/physically abused or threatened?
Czy doświadczasz słownego lub fizycznego znęcania lub groźb?
Wordt u verbaal/fysiek mishandeld of bedreigd?



Are you living in bad housing conditions?
Mazt zle warunki mieszkalne?
Leeft u in slechte woonomstandigheden?

You can anonymously report any concern about your employment or working conditions using the Neste complaints channel. To make a report, use the QR code using your phone camera or go to [bit.ly/3o8l8t5](#). Your report will be taken seriously and investigated confidentially.

Możesz anonimowo zgłosić jakikolwiek problem związany z Twoim zatrudnieniem lub warunkami pracy, korzystając z kanału zgazań Neste. Aby utworzyć raport, użyj kodu QR korzystając z aparatu swojego telefonu, lub przejdź do [bit.ly/3o8l8t5](#). Wszystkie raporty zostaną potraktowane poważnie i poufnie sprawdzane.

U kunt uw bezorgdheid over uw arbeidsomstandigheden anoniem melden via het Neste-meldpunt. Scan de QR-code met de camera van uw telefoon of ga naar [bit.ly/3o8l8t5](#) om een melding te maken. Alle meldingen worden serieus genomen en vertrouwelijk onderzocht.



Get help / Otrzymaj pomoc / Zoek hulp:



4. Risks of modern slavery

Neste has undertaken several initiatives to identify and understand how human rights risks, including modern slavery and child labor, may be present in our operations and supply chains. In order for us to effectively prioritize our activities, our risk assessment includes mapping supply chains and operations, country risk assessments, individual project risk assessments, desk-based research, supplier surveys and self-assessment questionnaires, supplier engagement, and discussions with expert stakeholders.

Country risk

A key element in understanding the risk of modern slavery in our supply chains is assessing country risk. We use a bespoke, industry leading, country risk assessment methodology from Verisk Maplecroft to map modern slavery risks for the countries in which we operate and have supply chains. We maintain an up-to-date country risk categorization based on country risk indices, including specific indices related to modern slavery, such as child labor, forced labor, and migrant workers. Our categorization also includes a list of no-go countries and regions based on considerations including trade sanctions, conflicts and sustainability risks. The country risk assessment allows us to effectively prioritize our activities by identifying the most significant modern slavery risks in certain countries or geographical areas.

We recognize that modern slavery is prevalent across the world, including those countries and regions traditionally perceived as low risk. Read more about how we integrate country risk assessments into our sustainability and human rights due diligence processes on p.13-18.

Risk by sector and geography

Risks in PFAD supply chains

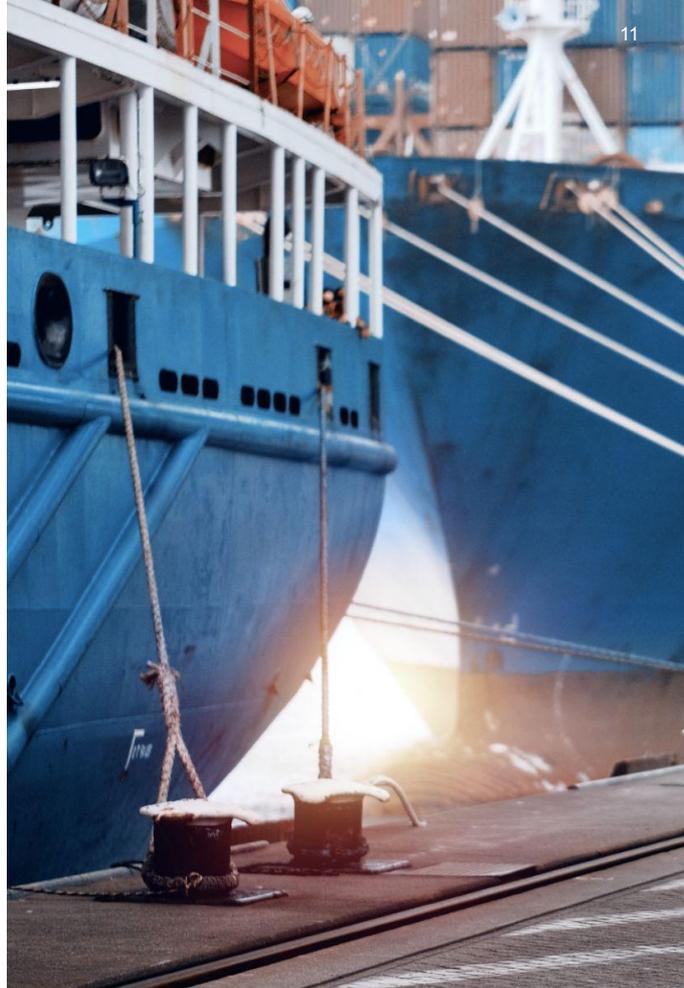
While we acknowledge that modern slavery can be found in all countries and industries, we have identified our renewable products supply chains in the palm sector⁴ in Southeast Asia as having the highest risks for forced labor, child labor and indebted labor, with migrant workers being particularly vulnerable to negative impacts. As detailed in our [previous](#) Modern Slavery Statements, this is based on the results of a third-party corporate-wide human rights impact assessment by [BSR](#) on Neste's business and value chains (2016); social and labor studies on the ground in Indonesia and Malaysia (2015–2016); supplier engagement activities (2015–2024); findings from sustainability audits (2017–2024); an ethical recruitment survey of the company's Malaysian palm suppliers (2020); collaboration in various multi-stakeholder initiatives (2016–2024), and ongoing work to map the company's supply chains and assess human rights risks by sector and geography. Based on the assessments, we have evaluated that these forced labor risks are systemic, pre-existing structural issues in the palm industry in Southeast Asia, and not caused through Neste's business model or strategy.

