

Policy Statement on Business Ethics

POL.02

UPDATED 23/09/2024 Rev.1

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.
- The company commits not to test any of its products on animals, nor to carry out animal testing at any of its operations outsource or commission animal testing by any third party.
- 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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