

## Code of Conduct Suppliers Ocab Group

Ocab operates in damage service, industrial and maintenance services.

A basis for our work is our vision and business concept – *Saving value, helping people* and our values:

- Proactive: We plan ahead, act and get things done
- Quality-oriented: We do it right, learn and share experiences
- Caring: We care about our colleagues, customers, and our planet

At Ocab, we demand high standards in terms of human rights, working conditions, anti-corruption and environmental considerations throughout our operations and supply chain. We think about how our activities and decisions affect our employees and people around us. Ocab strives to conduct our business in a way that does not cause harm to people or the environment, regardless of whether such damage is caused directly by us or indirectly through our business partners or suppliers.

We and our suppliers shall comply with applicable laws and regulations. No workers should be deprived of their rights. The impact of our operations on the environment must be known and we must constantly work to avoid and/or reduce it.

In addition to Ocab's values, the Code is also based on the ten principles of the UN Global Compact and the ILO's core conventions for international conventions and human rights, [www.unglobalcompact.org](http://www.unglobalcompact.org). These principles are fundamental to long-term, sound and transparent business ethics. We expect our suppliers to exercise good judgment by complying with these requirements. We also expect our suppliers to be transparent and to have an open dialogue with us about any challenges and difficulties that may arise in the work of living up to these requirements.

If our Code of Conduct differs from the requirements of national law, the stricter of the two shall apply, provided that the Code of Conduct does not violate the law.

### **Human rights**

Ocab is a signatory to the ten principles of the UN Global Compact and the ILO's core conventions on international conventions and human rights.

#### **Ocab's suppliers commit to:**

- Respect the Universal Declaration of Human Rights and refrain from carrying out any form of mental or physical punishment, threats of punishment, discrimination in

employment or work, workplace bullying, sexual or other forms of harassment, forced or involuntary labour.

- Comply with legislation regarding working hours and breaks. Wages and benefits must at least follow the national statutory level. Salary deductions as a form of disciplinary or discriminatory measure are not permitted.
- Not accept child labour in any case.
- Respect employees' rights to freedom of association and collective bargaining to the extent permitted by law. A collective agreement must be signed, or the employer must provide corresponding insurance cover for the employee.

## **Health and Safety**

### **Ocab's suppliers commit to:**

- Comply with applicable laws and regulations regarding occupational health and safety. Work must be carried out to prevent accidents and personal injuries by minimizing and counteracting risks in the work environment.
- Keep approved protective equipment available to the worker when the work requires it. The employee must have received sufficient training to be able to perform their work and be informed of any risks.
- Inform Ocab if a workplace accident or deviation occurs.
- Obtain a valid business and liability insurance and are expected to be able to show it if necessary.

## **Corruption and bribery**

### **Ocab's suppliers commit to:**

- Comply with the laws that exist against bribery, corruption, cheating and other illegal business practices such as cartel formation and the like. The Supplier must not promise or offer improper benefits, services or other encouragement to any government official, organization or other official third party, including Ocab employees.

## **Sustainable use of resources**

### **Ocab's suppliers commit to:**

- Comply with all applicable laws, regulations and international standards on the protection of the conservation of the environment. The work will be based on an environmental management system in order to be able to demonstrate systematic environmental work.
- Take steps to protect the environment and conserve natural resources in the production and distribution chain. Both the local environment at the facility as well

as the regional and global environment must be protected against overexploitation and pollution.

- Obtain relevant environmental and emission permits from authorities where required.
- Maintain a waste management system.
- Handle chemicals and waste carefully. The ambition should be to minimise the use of hazardous chemicals and to strive for substitution for more environmentally friendly alternatives where possible.
- Transport in the most environmentally friendly way possible (emission-free is advocated) and unnecessary transport must be avoided. Ocab encourages its suppliers to calculate and report greenhouse gas emissions according to the GHG Protocol and set science-based targets according to the Science Based Targets initiative (SBTi).

## Supply chain

### Ocab's suppliers commit to:

- Take the necessary measures to live up to the requirements of this Code of Conduct and ensure that subcontractors are informed and work according to the same requirements.
- Fill out a supplier form about your own operations that includes sustainability issues (climate/environment, human rights, anti-corruption) with regular frequency, which is part of Ocab's supplier assessment.
- Together with Ocab, develop an action plan if any of the requirements of this Code of Conduct are not complied with. The measures are expected to be completed within a reasonable, agreed period of time. If the supplier is not willing to implement measures to close the gap in the business, the collaboration will be terminated.
- Allow Ocab to conduct on-site audits at the supplier and at its facilities to evaluate whether the supplier meets the requirements set out in this Code of Conduct. The type of audit that will then be relevant is agreed between Ocab and the supplier in advance.
- Respects the requirements placed on us in this Code of Conduct and will do our best to live up to them. In the event of a breach of the Code's requirements or if there are discrepancies between national legislation and the requirements of this Code of Conduct, we will immediately inform Ocab in order to jointly draw up an action plan.

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