



OONA HEALTH

Oona Health Group Code of Conduct



1. Purpose and applicability

1.1 Applicability

This Supplier Code of Conduct applies to all suppliers for the companies in the Oona Health Group: Forsikringsselskabet Dansk Sundhedssikring A/S, PrimaCare A/S and DSS Hälsa AB (in the following Oona Health).

1.2 Purpose

The purpose of the Supplier Code of Conduct is to establish the framework of Oona Health's demands on our suppliers and sub-suppliers.

In carrying out the obligations under the Agreement, the Supplier shall comply with the principles outlined in this Supplier Code of Conduct, by implementing the principles in the Supplier's organisation.

Oona Health acknowledges that this Code of Conduct may not cover all situations, which our suppliers may experience in the daily management of their business. In such cases, we expect our suppliers to show the same high ethical integrity as stated in this Code of Conduct.

Furthermore, Oona Health expects our suppliers to oversee that their sub-suppliers are compliant with the principles stated in this Code of Conduct.

2. Governance

In case of severe breaches of this Supplier Code of Conduct, either in terms of content or quantity, Oona Health reserves the right to take up action or terminate the contract with the supplier.

Oona Health reserves the right to audit our supplier's compliance with this Code of Conduct. An audit must be notified at least 4 weeks prior to the audit. The Parties must bear their own expenses in connection to the audit.

3. Suppliers' obligations

3.1 Business Ethics

We require our suppliers to conduct their business by adhering to the highest standards of ethical behaviour.

Our suppliers should:

- Refrain from any participation in corruption, extortion, or bribery.
- Refrain from any kind of unfair competition according to applicable competition legislation.

Oona Health A/S

Hørkær 12B, 2730 Herlev | Denmark | CVR.nr. 34739307 | oona-health.com

- Comply with any applicable anti-corruption and anti-bribery legislation and guidelines.
- Comply with any applicable data protection legislation and the best standards on information security.

3.2 Health and Safety

We require our suppliers to provide a safe, secure, and healthy working environment for their entire workforce.

Our suppliers should:

- Continuously work towards mitigating and minimising any health and safety risks.
- Hinder physical and psychological accidents and damage, by ensuring adequate training and preventive measurements.
- Ensure compliance with all applicable laws and regulations.
- Ensure that all employees feel confident by and can report unsafe practices without the fear of reprisals.

3.3 Environment

We require our suppliers to identify their environmental impact and integrate appropriate and continuous efforts to mitigate and minimise the eventual negative environmental consequences.

Our suppliers should:

- Comply with all relevant local and national environmental laws and standards and obtain and maintain all necessary environmental permits, registrations, and approvals.
- Continuously work towards mitigating and minimising the negative environmental impact of the supplier.
- Promote environmentally friendly processes in their operations and throughout their supply chain.
- Commit to proactively undertake initiatives to protect the environment from harm and degradation in relation to the operations of the supplier.

3.4 Working conditions & employment practices

We require our suppliers to respect and enforce a working environment where employees are treated with dignity and respect.

Our suppliers should:

- Respect and adhere to all internationally recognized labour and human rights standards as they are defined in the UN Global Compact.
- Respect and comply with all applicable laws and regulations related to labour and the protection of human rights.



- Commit to ensuring a workplace with equal treatment and refrain from discrimination in any form.
- Commit to a workplace free of harassment, sexual harassment, or any form of physical or mental abuse.

Oona Health A/S

Hørkær 12B, 2730 Herlev | Denmark | CVR.nr. 34739307 | oona-health.com