

## Supplier Code of Conduct

At Ouman we want to conduct business in an ethical and responsible way and in compliance with the law as we are convinced that this builds trust with our customers as well as within our society.

Ouman Code of Conduct (CoC) is based on internationally agreed rules, more specifically, on the **ten principles of the UN Global Compact** (<https://unglobalcompact.org/what-is-gc/mission/principles>). All our suppliers throughout the value chain are expected to follow a number of basic guidelines on human rights, working conditions, the external environment and corruption. When selecting suppliers and contractors Ouman will consider compliance with our CoC.

### Respect human rights

- Forced and compulsory labour are prohibited.
- Child labour is prohibited.
- Discrimination of all kinds is prohibited (equal opportunities regardless of gender, sexual orientation, disability, age, transgender identity or expression, religion, ethnicity or religious belief).

### Protect labour rights

- Safe and healthy working environment is priority at all times.
- Salary must meet or exceed the statutory or agreed national minimum standards in the industry.
- Everyone has a freedom of association and the right to collective bargaining.

### Preserve environment

- Prevent pollution to land, air and water.
- Follow environmental laws and regulations.
- Actively support and promote environmental awareness and continuous improvement.

### Avoid corruption

- All forms of corruption, including bribery and extortion, are prohibited.
- Commit to fair and free competition.

In order to evaluate our suppliers comply with the rules stated in this Code of Conduct, Ouman may visit suppliers and their production sites. Suppliers should have relevant documents and information ready to show to Ouman when asked. Suppliers must answer questions related to this CoC via email.

We hereby confirm that we have read and understood Ouman's Code of Conduct and agree to follow the above rules.

Date

Signature

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Name:

Title:

Company: