



# THIRD PARTY CODE OF CONDUCT

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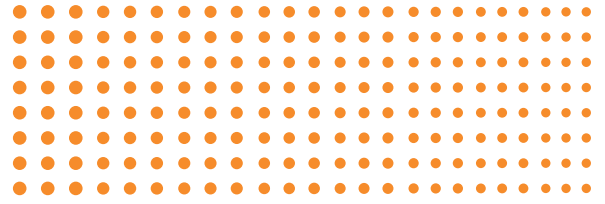
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## TABLE OF CONTENTS

01	Scope
02	Purpose
03	Human rights and working conditions
04	Health, safety and environmental protection
05	Fair competition
06	Prevention of bribery and corruption
07	Protecting trade
7.1	Export control regulations compliance
7.2	Prevention of money laundering and terrorist financing
08	Protecting data, information and intellectual property
09	Whistleblowing
10	Compliance with this Third Party Code of Conduct
11	Definitions

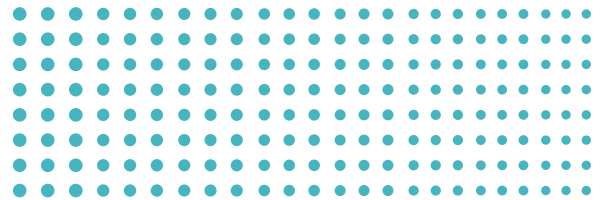


# 01 SCOPE



This Third Party Code of Conduct applies to all distributors and agents, and significant third party vendors, suppliers and partners that have business relationships with OQ. Such third parties are referred to as “Partners”.

# 02 PURPOSE



OQ is committed to honesty, fairness and respect when dealing with our Partners, other stakeholders and our Personnel. We recognize the diverse legal and cultural context of our global activities. OQ expects all of our Partners to act with the same honesty and integrity in all aspects of their business.



## 03 HUMAN RIGHTS AND WORKING CONDITIONS

This Third Party Code of Conduct narrates the standards and corporate values of OQ, which we expect each Partner to observe and comply with Human rights and working conditions.

We are committed to offering high-quality working conditions in line with internationally recognized principles on labour and human rights. Therefore, we expect of our Partners to operate within the framework of the United Nations Universal Declaration of Human Rights, the Fundamental Convention of the International Labor Organization, and to comply with all applicable laws to prohibit slavery, human trafficking, as well as forced, compulsory or child labor.

The Partner shall also provide a safe and healthy working environment by treating its employees, workers and personnel with fairness, dignity and respect, and not discriminate trade unions and the right of workers to organize and bargain collectively.



## 04 HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION

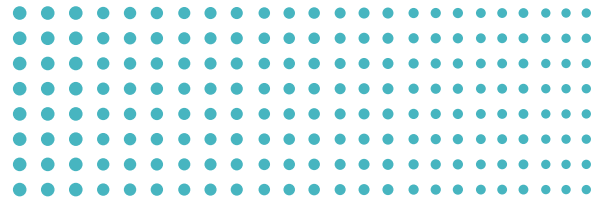
OQ is committed to an incident and injury free workplace, and to protect health and wellbeing. We are pledged to preserve and protect our environment for ourselves and for future generations. Therefore, we expect of our Partner to comply with all applicable laws and regulations addressing environmental protection, and to ensure a safe working environment for its employees, workers and personnel by maintaining programs on accident prevention and health risk exposure minimization.

When working on the premises of OQ, the Partner's employees, workers and personnel is required to adhere to OQ's safety standards, systems and procedures on-site.

## 05 FAIR COMPETITION

OQ maintains a strong commitment to comply with the antitrust and competition laws of all countries applicable to our business. Therefore, we expect of our Partner to comply with all applicable antitrust and competition laws, rules and regulations and not enter into restrictive agreements or concerted practices with a third party with the intent to restrict competition.