Risks in new sourcing regions

We assess human rights risks when planning to enter new sourcing regions for our renewable raw materials. This can involve on-the-ground field research and interviews with rights-holders and/or their legitimate representatives. For example, in 2023-24, Neste collaborated with third-party experts at the Solidaridad Foundation to assess the human rights impacts associated with its Brazilian supply chains. The assessment included gender-sensitive interviews with various groups, including representatives of value chain workers and Indigenous peoples.

Shipping

The global shipping industry has been identified as being particularly susceptible to the risk of modern slavery. Recognizing the systemic risks in this industry, in 2022, we carried out a human rights due diligence maturity assessment for Neste's shipping operations which identified gaps in our visibility of issues affecting seafarers working on our chartered vessels. In order to strengthen our visibility and due diligence, in 2023 we surveyed all our time charter vessel partners on their human rights and labor practices for Neste vessels. The assessments were informed by action plans and recommendations developed in collaboration with the Fair Labor Association, ensuring alignment with international best practice and continuous improvement in safeguarding workers rights within our shipping operations. In 2024, Neste continued to mitigate risks of seafarer exploitation through strong marine risk management protocols and regular engagement with time charter vessel owners.



4) Neste does not source crude palm oil but uses different palm oil industry residues in the production of renewable fuels.

Risk by sector and geography

Construction, maintenance and contracting

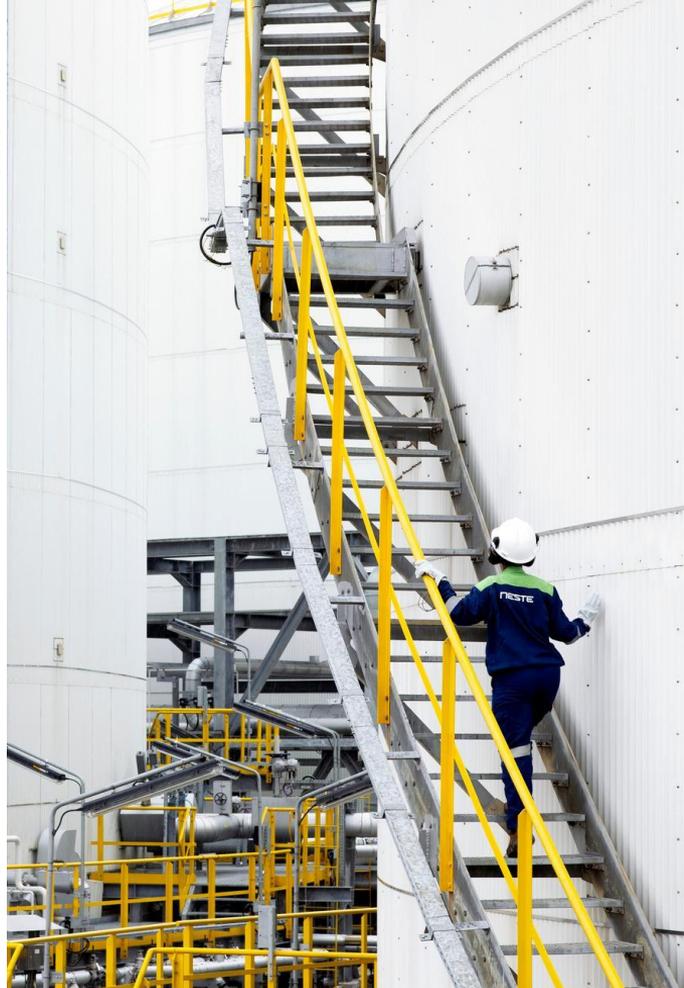
In our own operations, we have identified construction and maintenance projects as being high risk for modern slavery and exploitative practices which can lead to forced labor. During such projects, large numbers of third-party construction and maintenance workers temporarily work onsite at Neste's refineries, with numbers peaking during refinery shutdowns, turnarounds and expansion projects. This includes third-party migrant workers who may not be familiar with the local working language, culture, labor standards or legal requirements, which makes them more vulnerable to becoming victims of labor exploitation.

Recognizing these risks and understanding that exploitation is systemic in the construction industry, we pay special attention to safeguarding the rights of migrant workers and employees working for contractors and subcontractors on Neste sites. We use a range of practices to uphold worker rights and address their concerns, including worker induction trainings, contractor social audits, posters, and regular social toolbox meetings to educate migrant and contracted workers about their labor rights and to encourage them to report concerns directly to Neste. You can read more about the site-level complaints channels established for third party workers at our refineries on p.9 & 24, with more information available on our [website](#).



