

Ossi Connectors A/S

Code of Ethical Business Conduct

Introduction

This document describes the extent to which Ossi Connectors A/S operates under ethical company code. The relations between the company, shareholders and owners, directors and management, suppliers and clients, competitors, employees and civil society are described from the perspective of operating in an ethical and responsible manner.

Shareholders and Owners

- Configure Ossi Connectors A/S as an instrument at the service of creating wealth, making their indisputable objective of obtaining a profit compatible with sustainable, environmentally sound social development, making certain that all activities are carried out in an ethical and responsible manner.
- Configure Ossi Connectors A/S as a medium and long term entity, not comprising its continuity through an interest in short term enrichment.
- Exercise voting rights at general shareholders meetings on an informed basis and always demand ethical behaviour from the company, including approval of the code of ethics and orchestrating effective application thereof.
- Search for a fair balance between capital and work, in such manner, through salaries, workers receive just compensation for their work.
- Appoint as directors and management persons who meet the requisites established regarding adequate preparation and experience, and who carry out management functions in a professional, ethical and responsible manner.
- Define and defend the mission and values of the company in accordance with our code of ethical business conduct.

Directors and Management

- Carry out their activities in a professional, ethical and responsible manner.
- Comply and demand compliance with the code of ethical business conduct of Ossi Connectors A/S and make this code known and establish appropriate mechanisms to guarantee application. In this purpose an ethics committee is established to apply the code and correct

infractions.

- Inform owners and shareholders periodically and accurately as the situation of and the outlook for Ossi Connectors A/S.
- Promote effective participation by shareholders at the general meetings, especially by facilitating the exercise of information and voting rights.
- Comply and demand compliance with generally accepted accounting standards and principles, and establish internal and external risk management and control systems in accordance with the characteristics of Ossi Connectors A/S.
- Keep the books and ledgers of Ossi Connectors A/S in an accurate and honest manner, in order to permit that information be obtained and decisions be taken on an informed and responsible basis.
- Provide external and internal auditors of Ossi Connectors A/S with all such information and explanations as may be required to carry out their work.
- Subordinate their own interests to those of Ossi Connectors A/S when acting on behalf and in representation thereof and not use corporate assets in their own benefit, except with due transparency, prior authorisation from the relevant corporate body and in exchange for consideration deemed appropriate on the market.
- Immediately notify the administrative body as to any event or situation which would represent or could give rise to a conflict between the interests of Ossi Connectors A/S and the individual interests of the director or manager, and abstain from intervening in the resolution.
- Facilitate the transparency of and control over their remuneration in such a way that it is guaranteed to be appropriate to their level of responsibility and performance and to the characteristics of Ossi Connectors A/S
- Maintain as confidential the background, data and documents to which they have access by virtue of their functions at Ossi Connectors A/S, even when they no longer carry out such functions.
- Make payment and comply with debts incurred by Ossi Connectors A/S without unjustified delay or breach, and collect on balance due with diligence required in each case.
- Prepare and maintain in place a succession plan for key positions within Ossi Connectors A/S, to ensure that continuity of the company does not depend on the presence of any given director or manager.
- Choose their collaborators and subordinates in accordance with the principles of merit and capacity, looking only to fulfil the interests of Ossi Connectors A/S



Suppliers and Clients

- Maintain ethical and licit relationships with suppliers of goods and services.
- Search for and select only suppliers, whose business practices human dignity, are not in breach of law and do not place the reputation of Ossi Connectors A/S in danger.
- Select suppliers on the basis of the appropriateness of their products or services, as well as of their prices, delivery conditions and quality, not accepting or offering gifts or commissions, in cash or in kind, which could alter the rules of free competition in the production and distribution of goods and services.
- Aspire to excellence in the goods and services of the company in such a way that clients obtain the satisfaction expected there from.
- Guarantee the products and services of the company and deal quickly and efficiently with clients and claims, with a view to achieving satisfaction beyond mere compliance with prevailing legislation.



Competitors

- Not abuse a dominant or privileged market position
- Compete on good faith with other companies cooperating to achieve a free market based on mutual respect between competitors and abstaining from engaging in unfair practices.
- In particular by not taking clients from other competitors employing unethical methods.



Employees

- Treat employees with dignity, respect and justice, taking into consideration their different cultural sensitivities.
- Not to discriminate against employees on the ground of race, religion, age, nationality, sex or any other personal or social condition different from the conditions of merit and capacity.
- Not permit any form of violence, harassment or abuse at the workplace.
- Recognise the professional development, training and promotion of employees.
- Link remuneration and the promotion of employees to their conditions of merit and capacity.
- Establish and communicate clear criteria and rules which maintain a balance between the rights of Ossi Connectors A/S and those of employees in hiring processes and in the separation thereof, even in the case of voluntary change in employee.
- Guarantee health and safety on the job, taking any such measures as are considered reasonable to maximise prevention of occupational risk.

- Look to reconcile work at Ossi Connectors A/S with the personal and family life of employees.
- Look to achieve the occupational integration of persons with incapacities or handicaps, eliminating barriers of all kinds in the ambit of Ossi Connectors A/S in order to achieve insertion.
- Facilitate the participation of employees in the social action programmes of Ossi Connectors A/S.



Civil society

- Respect human rights and democratic institutions, and promote them wherever possible.
- Maintain the principle of political neutrality, without interfering politically on those communities where they carry out their activities, also as a demonstration of respect for the different opinions and sensitivities of people related to Ossi Connectors A/S
- Maintain licit and respectful relationships with public authorities and institutions, not accepting or offering gifts or commission in cash or in kind.
- Collaborate with public entities and non-governmental entities and organisations dedicated to improving levels of social attention for disadvantaged persons.

This ethic code document has been created for and implemented at the company Ossi Connectors A/S™.

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