



## CODE OF CONDUCT AND ETHICAL VALUES POLICY

This Policy applies to all activities and services provided by OOS International BV and affiliated companies.

OOS International sets high code of conducts and ethical standards for everyone who acts on the company's behalf. People working for the company carry with them ballast from different cultures, religions and traditions. To ensure a uniform standard of behavior, the company has adopted a code of conduct and ethical values policy which must be observed by each employee in every geographical area at all times.

Top Management is committed for the proper enforcement of this code of conduct and ethical values throughout the organization. In order to create and keep a pleasant workplace, each employee shall comply with the following rules:

### Behavior that we support

Safeguarding of information and assets	Comply with laws and regulations
Respect for people and non-discrimination	Protect inside information & public disclosure
Being reliable	Being a great team member
Being completely honest	Avoid conflicts of interest
Care for the environment	Helping others
Respecting company policy and rules.	Respect others

### Behavior that we do not accept

Being disrespectful (yelling, bullying, scold) or similar behavior, to your colleagues or our clients
Harassment or sexual conduct
Discrimination in any form
The use, under influence, in the possession or handling in Alcohol and/or Drugs whilst at work
Steal from company's goods or possession or accept gifts from clients, vendors

This Policy will be communicated to ALL staff, contractors and suppliers, and be available for the public.

Endorsed by:  
Leon Overdulse, CEO OOS International BV.