



| Diversity



Labor Practices

There's no discrimination in Andersen, employees' competencies are evaluated objectively, and their salary level does not depend on their nationality, age, physical disability, political or religious views, sexual orientation, or gender. The number of women among the company's employees is growing every year (including our management) and currently reaches 30%. The company supports work life equality, provides employees with opportunities for professional and personal development, organizes entertainment events and team building. There are also entertainment and career guidance activities for the employees' children (horse riding, painting classes, popular science lectures, etc.). During the entire existence of the company, no cases of industrial injuries were recorded. The equipment is carefully checked for compliance with safety standards and replaced in a timely manner. Employees receive annual safety training. All Andersen employees have health insurance, paid sick days, and seven additional paid sick days per year.

Organizational Governance

Andersen is governed by a board of directors that is responsible for overseeing the company's performance and ensuring that it is managed in a responsible and ethical manner. The board of directors is composed of independent directors who have the expertise and experience necessary to fulfil their duties. Andersen makes and implements decisions in pursuit of its objectives with full respect for the following principles: accountability, transparency, ethical behavior, respect for the rule of law, respect for international norm of behavior, respect for stakeholder interests, respect for human rights; thus making activities undertaken by Andersen responsive, effective, efficient, equitable, inclusive, and consensus-oriented. Andersen's operations are in full compliance with Europe's General Data Protection Regulation (GDPR) and all local labor, environmental, and industry laws.

Supply Chain

Andersen's policy for selecting and contracting any of our suppliers obligatory considers the provisions of our CSR policy such as environmental responsibility, ethical responsibility, and economic responsibility. We are committed to working with suppliers who share our commitment to the abovementioned responsibilities. Our initiatives include conducting supplier assessments - to make sure the selected suppliers meet our internal standards for social responsibility and environmental protection, as well as conducting regular audits - to ensure EU standards compliance. We also have a supplier code of conduct that includes requirements on human rights, labor practices, and environmental protection.