## 06 PREVENTION OF BRIBERY AND CORRUPTION

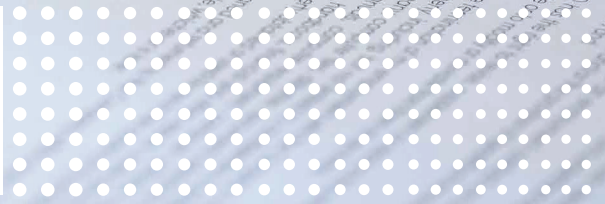


OQ does not tolerate any form of bribery and corruption. Therefore, we expect of our Partners to comply with all applicable anti-corruption laws and to ensure that its employees, workers, personnel, subcontractors or representatives do not offer, promise or grant any illegal benefits, favors or payments to an individual, company or government official with the intention to unduly influence or facilitate a business decision or an official act.

Our Partner must also prohibit its employees, workers, personnel or representatives from offering any illegal benefits, favors or payments, including inappropriate gifts or disproportionate hospitality, towards OQ Personnel to obtain or reward business opportunities.



## 07 PROTECTING TRADE



### 7.1 EXPORT CONTROL REGULATIONS COMPLIANCE

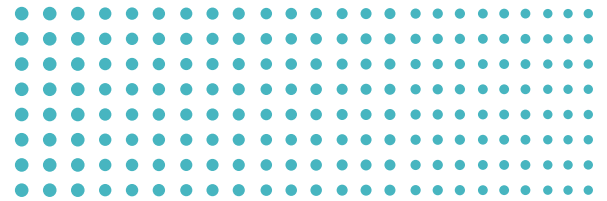
Our Partner must comply with all trade restrictions, sanction controls and export regulations applicable in the jurisdictions where it operates, and must prohibit any activities that would violate any national or international, financial or economic, sanctions or embargoes towards countries, organisations or individuals.

## 7.2 PREVENTION OF MONEY LAUNDERING AND TERRORIST FINANCING

OQ does not support nor facilitate money laundering in any form. Our Partner must comply with the anti-money laundering laws and/or regulations and implement an efficient risk management as required to the extent applicable (to the business scope and jurisdiction in which it operates).

# 08

## PROTECTING DATA, INFORMATION AND INTELLECTUAL PROPERTY

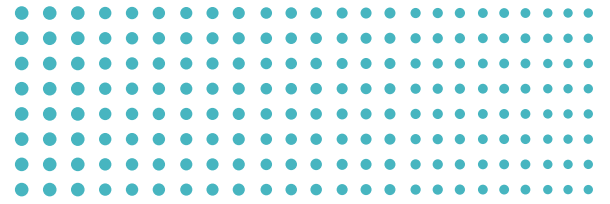


Our Personnel is committed to safeguard OQ's non-public information and to take appropriate steps to prevent misuse of confidential information, which includes personal data in accordance with the General Data Protection Regulation.

Equally, we expect of our Partner to comply with all applicable laws concerning data protection., and to ensure that the information collected within the scope of the business relationship with OQ will not be improperly used or disclosed to unauthorized third parties. This information includes OQ's intellectual property.

