



Statement on Human Rights

As a worldwide Test & Quality leader, our clients rely on us to be dependable – and we take immense pride in being the trusted partner they turn to when faced with complex challenges. Avera’s Statement on Human Rights reflects a sincere understanding of our role as a global organization in ensuring that the reliability and accountability we lead with comes from within.

Corporate Governance Strategy

Our policies, directives, and practices are informed by industry-leading standards and adhere to all local human rights regulations relevant to the jurisdictions in which we operate. They also undergo regular reviews to ensure their ongoing relevance, accessibility, and efficiency.

Oversight is provided at all steps of their implementation: along with Avera's Board, our senior executives, legal and compliance officers, and ESG task force are all mobilized and committed to empowering our employees and business partners, whether they are clients or suppliers, towards consistently upholding the practices described in this Statement. As such, we expect our communities to share our understanding of our important responsibility as a global company.

Code of Ethics and Business Conduct

Our [Code of Ethics and Business Conduct](#) embodies the four pillars that Avera's core values rest upon: teamwork and commitment, innovation and knowledge, performance and leadership and customer satisfaction. It is also an invitation for our employees to recognize the important role that each one of us plays in valuing the diversity of backgrounds, competencies, and regions to which we owe our success.

Avera reviews its Code of Ethics & Business Conduct annually and it is signed by employees every two years.

Supplier Code of Conduct

Our [Supplier Code of Conduct](#) sets forth the standards and expectations for all suppliers engaged in business with Avera Technologies Inc. or any of its subsidiaries or affiliates, irrespective of their geographical location.

Suppliers are expected to actively contribute to the continuous improvement of our supply chain, recognizing it as a critical component of our social and sustainability performance. They also commit to cascading these requirements in their own supply chains and promptly reporting any instances of non-compliance with Avera.

Whistleblowing & Grievances

Our whistleblowing mechanism is made available to all internal and external stakeholders under [Report a concern](#) and ensures that protection against retaliation is guaranteed at all steps of the process.

Averna Technologies Inc. undertakes, on behalf of itself and its wholly-owned subsidiaries, to:

- Act in full compliance with the laws and regulations of the regions where we operate;
- Uphold hiring practices and employment conditions that are free from discrimination or harassment based on age, sex, gender expression, race, ethnic origin, religion, marital status, pregnancy, sexual orientation, disability, or any other grounds protected by applicable local laws; and
- Respect the guidelines contained in the UN Guiding Principles on Business and Human Rights and the applicable rights outlined in the Universal Declaration of Human Rights;
- Prohibit the use of all forms of child and forced labor, including bonded, compulsory, and indentured labor;
- Comply with all applicable employment and working conditions laws in all jurisdictions where employees are located, namely by ensuring a fair wage for all employees, maintaining reasonable working hours, and upholding the principles of freedom of association and collective bargaining;
- Prioritize the health and safety of our employees, along with ensuring that our colleagues are physically safe from hazards and violence, but also safe from harassment, as well as emotional and psychological harm; and
- Continuously assess and improve our policies, practices, and performance in relation to human rights, ethics, and sustainability.

We monitor employee satisfaction and engagement on at least an annual basis as part of our commitment to reliability and accountability.

Averna is committed to ensuring that employees are familiar with our policies through training and encourages them to report any potential violations. Employees with questions or concerns should feel free to contact their supervisor or a member of the Legal Department.

All stakeholders may also [report concerns](#) anonymously.

