

Our Code of Conduct

For Outmeals AB it is important to take responsibility for all persons, our environment and animals within the process of making our final products, Outmeals combat rations.

Our code of conduct is mandatory and non-negotiable for all employees within Outmeals and our suppliers and their factories. Suppliers and factories are a universal term used for suppliers, subcontractors, business partner and all their premises in this document.

The code of conduct forms the basis for our business relationship and is an integrated component for our agreement with our suppliers. We, Outmeals expects that suppliers will make improvements when expectations are not met and to ensure future compliance. Outmeals reserve the right to amend and modify the code of conduct at any time dialoged with our suppliers.

The Outmeals code of conduct is based on the United nations global compact, UN agenda 2030 goals and the Universal declaration of human rights.

Legal requirements

The general rule of our code of conduct is national law where the supplier or factories operate. Should any of the requirements from Outmeals interfere with national law in the country where the supplier operates, national law takes precedence over Outmeals code of conduct. In such case immediate reporting to Outmeals is mandatory in order to decide how to proceed.

When national legal requirements are less strict than the code of conduct, it is always the Outmeals code of conduct that applies to our suppliers.

Corruption

We believe that the excellence of our products and service to our customers are the keys to our business success. Therefore, we will deal with all our customers, suppliers and government agencies in a straightforward manner and in compliance with international anti-bribery standards, anti-corruption and bribery laws. This also include any transaction that might appear to be arranged for granting concessions or benefits.

Corruption, bribery, extortion, embezzlement, including any payment or other form of benefit to government officials in purpose of influencing decision making is strictly prohibited.

Child labour

A child in our definition in this document is defined as a person younger than 15 years of age covered by article 2.3 in the ILO convention No. 138.

Outmeals does not accept child labor and we expect all of our suppliers to take all measure possible to prohibit child labor.

If national law demands a higher minimum age for employment in that specific country than national law and regulation applies.

We also acknowledge that the UN Convention on the human rights of the child states that a person is a child until the age of 18. Therefore, Outmeals recommends that our suppliers make sure that workers under the age of 18 are treated extra carefully.

Outmeals will not continue our cooperation with suppliers who do not accept our policy on child labor.

Workers rights

All workers shall be treated with respect and dignity. Outmeals expects that suppliers respect personal dignity, privacy, the rights of all individuals, to prohibit violence and assault at the workplace, including threats and intimidation against workers. All worker should be free to lodge complaints to their superiors without the risk of reprisals against them or the other workforce.

All workers within the production chain should without any exceptions be treated according to the principles of the UN's declaration of human rights.

Forced labor

- We do not tolerate any kind of forced labor that is deemed to be illegal in the production of Outmeals products.
- Outmeals does not accept that bonded workers or prisoners to be used in the production.
- There should not be any restrictions for workers to leave the workplace.
- There should not be any requirements of depositions of money or identity papers for workers.
- Commissions or other fees of recruitment should be covered by the employer and the worker should not be required to remain employed against their own will. Written or oral consent of this should be deemed invalid.
- Under no circumstances does Outmeals accept any form of corporal punishment or any other forms of mental or physical punishments against workers. This also includes harassments of sexual, physical or verbal nature.

Non-discrimination

No worker should be discriminated on the basis of race, sex, national origin, ethnicity, political opinion, social group, religion, age, gender, sexual orientation, health, disability or other any other type of similar discrimination ground.

We expect all suppliers to promote equal opportunities and treatment regardless of above-mentioned reasons. We also expect that workers who are entitled to parental leave according to national law shall be granted that and have the opportunity to return to the same working conditions after parental leave.

Freedom of association

All workers should be free to join associations of their own choosing and have the right to bargain collectively.

Outmeals does not accept any disciplinary or discriminatory actions from the supplier against workers who choose to organize and join associations. We expect all suppliers to follow national law and international standards regarding workers' rights to organize and neither favor nor discriminate against workers based on their organization belongings. Outmeals also expects that suppliers ensure that all workers are aware of their rights and obligations.

Working hours

All Outmeals suppliers should comply to the maximum numbers of regular working hours applicable to national law. This limit shall not exceed 48 hours per working weeks as stated in ILO convention no. 1. In exceptional cases the limit of 48 hour can be exceeded.

