

Optimar Suppliers Code of Conduct

At Optimar we promote corporate responsibility and sustainability both internally and in our supply chains. We cooperate closely with our suppliers and business partners in the pursuit of this. Accordingly, we have prepared this Supplier Code of Conduct (SCoC) to define what we expect of our suppliers and business partners. Suppliers include any legal entity or person that provides products or services requested by Optimar. Suppliers shall ensure that their employees, suppliers, sub-contractors, and the like comply with this SCoC.

When selecting new suppliers, emphasis will be given to social and environmental standards. The purpose of our SCoC is to ensure that our suppliers adhere to high standards for business ethics, labour conditions and human rights and environmental impact.

Suppliers shall report any alleged or observed breach of the SCoC in its business activities related to Optimar. Inform your business contact or use e-mail whistleblower@optimar.no. In the event of a breach of the SCoC, Optimar and the supplier will jointly prepare a plan for remedying the breach. Remediation must take place within a reasonable period. The supply contract may be terminated without prejudice if the supplier remains unwilling to remedy the breach, or in the event of a material breach of this SCoC.

Optimar has the right to perform inspections at the supplier's premises when necessary to verify compliance to the SCoC.

Compliance to applicable laws and regulations

Optimar suppliers shall comply with applicable laws and regulations governing their business activities worldwide. A supplier must be able to document compliance with the SCoC at Optimar's request. Such documentation may take the form of self-declaration, follow-up meetings, due diligence by external service providers and/or inspections of the working conditions at production sites in the sole discretion of Optimar AS.

Business ethics

Combating Improper payments

Optimar suppliers are committed to high ethical standards in the conduct of their business worldwide. Supplier always work in a manner consistent with Optimar's reputation as a reliable, honest, and trustworthy business partner and we do not accept corruption or bribery. Suppliers shall follow anti-bribery and corruption laws in the countries where they do business. And conduct business only with reputable customers and suppliers involved in legitimate business activities with funds derived from legitimate sources.

Fair competition

Supplier shall compete in a fair at ethical responsible manner within the frames of antitrust regulations and competition laws applicable to the markets in which Supplier operates.

Conflict of interest

The supplier must avoid conflicts of interest with Optimar, regardless of whether this constitutes criminal fraud.

Trade regulations

Supplier is required to comply with sanctions and export/import control laws in Norway, the EU, the US, as well as any sanctions and export/import control laws in other jurisdictions where they do business.

Privacy and confidentiality

Supplier shall adhere to all applicable data privacy laws and regulations concerning the processing of personal and sensitive data. Optimar suppliers are committed to respecting the privacy of individuals and will handle personal data responsibly and in compliance with applicable privacy laws.

Supplier shall comply with contract requirements relating to information and confidentiality, and not share confidential or business sensitive information with third parties.

Labor Conditions and human rights**Respecting human rights**

Supplier is expected to comply with internationally proclaimed human rights, such as the United Nations Universal Declaration of Human Rights and the standards advocated by the International Labour Organization (ILO). Suppliers' policy shall ensure that their activities worldwide are conducted in accordance with these basic human rights standards.

Supplier is encouraged to aim for positive relationships in local communities where they operate, and to contribute to local development.

Labour rights and working conditions

Supplier shall not participate in, use, or tolerate the use of child labour, forced labour or human trafficking as defined by the International Labour Organisation (ILO). Supplier is expected to set the minimum age for employment as not lower than the age of completion of compulsory schooling as set by national law and in any event not lower than 15 years of age.

All Optimar supplier's activities shall be conducted without discrimination on the basis of race, ethnicity, national or other origin, disability, age, gender, sexual orientation, language, religion, or any other characteristic where a person is not treated as an individual. Supplier shall provide equal opportunities for all employees.

Optimar suppliers recognize the right of all workers and employees freely to form and join groups for the promotion and defense of their occupational interests, including the right to engage in collective bargaining. The employer cannot interfere with, or obstruct, the formation of unions or collective bargaining.

Suppliers shall as a minimum adhere to any applicable laws concerning working conditions and compensation, and all employees must have a clear and understandable employment contract.

Health, Safety and working environment

All activities shall be planned and executed in a safe manner and in adherence to applicable laws and requirements,

to ensure protection of human life and health, the environment, equipment and property. Optimar's HSE strategic goal is zero incidents and zero injuries resulting in weakening of work ability and quality of life and our suppliers shall contribute to this goal.

Optimar suppliers require that safety should not be compromised for any other business priority.

The working environment shall be safe and hygienic, bearing in mind the prevailing knowledge of the industry and of any specific hazards. Hazardous chemicals and other substances should be carefully managed. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring, in the course of work.

Environmental impact

Supplier shall respect national and international environmental legislation and regulations. All relevant environmental approvals and discharge permits must be obtained.

The supplier is expected to continuously improve its environmental performance in the value chain by means of operational control and monitoring and by focusing on awareness and training.

Suppliers should contribute to Optimar work towards continuous improvement of environmental performance on the basis of sound science and technical and economic feasibility.



Sigurdur Olason
CEO