

Policy Statement on Equality, Diversity and Inclusion

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POLICY STATEMENT ON EQUALITY, DIVERSITY AND INCLUSION

We commit to providing a safe and inclusive workplace for all:

- We observe equal opportunity in all employment decisions.
- We implement equal pay for equal work, considering employee qualifications, performance, skills, and experience.
- We base employee selection, recruitment, training, and support solely on professional capabilities and qualifications, without discrimination.
- We inform employees and raise their awareness about equality, diversity, and inclusion.
- We ensure workforce inclusion of minority groups and strengthen gender equality.
- We cooperate with companies that value equality, diversity, and inclusion in our value chain.
- We share our Equality, Diversity, and Inclusion policy with stakeholders and ensure effective communication.
- 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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