



## GROUP POLICY

**Owner**

CEO

**Valid for**

Axis Group

**Approved by**

Axis Group Management team

**Published**

2024-04-04

**Managed by**

Group HR

**Security**

Public

# *Axis Group Human Rights Policy*

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# Axis Group Human Rights Policy

## 1 Respect for Human Rights

This policy expresses Axis Group's commitment to respect all internationally recognized human rights and to take measures to address, mitigate, prevent, and remediate actual and potential adverse human rights impacts throughout our value chain. This approach is embedded into our operational policies and procedures.

Our vision is to innovate for a smarter, safer world, and to contribute to a better society. Safeguarding human rights is one key aspect of this and our products and solutions play an important role when it comes to protecting people's right to safety and security. We are aware of the privacy concerns that can occur where technology and humans meet, and that potential human rights impacts can occur along our entire value chain.

We are committed to respect human rights as set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs) and have a clear ambition to work together with stakeholders across our value chain to achieve this. Working together with others in a transparent and open way is part of our culture and we believe it is the way forward to identify and address issues our business activities may cause. This means we expect all our business partners, people working for Axis and everyone using our products and solutions to uphold a commitment to respect human rights.

## 2 To whom this policy applies

This is an Axis Group policy and has been approved by Axis Group management team. It applies to everyone working for or representing Axis. We also expect our business partners along our value chain to adhere to this policy and to communicate its content and demonstrate its spirit to their business partners, including any subcontractors they engage with in relation to their business with Axis.

## 3 Bringing this policy to life

### 3.1 Governing standards and frameworks

Axis commits to respect internationally recognized human rights across its business activities, as set out in the

- International Bill of Human Rights. Which consists of the [Universal Declaration of Human Rights](#); the International Covenant on Civil and Political Rights; and the International Covenant on Economic, Social and Cultural Rights,
- [International Labor Organization \(ILO\) Declaration on Fundamental Principles and Rights at Work](#)
- [UN Guiding Principles on Business and Human Rights](#)

- [Organization for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises](#)
- [UN Global Compact \(as a signatory we comply with its 10 principles\)](#)

### 3.2 Human Rights impacts and due diligence

Through our human rights impact assessment we have identified 8 human rights areas where our business activities may have an impact and could create risks. However, it also provides us an opportunity within these areas to influence the protection of human rights in a positive way. These areas include:

- Privacy and Freedom of expression
- Conflict affected and high-risk market
- Freedom of association and collective bargaining
- Discrimination and harassment
- Employment, wages and working hours
- Forced and child labor
- Health, safety and wellbeing
- Environment and community

Our human rights due diligence throughout our value chain is a continuous process. We evaluate, seek to understand and respond effectively on both positive and adverse human rights impacts resulting from our business activities and business relationships. On a yearly basis and upon making significant changes in our business operations, we review, update and prioritize our human rights salient risks as needed, with input from best practices and stakeholder needs.

The human rights areas described above are also reflected in our Supplier Code of Conduct, which we require our suppliers and their supply chains to adhere to. Suppliers are evaluated, selected, and monitored based on the adherence to the Supplier Code of Conduct and this policy.

This policy is as important when it comes to adherence from our distributors, partners and end customers as well. We will evaluate them throughout our product lifecycles, seeking to mitigate and prevent the use of our technology, products and solutions directly or indirectly in a way that impacts negatively on human rights. To our end customers and users, we also communicate clear intent with our products, solutions and offerings.

Our commitment to respect human rights also includes our own employees. With a strong foundation in our company culture, values and policies that include fundamental principles and rights at work, we strive to create a respectful and inclusive workplace. We evaluate our performance on this commitment through employee surveys and fruitful dialogues with employee committees and unions.

### 3.3 Grievance Mechanism and remediation

As part of our due diligence processes, we encourage affected stakeholders to raise concerns and help us identify potential human rights impacts. When we identify adverse human rights impacts that Axis has caused or contributed to, we are committed to take appropriate action to remedy the harm. In situations where we are directly linked to an adverse impact, we will engage relevant business relationships to determine the appropriate remedy.

While our commitment to respect human rights means that we first and foremost aim at enabling remedy for impacts that occur, we also reserve the right to take disciplinary actions that can result in termination of employment or business relationships if it is demonstrated that a material breach of this policy has occurred, and the associated party is unwilling to address the situation. We prohibit any form of retaliation against anyone who raises a human rights related complaint.

## 4 Communication

### 4.1 Dialogue with Stakeholders

We communicate our human rights approach, as stated in this policy, to all stakeholders and business partners with whom we work, through meetings, our website and other communication channels. We continually learn from the human rights experts and converse with stakeholders who are or could potentially be affected by our business activities and business relationships.

Axis seeks to contribute to our stakeholders' understanding of the international circumstances surrounding human rights. Through cooperation and through surveys and audits conducted by Axis, as well as with our responses to the risks uncovered through our assessments, we encourage and expect our stakeholders to join us in addressing human rights issues.

Comprehensive information about how our human rights risks and impacts are identified, evaluated and acted upon, is available in our annual sustainability reporting.

### 4.2 Training

Axis conducts human rights awareness training on a continuous basis to enable employees and business partners to deepen their understanding of initiatives relating to human rights and this policy, and to respond appropriately to human rights issues.

### 4.3 Governance

Working together to respect human rights throughout our business operations is a shared responsibility of employees, business partners, governments and end customers and a

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fundamental part of building trust in our relationships. Our human rights performance is included in our annual sustainability reporting.

## 5 Supporting documents

Our Human rights policy is supported by other Axis group policies, e.g. but not limited to Axis group Code of Conduct, Axis group Environmental policy and Axis group Whistleblower policy.