

Human Rights & Working Conditions Policy

At TrustMotion, our main goal is to create value. We continuously develop our products, services, and technologies to increase their value for our customers and promote the well-being and safety of people. This is reflected in our overall approach to human rights. Human rights and working conditions are fundamental to our company, encompassing fair treatment, equal opportunities, and safe and dignified workplaces for all employees and stakeholders.

The following principles guide us being the base of our behavior in our daily work:

- » We foster a culture of dignity and respect by promoting open communication, empathy, and recognizing the value and contributions of each individual within our organization.
- » We strictly prohibit any form of forced labor or human trafficking within our company and ensure compliance through thorough vetting of suppliers, regular audits, and robust reporting mechanisms.
- » We are committed to ensuring that no child labor is used in any aspect of our operations or supply chain, adhering to legal requirements and implementing age verification processes.
- » We maintain a discrimination-free environment by promoting diversity, providing equal opportunities for advancement, and promptly addressing any instances of discrimination or harassment.
- » Employees have access to a transparent and confidential grievance resolution mechanism, allowing them to raise concerns or report complaints without fear of retaliation.
- » We prioritize the safety and health of our employees by implementing rigorous safety protocols, providing appropriate training, and regularly assessing and improving workplace conditions.

- » We ensure fair and competitive remuneration for all employees, considering factors such as job responsibilities, qualifications, and market standards.
- » We respect the rights of employees to freely associate and engage in collective bargaining activities without fear of reprisal, in accordance with applicable laws and regulations.
- » We maintain clear and transparent employment relations through written contracts that outline terms of employment, rights, and responsibilities, fostering mutual understanding and compliance.
- » We promote transparency throughout our supply chain by engaging with suppliers who share our commitment to ethical practices, conducting regular audits, and providing stakeholders with access to relevant information regarding sourcing and production processes.
- » We recognize that despite our clear implication to promote proper use of our products and services, there will be instances of noncompliance or misuse by other parties that we are unable to prevent.
- » We continue to improve our culture and knowledge of human rights impacts by use of training, communications and building awareness of our team, our clients, our supply chain, and our business partners.
- » We monitor, analyze and report internally and externally about our human rights work and performance.

This policy applies in addition to any applicable regulatory requirement, for all TrustMotion entities, employees and others working at our sites. For us, human rights and working conditions are not negotiable, and we demonstrate our commitment by adhering to our Code of Conduct. We are encouraged to take additional measures to those set forth herein, in furtherance of the objectives of this policy.