

## **Policy on Data Ethics at Aasted ApS**

**This Policy on Data Ethics describes Aasted's approach to data and how data is handled, including data on employees and third parties. The policy is based on recommendations for IT-security, the use of social media and handling of personal data for Aasted employees.**

Aasted's business strategy is innovative, and Aasted uses new technology, thus it is important that Aasted monitors and handles data for its users and partners in a fair and transparent manner.

As a result hereof, ethical handling of data is important for all Aasted employees. In order to ensure the ethical handling of data is integrated in the organisation, Aasted's managers are responsible for applying transparency in the use of data.

To ensure the involvement of both the executive management and the board of directors in ethical handling of data, the IT-manager and the relevant managers shall, once a year, prepare a memorandum on their department's compliance with data ethics. The memorandum shall be sent to the executive management for review, and, if needed, the board of directors. The executive management, and if needed the board of directors, shall, based in the memorandums, identify if Aasted's data has been handled ethically correct and if any corrective measurements need to be taken.

At Aasted, we collect and handle data on production as well as data on customers and suppliers. Data from external sources is only used as agreed with the external source.

Data can only be used for a specific purpose. This means that Aasted can only collect data for a specific approved purpose and in accordance with applicable legislation.

This Policy on Data Ethic forms part of Aasted's compliance programme. The Policy on Data Ethics shall be a part of Aasted's welcome package for new employees. Based on this Policy on Data Ethics Aasted will form instructions for compliance of the policy.

This Policy on Data Ethics enters into force in December 2021