

## **HUMAN RIGHTS AND TRANSPARENCY POLICY STATEMENT**

### **INTRODUCTION:**

Axiomatic Technologies is committed to supporting internationally recognized human rights activities and initiatives. Respect for human rights is a core value of our business. We believe that long-term business success can only be achieved if human rights are acknowledged and protected. Our Human Rights Policy Statement sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights. We adhere to all government regulated policies regarding human rights and employee rights. It is our corporate responsibility to uphold these principles throughout our entire organization. Additionally, we expect all stakeholders, including business partners, vendors and suppliers, to be aligned in upholding human rights globally.

Axiomatic Technologies President is responsible for reviewing and overseeing corporate responsibility policies and programs. Axiomatic Technologies Management team oversee the implementation of these policies and coordinates our efforts to identify, address, train and report on our human rights risks and opportunities and foster a dialogue on these issues with human rights experts, employees, shareholders and other stakeholders.

### **HUMAN RIGHTS POLICY**

Axiomatic Technologies Human Rights Policy Statement demonstrates our commitment to supporting and promoting human rights that benefit all our stakeholders, including our customers, employees, shareholders, investors, and the communities in which we live and operate. Our commitment is guided by the following six principles:

#### **ETHICAL BUSINESS CONDUCT**

As detailed in our Axiomatic Anti-Bribery Code of Conduct policy, we are committed to the highest standards of business ethics which govern the conduct of our business operations for all employees. We require all business on behalf of Axiomatic Technologies to be conducted with honesty and integrity in full compliance with all applicable laws and regulations.

#### **EMPLOYEE RIGHTS AND FAIR LABOR PRACTICES**

We believe all our employees deserve to be treated with integrity and respect. Therefore, we promote a work environment of transparency and trust. We compensate our employees competitively and operate in compliance with applicable wage, work hours, overtime and benefits laws and international labor standards.

#### **DIVERSITY AND INCLUSION**

We support and encourage diversity and inclusion within our business and the organizations with which we do business by maintaining workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender



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identification or expression, political opinion or any other status protected by applicable law. We are committed to the protection of women's rights. We're committed to providing equal opportunities for all employees, eliminating all discriminatory practices and promoting a work environment that is free from harassment, violence and intimidation. For more information on Axiomatic Technologies workplace policies, please review our Workplace Harassment Policy and Workplace Violence Policy. We are also committed to diversity and inclusion and adhere to our Accessibility Policy.

#### **SAFE AND HEALTHY WORKPLACE**

Our policy is to provide and maintain a safe, healthy and productive workplace for all our employees that complies with all applicable laws, regulations and internal policies. For more information on Axiomatics health and safety initiatives, please review our Health and Safety Policy Statement.

#### **FORCED LABOR AND HUMAN TRAFFICKING**

We're committed to preventing and prohibiting forced labor of any kind, including all forms of modern-day slavery or human trafficking.

#### **CHILD LABOR**

We do not engage in or condone the unlawful employment or exploitation of children.

#### **TRANSPARENCY POLICY**

For questions related to our Human Rights and Transparency Policy Statement, please email [Paivi.Skaffari@axiomatic.com](mailto:Paivi.Skaffari@axiomatic.com).