

FOSS Corporate Social Responsibility (CSR) Policy

Acting responsibly is an integral part of our company values and the way we conduct business. The CSR Policy has been developed to provide a common reference point setting out the principles, which all employees must abide by.

HUMAN AND LABOUR RIGHTS

Health and Safety: All employees are required to follow company health and safety procedures, as well as appropriate national legislation, and ensure that contractors follow procedures on FOSS premises.

Working hours: FOSS complies with applicable laws, international conventions, and binding union agreements regarding working hours and overtime for employees.

Salary: FOSS believes that, at a minimum, salaries should correspond with national salary legal requirements. We offer competitive salaries in the countries where we operate.

Elimination of child labour: FOSS does not employ children and neither supports, encourages or endorses any form of child labour.

Freedom of association: We respect the legal right of employees to voluntarily join or form trade unions, as well as bargain collectively in negotiations with management.

Equal Opportunities: FOSS treats all employees equally in regards to recruitment, advancement, job training and salary. Personal privacy will be respected; discrimination and verbal or psychological harassment will not be tolerated.

ENVIRONMENTAL ISSUES

Waste: We strive to recycle and reuse materials/packaging whenever possible and manage waste in a responsible manner.

Chemicals and hazardous waste: FOSS complies with applicable legislation and regulations regarding the handling, storage and disposal of chemicals and hazardous waste in our production facilities. Where possible, we reduce and eliminate the use of chemicals in our products.

Water: FOSS endeavours to reduce water consumption by conserving and reusing water in our production and development facilities.

Wastewater: FOSS complies with the requirements of appropriate legislation regarding the discharge of wastewater from our production and development facilities. Where possible, we reduce the wastewater generated overall.

Energy: FOSS strives to minimize its carbon emissions by reducing energy consumption in buildings, when transporting products, in our production and development processes, in appliances and electronic equipment, and the provision of services.

BUSINESS ETHICS

Bribery: FOSS employees are not allowed to accept or offer bribes or engage in unethical, fraudulent or corrupt practices for personal or company gain in the conduct of our business.

Gifts and entertainment: FOSS employees may offer or accept gifts and entertainment, if the value is reasonable and in line with country norms, in compliance with legislation, not intended to influence a business decision and not in the form of cash.

Conflict of interest: FOSS employees must always be impartial and avoid conflicts of interest in activities on behalf of FOSS. Employees must consult with their manager if a conflict of interest arises.

Expectations of our Suppliers

Foss expects its suppliers to have appropriate measures in place to address Human and Labour rights, the Environment and Business Ethics areas. We will continuously evaluate our suppliers to ensure they meet our high standards.