

# Data Ethics Policy

## Management in GF Inveco Group

Updated December 2024

### Data Ethics

#### Policy for Data Ethics

GF Inveco Group extensively uses data within the company, which is why it is important to focus on data ethics.

This policy applies to all categories of data and specifies data processing practices.

Below is a description of how we work with the ethical use of data.

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#### Types of Data, Use, and Third Parties

Data is an integral part of our work. Data may relate to visitors to our website, employees, customers, or suppliers, and includes both general personal data and other non-personal data. Data is collected either directly or via a third party.

When we use data from third parties, we expect that the third party is lawfully in possession of the data and legally transfers the rights for its use to us. We also expect the third party to focus on data protection and to treat data in an ethically appropriate manner.

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#### Security

We maintain a high level of IT security to protect confidential information and personal data. We strive to ensure that all employees are informed about data ethics and how to handle data correctly.

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#### Transparency

We demonstrate transparency and openness towards individuals, enabling them to have insight into what personal data we hold about them and how we use it.

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#### Use of New Technology

If we use data processing technologies, they must be designed and used with respect to the principles in this policy.

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#### Organizational Anchoring

The daily work with data ethics is carried out within relevant business areas, involving the executive management. The executive management ensures that a data ethics policy is prepared and approved

and contributes to integrating its principles into daily work. The board of directors holds the ultimate responsibility for assessing and updating the policy when needed.