



OMP Supplier Code of Conduct

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LEADERSHIP MESSAGE

Dear Supplier,

Being a leading solution provider in the supply chain planning industry, OMP's mission is to empower, motivate, and inspire supply chain professionals to outperform their goals, outsmart our competition, and outclass themselves. Hereto we are committed to the highest standards of personal and professional behavior throughout our company in everything we do.

In this respect, we choose our external partners carefully. Teaming up for the long run. We search for the right match, collaborating only with those partners who share our vision and values as well as our commitment to sustainability.

At OMP, we strongly believe that a Code of Conduct for our partners is a step in establishing a long-term sustainable relationship with our partners and the communities in which we operate. Our goal is to ensure that all our partners acknowledge our values and share our commitment to conduct business in an ethical, legal, and socially responsible manner.

As a valued partner of OMP, we count on your commitment and support to continuously adopt and promote responsible business practices. We also encourage you to go beyond compliance and strive for higher standards.

I wish to thank you in advance for your efforts to comply with the principles included in this Code and look forward to a successful business engagement based on mutual trust, honesty, and integrity.

Anita Van Looveren

CEO

1 INTRODUCTION

As a socially responsible company, OMP shows its commitment to society and the environment, and we expect this from our Suppliers too. Our Suppliers are important actors, that allow us to serve our stakeholders and ensure that our entire value chain contributes to that vision of sustainable development.

This Supplier Code of Conduct ("Code") stipulates the minimum standards to which OMP and its affiliates ("OMP") are committed and which OMP requests its suppliers, alliance partners, contractors, and other business partners (hereinafter collectively referred to as "Suppliers") to respect and follow. Acceptance and adherence to this Code is mandatory for all our Suppliers. In so doing, we would like to establish strong partnerships with our Suppliers built on the foundations of transparency, collaboration, and excellence.

We request our Suppliers to follow all applicable laws and regulations, with a focus on those relating to the topics set out in this Code. The Code is not meant to, and does not, supersede any applicable law. To the extent that there is any conflict between this Code and any applicable law, the applicable law prevails.

Furthermore, our Code sets out principles inspired by the most fundamental international conventions, and guidelines in the areas of ethical conduct, health and safety, environmental and social aspects. While we do not require Suppliers to join the UN Global Compact, the principles below were inspired by the comprehensive framework of the Global Compact's Ten Principles. We also encourage, and in some cases require, our Suppliers to apply the spirit and letter of this document to their own suppliers and subcontractors.



2 HUMAN RIGHTS AND LABOR STANDARDS

We expect our Suppliers to protect the human rights of their employees and to uphold at least the following principles in this respect:

2.1 Human rights as a value

One of OMP's core values is "We care for People". A deep commitment to social responsibility is core to who we are as a company. Striving to be an optimal employer, we believe people are at the heart of our business and take pride in our outstanding work culture.

In this regard, we ask all suppliers to **respect human rights and avoid complicity in human rights abuses**. Suppliers are requested to engage themselves and to take effective measures to avoid or end any human rights or discrimination violations in the workplace.

2.2 Diversity and inclusion

OMP embraces and values diversity in all its forms, whether it be gender, age, ethnicity, or cultural background, we appreciate character, skills, expertise, and opinion. We believe that diversity and inclusion are the catalyst for success and innovation in the workplace.

Hereto we request that our suppliers maintain a positive workplace that promotes fairness and equality. Suppliers shall have a **zero-tolerance policy against any discrimination** based on race, ethnicity, nationality, color, age, gender, gender identity, sexual orientation, disability, marital status, political opinions, or religion.

2.3 Mutual respect and prohibition of any form of harassment

We expect that everyone treats each other in a professional manner, based upon mutual respect, trust, and individual dignity.

Suppliers are obliged to **provide a work environment which is free of harassment, abuse, and violence**, including sexual harassment, intimidation, corporal punishment, inhumane treatment, or any threat thereof in whatever form at the workplace.

2.4 Child labor and forced labor

Suppliers shall refrain from using child, bonded, indentured, forced, or involuntary prison labor or coercion. The employment of young workers below the age of 18 shall only occur in non-hazardous work and when young workers are above a country's legal age for employment, or the age established for completing compulsory education.

Suppliers shall not engage in any form of slavery or human trafficking.

2.5 Appropriate wage and working hours

The employment of Suppliers' employees should be based upon a recognized employment relationship.

