

Anti-Slavery and Human Trafficking Policy
for
Infront Group of Companies

Effective from: 31 January 2023

Zlatko Vucetic, CEO Infront Group

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1. Introduction

Infront AS (“**the Company**”) opposes modern slavery and human trafficking in all its forms, as also enshrined in Infront Group of Companies Human Rights and Modern Slavery Statement and the Company's Code of Conduct.

This Anti-Slavery and Human Trafficking Policy (“**AC Policy**”) is prepared to provide guidance and instructions on the Company's position on modern slavery and human trafficking. This Policy does not purport to be all-inclusive, and it is expected that you use your own judgment at all times to follow the high ethical standards to which the Company is committed.

The Policy applies to all employees (including hired personnel) managers and directors of the Company. It is also expected that sales representatives, agents and others who act on the Company's behalf adheres to the AC Policy. Business partners, including suppliers, are also expected to respect and ensure compliance with this AC Policy.

Infront encourages you to raise concerns about any issue or indication of modern slavery in any parts of our business or supply chain. How to raise concerns follows from Infront's Whistleblowing Policy.

2. Policy of the Company

Modern slavery and human trafficking in its various forms is a crime and a violation of fundamental human rights.

The Company has a zero-tolerance approach to modern slavery and is committed to acting with the highest ethical standards and integrity.

The Company is committed to implementing and enforcing effective systems and controls to ensure that modern slavery and violations of fundamental human rights is not taking place anywhere in our business and supply chain. We expect the same standard from our business partners.

The Company seeks to prevent and mitigate and is committed to remedy identified violations directly linked to the operations of the Company.

3. Communication and awareness of the policy

This policy is made available on the company website and the Intranet. Infront carries out necessary training as deemed necessary.

The Company's zero-tolerance to modern slavery and human trafficking shall be communicated to all business partners, including suppliers, contractors and customers.

4. Breaches of this policy

Breaches of this policy may result in disciplinary action for employees, managers and directors.

Breaches of this policy may result in termination of relationship with suppliers, individuals or other business partners if in breach of this policy.

Document and Review History Version	Author	Role	Comment
1.0	Andrej Seidel	General Counsel	First version