

## **Afi Technologies inc.'s (Afi) Corporate Social Responsibility (CSR) statement**

Afi Technologies inc.'s (Afi) Corporate Social Responsibility (CSR) statement reflects our commitment as an organization beyond our core business objectives, as a responsible and ethical participant in the global community.

Afi strives to be a responsible business representing the highest standards of ethics and professionalism.

### **Conditions related to the employees:**

There shall be no discrimination at the work place based on ethnic background, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Measures shall be established to protect workers from sexually intrusive, threatening, insulting or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds, e.g. marriage, pregnancy, parenthood or HIV status.

Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, shall be prohibited.

Steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in, the course of work, by minimizing, so far as is reasonably practicable, the causes of hazards inherent in the working environment.

Wages and benefits paid for a standard working week shall meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs.

Working hours shall comply with national laws and benchmark industry standards, whichever affords greater protection. It is recommended that working hours do not exceed 48 hours per week (8 hours per day).

### **Anti-corruption and compliance with laws and regulations:**

Afi confirms that it is not involved in any form, and has zero tolerance, of fraud, corruption, collusion, coercive practice, bribery, involvement in a criminal organization or other illegal activity.

Where any potential conflict of interest exists between Afi and its customers, Afi shall notify such customers in writing of the potential conflict. Customers shall then determine whether action is required. A conflict of interest can be due to a relationship with a staff member such as close family etc.

We respect valid intellectual property rights and use all commercially reasonable practices to protect the transfer of confidential technology and know-how.

Afi complies with applicable restrictions on the export or re-export of software, services and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.

Afi is registered with the relevant government authority with regard to taxation and shall pay taxes according to all applicable national laws and regulations.

Afi warrants that it is not involved in the production or sale of any weapons, military equipment, alcohol or drugs.