Example - Rotterdam Capacity Expansion Project:

In October 2021, we commissioned BSR to conduct a Human Rights Risk Assessment for Neste's Rotterdam Capacity Expansion Project to evaluate potential human rights risks before a final [investment decision](#) was made. The methodology used in the assessment was based on the UN Guiding Principles on Business and Human Rights, and included the mapping and analysis of potential risks, a salience assessment to prioritize risks, and recommendations for the management of risks in both the construction and operations phase of the project. In 2022, we began planning contractor audits and key actions to ensure we would be able to hear worker voices during the construction project. In 2023, we implemented a local complaints channel for workers and organized capacity building on our Supplier Code of Conduct for the main contractors at the Rotterdam refinery, covering regulatory compliance, responsible business conduct, occupational health and safety, and human and labor rights, including forced labour. The construction project is ongoing with implementation of site-level worker complaints channels, posters to educate workers on their rights, and robust monitoring of labor practices continuing throughout 2024.



5. Due diligence processes

We conduct ongoing human rights due diligence in our operations and supply chains to identify, prevent, mitigate and, where necessary, remediate the occurrence of modern slavery.

In recognizing that our human rights impacts may change over time as our operations and value chains continue to evolve, we are committed to embedding human rights due diligence across our business on a continuous basis. We achieve this by building human rights due diligence into our existing systems and processes, and creating new processes when needed. When assessing human rights risks we engage with affected stakeholders and pay special attention to vulnerable groups such as women, children, migrant workers and Indigenous peoples. In all cases, we aim to prioritize the wellbeing of our rights holders.⁵ More information on our approach is available in our [Human Rights Principle](#).

Screening potential business partners

We expect all of our business partners and suppliers to uphold the minimum requirements in our [Supplier Code of Conduct](#), a key element in Neste's supplier management system.

Assessing sustainability risks in our supply chains, including for modern slavery, begins before agreements have been signed or raw materials, products, components, materials or services are delivered.

Neste has implemented systematic controls for counterparty screening and monitoring, during which potential business partners undergo automated pre-screening. Counterparties are screened for economic sanctions and similar compliance issues and selected ethical concern categories in third-party enforcement databases and major news outlet sources, which in practice can include topics related to child labor and modern slavery.

Raw material suppliers for Neste's renewable products are subject to additional sustainability due diligence, including human rights due diligence on modern slavery risks such as forced and child labor. Neste uses a risk based approach to determine the type of assessment, which can include desktop reviews, the mapping of supply chains and operations, supplier engagement and sustainability audits. The risk-based approach uses country risk as one element of the risk assessment. Knowing the origin of our raw materials is a fundamental supplier requirement. Where possible, our aim is to gain visibility throughout the raw material supply chain, including our suppliers' suppliers.

Embedding human rights due diligence at Neste

Neste has put in place ongoing management processes to identify, prevent, mitigate and remedy adverse human rights impacts. We continuously monitor and track the effectiveness of our response, with transparent reporting and communication on how impacts are addressed.



⁵) Rights holders are all individuals or social groups whose human rights may be impacted or affected by Neste's business activities, operations, products or services.

Neste's extensive portfolio of renewable raw materials

In 2024, globally

90%

of Neste's renewable raw material inputs were waste and residues.

→ Long term

Today



Used cooking oil (UCO)

UCO consists of oils and fats of a vegetable or animal origin that have been used by the food industry or restaurants to cook food for human consumption.



Animal fat from food industry waste.

Animal fat is derived from the food industry's meat processing waste.



Vegetable oil processing waste and residues

Neste's renewable raw material portfolio includes several vegetable oil processing wastes and residues, such as palm fatty acid distillate (PFAD), spent bleaching earth oil (SBE0), empty fruit bunch oil (EFBO) and palm oil mill effluent (POME).



Other waste and residues

Our raw material portfolio also includes fish fat from fish processing waste, tall oil based raw materials, food waste, technical corn oil and acid oils.



Vegetable oils

In 2024, the share of vegetable oils, such as rapeseed oil, soybean oil and sunflower oil, was approximately 10% of our global renewable raw material inputs.

Growing the renewable raw materials pool short- to mid term by continuous development of new raw materials and our sourcing and pretreatment capabilities.



Novel vegetable oils

produced with regenerative agricultural practices, such as intermediate cropping.



Challenging, lower-quality waste and residues such as acid oils and wastewater-derived grease (i.e., "brown grease").



Lignocellulose

Waste and residue streams from agriculture, forestry and the forest industry provide viable and sustainable raw material options. Our focus is on resources that are currently underutilized.



Algae

Microalgae can be cultivated wherever there is water and sunlight, including saline water and land areas unsuitable for other types of cultivation.



Renewable hydrogen

Replacing hydrogen produced from fossil raw materials with renewable hydrogen is one important means of reducing refineries' GHG emissions. In the long term, renewable hydrogen also builds a foundation for the use of Power-to-X (PtX) technologies and e-fuel production.

Due diligence for renewable raw material suppliers:

Raw material suppliers for our renewable products are subject to rigorous human rights due diligence, as stated in Neste's Supplier Sustainability Approval Principle

The Principle applies worldwide to any Neste company which is establishing a business relationship with a supplier of renewable raw material for Neste's renewable products. It sets the minimum sustainability requirements for approving suppliers through a five-step sustainability due diligence process, including raw material evaluation, risk assessments, counterparty screening, a sustainability review and audits.

