

OESL SUPPLIER CODE OF CONDUCT

At OESL, we believe that Inclusion, Diversity and Social Equality (IDSE) are at the heart of all great companies. We are committed to our communities, acting as a responsible business and aim to lead by example focussing on the following key areas:

- Acting in a transparent and inclusive manner to ensure access to our organisation for diverse and underrepresented suppliers.
- Ensuring our people, clients, suppliers and other third parties are treated with dignity and respect, irrespective of gender, race, faith, age, disability, sexual orientation, gender identity or socio-economic background.
- Reducing the environmental impact in our supply chain.
- Combatting slavery and human trafficking in our business and across our supply chains.

We therefore want our suppliers to:

- Embed Responsibility and Inclusion, Diversity and Social Equality within their workplace policies and practices.
- Support us in our efforts to reduce environmental impacts.
- Work with their own suppliers to ensure these values and practices are cascaded along the supply chain, including ensuring full compliance to the Modern Slavery Act 2015.

We believe that by working together with suppliers we will add value to our organisations and deliver the change required to meet sustainability challenges. Reducing environmental impacts will yield benefits in a future where resources are scarce. We further believe that the Living Wage can lead to a more motivated workforce.

We therefore expect all suppliers to:

- Act with integrity, constantly striving to uphold the highest standards of ethical practice. — Adhere to all applicable laws and regulations.
- Avoid any conflicts of interest and never participate in improper practices such as bribery or corruption.
- Abide by the same high standards and practices in relation to eradicating modern slavery and human trafficking, including (i) not using slave labour, illegal child labour or force labour, (ii) ensuring that all terms of employment are voluntary and (iii) adhering to local laws in respect of minimum age requirements, wages, overtime and working hours.