

Policy Statement on Anti-Trust and Competition

POL.05

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POLICY STATEMENT ON ANTI-TRUST AND COMPETITION LAW COMPLIANCE

We prioritise ethical conduct in all markets where we operate to achieve business and operational excellence. We commit to the following:

- We comply with competition laws in all regions where we operate and avoid behaviours and agreements that restrict competition.
- We comply with national and international antitrust laws to maintain unrestricted competition in our supply chain.
- We avoid agreements and coordinate practices that may restrict or eliminate competition with our competitors, suppliers, and customers.
- We avoid practices that negatively impacts consumers or exclude competitors from the market.
- We prevent sharing of non-public, commercially sensitive information between our employees and any potential competitor company representatives.
- We create and maintain an ethical and transparent business culture.
- We ensure all employees and stakeholders comply with this policy.
- We train our employees to avoid activities that may breach this policy and report any compliance concerns.
- We ensure confidential reporting of policy breaches or concerns via available we•speakup reporting channels and wespeakup@wesoda.com. We evaluate reports from an ethical and legal perspective and protect whistleblowers from reprisals.
- We enforce disciplinary actions, up to employment termination, for policy breaches by employees.

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