

## Human rights policy

Respect for human rights is a fundamental value at Evac Group. Corporate responsibility is at the core of our operations at Evac Group (*hereafter also referred to as “Evac”, “company” and “we”*).

In our operations at Evac, it is important to us to maintain openness and trust. We are committed to conducting our business ethically and with integrity while complying with applicable laws, regulations, our Code of Conduct. In addition, we are committed to fostering, cultivating and preserving a culture of diversity and inclusion.

This policy reflects Evac’s commitment to human rights as outlined in the United Nations (UN) International Bill of Human Rights and the UN Guiding Principles on Business and Human Rights. Our commitment extends beyond the work environment to the global communities we live, work, and serve. Evac Group has code of conduct policy and diversity and inclusion policy both policies are supportive of this human rights policy.

### Commitment to the following principles:

The company treats employees, customers, suppliers and competitors with dignity and respect. The company does not tolerate any discrimination in employment based on an individual’s protected status. At Evac we want to provide a safe workplace that is free from bullying or harassment. We will not tolerate any form of harassment or bullying of employees by other co-workers. Evac employees are expected to treat co-workers, business partners, stakeholders, and all rights-holders with dignity.

- Evac is committed to advance the diversity and inclusion of the people with whom we work. We are committed to equal opportunity, and we are intolerant of discrimination and harassment. For us is important to maintain a workplace that is free from violence, intimidation and other unsafe or disruptive behavior or conditions due to external or internal threats.
- Evac respects the rights of employees to form, join, or not join labor unions. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives. The company is committed to bargaining with such representatives in good faith.
- All Evac employees have the right to fair working conditions, competitive wages, and reasonable working hours in compliance with applicable local laws.
- Evac prohibits hiring individuals under 18 years of age for positions in which hazardous work is required.

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- Evac will not engage in or support the use of forced or compulsory labor, such as prison or trafficked labor. Workers shall be allowed to move around freely and leave their place of work when their shift ends, including a prohibition on retention of identity documents or work permits. Evac shall not rely on part-time, short-term, or casual laborers, trainees, or false apprenticeships with the intention to pay lower wages or offer fewer benefits. Evac will not engage in or support the use of bonded or indebted labor.
  - Evac's operations are conducted in a manner that protects the health and safety of the company's employees, contractors, and visitors. The company complies with all applicable safety and health laws, regulations, and internal requirements. We are committed to engaging with our employees to continually improve the health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.
  - Evac actively works to protect the environment and support our communities in an environmentally responsible manner.
  - Evac contributes to the well-being of the communities in which we live, work, and serve through our community involvement program.
  - Evac is committed to the highest standards of ethical and business conduct as it relates to the procurement of goods and services. We expect our partners and suppliers in our supply chain to use and enforce concepts and practices similar to ones in this policy.

At Evac, we are dedicated to integrity in all we do and to compliance with all applicable laws and regulations. This policy is implemented in accordance with the applicable legal and regulatory requirements of the countries in which we operate.

We want to prevent misconduct and unethical behavior and therefore, we encourage everyone to report any such suspected cases in Evac Group's operations. Employees who believe there may have been a violation of this policy or applicable law should report it through established channels, including to their supervisor or another member of the management or Human Resources representative, or through Evac's whistleblowing channel where the report can also be made anonymously.

Evac does not tolerate retaliation against anyone who comes forward to raise genuine concerns about possible violations of this policy.

The Company's Group Leadership Team has the lead responsibility for ensuring compliance with this policy. The management is responsible for monitoring whether and how effectively the policy is followed in practice.