

Practical actions and measurement of outcome

OX2's highest executive support and endorse the Ten Principles of the United Nations Global Compact. Our commitment is stated among employees, at our website, in the Annual Report 2019 as well as in the company's Code of Conducts (for employees and for suppliers).

During the last year, OX2 has taken several actions to offer healthy and safe workplaces for all employees and suppliers, to strive for a fully non-discriminating corporate culture, to show a remarkably high degree of environmental compliance and to secure fair play and high business ethics in all collaborations. For example, a Health & Safety manager was appointed in order to secure systematic work environment management. Most of the company's staff have been involved in efforts to clarify OX2's core values to reinforce the corporate culture, and Equal Belonging has been identified as a leading key value. OX2 has updated and implemented a new code of conduct in order to clarify the company's commitment to business ethics, environmental considerations and social corporate responsibility in order to create long-term relations, both internally and with business partners, suppliers and other stakeholders.

OX2 relates its business to all 17 Sustainable Development Goals and monitors the outcomes of its activities, see the outcome in the sustainability report, appendix 1.

In the table below, an OX2 statement as well as a reference to relevant documents can be found, principle by principle:

Ten Principles of the UN Global Compact	OX2 statement and documentation
Human Rights	
<p>Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: make sure that they are not complicit in human rights abuses.</p>	<p>Our employees as well as our suppliers must recognize and respect international human rights standards in accordance with the UN Guiding Principles on Business and Human Rights. We shall all avoid directly causing or contributing to adverse human rights impacts and, where possible, seek to prevent or mitigate adverse human rights impacts linked to our companies through our business relationships.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>
Labour	
<p>Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p>	<p>We shall maintain freedom of association and recognize the right to collective bargaining. All employees must have the right to freely form, join and organize unions and to negotiate collectively.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>

<p>Principle 4: the elimination of all forms of forced and compulsory labour;</p>	<p>We do not tolerate forced or compulsory work as defined by the International Labor Organization conventions. Employees shall be free to terminate their employment after the agreed period of notice, in accordance with national law or contract.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>
<p>Principle 5: the effective abolition of child labour; and</p>	<p>We do not tolerate workers under the age of 15 or child labor as defined by the International Labor Organization conventions, nor any benefit from the use of child labor.</p> <p><i>Code of Conduct, Supplier Code of Conduct</i></p>
<p>Principle 6: the elimination of discrimination in respect of employment and occupation.</p>	<p>We strive for a corporate culture that is based on meritocracy and which is fully non-discriminating out of gender, sexual and political orientation, gender identity, ethnic origin, religion, disability or age. We believe in non-hierarchical structures as well as in a multicultural approach. We constantly need to work to stay open, inclusive, supportive and tolerant. This culture creates the best foundation for OX2 as a long-term viable company.</p> <p><i>Code of Conduct, Supplier Code of Conduct, Gender Equality and Diversity policy</i></p>
<p>Environment</p>	
<p>Principle 7: Businesses should support a precautionary approach to environmental challenges;</p>	<p>We apply the precautionary principle by avoiding materials and methods that may pose environmental and health risks when appropriate alternatives are available.</p> <p><i>Code of Conduct</i></p>
<p>Principle 8: undertake initiatives to promote greater environmental responsibility; and</p>	<p>We take on a holistic and transparent approach to optimize environmental aspects in everything we do. We devote time and energy to self-evaluation and continuous improvements. We promote actions that brings positive environmental impact and defend biodiversity.</p> <p><i>Code of Conduct</i></p>
<p>Principle 9: encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Our products and processes strive to be designed in a way that efficiently utilizes energy and raw materials and minimizes waste and residual products over the life of the product. We strive for reducing our carbon footprint as much as possible both in our projects but also in connection with our business travel and operations of our offices. We also promote carbon smart choices for our employees' office commuting.</p> <p><i>Code of Conduct</i></p>

Anti-Corruption	
<p>Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.</p>	<p>No employee or supplier may – either directly or via a representative or third party – give, promise, offer, receive, accept, or demand any kind of bribe or improper benefit to or from a third party. An improper benefit can refer to gifts, reimbursements, or entertainment to or from a third party that are unlawful or inconsistent with accepted business practice in the relevant context.</p> <p><i>Code of Conduct, Supplier Code of Conduct, Policy against corruption</i></p>

Appendices:

1. Sustainability report (part of Annual report 2019)
2. Code of Conduct
3. Supplier Code of Conduct
4. Gender Equality and Diversity Policy
5. Policy against corruption