



## QHSE

**At ASEA, we integrate health and safety as a natural part of our daily work. We are committed to ensuring that every solution we supply is based on facts at the moment achieved and meet all regulatory requirements and standards.**

**In ASEA we strive for the highest quality and safety in everything we do, Safety comes first.**

It is the policy of ASEA that our employees are our most important asset, and their well-being is our top priority. Our people work with technologies that enable the world of tomorrow to do more with less. We trust people and give them the freedom to act. We will encourage and support personal and professional development and a healthy work-life balance, and we accept diversity in all aspects and do not accept any kind of discrimination. We do not accept any corrupt behavior or any other unethical behavior, legal or illegal. We will live up to our policy by: Guiding our employees with an employee code of conduct and meeting the standards of UN conventions and guiding principles. Providing a working environment where people are treated fairly and can be successful in their life journey. Continuing to learn and value expertise, curiosity, and ambition.

We will live up to our policy by: Ensuring that safety rules are based on applicable legislation as the lowest denominator and that these rules are known by all parties. Assigning necessary resources for effective and relevant handling of the work environment including implementation of technical aids, training, and continuous improvements. Demonstrate 0 tolerance towards discriminatory and abusive behavior as well as ensure adaptation of needs for the individual employee to the greatest possible extent. Proactively prevent work-related injury and/or illness by consulting and involving employees in this work.

This GDPR policy applies to ASEA and its subsidiaries. This policy is a statement of ASEA and its subsidiaries' commitment to fulfill any legal obligations regarding GDPR. The GDPR policy is owned and governed by the CEO and board of directors of ASEA. The CEO is obliged to implement this policy unless it is replaced by a specific company policy covering the same purpose. The policy will be evaluated every two years. It is the policy of ASEA that we respect the individuality of our current and future employees, including their personal data and thus, privacy. Therefore, it is important to prevent unauthorized storage and disclosure of confidential information and personal data. We will live up to our policy by: Ensuring that processing must be lawful, fair, and transparent to the data subject. Only processing a minimum of data for the legitimate purposes specified explicitly to the data subject when the data is collected. Ensuring that stored data is valid and up-to-date and only store it for as long as necessary for the specified purpose or defined by law. Ensuring processing is handled in such a way as to ensure appropriate security, integrity, and confidentiality. ASEA appointing a data controller who is responsible for GDPR compliance in accordance with the relevant national legislation.