

January 1st 2024

## **Axis Electronics Business Conduct and Ethics Policy**

At Axis Electronics, we maintain the highest standards of business ethics.

Our policies, procedures and guiding principles underpin our commitment to transparency, honesty, fair dealings and respect throughout all of our business activities. We focus on meeting the exacting business standards demanded by our customers and ensuring that as a minimum we comply with the stringent international regulatory obligations that apply to our business, including the Bribery Act 2010.

We expect our employees to act with integrity at all times. Employees who have access to privileged information must not use it to achieve personal gain for themselves or others. No employee shall engage in personal activities or pursue financial or business interests, which might give, risk to or give the appearance of conflicts of interest with Axis Electronics, its customers or its suppliers, or which might compromise their ability to meet the responsibilities of the job.

Axis Electronics does not offer, promise, give, demand or accept bribes or other unethical inducements in order to obtain retain or give business or other advantage and takes all-reasonable measures within its power to ensure its employees, advisers and suppliers follow the same practice.

We expect any employee to report any violation or suspected violation of our business conduct and ethics policy. Any such incidents should be reported to HR and will be treated in the strictest confidence.

The products and services provided by Axis Electronics are used in high reliability, safety and often life critical applications. We embrace a 'Just Culture' to help us meet our commitment to maintain and reduce product safety risks in the products and services we provide. All staff are required to identify and report faults or concerns with regard to product or process integrity. Staff will not be penalised for unintentional actions or decisions taken that are in line with their training or experience but gross negligence, wilful violations and destructive acts will be addressed.

Axis Electronics recruits, selects and promotes employees because of their qualifications, skills, aptitude, and attitude and treats all employees with respect and dignity. We comply with all relevant UK anti-discrimination legislation and regulations.

Harassment or bullying is unacceptable and will not be tolerated in any form. Under the Equality Act 2010, harassment is unwanted conduct which is related to one of the following: age, disability, gender reassignment, race, religion or belief, sex and sexual orientation and is therefore unlawful. This includes any form of Sexual Harassment. Sexual harassment is unwanted conduct of a sexual nature. It has the purpose or effect of violating the dignity of a worker, or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. Any such incidents should be reported to HR and will be treated in the strictest confidence.

Axis Electronics are committed to operating our business such that; there is no servitude or forced labour, human trafficking, arranging or facilitating the travel of another person with a view that a person is being exploited or conducting any activities that contain violation of human rights within Axis Electronics and our supply chain.

Any employee or supplier, who is aware of any instance of infringement of the 'Modern Slavery Act 2015', is encouraged to report these to Axis Electronics board of directors without unnecessary delay. The requirements of the 'Modern Slavery Act 2015' are included in the Axis Electronics Purchasing Terms and Conditions and Supplier Development Programme.

Paul Chaplin

Managing Director