UPTIME SUPPLIER CODE OF CONDUCT

Purpose and scope

Uptime International's Supplier Code of Conduct defines the minimum standards for which we require our suppliers to comply with when doing business with Uptime International.

Our Code of Conduct is based on the UN and ILO conventions, the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, and the Norwegian Transparency Act.

Uptime International has a zero-tolerance policy for corruption and bribery and expects its suppliers to carry out a similar attitude. Suppliers must always conduct their businesses ethically and with integrity, in line with the principles laid out in our Code of Conduct.

Suppliers are also expected to establish, maintain, and continuously improve their management processes and business operations to ensure they align with the principles specified in our Code of Conduct.

Acceptance of our Supplier Code of Conduct by an authorized signature is mandatory for a company wishing to be a supplier to Uptime International.

Principles for ethical business conduct

Anti-corruption and bribery

The supplier shall conduct its business ethically and with integrity, and agree to:

- prohibit any offer or acceptance of all forms of corrupt payments, extortion, and bribery, including facilitation payments
- implement strict limits on gifts, entertainment, and hospitality, particularly in dealings with public officials, in conformity with relevant anti-bribery laws – including the UK Bribery Act and the Foreign Corrupt Practices Act
- to act in accordance with national and international competition laws and not to participate in price-fixing, market or customer allocation, market sharing or bid rigging with competitors.

Human rights

The supplier shall:

- support and respect the protection of internationally recognized human rights
- promote equal opportunities and treatment of employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious convictions, style of cohabitation, sex, or age.
- not tolerate any form of harassment or discrimination on the grounds of the above.
- Take all responsible steps to avoid or otherwise appropriately remedy and adverse impacts on human rights resulting from the supplier's or sub-supplier's business activities.

Child labor and forced labor

The supplier shall:

- Never tolerate nor use child labor or forces labor at any stage in its business activities, in accordance with the ILO Convention and the Modern Slavery Act
- Never accept that employees or affiliated parties purchase or share sexual services or child pornography in any countries in which business is conducted, either during or after working hours.

Fair working conditions

The supplier shall:

- respect the rights of employees to freely associate and bargain collectively
- compensate employees fairly and comply with all applicable laws, general applicable collective agreements and mandatory industry standards regarding working hours and overtime pay.

Trade compliance and sanctions

The supplier shall:

- Comply with all relevant trade compliance regulations and export control legislation, including sanctions
- Provide Uptime with information on export-controlled items, including export-control jurisdiction, classification of such items, and licensing requirements related to activities pursuant to contracts with Uptime International.

Anti-money laundering and terrorist financing

The supplier shall:

- Conduct all its activities in compliance with applicable laws and regulations related to anti-money laundering and terrorist financing
- Have established due diligence and monitoring procedures to document transparency in ownership and transactions related to all third parties.

Data protection and privacy

The supplier shall:

- Comply with all applicable laws related to data protection and privacy
- Respect the intellectual property rights of others and protect confidential information.

Health, safety, environment, and quality (HSEQ)

The supplier shall:

- Work ambitiously, through continuous improvement, for a healthy working environment and for a safe and secure conduct in accordance with internationally recognized health and safety standards and applicable law
- Conduct its business in an environmentally sustainable way.

Supply chain compliance

The supplier shall

- ensure and monitor compliance with this Code of Conduct among suppliers, sub-suppliers, and their sub-suppliers
- comply with the principles of non-Discrimination regarding supplier selection and treatment.

Grievance mechanisms

The supplier shall:

- Facilitate an incident reporting channel (whistleblower mechanism) which permits anonymous grievance reporting and management, actively monitor this channel, keep accurate record, and take appropriate action in a confidential manner
- Not accept any form of retaliation against or harassment of whistleblowers
- Report any acts of omissions to Uptime International which would be considered a breach of this Code of Conduct.

Supplier's acknowledgement and signature page

By signing this document, we confirm that we fulfill the requirements in this supplier code of conduct and will comply with all applicable laws and regulations.

Breach of any of the principles in this Code of Conduct entitles Uptime International to terminate its relationship with us with immediate effect by notifying us.

Suppliers name:

Company reg.no:

E-mail address:

Date:

Name:

Title:

Authorized signature: