

Code of Business Conduct

The Code of Business Conduct constitutes the foundation for Okolab policies and procedures. Everyone at Okolab is required to understand and comply with the Code of Business Conduct and the legislation related to its activities.

Okolab suppliers, business partners and distributors are expected to fully comply with applicable laws and to support and embrace the Okolab Code of Business Conduct.

This Code of Business Conduct is based on the following principles:

Environment Protection

- **Health & Safety Workspace**

Okolab is committed to providing a healthy and safe working environment. Okolab complies with all applicable legislation and regulations and aims to continuously improve health and safety conditions. Okolab strives to develop appropriate safety procedures, preventive actions, and provide employees with adequate and necessary protective equipment. Employees are expected to work and behave safely taking necessary steps to protect themselves and others, follow all safety procedures and attend required safety training. Everyone at Okolab must report immediately all accidents, unsafe behavior and all potential risks.

- **Sustainability**

Okolab complies with all applicable environmental regulations. Okolab cares about the environment by applying energy-efficient and environment-friendly technologies. Okolab thus incorporated Okopower SRL in 2012, to build and operate a 106KW Photovoltaic Power Plant in southern Italy. Okolab produces more energy than it consumes. Okolab energy balance is available at the Okolab website (www.oko-lab.com).

- **Product Safety**

Okolab meets all applicable legislation and regulations with respect to product safety and labeling requirements. Okolab ensures that Okolab products are safe for consumers and the environment when used as intended. Okolab ensures by using an appropriate quality management system that product quality meets the applicable requirements. Okolab continuously seeks to optimize product quality and meet customer's expectations.

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Human and Workplace Rights

- **Human Rights**

Okolab is strongly committed to supporting the protection of internationally recognized human rights, the fight against forced labor (including modern slavery and human traffic) and child labor.

Okolab ensures that no one of its employees suffers from any form of discrimination, abuse or harassment, based on race, gender, age, origin, ethnic, physical ability, religious, political, social and cultural diversity.

- **Freedom association**

Okolab guarantees the freedom of association respecting employees' choice to join or not to join a trade union, and the right to collective bargaining in accordance with applicable legislation.

- **Wages and working hours**

Okolab complies with all applicable legislation concerning the number of working hours and days, minimum wages and overtime.

Governance Integrity

- **Business Integrity**

Okolab is committed to conducting its business with integrity and based upon ethical best practices and principles, acting in compliance with the applicable laws including but not limited to antitrust, trade controls.

- **Anti-bribery and Corruption**

Okolab strictly prohibits all types of bribery, corruption, fraudulent conduct and money laundering. Everyone at Okolab must not solicit or accept an offer of items or value that may inappropriately influence business decisions towards private or public officials.

- **Privacy and Data protection**

Okolab respects the privacy of all employees and manages their personal data in accordance with the applicable legislation. Okolab is committed to maintaining the business partner's trust by protecting its confidential information.

Okolab takes care to secure its intellectual property and confidential information. Everyone at Okolab must take precautions to protect Okolab intellectual property and avoid any misuses.