

Policy Statement on Business Ethics

POL.02

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POLICY STATEMENT ON BUSINESS ETHICS

We commit to conduct all of our business in an ethical and responsible manner, to act fairly, transparently, and honestly.

- We prohibit any form of corruption, fraud, or bribery in our business and operations.
- We practice honest and fair business where no stakeholder can seek or gain unfair advantage.
- We implement and improve ISO 27001 and ISO 37001 standards for our anti-corruption, bribery, information security, and conflict of interest management systems.
- We provide training programmes and necessary information to inform employees about ethical behaviour.
- We conduct our business fairly without intentionally impacting any competitor, customer, or sector actor and reject unfair competition practices.
- We show zero tolerance towards anti-competitive behaviours and comply with all competition laws and regulations.
- We manage our information and data securely and protect the data of our stakeholders responsibly.
- We consider equality and justice as fundamental in our business approach and avoid potential conflicts of interest.
- We do not differentiate between stakeholders based on nationality, religion, language, race, gender, sexual orientation, and social status, and avoid prejudiced behaviour.
- We observe justice and honesty in all our relations and demonstrate equal practices for all parties.
- We strictly oppose illegal employment modern slavery, child labour and human trafficking.
- We share the number of cases and incidents of unethical behaviour and activities transparently with all our stakeholders.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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