The sustainability review encompasses a comprehensive range of sustainability topics that include strong criteria on human rights and modern slavery. As part of this review, all potential renewable raw material suppliers must complete a self-assessment survey that contains questions related to modern slavery and our [Supplier Code of Conduct](#) human rights requirements. The questions cover topics such as fair employment, employment contracts, child labor, forced labor, recruitment fees and use of recruitment agencies, vulnerable groups, retention of identity documents, access to remedy, and freedom of association and collective-bargaining.

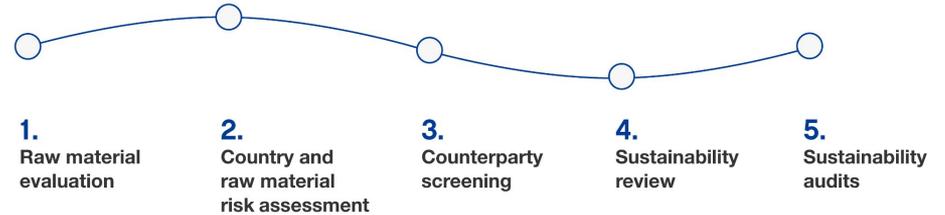
We continue commercial negotiations only with approved parties who meet our sustainability requirements, and all partners must continue to meet these criteria and commit to developing their operations in the future. Our overall approach to advancing sustainability due diligence throughout the supplier relationship is to work with our suppliers to drive positive practices and mutually enhance sustainability performance through continuous engagement, collaboration, and improvement.

The validity period of the sustainability approval for a supplier is three or five years depending on factors such as country risk, raw material volumes supplied to Neste, and the outcome of a supplier's sustainability review. Once the validity period expires, the supplier undergoes a new review.

In addition to understanding the sustainability performance of our direct suppliers, we also want to gain visibility on practices throughout the renewable raw material supply chain, including our second-tier suppliers. During supplier onboarding, we require our renewable raw material suppliers to disclose their supply chain actors and locations as determined by market requirements – and even go beyond that in some cases.

Neste's sustainability due diligence process for renewable raw materials suppliers is mainly managed on Neste's Supplier Sustainability Portal (SSP), a digital platform that is used to facilitate our evaluation of potential and existing renewable raw material suppliers, to support performance monitoring and to enable active supplier engagement. The SSP tracks all of Neste's renewable raw materials suppliers and their data (e.g. deliveries and volumes, raw materials, certifications, etc.). Suppliers are also required to input the location of their own production and processing site(s), and where applicable, their own suppliers' production and processing site(s) on the SSP. In 2024, a total of 222 renewable raw material suppliers were onboarded and screened using sustainability criteria, including modern slavery topics on forced and child labor.

Sustainability due diligence process For renewable raw material suppliers



Sustainability audits:

Neste carries out audits to mitigate sustainability and modern slavery risks in our supply chains. We use a risk-based approach when selecting suppliers to be audited, paying special attention to raw materials or countries with the highest human rights, child labor and modern slavery risks. Sustainability audits are conducted either by our own local sustainability specialists or a third-party auditor. Where possible, we also conduct audits on our suppliers' suppliers (second-tier suppliers or even beyond).

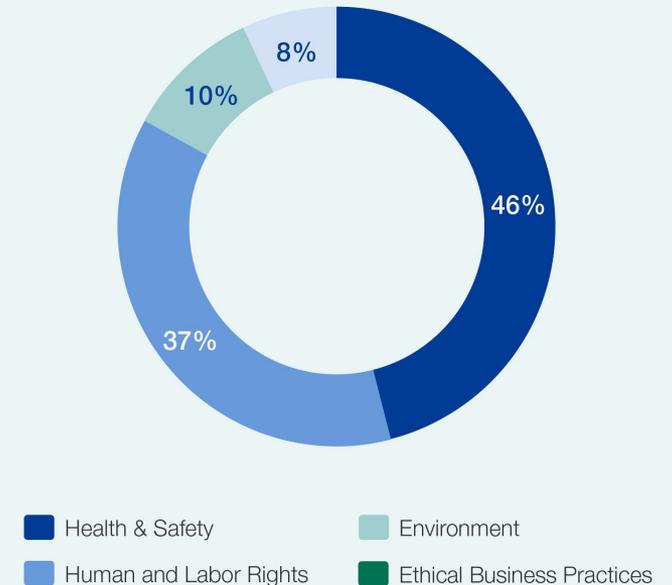
The main purpose of our Neste sustainability audits is to verify that our suppliers comply with the [Neste Supplier Code of Conduct](#) and local regulatory requirements. However, the criteria in our audit framework go beyond compliance by assessing a broader range of human rights topics on top of our minimum requirements. This approach allows us to improve our monitoring and understanding of systemic human rights issues in our supply chains, such as modern slavery and child labor.

Recognizing that traditional approaches to auditing can be limited in their ability to identify and assess human rights impacts, our audit approach was developed in collaboration with Neste's human rights team and external experts. The audit criteria have a strong human rights focus, and include, for example, indicators of forced labor and child labor, recruitment fees, employment contracts, fair wages, favorable working conditions, labor standards, access to basic services, decent housing, grievance mechanisms, and topics related to vulnerable groups (including women and children) and neighboring communities.

