OSI's SUPPLIER CODE OF CONDUCT

OSI Maritime Systems Ltd. (hereinafter referred to as "OSI") is committed to conducting business with the highest standards of integrity, responsibility, respect for human rights, environmental sustainability, ethical practices and commitment to a cybersecurity framework. OSI operates under a strict **zero-tolerance policy** towards unethical business practices. We expect all Suppliers to uphold these same standards. As a Supplier to OSI, you are required to comply with all relevant laws and regulations, the obligations set forth in this Supplier Code of Conduct, and your contractual commitments with OSI.

1. General Conduct and Business Integrity

- **Fairness and Integrity**: Suppliers are expected to conduct their business with honesty, integrity, and transparency, maintaining high ethical standards in all interactions with stakeholders.
- **Compliance with Laws**: Suppliers must adhere to all applicable international and national laws and regulations in the jurisdiction where they operate.

2. Environmental Responsibility

- **Environmental Protection**: Suppliers must comply with all applicable national and international laws, regulations, and standards aimed at protecting the environment.
- **Environmental Management Systems**: Suppliers are required to implement and maintain an effective Environmental Management System (EMS), aligned with ISO 14001 or an equivalent national standard, to minimize environmental impact and hazards and continuously improve environmental performance.

3. Respect for Human Rights

- **Fundamental Labor Rights**: Suppliers must respect the fundamental rights of employees as outlined in applicable national labor laws and international standards, including those set by the International Labour Organization (ILO).
- **Freedom of Employment**: Employment should be freely chosen and must align with the principles set out in the Universal Declaration of Human Rights. OSI strictly prohibits forced or child labor within the supply chain.
- **Non-Discrimination**: Suppliers must ensure equal opportunities and prohibit discrimination based on gender, age, ethnicity, nationality, sexual orientation, disability, union membership, political affiliation, or religious beliefs in all hiring, promotion, and training practices.
- **Freedom of Association and Collective Bargaining**: Suppliers must respect the rights of employees to freely associate and engage in collective bargaining, in line with applicable laws.
- **Fair Compensation and Working Conditions**: Suppliers must comply with applicable laws regarding working hours and remuneration, ensuring that employees are compensated fairly in accordance with national standards.

4. Occupational Health, Safety, and Consumer Safety

- **Workplace Safety**: Suppliers are responsible for providing a safe working environment and must comply with all national health and safety regulations.
- **Occupational Health and Safety Management**: Suppliers should implement and maintain an occupational health and safety management system (aligned with OHSAS 18001 or a national equivalent) to safeguard employee well-being and minimize workplace hazards.
- **Consumer Safety**: Suppliers must ensure that their products meet safety standards and are free from hazardous substances, in compliance with the European Union Directive on the Restriction of Hazardous Substances (RoHS) or equivalent standards.

5. Ethical Conduct and Anti-Corruption

- **Conflict Minerals**: Suppliers should refrain from using conflict minerals, including tin, tungsten, tantalum, and gold, sourced from regions where their extraction contributes to human rights violations. Suppliers are required to take proactive measures to ensure transparency and traceability in their supply chains to eliminate the use of conflict minerals.
- **Anti-Corruption**: OSI expects its Suppliers to uphold the highest standards of ethical conduct and to have a strict zero-tolerance policy towards bribery and corruption. Suppliers must comply with all relevant anti-corruption laws, including United Nations (UN) conventions and the Organization for Economic Co-operation and Development (OECD) anti-corruption guidelines.
- **No Improper Advantages**: Suppliers must ensure that neither their employees, subcontractors, nor agents offer, promise, or provide any form of improper advantage to OSI employees or affiliates in order to secure business, preferential treatment, or any other unlawful benefit.

6. Cyber Security

- Suppliers shall establish, implement, and maintain a cybersecurity program designed to reduce the likelihood and impact of cyber incidents that could affect OSI, including but not limited to ransomware, phishing, malware, and unauthorized system access. The program must address the security of the products and/or services provided to OSI, including protection against vulnerabilities that could compromise confidentiality, integrity, availability, or safety. Cybersecurity controls must cover all digital interactions, systems, technologies, and data exchanges between the Supplier and OSI and be appropriate to the Supplier's industry, the nature of goods or services provided, and the level of access or connectivity to OSI systems or data. Suppliers shall regularly review, test, and improve their cybersecurity controls, promptly address deficiencies, and report any potential or actual threats to OSI as soon as they become aware.

7. Continuous Improvement and Compliance

- **Commitment to Improvement**: Suppliers must take proactive measures to address any identified non-compliance with the principles outlined in this Code. This includes setting clear objectives, targets, and action plans to continuously enhance social, labor, ethical, and environmental performance.
- **Monitoring and Assessment**: OSI reserves the right to assess Supplier compliance with this Code through site visits or other means. Suppliers must cooperate fully with any such assessments.
- **Non-Compliance Reporting**: Suppliers who are unable to fully comply with this Code must notify OSI in writing, providing a detailed explanation of the areas of non-compliance, the steps they will take to address the issue, and the expected timeline for achieving full compliance.
- **Information Sharing**: Upon request, Suppliers must provide relevant information and documentation to OSI to support compliance with the principles outlined in this Code.
- **Supplier Responsibility**: Suppliers are expected to communicate the principles of this Code to their management, employees, and subcontractors, ensuring that these standards are understood and followed throughout the supply chain.

OSI values its relationship with Suppliers and believes that upholding these ethical, environmental, and social standards is essential to the success of both parties. By complying with this Supplier Code of Conduct, Suppliers contribute to a sustainable, responsible, and fair business environment.