Suppliers shall pay employees according to applicable wage laws, including minimum wages, overtime pay, and mandated benefits, all of which should at least meet the applicable legal minimum and/or collective agreements.

Suppliers shall set working hours that comply with applicable laws and regulations to ensure the health, safety, and welfare of employees.



2.6 Freedom of association and the right to collective bargaining

Suppliers shall respect the rights of their employees to freely associate or join trade unions and bargain collectively.

3 HEALTH, SAFETY, AND ENVIRONMENT

OMP recognizes that the world faces environmental challenges and is committed to promoting a healthy environment. As an organization that engages in developing and implementing supply chain planning solutions worldwide, we believe that our business can add value and should do things to promote a positive influence in matters that improve the world.

In this respect, we also expect that our Suppliers **comply with all applicable laws relating to health, safety, and environmental protection**. They are expected to take adequate measures to protect the health and safety of their employees and provide a safe and healthy workplace.

We request that our Suppliers **limit their environmental impact as much as possible** by continuously reducing their energy consumption, water usage, waste disposal, and carbon footprint. Suppliers must abide by the three environmental principles set out in the United Nations Global Compact:

- 1) supporting a precautionary approach to environmental change;
- 2) undertaking initiatives to promote greater environmental responsibility; and
- 3) encouraging the development and diffusion of environmentally friendly technologies.

4 BUSINESS ETHICS AND TRANSPARENCY

Acting ethically is not just about complying with the formal laws and regulations that govern our business. It is also about following the highest standards of quality and personal integrity. This helps us all to make informed and objective business decisions and avoid unintentional violations of laws and company policies.

4.1 Business integrity and fair competition

Suppliers will be committed to fostering an open and honest culture of trust and integrity. Hence, Suppliers shall communicate clear, correct, and truthful information to their stakeholders as well as to OMP.

Suppliers shall obey all applicable competition laws, employ fair business practices, and shall not participate in activities which could qualify as impeding competition.

4.2 Anti-corruption

Suppliers shall comply with all applicable anti-corruption laws and shall not engage in any form of corruption, bribery, or money laundering.

Suppliers are prohibited from offering gifts or hospitality above a nominal value to OMP employees, customers, or other relevant stakeholders. Any gift offered can only have a purely nominal value and cannot have the intention to influence a business decision. Hospitality offered must always be linked to business purposes, have an appropriate value, and lack the intention to influence a business decision.



4.3 Conflict of Interest

Suppliers should remain free of interests or relationships that are, or appear to be, conflicting, biased, or detrimental to the best interests and reputation of OMP.

Suppliers are required to prevent, avoid, and notify OMP of any (potential) conflict of interest between Supplier or one of its employees and OMP.

4.4 Trade sanctions

Suppliers shall comply with all applicable international trade sanctions laws and regulations and not deal with restricted parties.

4.5 Information security and data protection

Suppliers must protect all information and data received from OMP or its customers while doing business with OMP and in accordance with industry recognized good security practices, legislation, regulations, and contractual obligations. Such information and data must be always kept confidential and not used for any purposes other than the business purpose for which it was provided or made available. Suppliers shall ensure that their security policies are effectively implemented, regularly checked, and continuously improved.

Suppliers shall process personal data in accordance with the applicable data protection laws and regulations.

Suppliers shall respect the intellectual property rights of OMP and its customers.

5 RAISING CONCERNS

OMP does not tolerate behavior that is illegal, unethical, or in breach of human rights. We encourage everyone to raise ethical and professional issues without any fear of retaliation whatsoever.

If any concern rises regarding this Code or its application, anyone can directly notify their OMP contact person, if applicable, or report this confidentially to the following email address: Whistleblowing@omp.com. If you want to report anonymously, you can use our dedicated OMP-form (available on: <https://forms.office.com/r/9YUbwTJttw>). Please consider that reporting anonymously implies that we will not be able to provide feedback regarding your concern.

The good faith usage of this reporting possibility can under no circumstances entail any measures against the reporter. All reports will be adequately assessed and in case of violations appropriate measures will be taken.

6 COMPLIANCE

OMP reserves the right to verify whether its Suppliers comply with the minimal principles set out in this Code.

If OMP determines that a Supplier has violated this Code, we will require that the Supplier takes corrective action and provides appropriate supporting evidence to demonstrate rectification. OMP also reserves the right to suspend or terminate any relationship with a Supplier for breach of the requirements of this Code.