



## Sustainable Governance

**ASEA focus attention to how we ensure transparency and honesty in the way we conduct business. Within Sustainable Governance we focus our work on Sustainable Processes & Management. ASEA have created the whistleblower policy, the supplier policy, the human rights policy and the anti-bribery/corruption policy to help ensure that our purpose and values are reflected in the work we do in every aspect of our business.**

It is the policy of ASEA to recognize our corporate responsibility to operate with respect to human rights and we acknowledge that we may directly cause or contribute to negative human rights impacts in our own operations and supply chain. Therefore, we fully commit our own personnel and business partners to respect internationally recognized human rights standards and seek to avoid infringement hereof through due diligence processes. In accordance with UN guiding principles on business and human rights, we base our commitment on the international bill of human rights, and we ensure that our supplier code of conduct used towards our business partners follows the same framework. The said framework also contains commitments to ILO's eight core conventions and OECD guidelines for multinational companies. Our compliance commitment follows the highest standard, be it national or international, with the exception where local (host-government) legal frameworks prohibit international standards. In these cases, we seek to respect said principles to the greatest extent possible. We will provide remedy for adverse impacts to individuals or communities, that we caused or contributed to and enable grievance mechanisms through our global whistleblower system as per our whistleblower policy. We will live up to our policy by: Maintaining a supplier policy with a distinct human rights commitment and working together with our supply chain to support them in complying with our Supplier Code of Conduct. Carrying out training for employees where necessary and relevant.

Confidence in the business environment is key to business success. Bribery, corruption, facility payments, and other unethical practices (hereafter corruption) undermine the confidence between customers, suppliers, and all other business relations. It is the policy of ASEA that we enact zero-tolerance against corruption and will exercise due efforts to ensure that corruption does not occur in our business activities. We will neither tolerate active nor passive corruption, thus we may not give, receive, or request payment that would influence the behavior of officials or business partners to obtain an improper or unlawful advantage. Genuine hospitality is not prohibited but must be accepted, offered, or given in accordance with general acceptance and may not leave the customer, supplier, business partner, or own employee with an inappropriate impression of the purpose. We will live up to our policy by: Maintaining an employee and a supplier code of conduct and that these are known by all relevant parties. Abiding all applicable corruption rules and regulations in the countries where we do business. Having a global whistleblower set up to ensure feedback of any non-compliance to this policy without the risk of remedy as per the whistleblower policy.