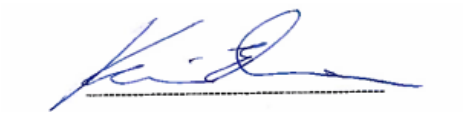
OKQ8 Code of Conduct for Suppliers and Partners

Foreword by the CEO of OKQ8 Scandinavia

“At OKQ8 Scandinavia, we are committed to fostering a sustainable future through responsible business practices and compliance with laws and regulations. Our Code of Conduct for Suppliers and Partners serves as a cornerstone of this commitment, ensuring that our collaborative efforts contribute positively to environmental, social, and economic sustainability as well as acting legally and legitimately. We recognize that our Suppliers and Partners play a crucial role in our value chain, and we are dedicated to working with those who share our vision and adhere to our high standards of integrity, fairness, and sustainability as well as our commitment to laws, regulations, and ethics.

This Code of Conduct outlines the expectations and principles that all Suppliers and Partners must follow to align with OKQ8 Scandinavia´s values, goals, and commitments. It encompasses critical areas such as environmental stewardship, ethical business conduct, labor rights, and community engagement. By adhering to this code, our Suppliers and Partners help us to contribute to a more sustainable society. Together we aim to build and sustain ethical and responsible business relationships that foster trust and long-term success.”



Karin Eriksson, CEO OKQ8 Scandinavia

Introduction

The base for our Supplier and Partner Code of Conduct is many laws and regulations, amongst others those within Sustainability, Environment, Human rights, Labor, Anti-Corruption, Competition law, Trade Sanctions, Governance etc.

OKQ8 Scandinavia requires its Suppliers and Partners to comply with the Code of Conduct or an equivalent standard as agreed with OKQ8, “Equivalent”. OKQ8 Scandinavia also expects its Suppliers and Partners to ensure their supply chains adhere to this Code of Conduct or Equivalent.

In case of conflicts between this Code of Conduct and Equivalent or other laws and regulations, Suppliers and Partners shall inform their agreed contact person at OKQ8 Scandinavia.

In specific, OKQ8 expects all Suppliers and Partners to:

Integrate the principles of this Code of Conduct into their business policies and practices.

Conduct regular assessments to ensure compliance with this Code of Conduct or, if agreed with OKQ8, to Equivalent.

Provide transparent reporting on their sustainability efforts and progress.

Engage in continuous improvement processes to enhance their adherence to these principles.

Notify any subcontractors of the content of this Code of Conduct and their responsibility to adhere to this Code of Conduct or Equivalent.

Ensure a valid and compliant “Speak up” procedure in its organization where breaches of laws, regulations, Code of Conducts, Policies etc. can be reported.

If a Supplier or Partner becomes aware that itself or a subcontractor is violating the provisions of laws and regulations, this Code of Conduct or Equivalent, the Supplier or Partner is required to notify OKQ8 Scandinavia and undertake the required measures to ensure compliance with laws and regulations, this Code of Conduct or Equivalent. If there are no improvements post notification from Supplier or Partner, the Supplier or Partner shall replace the relevant subcontractor.

Failure to comply with this Code of Conduct may result in a review of the business relationship and could lead to the termination of contracts or partnerships.

Compliance with laws and regulations

OKQ8 Scandinavia only does business with companies whose business activities are lawful and whose assets have lawful origins. All Partners of OKQ8 Scandinavia are expected to comply with all applicable laws and regulations. This includes, but not limited to, laws and regulations relating to Governance, Financials, Anti-Corruption and Bribery, Conflict of Interest management, Trading, Competition law, Confidentiality, Security, Information and Data Security, Personal Data management, EHS, ESG, CSR, Intellectual Property, Banking and Labor.

We request that our Suppliers and Partners do not share any OKQ8 confidential information entrusted to them, neither exchange its commercially sensitive and strategic information with competitors or entering any anti-competitive agreements. We also expect our Suppler and Partners to demonstrate integrity, transparency, and fairness in their business practices, adhering strictly to anti-corruption laws as well as respecting intellectual property rights.

Anti-Corruption and business ethics

OKQ8 Scandinavia is firmly committed to upholding the highest standards of business ethics in all our operations and interactions. This means we have Zero tolerance of corruption. Correspondingly, our Suppliers

and Partners are expected to apply these zero tolerances. Meaning that Suppliers and Partners must work against corruption in all its forms, including extortion and bribery and adhere to all applicable anti-corruption laws and regulations.