Our sustainability audits centralize our rights-holders by including interviews with management, workers with different job profiles, third-party employees and, when possible, union or worker's committee representatives. After the audit, we follow up on cases of non-compliance and require our suppliers to provide remedy for workers and resolve significant open issues within a specified timeframe. The Neste Sustainability Audit Standard, which was published in 2021, sets out the overall requirements for sustainability audits at Neste.

In 2024, we conducted a total of 141 sustainability audits: 66 on renewable and recycled raw materials; 38 on terminals; and 37 contractor audits. Of these, 51 audits were conducted on our direct renewable raw material suppliers and 15 on our renewable raw material sub-suppliers (our suppliers' suppliers). 37% of audit findings for renewable raw material suppliers were related to human and labor rights. The results of our 2024 sustainability audits are summarized on the right and on p.29 of our [2024 Annual Report](#).

Audit Findings – different sustainability categories renewable raw material suppliers, %





Due diligence for indirect procurement suppliers:

Neste's indirect procurement is responsible for the sourcing, purchasing, contract and supplier management of goods and services that are not included in the sourcing and delivery of crude oil or renewable and recycled raw materials. In 2024, we further integrated sustainability into indirect procurement, building on prior risk assessments and studies.

Key actions included:

- Identifying gaps in sustainability due diligence within indirect procurement and prioritizing key areas for improvement (including considerations of child and forced labor risks).
- Increasing the use of standardized supplier surveys and incorporating sustainability (incl. human rights) due diligence clauses in more contracts with suppliers of goods and services.
- Continued mapping of strategic priorities and establishing a development plan for embedding sustainability requirements (including minimum requirements on human rights, forced and child labor) into each stage of our sourcing, purchasing, and supplier management process.
- Engaging our procurement teams in dialogue on sustainability topics, including to identify key human rights risks in sourcing supply chains and mapping priority actions for improving due diligence.
- Continuing to strengthen our due diligence for extractives suppliers by incorporating additional human rights questions in the tendering process for high-risk sectors (including questions on child and forced labor)

Due diligence for crude oil and other fossil raw material sourcing:

As we are transforming from a traditional oil refiner into a provider of renewable and circular solutions, we continue to produce high-quality oil products from crude oil and condensates at our Porvoo Refinery in Finland. Neste is purely a buyer of crude oil; we do not own shares in any company producing crude oil, nor are we engaged in oil exploration or drilling.

The due diligence process for our crude oil and other fossil raw material suppliers includes a country risk assessment and counterparty risk assessment. We also conduct a sustainability review of all new suppliers based on publicly available information regarding topics outlined in the Neste Supplier Code of Conduct, including human rights, forced labor and child labor.

The sustainability review is renewed for fossil raw material suppliers every three years. In 2024, a total of 36 suppliers were assessed. We continued to assess all new suppliers and potential suppliers from countries identified as high risk in our country risk assessment. For more information, see p.30 of our [2024 Annual Report](#).



Responsible recruitment

Neste is committed to advancing responsible recruitment in our operations and value chains, to ensure fair, ethical and transparent recruitment processes that protect the rights and wellbeing of jobseekers. In 2024, Neste took various actions to drive responsible recruitment, including:

- Adding no-recruitment-fee clauses to contracts with recruitment agencies and staffing firms used by Neste.
- Strictly enforcing Neste's Supplier Code of Conduct no-recruitment-fee policy in sustainability audits conducted on suppliers of renewable raw materials.
- Monitoring the implementation of corrective actions resulting from Neste-led audits of migrant worker recruitment agencies used by one of our suppliers in both their sending and receiving countries.
- Using anonymous worker voice surveys to improve our visibility on recruitment practices affecting supply chain and contracted workers.
- Using posters, induction training, and social toolbox meetings to educate the migrant workers employed by contractors operating on Neste sites about their labor rights and to encourage them to report concerns directly to Neste.

In addition, through our participation in the Consumer Goods Forum's People Positive Palm Project, we provide training for Neste's PFAD suppliers to help strengthen their management systems for responsible recruitment. As part of this project, we are also engaging in collective advocacy with the governments of Malaysia and the sending countries of migrant workers, supported by the Fair Labor Association (FLA) and the UN International Organization for Migration (IOM).



Worker voice

Neste has implemented worker voice technology to scale up the number of workers we engage with in our value chain, and to improve our overall understanding of workers' experiences, enabling more targeted and effective human rights due diligence.

The [technology](#) uses an audiovisual survey to enable direct and anonymous engagement with workers via mobile devices. The surveys are designed to be easily accessible for illiterate workers, can be taken in their mother-tongue language, and function in remote regions without internet access, allowing Neste to engage with even the most vulnerable groups of workers.

The technology is used on an ongoing basis throughout the year across Neste's global sourcing regions. In 2024, we conducted 501 anonymous worker surveys in our supply chains across Asia and North America.

The worker voice surveys provide direct insights from value chain workers on a range of topics including but not limited to indicators of forced labor, recruitment fees, children's rights, living wages, inequality, living standards, and issues impacting vulnerable groups such as young workers, migrant workers, women and workers with disabilities.

