

OJM Code of Conduct

Business Principles

Accounting and Reporting

All suppliers and their subcontractors must report financial transactions in accordance with generally accepted accounting principles, and accounting records must accurately and clearly reflect the nature of all transactions. Suppliers must report all financial and non-financial information in compliance with regulations and industry practices in a transparent, truthful, and timely manner to provide a true picture of their performance.

Disclosure of Information

OJM A/S is committed to providing accurate, timely, and transparent information about operations, performance, and impact to employees, customers, investors, regulators, and the public. We recognize the importance of disclosure to maintain trust and promote responsible business practices. Therefore, we strive to disclose all relevant information, including financial, social, and environmental data, in a clear and accessible manner and in compliance with all applicable laws and regulations.

Anti-Corruption

Suppliers and their subcontractors must conduct business in accordance with applicable laws and regulations regarding anti-bribery and anti-corruption. Suppliers must ensure that their employees, subcontractors, and other representatives do not give, offer, or accept bribes, improper donations, or other unlawful payments or benefits to or from customers, officials, or business partners that could influence or appear to influence their objectivity in business decisions.

Money Laundering

OJM A/S will not accept, facilitate, or support money laundering. Suppliers must ensure compliance with applicable laws on money laundering and terrorist financing.

Conflicts of Interest

Personal interests or relationships must not influence suppliers' decision-making; only objective and fact-based criteria are valid.

Fair Competition Practices

OJM A/S strives to act fairly and with integrity and expects the same from its suppliers. Suppliers are obligated to comply with applicable competition laws and regulations. Suppliers must not exchange information, enter into agreements, or make arrangements with competitors, customers, or subcontractors in a way that unlawfully influences the market or the outcome of a bidding process.

Personal Data

Suppliers are required to comply with applicable data protection laws and regulations and to safeguard personal data of employees, former employees, customers, suppliers, and other affected

individuals. Suppliers may only collect, process, use, and store personal data where there is consent from the individual, a contractual agreement, or another lawful basis.

Human Rights and Social Justice Principles

Human Rights

Suppliers are expected to support and respect the protection of internationally recognized human rights and ensure that they or their business partners are not complicit in human rights violations.

Non-Discrimination

Suppliers must not engage in any form of discrimination based on gender, ethnicity, religion, age, disability, sexual orientation, nationality, political opinion, union membership, social background, or other characteristics protected by law. Discrimination, physical or verbal harassment, or unlawful threats are not tolerated. All employees must be treated with respect, dignity, and common courtesy.

Workplace Practices

Suppliers must provide their employees with conditions for a safe and healthy work environment that complies with all applicable legal requirements.

Forced Labor

There must be no form of forced labor related to OJM A/S's business, products, or services. Suppliers must ensure they do not engage in any form of forced labor, trafficking, modern slavery, or involuntary work.

Child Labor

Child labor is not tolerated. Under no circumstances may employment be offered to a person younger than 15 years or younger than the country's legal minimum age if that age is higher than 15.

Freedom of Association

Suppliers must respect employees' fundamental right to freely, voluntarily, and without interference establish and join or not join trade unions and employee representation of their choice and to engage in collective bargaining where permitted by local laws.

Working Hours and Compensation

Suppliers must comply with applicable laws, agreements, and industry standards on working hours and compensation (including but not limited to overtime and overtime pay).

Ethical Recruitment

Suppliers must hire workers legally, in accordance with international labor standards, and in a fair and transparent manner that respects human rights. Workers must receive a written notice at the start of employment in a language they understand well, clearly and truthfully stating their rights and responsibilities.

Diversity, Equity, and Inclusion

Suppliers should promote inclusive cultures where diversity is valued and where employees can contribute fully and reach their full potential. Diversity should be encouraged at all levels of the workforce and leadership.

Environmental Principles

Resource Efficiency

Products and processes must be designed to use energy, natural resources, and raw materials efficiently and to minimize waste and residual products.

Responsible Sourcing of Minerals and Metals

Suppliers are expected to use only minerals and metals that are mined and traded in a manner that does not contribute to human rights violations, unethical business practices (e.g., corruption), environmental damage, or conflict financing.

Precautionary Principle

Suppliers must avoid materials and methods that pose environmental and health risks to individuals or society when alternatives are available.

person eller samfundet, når der er tilgængelige alternativer