Axnes AS Sustainability Policy and Statement

Revision history

Revision	Date	Description
Draft A1	29-01-2021	Initial Draft
Issue A	29-01-2021	First Issue
Issue B	15-03-2021	Updated - CM
Issue C	29-11-2022	Updated
Issue D	18-10-2023	Address change

Introduction

This Sustainability Statement for Axnes AS is designed to summarise all aspects of the company Sustainability policy in a simple document. It also refers to other policy documents where further detail is required. Our AS9100d / ISO9001:2015 Quality Management System (QMS) forms the basis of all our Sustainability policies. Part of this is to tumble down our sustainability expectations and requirements to our suppliers.

Environment

Axnes AS environmental policy is defined in Document ref: AX-AS-CGL-0023

Axnes AS is fully committed to reducing our environmental impact across the scope of our operation and through the services and systems we deliver to customers.

As part of the global Axnes AS Organisation, Axnes AS (hereinafter referred to as “Axnes”) is fully committed to the principles of environmental sustainability through identifying and addressing the environmental aspects resulting from and associated with, its activities, products and services. In addition, the promotion of the conservation of natural resources is recognised as a priority consideration for the business and for the communities in which the business operates.

Health & Safety (H&S)

Our AS9100D / ISO9001:2015 Quality Management System (QMS) is based on best practice and in accordance with Norwegian Company law regarding H&S. There are annual audits and any findings are dealt with via our NCR system.

As an aviation company there is also a safety Policy in accordance to EASA requirements – Doc ref: AX-MOE-CGL-0094.

Human and Labour Rights

Axnes AS is following all current Norwegian regulations and best practice with regards to Human rights and Labour Force rights.

Anti-corruption and Bribery

Axnes AS has an Ethical Behaviour Policy Doc ref: AX-AS-CGL-0022

The requirements of our **Ethical Behaviour Policy** are mandatory and will be maintained by all who act, in whatever capacity, on behalf of the company. We also expect similar commitment from all in our supply chain.

The policy sets out the company’s commitment to conducting all aspects of its business in an ethical and transparent manner. Our customers, employees, supply chain and the wider community are entitled to expect us to comply fully with all our legal responsibilities, as well as our core business values and ethical principles. This policy has been developed to safeguard the business interests of the company and its employees. The company seeks to promote a culture of honesty and integrity in all its dealings and it will not tolerate acts of fraud, bribery, price fixing, theft of assets/data from the business, trafficking, slavery, social dumping,

mistreatment or any other forms of exploitation or dishonesty. We are also committed to ensuring that neither the company's integrity nor reputation is put at risk. This policy is intended to protect the company and its employees. Breaches of this policy may lead to disciplinary action or criminal prosecution.

Conflict Minerals Policy

Axnes AS complies with current EU policies on Conflict Minerals – we only procure parts from QA checked quality suppliers who ensure that their supply chain only use EU importers of 3TG (tin, tungsten, tantalum and gold) that meet international responsible sourcing standards, set by the Organisation for Economic Co-operation and Development (OECD);

The regulation requires EU companies in the supply chain to ensure they import these minerals and metals from responsible and conflict-free sources only.

We also support the aims and objectives of the U.S. legislation on the supply of "conflict minerals."

We do not knowingly procure "conflict minerals" from sources that directly or indirectly benefit or finance armed groups in the Covered Countries.

Axnes AS fully understands the importance of this issue to its customers and is committed to supply chain initiatives and overall corporate social responsibility and sustainability efforts that work towards a DRC Conflict Free supply chain. We encourage all our suppliers to likewise support these efforts.