The insights gathered through these engagements inform the annual human rights saliency assessment, which underpins Neste's human rights policies, and approach to risk mitigation.

[Read more](#) about how Neste is harnessing emerging technologies to advance human rights on our website.

What do we do if indicators of modern slavery are found?

We take seriously and investigate all complaints and allegations of suspected human rights violations. Where adverse impacts have occurred that Neste has not caused or contributed to, but which are directly linked to Neste's activities through our business relationships, Neste seeks to use its leverage to prevent or mitigate the risk of the impacts continuing or recurring.

Our primary means of action is engagement and cooperation with suppliers and contractors to remedy issues.⁷ This is because Neste seeks to prioritize the wellbeing of those whose rights have been harmed, and ending purchases does not resolve problems or provide access to remedy for affected rights holders.

If the sustainability criteria (including on topics related to human rights, forced and child labor) or contractual requirements included in contracts have been verifiably breached, their nature is considered serious, and progress to resolve those issues is not made in a reasonable time, Neste will terminate its contract with the supplier or contractor in question.

More information on our grievance procedures can be found on p.9 & 24. Read more about how we ensure access to appropriate and effective remedy in our [Human Rights Principle](#).

We address adverse human rights impacts once we become aware of them and take action by:⁸

- Conducting a thorough and impartial investigation and depending on the severity of the impact, selecting the course of action (e.g. supplier engagement, audits by Neste's own local sustainability specialists or a third-party auditor).
- Implementing immediate actions to address any urgent or critical issues identified during the investigation.
- Requiring a detailed plan with a timeline for corrective actions from the supplier.
- Cooperating with the supplier and other stakeholders to help develop their operations, practices and processes, perform necessary corrective actions, and monitor the outcomes.
- Monitoring and reporting on the progress online via Neste's log of renewable raw material supply chain grievances.
- Ending purchases if we do not see adequate progress or if the supplier loses relevant certifications.
- Reviewing, improving and adjusting our processes where needed.

⁷ While this is Neste's primary process, our approach allows for more stringent actions to be taken straight away, for example in cases of severe human right abuse, or where more drastic measures are required by law.

⁸ With reference to the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, Neste has not assessed whether its efforts to eliminate forced and child labor in 2024 have caused income loss for vulnerable families in its operations and supply chains.

6. Training & Capacity Building

Understanding that risk assessments, due diligence processes and sustainability audits alone are not sufficient for tackling an issue as hidden and complex as modern slavery, we are also committed to training our employees on our policies, and engage in capacity building with suppliers operating in high risk sectors and geographies.

Training our employees:

Neste's human rights specialists undergo regular training to stay updated on best practices, and engage in regular peer-learning with other specialists and experts in the field to collaboratively tackle challenging topics. For example, through our membership and participation in the [Nordic Business Network for Human Rights](#), our human rights specialists attend full day member meetings multiple times a year, including talks, workshops and round-table discussions. We are also a member of the Finnish corporate responsibility network [FIBS](#), and throughout 2024, our human rights specialists participated in various sessions on business and human rights, which included training on grievance mechanisms and other topics related to human rights due diligence led by third-party experts at Enact. In addition to our membership in these networks, our attendance and participation at the annual UN Forum on Business and Human Rights serves as a platform for us to evaluate our approach and learn from others.

All Neste employees are required to complete a mandatory Code of Conduct e-learning course, which includes topics on modern slavery and advancing respect for human rights. Our Code of Conduct highlights our basic expectation for all employees to be aware of how their work impacts the human rights of people in our operations, value chain and communities. For example, all employees are expected to understand how to recognize potential human rights risks in their daily work and decision-making, and know how to recognize and report signs of modern slavery.

We have also integrated human rights and modern slavery training into both our global induction for all new Neste employees, and our Supplier Code of Conduct e-learning, while also providing live training sessions for selected Neste teams, led by the company's human rights and sustainability specialists. The Supplier Code of Conduct e-learning is available to all Neste employees, and mandatory for employees whose roles are relevant to procurement and supply. The training covers our minimum human rights requirements for suppliers, as well as additional information to help employees understand risks and communicate about them with suppliers (e.g. ILO Indicators of Forced Labor, practical guidance on how to identify and report signs of modern slavery, case studies, and modern slavery country risks for Neste operations and supply chains).

In 2024, 478 Neste employees received training on Neste's human rights policies and modern slavery, as part of Neste's Code of Conduct e-learning. 79% of newly hired employees completed training on topics related to Neste's human rights policies and processes through our global induction program. On top of this mandatory training, many of our employees attended various optional e-learning, workshops and seminars on modern slavery topics held throughout the year.



In 2024,

79%

of newly hired employees completed training on topics related to Neste's human rights policies and processes.

Training our suppliers and contractors:

We believe that close engagement and collaboration with our contractors and raw material suppliers provides us the best opportunities to advance human rights and proactively mitigate modern slavery risks within our supply chains. We therefore engage regularly in capacity building with our suppliers and contractors.

