

SUPPLIER CODE OF CONDUCT

Introduction

At Olvondo Technology, we are committed to conducting business in an ethical, transparent, and responsible manner. We strive for long-term relationships with our suppliers based on trust, respect, and mutual benefit.

Our Supplier Code of Conduct sets out the expectations and standards for all suppliers working with us, ensuring that both our company and our suppliers uphold the highest standards of ethics and responsibility.

This Code is built on the principles of international frameworks such as the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) standards, and national regulations, including the Norwegian Transparency Act and the EU's Corporate Sustainability Reporting Directive (CSRD).

1. Ethical Business Practices

Olvondo Technology requires all suppliers to conduct their business in an ethical and transparent manner. Suppliers must adhere to principles of integrity, fairness, and accountability. This includes, but is not limited to:

- Anti-corruption and anti-bribery policies.
- Transparent accounting and record-keeping practices.
- Prohibition of fraud and financial misconduct.
- Avoidance of any conflict of interest that could affect business decisions.

2. Human Rights and Labour Standards

We are committed to respecting human rights in our supply chain. Suppliers must uphold the following standards:

- No Forced or Child Labour: Suppliers must not use forced, bonded, or child labour. Workers should be free to leave employment at their own will, and their rights must be respected at all times.
- Fair Wages and Working Hours: Suppliers must comply with applicable wage laws and provide compensation that meets the minimum living standards in their jurisdiction. Working hours must comply with local laws and international standards.
- Freedom of Association and Collective Bargaining: Workers have the right to join trade unions, form associations, and engage in collective bargaining without fear of retaliation.

3. Health and Safety

Olvondo Technology is committed to ensuring the health, safety, and well-being of all workers. Suppliers must maintain a safe working environment, free

from hazardous conditions, and comply with all relevant health and safety regulations.

- Suppliers must provide appropriate protective equipment and training to prevent workplace accidents and injuries.

- Emergency procedures, first-aid, and welfare provisions must be in place.

4. Environmental Responsibility

We are committed to sustainability and reducing the environmental impact of our supply chain. Suppliers must:

- Comply with all environmental laws and regulations.
- Adopt practices that minimize pollution, reduce waste, and conserve resources.
- Encourage the use of renewable energy and the reduction of carbon emissions in their operations.

5. Fair Business, Advertising, and Competition

Suppliers must operate in accordance with applicable competition laws and ensure that all business practices related to advertising, marketing, and sales are conducted fairly and honestly. Any form of deceptive, misleading, or unethical advertising practices is prohibited.

6. Compliance with Legal and Regulatory Requirements

Suppliers must comply with all applicable local, national, and international laws, including the Norwegian Transparency Act and the EU's CSRD if relevant to their operations. This includes:

- The prohibition of discriminatory practices in recruitment, employment, and compensation.
- Adherence to laws regarding data privacy and protection of intellectual property rights.

7. Commitment to Due Diligence

As part of our commitment to transparency and corporate responsibility, Olvondo Technology ensures that its suppliers also implement due diligence processes to identify, prevent, and mitigate any adverse human rights and environmental impacts in their own operations. Suppliers must:

- Maintain appropriate monitoring systems to assess risks related to human rights, environmental impacts, and other ethical concerns.
- Take corrective action when violations are identified, with a focus on preventing recurrence.

8. Reporting and Accountability

Suppliers are required to report any violations or potential violations of this Code of Conduct to Olvondo Technology. We encourage a culture of openness and accountability and will ensure that any concerns raised will be treated confidentially and thoroughly investigated.

9. Audits and Inspections

Olvondo Technology reserves the right to conduct audits or inspections of suppliers to verify compliance with this Code of Conduct. Suppliers are expected to cooperate with these audits and provide necessary information or access as required.

10. Continuous Improvement

We encourage suppliers to continuously improve their operations, with a focus on sustainability, social responsibility, and ethical business practices. Olvondo Technology is committed to working with suppliers to help them meet and exceed the standards outlined in this Code.

Conclusion

By working with Olvondo Technology, suppliers are agreeing to uphold the highest ethical standards and to implement practices that respect human rights, protect the environment, and ensure fair working conditions.

This Code of Conduct is not just a requirement, but a shared commitment to a sustainable and ethical future.