



Social Responsibility

ASEA focus attention to business relationships such as working conditions, gender diversity, safety, etc.

We strive to create a work environment with focus is on well-being, safety, personal and career development, and diversity. ASEA have created the privacy/GDPR policy, the employee policy, and the working environment policy to help ensure that our purpose and values are reflected in the work we do in every aspect of our business.

This policy is a statement of ASEA and its subsidiaries' commitment to ensure a good and safe work environment. The Work Environment 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 show through our actions the utmost conviction in ensuring that none of our employees or those working under our management or direct sphere of influence are subject to physical or psychological harm. We will ensure that due diligence is shown in all safety-related matters, working both on-site and off-site.

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 policy is a statement of ASEA and its subsidiaries' commitment to current and future employees. The Employee 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 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.