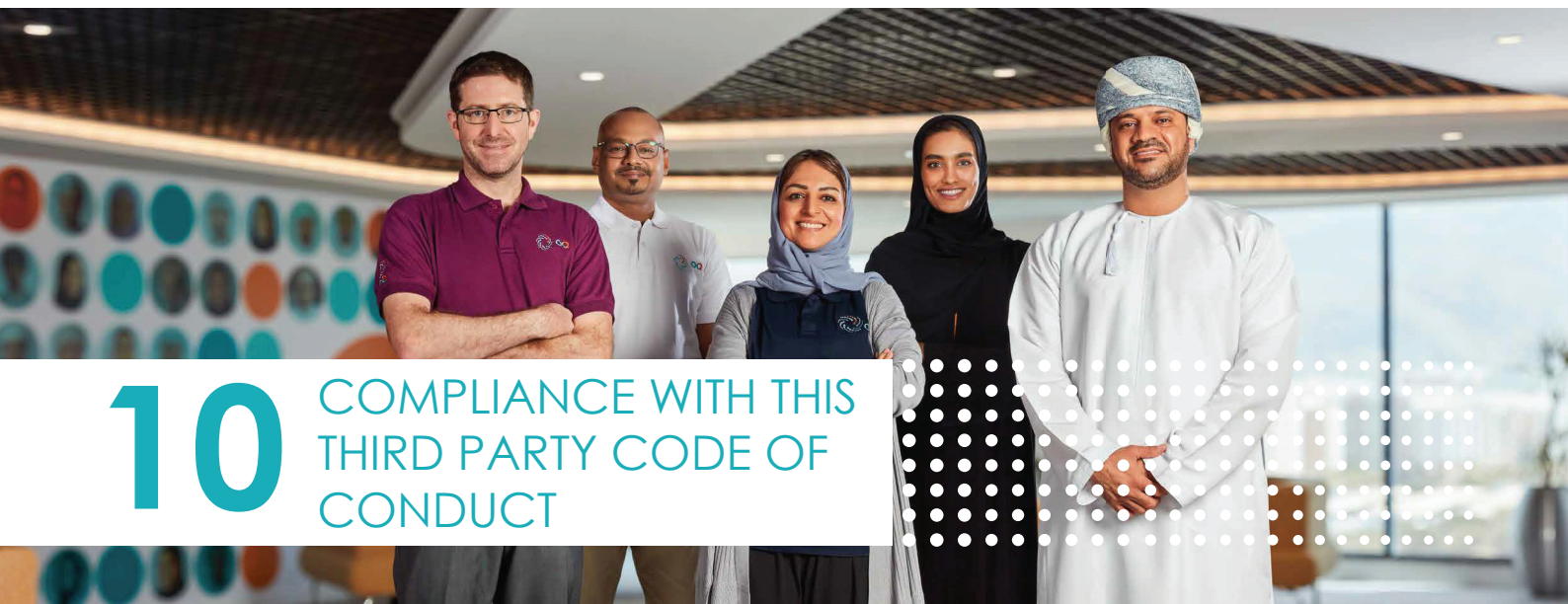


# 09 WHISTLEBLOWING



OQ strives to uphold its ethical standards and values, and encourages its Partners to report any observation of behaviour that represents a violation of these principles by utilizing the anonymous whistleblowing system of OQ.

Details are available on the website: <https://oq.ethicspoint.com>



# 10 COMPLIANCE WITH THIS THIRD PARTY CODE OF CONDUCT

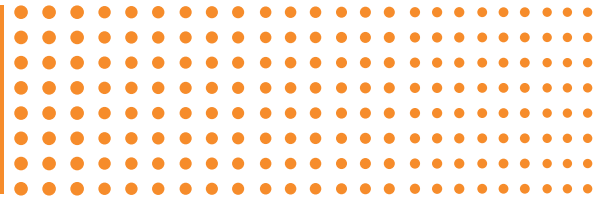
OQ recognizes compliance with this Third Party Code of Conduct as essential for the relationship with its Partners, and reserves the right to audit the Partner's compliance with this Code.

The Partner acknowledges to communicating the content of this Third Party Code of Conduct to its subcontractors and suppliers engaged to fulfil their obligations toward OQ and to require them to comply with this Code or its principles.

In case of breach of the Code, OQ reserves its right to demand clarification of the facts and initiation of countermeasures by the Partner. In the event of failure to provide evidence that corrective action has been initiated or in the event that the breach is so significant that OQ cannot be reasonably expected to continue the business relationship, OQ reserves the right to terminate the relationship with the Partner subject to applicable laws.

# 11

## DEFINITIONS

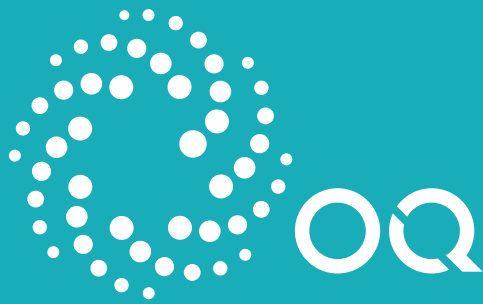


**Partner** Any distributor, agent, or significant third party vendor, supplier and partner that has a business relationship with OQ.

**OQ** Any company in which OQ S.A.O.C. has a direct or indirect controlling interest.

**Personnel** Any employee, officer and executive staff employed with or appointed to OQ, as well as any agent or person working under contract that occupies a permanent or temporary position within OQ, such as seconded staff or staff sourced from manpower contractors.





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