Training on human rights and forced labor for renewable raw material suppliers:

In 2024, we hosted two online training sessions focused on human rights and forced labor for our renewable raw material suppliers and sub-suppliers. The first session, aimed at our raw material suppliers in EMEA and APAC, covered the “Human Rights Basics” for Neste suppliers. This training focused on the key minimum requirements outlined in our Supplier Code of Conduct, including the prohibition of forced labor, recruitment fees, and child labor. It also emphasized our expectations for supplier compliance and shared examples of best practices in these areas.

The second session, held specifically for our raw material suppliers in EMEA, addressed the topic of Forced Labor in EMEA. This session included a deeper dive into the issue of forced labor, its prevalence in the EMEA region, and guidance on how to identify signs of forced labor. It also highlighted examples of both compliance and non-compliance with Neste’s requirements and provided clear instructions on how to effectively report concerns to Neste.

Both training sessions were conducted live, led by our sustainability and human rights specialists. Participants had the opportunity to ask questions, fostering engagement and clarification on the topics covered. In total, representatives from 22 of our suppliers took part in these sessions.

Annual capacity building workshops for PFAD suppliers:

We host annual workshops to foster dialogue with our PFAD suppliers and provide training on Neste’s sustainability requirements and expectations. In 2024, we arranged our latest two-day workshop, with our PFAD suppliers and sub-suppliers from the APAC region attending the event. This time, the workshop focused on EUDR with Indonesian government agencies invited to attend, share updates on the national dashboard and engage in live Q&A. Other major topics covered included human rights due diligence and processes, and worker voice surveys. 26 participants from 14 companies attended the workshop this year. The workshop is co-facilitated by Neste’s sustainability specialists and third-party experts from Proforest and Daemeter. You can read more about our engagement with PFAD suppliers on Neste’s [website](#).



7. Working with others

We believe that human rights are best advanced through collaboration. We actively seek out opportunities to work with stakeholders, to collaboratively enhance our leverage to tackle the root causes of modern slavery, and contribute to systemic positive change.

Neste is an active member of the [Nordic Business Network for Human Rights](#). This helps us stay updated on the most recent knowledge and trends in business and human rights, and provides us with a confidential space to share difficult dilemmas with experts and peers. The network is chaired by the Danish Institute for Human Rights and has an overall focus on capacity building within the member companies, making use of both human rights experts and peer-to-peer learning.

We are a member of the [Consumer Goods Forum \(CGF\) Human Rights Coalition](#). Members of the coalition are committed to helping achieve fair and decent working conditions worldwide by driving individual and collective action in their own operations and supply chains. Neste is committed to ensuring 100% of our own operations are covered by robust human rights due diligence systems by 2025 in line with the Consumer Goods Forum [Maturity Journey Framework](#). In addition, through our participation in the Consumer Goods Forum's [People Positive Palm Project](#), engagement and training is provided for Neste's PFAD suppliers to help strengthen their management systems for responsible recruitment. As part of this project, we are also engaging in collective advocacy with the governments of Malaysia and the sending countries of migrant workers, supported by the Fair Labor Association (FLA) and the UN International Organization for Migration (IOM).

Understanding the urgent need to address the root causes of modern slavery through building inclusive economies and reducing inequalities, Neste is an active member of the World Business Council for Sustainable Development (WBCSD) [Business Commission to Tackle Inequality \(BCTI\)](#), a cross-sector, multi-stakeholder coalition representing business, civil society, intergovernmental institutions, academia, the labor movement, and the investor community. In 2022–2023, we helped shape and develop the BCTI flagship report, [Tackling Inequality: An Agenda for Business Action](#), outlining key actions for individual companies to take in contributing to global efforts to address mounting inequality. Throughout 2024, we were also active in various BCTI working groups, masterclasses and roundtable discussions, to jointly address systemic issues and create more impactful solutions for tackling inequality that go beyond our individual efforts.

We are also involved in multiple collaborative initiatives to advance respect for human rights and address the risks of forced labor in the palm sector. This includes multi-stakeholder collaboration with suppliers, local government, smallholder farmers, NGOs and major brands to drive positive impacts along the value chain. Read more about these initiatives in our [previous Modern Slavery Statements](#).



Collaborating to respect children's rights

Neste is committed to respecting, supporting and promoting children's rights, and implements the [Children's Rights and Business Principles](#) throughout its business operations and value chains, including in its workplace, marketplace and communities. Neste recognizes and respects The Convention on the Rights of the Child and its four core principles.

In 2024, Neste was once again [recognized](#) as a Leader in Global Child Forum's children's rights and business benchmark, [The State of Children's Rights and Business 2024](#). Neste achieved a score of 9 out of 10 in the 2024 benchmark, its highest ranking to date. This accomplishment demonstrates Neste's year-on-year improvement and ongoing commitment to safeguarding children's rights throughout its operations and value chains. Neste is ranked among the top 10 companies out of 1,802 benchmarked across eight sectors and six regions globally, and placed first out of 237 companies in the energy and utilities sector.

The Neste [Human Rights Principle](#) identifies the rights of children and young workers as a salient human rights issue for our company, and defines expectations for addressing children's rights issues in Neste's operations and supply chains. This includes prohibiting child labor, ensuring the rights to education and health for children, and upholding the right to just and favorable work conditions and no hazardous work for young workers.

