



Effective from: NOV 04, 2024

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Ethical Business Practices Policy.

Our Commitment to Integrity, Fairness, and Transparency.

1 Introduction

The Ganahl Group is committed to conducting its business activities in alignment with international ethical standards. Integrity, fairness, and transparency form the foundation of our actions and reflect our core values. This Ethical Business Practices Policy outlines our approach to fostering a responsible corporate culture in which legal obligations, moral principles, and our commitment to fair interactions are strictly upheld.

2 Our Commitment

In all our business relationships, we strive to act responsibly, respect our stakeholders' interests, and make a positive contribution to society. Our commitment to ethical business practices extends across all areas of our company and throughout our value chain.

2.1 Standards and Obligations

Our responsibilities include:

- **Compliance with laws and regulations:** Strict adherence to all applicable national laws and regulations.
- **Responsible business management:** Promoting fairness, transparency, and accountability in all business processes.
- **Anti-corruption and bribery:** Zero tolerance for corruption, bribery, or any unethical conduct.
- **Data Protection and confidentiality:** Safeguarding the personal data of our employees, customers, and partners in compliance with applicable data protection laws.
- **Whistleblower platform:** Providing a confidential and anonymous platform for reporting potential misconduct safely and without fear of reprisals.



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3 Measures to Promote Ethical Business Practices

To ensure that our values and standards are upheld across the organization and throughout our supply chain, we implement the following measures:

- **Code of conduct:** Creation of a code of conduct that provides clear guidelines for ethical behavior in the business environment. This applies to all employees and business partners.
- **Supplier commitments:** Integrating ethical standards into our contracts with suppliers to ensure they share and adhere to our values.
- **Monitoring and audits:** Regularly reviewing our business practices and conducting internal and external audits to ensure compliance with our standards.
- **Whistleblower platform:**
 - Providing a secure and anonymous platform for employees and external stakeholders to report misconduct, violations, or ethically questionable practices.
 - Ensuring confidentiality and protecting whistleblowers from reprisals.
 - Conducting thorough investigations of all reports and taking appropriate corrective and preventive action.

4 Measures to Promote Ethical Business Practices

All Ganahl Group employees are responsible for adhering to this policy and actively promoting ethical business practices. We expect our employees to act with integrity, avoid all forms of unethical conduct, and promptly report potential violations via the whistleblower platform or other available channels.

5 Accountability and Transparency

The management team is responsible for the implementation and oversight of this policy. The whistleblower platform is a key tool in our transparency strategy, helping us create an atmosphere of trust.

6 Long-Term Vision

We consider it our duty not only to meet our legal obligations but also to make a positive contribution to society through responsible business practices. With the support of our employees, partners, and our whistleblower platform, we are committed to fostering a sustainable, fair, and transparent business environment.

Note: For the sake of readability, this document has been formulated using gender-neutral language.