



Commitment to Human Rights

We recognize the importance of protecting human rights. We are fully aware of our role and rely on our resources, training, and the continual updating of these to ensure their respect within our organization as well as in our supply chain. This commitment is in line with our approach to social responsibility.

This commitment is based on our Policy surrounding the prevention and mitigation of risks related to forced labor, human trafficking, and other forms of modern slavery, hereinafter referred to as the "Policy". We recognize the fundamental principles and rights at work as defined in the Declaration of the International Labour Organization (ILO)¹.

Our suppliers' adherence to the Policy helps promote fair practices towards workers. We wish for all our suppliers to share our commitment by respecting the following principles.

Prohibition of Forced Labor

Suppliers must not use forced or involuntary labor, including human trafficking or other forms of modern slavery. Each worker must be employed on a voluntary basis and must be free to terminate their employment with reasonable notice, according to the job held.

Prohibition of Child Labor and Age Verification and Documentation

Suppliers must not employ workers below the legal minimum age for employment, as defined by applicable laws and regulations. Furthermore, mechanisms must be established and maintained to verify age in order to ensure compliance with legal age requirements for employment.

Health and Safety at Work

Suppliers must provide a safe and secure work environment for all workers, ensuring compliance with laws and regulations regarding health and safety at work.

Compliance and Corrective Actions

Anderson Group reserves the right to conduct audits and inspections to verify compliance with the Policy. Suppliers must implement corrective measures in the event of non-compliance. Failure to follow up and implement adequate measures by a supplier could lead to the termination of the business relationship.

Vigilance, Collaboration, and Transparency of Suppliers

Anderson Group requires their suppliers to disclose information regarding policies, procedures, and practices related to labor and human rights when requested. The responsibility for preventing and mitigating risks related to forced labor, human trafficking, and other forms of modern slavery lies at all levels of the supply chain.

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Date

¹ https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/normativeinstrument/wcms_716594.pdf