We are committed to eradicating child labor and recognize the need to find durable solutions that support children and members of their families, who are in or at risk of child labor, to ensure they are given the chance they deserve to better education, protection and future.

In 2024, we continued working in partnership with [SOS Children's Villages](#) India to support vulnerable families and improve children's lives through education and life skills training in Kolkata, Nagapattinam and Bawana. Through this partnership, SOS Children's Villages also offers guidance and local expertise to deepen Neste's understanding of children's rights issues in our supply chains in India. You can read more about this initiative on our [website](#).

As detailed in our previous [Modern Slavery Statements](#), in recent years we have continuously collaborated on various child rights initiatives in the palm sector. This includes supporting ongoing pilot projects in Indonesia and Malaysia to protect the rights and wellbeing of children living in palm plantations with their families. In addition, Neste is a founding member of the [Siak Pelalawan Landscape Programme](#), which promotes the implementation of NDPE (No Deforestation, No Peat, No Exploitation) for smallholder farmers, while also offering environmental education initiatives, such as nature schools, for children in local communities. More information about these initiatives and our broader efforts to respect, support, and promote the rights of children and youth, can be found on our [website](#).

8. Tracking progress and effectiveness

Modern slavery is a complex, multi-faceted issue, which is often hidden and can thus be challenging to address effectively. As such, we are committed to assessing the effectiveness of our due diligence activities, so that we can continuously improve, strengthen and refine our approach. As part of our annual saliency assessment, Neste tracks and evaluates the effectiveness of current prevention and mitigation measures in place, and assesses whether existing practices are sufficient in scale and complexity to address its salient human rights issues. In addition, we track the progress and effectiveness of our actions in the following ways:

Targets & Key performance indicators (KPIs)

Modern slavery is one of Neste's salient human rights issues and forced labor has been identified as a material impact for Neste in our double materiality assessment. Neste tracks the effectiveness of its policies and actions to address modern slavery risks and we report on our progress in our [Annual Report](#). A selection of our targets and KPIs include:

Forced labor: Neste tracks and discloses the number of employees who have received training on modern slavery; actions taken to strengthen Neste's capacity to identify, assess, and address human rights risks in our operations and supply chains; and progress towards ensuring 100% of our own operations are covered by robust human rights due diligence systems by 2025 in line with the CGF Maturity Journey Framework.

Ethics and compliance: Neste tracks and discloses the number and type of grievances reported in person or via our whistleblowing system [Ethics Online](#). We also report the percentage of Neste employees who have completed our Code of Conduct e-learning, which includes topics on modern slavery.

Supply chain and raw materials: Neste tracks and reports the percentage of business partners who have committed to our minimum sustainability requirements in the Supplier Code of Conduct, the number of sustainability audits conducted annually; and the number of renewable raw material and fossil supplier sustainability assessments conducted. These are relevant to modern slavery as our Supplier Code of Conduct, sustainability audits, and supplier sustainability assessments all include criteria on forced and child labor.

Read more about how we track progress and effectiveness on p.43 & 47 of our [2024 Annual Report](#).

Grievance tracking

Neste provides access to appropriate and effective remedy by making efficient grievance mechanisms available to our rights-holders, including at the operational and site level, and seeks to ensure that grievances are addressed early and remediated directly.

As detailed in our [previous](#) Modern Slavery Statements, Neste has established strong procedures for tracking and processing grievances, including a cross-functional team to ensure speed and consistency in how we manage grievance cases. Neste tracks and discloses the number and type of grievances reported in person or via our whistleblowing system in our Annual Report. In 2024, we also began reporting the percentage and type of complaints received through Neste's site-level We Care Channels for third-party workers, viewable on p.47 of our [2024 Annual Report](#).

Neste maintains a publicly available [log](#) of sustainability-related concerns and complaints raised in our renewable raw materials supply chains on our website. This grievance log is updated on a monthly basis to include new grievances, provide status updates on the remediation of existing grievances, and track the effectiveness of the remedial actions taken. Reports documented in the grievance log may involve cases of forced labor or severe human rights issues. The log also encompasses cases of actual or suspected non-compliance with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises that involve value chain workers. Descriptions of the nature of such cases are provided within the log. A [diagram](#) of this grievance handling process is also available on our website.

Suspected or identified misconducts raised via any of the above grievance channels, including our whistleblowing channel, [Ethics Online](#), are reported and handled according to the Neste Misconduct Investigation Standard.

9. Looking forward

We recognize that our business and extended supply chains are not static but continually changing. As an evolving organization, it is essential that we remain aware of emerging risks in our new supply chains and alert to the complex nature of modern slavery. We are committed to improving our understanding and management of modern slavery risks over time, and will continue to reflect on, develop and extend our approach to modern slavery, both in breadth across our key business segments, and in the depth of work within our raw material supply chains and sourcing regions.

We know that there is more work to do and we expect our approach to managing the risk of modern slavery to evolve as we learn from our risk assessments and due diligence processes.

We work according to our values: We care. We have courage. We cooperate.

This Statement was approved by the Board of Directors of Neste Corporation on 28 April 2025.

Signed

Heikki Malinen

President and CEO, Neste



NESTE

Change runs on renewables