Workers should be entitled to at least one labor free day in every 7-day period.

Overtime work should be compensated in accordance with national law where the supplier operates and should not be requested on a regular basis. Overtime hours shall not exceed the number of hours stated by national law. The maximum sum of working hours shall not exceed 60 hours a week unless in very exceptional cases.

The workers should be granted their stipulated annual leave without any repercussions, this also include stipulated maternal or parental leave in case of pregnancy.

Workers wages

All workers have the right to an income that meets his or her basic needs and provides some discretionary income. The legal minimum wage is required but not a recommended level. If compensation does not meet this level the employer/supplier should take actions to realize the compensation limit.

Wages must be paid regularly, on time and be fair in respect of the worker's experience, qualifications and performances. Outmeals does not accept arbitrary deductions as a disciplinary action.

Safety and health

All workers have the right to a safe and healthy workplace where actions are taken to prevent accidents and injuries linked with the course of work or as a result of operations performed at the supplier's facilities.

Outmeals requires that the health and safety for workers should be a priority at all times. No hazardous or unsafe equipment or buildings are accepted. All supplier should seek to eliminate negative impacts that the workplace has on its worker and environment.

The supplier or factory shall at all times be in possession of all applicable certificates regarding health and safety required by national law or international standards. This includes mandatory marking and regulations of emergency exits and easy access to first aid equipment at the workplace.

If a work-related accident should accrue, we expect that all medical cost is covered by the supplier or the factory where the incident took place if not covered by social security.

For workers well-being all factories and facilities should be clean, free from pollution and the temperature and ventilation should be tolerable. If not, fans or heaters should be provided.

Sanitary facilities should be accessible, clean and with no restrictions during working hours.

We also expect that pregnant workers are treated with extra care for their and their unborn children's health. Work duties that pose extra risk to the mother and the child should be restricted.

Housing conditions

If the supplier or factory provides housing facilities for their staff all worker should be provided their own bed and the living space must meet the minimum legal requirements. All workers should be free to leave the dormitory or housing facility.

Separate dormitories as well as toilets and showers shall be provided for men and women.

All housing facilities should be equipped with security equipment and like fire alarms, fire extinguishers, unobstructed exits etc. required by national law and international standards.

Environment

We expect that all of our suppliers in all lines of production follows national and international environmental laws and regulations where the company operates. We also expect that our suppliers make all possible effort to reduce environmental impact from their production. This includes emissions, resource use and waste.

Outmeals trust all of our suppliers to follow our code of conduct and actively do their best to achieve our standards and hopefully exceed them. We trust and expect our own staff to follow and take responsibility for following the code of conduct in their daily work and we also expect our suppliers to do that when producing an Outmeals product or a product to Outmeals. We are willing to work with our suppliers to find a workable solution in each individual case.

We are also willing to take in consideration of cultural differences and other factors that may vary from country to country, but we are not willing to compromise on or basic safety and human rights.

Outmeals reserves the right to monitor compliance with principles and requirements set in this code of conduct. All suppliers are obliged to keep Outmeals informed on request where each product is being produced. Outmeals has the right to make periodical and unannounced visits to all producing facilities. However, these inspections shall only take place in accordance to national law and without compromising the producer's business activities. Our basic rule is communication in connection to visits.

If a supplier should not comply with the code of conduct and are not willing to take suitable corrective measures, Outmeals will terminate the business relationship with this supplier. Significant breaches of the code of conduct will lead to immediate termination of the relationship with Outmeals.

Compliance commitment

We hereby confirm that we have received, read and fully understood the Outmeals code of conduct.

We confirm that we have fully knowledge of all relevant laws in the country where we operate.

We confirm that the requirements in the code of conduct are not contradictory to national laws where the company/supplier/factories operate.

We commit to comply with the Outmeals code of conduct and take responsibility to inform our employees, subcontractors and other parties connected in making Outmeals products or product to Outmeals and to make sure that they comply accordingly.

Outmeals reserves the right to amend and modify the code of conduct at any time and to communicate this with our suppliers.

We hereby commit to immediately report all incidences and violations/breaches directly to our Outmeals point of contact.

Date

Company name

Signature

Company stamp:

Name