

OX2

Supplier Code of Conduct

Purpose of our Supplier Code

OX2 requires its suppliers, contractors and business partners (hereinafter, the "Suppliers") to conduct their business responsibly and in accordance with OX2's values and Core Principles. For OX2, it is important that all activities and business conducted in our supply chain are in line with this Code of Conduct.

The requirements in this code are set based on the UN Global Compact, the UN Guiding Principles for Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

Suppliers that provides products or services to OX2 must comply with all laws and regulations applicable to their business's geographical boundaries and in turn set corresponding requirements on their own suppliers. OX2 expects suppliers and their subcontractors to comply with this Supplier Code of Conduct, even though it provides for a higher standard than is required by national laws or regulations. The Supplier Code of Conduct shall apply to all the supplier's operations, including manufacturing, delivery, sales and support.

At the request of OX2, the supplier shall be able to provide information about which companies are subcontractors in relation to OX2 and provide specific documents confirming the supplier's status in matters relating to responsible operations.

If there are deviations from this Supplier Code of Conduct, both OX2's employees and the supplier's employees are encouraged to report the deviations to OX2's purchasing manager or Sustainability Manager, alternatively through our Whistle blowing function, see below. The information is treated confidentially. The supplier undertakes not to seek or take action against persons reporting violation.

Human Rights

The supplier must recognize and respect international *human rights* standards in accordance with the UN Guiding Principles on Business and Human Rights. It shall avoid directly causing or contributing to adverse human rights impacts and, where possible, seek to prevent or mitigate adverse human rights impacts linked to our companies through its business relationships.

Non-discrimination

The supplier must strive for a corporate culture that is fully *non-discriminating* out of gender, sexual orientation, race, ethnic origin, religion, disability or age.

OX2 also expects that employees with the same qualifications, experience and performance receive equal pay for equal work compared to others who perform the same work under similar working conditions.

Child labor

The supplier shall not employ workers under the age of 15 or child labor as defined by the International Labor Organization conventions, nor benefit from the use of child labor, and not employ young persons under the age of 18 for hazardous work.

Forced labor

Forced or compulsory work may not be applied, and employees shall be free to terminate their employment after the agreed period of notice, in accordance with national law or contract. The employer must not require employees to deposit money or identity documents with them in order to gain employment.

Minimum wage

Wages for normal working hours, overtime work and other overtime remuneration shall amount to at least the highest of the minimum amounts prescribed by law or as such remuneration normally applied in the supplier's industry. Unlawful, unauthorized or disciplinary salary deductions are not allowed.

Working hours

The supplier must comply with applicable national legislation and industry standards regarding working hours and public holidays. A normal work week should not exceed 48 hours. Working hours outside the normal working week should be voluntary unless collective agreements allow compulsory overtime. If there are no exceptional circumstances, the working week, including overtime, shall not exceed 60 hours.

Health and safety

The supplier must at least comply with the applicable laws and regulations regarding working environment and working conditions. The supplier shall prioritize the health and safety of the workers. This means, among other things, that the supplier must ensure that appropriate protection is used, that used equipment and buildings are safe, and that hazardous substances and hazardous waste are handled safely. Furthermore, there must be clear rules and procedures for health and safety in the workplace that are complied with.

If the supplier provides housing for employees, they must be safe, hygienic and allow for personal privacy.

Collective bargaining

All employees must have the right to freely form, join and organize unions and to negotiate collectively with the supplier. The Supplier shall not in any way impede the establishment, maintenance or administration of such employee organizations or collective bargaining agreements. The supplier shall also not take disciplinary or

discriminatory measures against personnel organizing workers or staff affiliated to a trade union.

Rights of indigenous people

Suppliers shall respect the rights of indigenous and tribal peoples and their social, cultural, environmental, and economic interests, including their connection with lands and other natural resources. Suppliers should follow the principles of free, prior, and informed consent, and participation to obtain broad-based consent of indigenous and tribal peoples in their activities.

Anti-corruption

The supplier must comply with applicable anti-corruption laws and good practice in this area. Any gifts and activities that the supplier considers to provide or offer to OX2's employees should be moderate and must not risk unduly influencing OX2's employees in their service performance. In the event of any doubt as to whether a gift or activity is in violation of OX2's internal guidelines, the supplier should contact OX2's purchasing manager or Head of People for guidance.

Environment

The supplier must identify and meet all relevant environmental legislative and regulative requirements, maintain all applicable licenses, registrations and permits, and work according to an environmental management system delivering resource efficiency, as well as emergency response preparedness.

The supplier shall evaluate the environmental performance of its activities, minimize environmental impact, and make continuous improvements in environmental protection.

OX2 also assumes that the supplier, if applicable, has prepared an environmental declaration. Such environmental declaration shall be provided upon request by OX2.

Conflict Minerals

Suppliers of tin, tungsten, tantalum, gold, and other conflict minerals shall make a reliable determination of the origin and source of such minerals. In the case these minerals are produced in or sourced from conflict-affected areas an enhanced due diligence mechanism shall be undertaken by the supplier.

Compliance and control

The supplier is obliged to ensure that the requirements of the Supplier Code of Conduct are also complied with by its subcontractors. If the supplier discovers that a subcontractor is in breach of the provisions of the Supplier Code of Conduct, the supplier undertakes to:

- inform OX2 promptly,

- ensure that measures are taken to correct the problem in a way that does not aggravate the impact on the environment, or the social situation of the employees concerned; and
- follow-up on what has happened.

If deficiencies still exist after this has been pointed out, the subcontractor should be replaced.

OX2 reserves the right, independently or through an independent third party, to carry out control and follow-up of the supplier, to ensure compliance with this Code of Conduct. This means, but is not limited to, that suppliers, on request, provide free of charge, appropriate resources, a list of employees, working hours and payrolls, documentation of injuries and accidents in connection with the work, information on preventative measures taken, and fire protection measures implemented and evacuation drills. The supplier shall also work to ensure that follow-up and control can be carried out by any subcontractors.

The supplier is not obliged to give OX2 access to its cost structure or information about other customers. OX2 shall comply with the security requirements set by the supplier during follow-up and inspection in accordance with this paragraph.

If the Supplier does not comply with the minimum requirements set out in OX2 Supplier Code of Conduct, OX2 has the right to terminate the business relationship with the Business Partner.

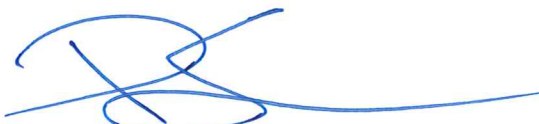
Whistle blowing

If any inappropriate behavior or practices are observed or suspected when dealing with an OX2 employee, Business Partners may report this via our Whistle blowing function

<https://report.whistleb.com/PeasIndustries>

This Supplier Code of Conduct is valid within OX2 starting February 10th 2020. Last revised: 2020-02-04.

Stockholm 2020-02-04



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