International trade

In the markets in which our Suppliers and Partners operate they are expected to comply with all sanction and export-control regulations. This includes not exploiting the contractual relationship with OKQ8 Scandinavia to make directly or indirectly available an asset or financial resource or to enter into contracts or agreements with or otherwise deal with any sanctioned party in breach of the applicable sanction and export-control regulations.

Commitment to continuous improvement

OKQ8 Scandinavia recognizes that Suppliers and Partners will be at various stages of maturity and commits to work together with Suppliers and Partners to achieve continuous improvement. Our organisation is committed to fostering continuous improvement in our Supplier and Partner relationships, recognizing that mutual growth and innovation are essential for long-term success. We expect our Suppliers and Partners to actively engage in ongoing enhancement of their processes, products, and services. This includes implementing sustainable practices, ensuring high standards of quality, and adopting new technologies to meet evolving market demands. We encourage open communication and collaboration, providing support and feedback to help our Suppliers and Partners achieve these goals.

Due diligence, transparency, and Audit rights

OKQ8 Scandinavia works with a risk-based approach. Meaning that we systematically identify and assess environmental, human, and labor rights, business ethics and impacts in its value chain, and uses this information to avoid, mitigate or remediate the impacts to ensure that it operates responsibly. We expect full transparency from our Suppliers and Partners regarding their practices and sourcing. Open and honest communication is of the utmost importance. On request, our Suppliers and Partners must be able to show how they meet the requirements of the Code of Conduct. OKQ8 Scandinavia also expects its Suppliers and Partners to conduct sustainability risk based due diligence in their own operations and supply chain, implement appropriate mitigation and remediation measures in relation to the level of risk and impact and communicate transparently about the results to OKQ8 Scandinavia upon request.

OKQ8 Scandinavia reserves the right and/or a third party authorized by OKQ8 Scandinavia to conduct audits of our Suppliers and Partners including subcontractors our Suppliers' and Partners´ facilities, operations, and records to ensure compliance with our Code of Conduct and applicable legal and ethical standards. These audits may be scheduled or unannounced. If a Supplier or Partner discovers that the Code of Conduct is not being adhered to, it must immediately notify OKQ8 Scandinavia, take corrective measures to ensure compliance, and provide regular updates on the actions being undertaken until full compliance is achieved; OKQ8 Scandinavia reserves the right to monitor and verify these measures through ongoing audits and other follow-up activities to ensure their effective implementation and sustained compliance with the Code of Conduct.

Human and Labor rights

Suppliers and Partners must support and respect the protection of internationally proclaimed human and labor rights according to United Nations s Global Compact's ten principles. This includes providing safe and healthy working conditions, fair wages, and reasonable working hours, as well as prohibiting any form of forced labor, child labor, or discrimination. We also expect our Suppliers and Partners to promote equality and non-discrimination in all their operations, ensuring equal opportunities regardless of race, gender, ethnicity,

religion, or any other status. This Code of Conduct applies to all the Suppliers' and Partners' workers, including temporary, migrant, student, and contract workers, as well as direct employees.

Modern slavery and forced labor

All forms of modern slavery, including forced labor, human trafficking, and child labor, are unacceptable for OKQ8 Scandinavia.

We expect our Suppliers and Partners to comply with all laws and regulations regarding modern slavery and to implement stringent measures to prevent such practices. Suppliers and Partners must guarantee that all work is voluntary and that employees have the freedom to terminate their employment without penalty.

Environment and Climate impact

We expect our Suppliers and Partners to actively engage in reducing their environmental footprint through efficient resource use, reduce deforestation minimizing waste, and lowering emissions both in their own operation and throughout the value chain via active sourcing. Suppliers and Partners must undertake initiatives to promote greater environmental responsibility, including reducing their carbon footprint, reducing their greenhouse gas emissions, conserving water, and protecting biodiversity and minimizing waste by implementing circular- and zero waste technologies and processes and seek continuous improvement in their sustainability efforts. Suppliers and Partners should comply with all relevant environmental regulations and strive to exceed these standards through continuous improvement and innovation.