



Procedure to follow in case of proven or suspected violation of 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 Policy¹ surrounding the prevention and mitigation of risks related to forced labor, human trafficking, and other forms of modern slavery. We recognize the fundamental principles and rights at work as defined in the Declaration of the International Labour Organization (ILO)².

Acts constituting an offense and thus strictly prohibited

- Human trafficking, including the recruitment, harboring, transportation, or reception of people through the use of violence, deception, or coercion. Exploitation includes forced prostitution, forced labor, forced begging, enforced criminality, domestic servitude, forced marriage, and organ trafficking;
- Sexual activity in exchange for payment or in return for a job, goods, or services;
- Humiliating or degrading behavior, or any form of exploitation in exchange for payment or in return for a job, goods, or services;
- The use of forced labor, including any work or service that a person is compelled to perform against their will or under the threat of punishment;
- Acts that directly support or facilitate forced labor, human trafficking, or modern slavery, including:
 - The buying, selling, or trading of another human being;
 - Physical coercion or restriction of someone else's freedom of movement;
 - The destruction, concealment, or confiscation of someone's identification or immigration documents, or otherwise denying access to them;
 - Soliciting a person for employment or offering employment under false or fraudulent pretenses;
 - Failure to comply with housing and safety standards in force in the host country when providing or arranging accommodation;

Actions to take

If you suspect a violation, report it to your supervisor or your contact person at Anderson. If you are uncomfortable speaking to your direct supervisor, share your concerns with another manager at your workplace. You can also send a confidential report by email to: RH@grpanderson.com.

¹ A copy of the Policy is available on our website: <https://grpanderson.com/>

² https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/normativeinstrument/wcms_716594.pdf