



# Supplier Code of Conduct

## Document attributes

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## **1 Introduction**

Omda is a leading provider of specialised software for healthcare in the Nordics. From this solid foundation we have grown to serve more than 500 customers in 27 countries. Our highly specialised software solutions are instrumental in the clinical care processes of healthcare providers and in enabling emergency responders to enhance public safety. We are committed to building a better society through being a trusted partner for our communities, business partners, owners, and our employees. To achieve this, we will always act in an ethical, socially responsible and sustainable manner and comply with applicable laws. Through this Supplier Code of Conduct, Omda expects that our suppliers and partners conduct their business on a fair and ethical basis. This includes providing correct and consistent information to stakeholders, in a timely manner.

In the event of a breach of the requirements set out in the Supplier Code of Conduct, the supplier shall notify Omda and rectify the situation within a reasonable deadline set by Omda. Where the Supplier itself discovers such a breach through internal control or through its own follow-up of its subcontractors, the Supplier shall without delay inform Omda about the conditions and rectify the conditions within a reasonable deadline set together with Omda.

All suspicions of a breach shall be reported to Omda without delay to Omda`s whistleblower email at [WB@Omda.com](mailto:WB@Omda.com).

## **2 Compliance with laws and regulations**

The Supplier shall comply with all applicable laws and regulations in the countries and jurisdictions in which they operate. This applies to any locations or activities that are part of the supply chain.

## **3 Non-discrimination and diversity**

Omda will not accept unlawful discrimination of any kind in working relations. All suppliers shall treat their employees equally and with respect, and we expect diversity and inclusion to be promoted throughout the supply chain.

## **4 Fair wages and equal pay for equal work**

The Supplier shall commit to paying fair wages to all its employees. This means that the wages are paid on time, and in accordance with legal requirements. Workers shall receive equal pay for equal work. In all circumstances, a living wage must be paid monthly and in the name of the individual performing the work.

## **5 Employee Well-Being and Development**

The Supplier must ensure that its workers work in compliance with all applicable laws and mandatory industry standards pertaining to regular working hours/days, and overtime hours, including breaks, rest periods, holidays, and maternity and paternity leaves.

## 6 Health & Safety

The supplier shall ensure that its employees are provided with a working environment that is physically, psychologically and socially safe.

## 7 Human rights

The supplier shall respect and support the protection of internationally proclaimed human rights. Omda will not tolerate any violations of human rights among our suppliers, partners, customers, and other stakeholders.

Omda expects all business partners to map their supply chains to assess particular product and service-related risks or geographical risks of adverse human rights impacts, including risks related to forced labour and modern slavery, child labour and the freedom of association and the right to collective bargaining among workers.

### i. Forced Labour and modern slavery

The Supplier must not use forced, bonded or compulsory labour, and all workers shall be employed on a voluntary basis, free from any threat of violence, threats of criminal penalty, and restrictions on freedom of movement. Employees must not be required to lodge deposits, money or personal papers with their employer, and all employees shall have the right to leave their employment after reasonable notice.

### ii. Child labour

The supplier shall ensure that workers under the minimum age for work or mandatory schooling as specified by the local law, are not employed. When young workers are employed, they must not do work that is mentally, physically, socially or morally dangerous or harmful. The work shall not interfere with their opportunity to attend school and develop. In the case of hazardous work, the minimum age is 18.

### iii. Freedom of association and the right to collective bargaining

Collective bargaining, as a way for workers and employers to reach agreement on issues affecting the world of work, can be a powerful tool for engagement between employers' and workers' organisations to address economic and social concerns. It builds on the freedom to association and the right of workers and employers to form and join organisations of their own choosing.

## 8 Privacy and Security

Omda continuously strives to safeguard our customers privacy. It is more important than ever to understand the rights and obligations of individuals and organisations with respect to personal information and customer data. Omda expects all its suppliers to follow relevant legislations and to ensure the privacy and security of all data concerning Omda, our customers and business partners.

## **9 Confidentiality and Intellectual Property**

The Supplier shall take appropriate steps to safeguard and maintain confidential and proprietary information or trade secrets of Omda, our customers, other suppliers and individuals. Such information may only be used for the purposes authorised for use by Omda, and in accordance with applicable laws.

## **10 Prevention of Bribery and Corruption**

Omda will not tolerate any form of corruption in any of our own business activities or among suppliers or business partners, including suppliers, distributors, agents and joint venture partners. The Supplier is expected to exert reasonable due diligence to prevent and detect corruption in all business arrangements. The Supplier must comply with the anti-corruption laws, directives and regulations that govern operations in the countries in which it conducts business.

## **11 Environmental management**

At Omda we are increasing our efforts to understand our environmental impacts and risks, and to reduce our adverse impacts on the environment, the climate and the natural world. Omda expects all suppliers to take a precautionary approach to environmental challenges and undertake initiatives to promote greater environmental responsibility, including to the extent possible:

- i. Identifying and mitigating risks related to climate change and the loss of nature's biodiversity
- ii. Identifying the major sources of environmental impact of the company and working towards minimising any adverse impacts
- iii. Minimising waste and implementing circular thinking into the business model
- iv. Conducting life cycle assessments for products and services, and ensuring sustainable supply chains
- v. Minimising business travel, especially air travel
- vi. Shifting to renewable energy sources to the extent possible
- vii. Empowering consumers and employees to make low carbon choices