

## Pexip Human Rights Policy

Key to our company values is that we respect, support and care for each other, which is why respecting human rights is a core part of how we operate. Our business plays a direct role in the human rights of our employees and impacts people across the globe, both through the use of our communication solutions and through our value chain.

We believe in the inherent dignity of every human being and seek to conduct our operations in a way that ensures we maintain the dignity of every person we impact. Our ambition is to respect the human rights of all those we impact, whether directly or indirectly. Pexip is committed to respecting human rights as defined in the International Bill of Rights, the ILO Fundamental Conventions on Labour Standards and the UN Guiding Principles on Business and Human Rights.

This policy applies to everyone at Pexip and its subsidiaries and we expect this policy to be followed by our contractors, temporary personnel, and those who act on behalf of or represent us and third-party personnel, throughout our value chain.

We abide by the following principles:

- Support and respect the protection of internationally proclaimed human rights; and
- Ensure we are not complicit in human rights abuses.


We have carried out a mapping exercise to identify our salient human rights issues. We will use these issues to guide our work and ensure that our most likely and severe negative human rights impacts are managed as a priority. Our salient human rights issues are:

- INSERT RESULTS OF SALIENCY MAPPING HERE

To achieve our commitment to respect human rights, we will:

- Ensure all employees, contractors and suppliers are aware of this policy and expect our contractors and suppliers to do the same for their employees.
- Provide training on relevant human rights topics to our employees, and seek to provide it to our contractors, third-party personnel and suppliers.
- Comply with all relevant local, national and international laws and regulations. Where local laws conflict with human rights standards defined by this document, we will comply with local laws, while working to uphold and promote our human rights commitments.
- Identify, avoid and minimize any negative human rights impacts, through carrying out risk-based due diligence throughout our operations, supply and value chain.
- Manage and monitor our human rights impacts.
- Seek to continually improve our human rights performance.

The Chief People Officer takes ownership for this policy and has responsibility for its implementation. This policy will be reviewed every year.

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