

Ethical Guidelines for Suppliers

As a corporation, Aneo itself cannot do right or wrong. It is WE at Aneo, and the sum of our actions along with our partners and suppliers, that determine whether Aneo as a corporation acts legally and ethically responsibly. Therefore, every one of us has a responsibility to act in accordance with our ethical guidelines, which reflect our values: OPEN-BRAVE-RESPONSIBLE.

These ethical guidelines set forth the minimum requirements that Aneo imposes on its partners, suppliers, and their subcontractors. Violations of these guidelines may result in sanctions, including but not limited to financial penalties, reporting to relevant authorities, or contract termination.

By signing this document, the partner/supplier hereby declares the following:

1. Compliance with Laws:

Comply with all applicable local, national, and international laws and regulations, including but not limited to environmental, labor, health, and safety laws. Suppliers shall regularly monitor and stay informed about changes in these regulations and ensure that their operations are always in compliance.

2. Ethical Conduct:

Maintain the highest standards of ethical conduct. This includes, among other things:

- a) Avoiding any form of unethical business practices such as money laundering, bribery, and corruption.
- b) Treating all employees, customers, and other stakeholders with respect, dignity, and fairness.
- c) Not engaging in or contributing to social dumping through forced labor or any other form of exploitation.
- d) Not employing or contributing to any form of child labor.
- e) Ensuring an inclusive work environment that promotes diversity and equal opportunities for all.
- f) Respecting intellectual property rights and confidential information.

3. Environment:

Actively work to fulfill its responsibility for environmental sustainability by:

- a) Systematically working to reduce its footprint through responsible resource management and energy efficiency.
- b) Promoting the development and use of environmentally friendly technology and materials.
- c) Having a system for continuous improvement within the environmental aspect.

4. Health, Safety, and Security:

- a) Prioritize the safety and well-being of all its employees, subcontractors, and stakeholders involved in its activities.
- b) A safe working environment is expected to be created for the entire organization.
- c) Employees have conditions and working conditions in accordance with applicable laws and collective agreements where work is performed.
- d) Employees should be given the opportunity to contribute to continuous improvement and to anonymously report unwanted conditions.

5. Data Security and Privacy:

Ensure that data handled for Aneo, whether personal or business-related, is treated with the utmost care and in accordance with applicable laws on data protection and privacy.

6. Continuous Improvement:

Actively work on continuous improvement in the products and services delivered. This can include processes, technology, environment, etc.

7. Reporting and Compliance:

Adhere to the values OPEN-BRAVE-RESPONSIBLE if violations or potential violations of these guidelines are discovered.