

ÖSSUR SUPPLIER CODE

At Össur we are focused on delivering innovative products that improve our customers' mobility. We accomplish our goals by conducting ourselves according to highest standards of ethical conduct and abiding by all applicable rules, regulations and industry standards that govern our business. Össur's core values of honesty, frugality and courage serve as the foundation and driving force behind our success, guiding employees in their day-to-day activities and decision-making. We believe that by honoring our values and ethical standards, we can achieve long-term sustainability and social responsibility, which will help us to further our mission of improving people's mobility.

JON SIGURDSSON, PRESIDENT & CEO

1. Intro

Össur builds its business on the core values of Honesty, Frugality and Courage. Össur seeks partners that share the commitment to the promotion of best practices and continual improvement. Össur has committed to the UN Global Compact supporting the United Nations Framework and guiding principles regarding Environment, Labor Practices, Human Rights and Anti-Corruption. Össur requires all its partners to respect all international laws and treaties in relation to the UN Global Compact's principles.

2. Human Rights

Össur's suppliers are expected to treat people with dignity and respect human rights, including labor rights. Össur's suppliers should be committed to best practices in: (a) the rights of free association and collective bargaining, (b) forced labor and child labor, (c) fair and equal treatment and (d) hours of work and benefits.

- a) The supplier should grant its employees the rights to freedom of association and collective bargaining in accordance with all applicable laws and regulations.
- b) Any forced or child labor is not tolerated. The suppliers should not employ any person under the minimum age established by local law or the age at which compulsory schooling has ended, whichever is greater, but in no case under the age of fourteen (which is allowed by the ILO (International Labor Organization) in certain developing countries).
- c) The Supplier must operate with dignity, respect and integrity with regards of the treatment of its employees and should prohibit harassment and discrimination based on age, race, national origin, gender, religion, disability or any other protected characteristic.
- d) The suppliers should be able to certify that it pays at least the minimum total compensation required by the local laws, including all mandated wages, allowances and benefits. The supplier should follow local laws regarding working hours, breaks, rest periods, holidays, and maternity and paternity leaves. In absence of law, the supplier shall provide one day off in seven and require no more than sixty (60) hours of work per week. Any overtime worked shall be voluntary.

3. Health & Safety and Working Environment

Össur expects its Suppliers systematically to work towards preventing work-related injuries and illnesses. The Suppliers shall provide its employees with a safe and healthy work environment. As a minimum, drinkable water, adequate lighting, temperature, ventilation, sanitation, and personal protective equipment must be provided together with equipped work stations. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable local laws and regulations. The supplier should certify that it has written health- and safety guidelines including those applying to employee residential facilities, where applicable.

4. Environmental Compliance

Össur aims to minimize its negative environmental impact by preventing, reducing and controlling waste and pollution from the Company's operations and has a certified Environmental Management System according to ISO14001:2015. Össur's suppliers shall take measures to reduce its negative environmental

impacts, particularly in the areas of waste management, energy usage and emissions to air and water. The suppliers should preferably have a certified Environmental Management System and provide a copy of the registration certificate to Össur. Össur suppliers should always comply with all relevant environmental legislation and legal requirements.

5. Anti-Corruption

The supplier and its affiliates and agents must comply with (a) all applicable laws and regulation relating to anti-bribery and anti-corruption and (b) Össur's Anti-corruption and Anti-Bribery Policy.

6. Monitoring and Compliance

Suppliers shall review their operations to ensure their compliance to all applicable legal requirements and their conformance to this Supplier Code and/or comparable industry approved standards. If a regulatory agency, auditor, Össur or a supplier identifies areas of non-compliance, the supplier is expected to develop, document and implement plans to remedy any such non-compliance.

Össur reserves the right to disqualify any potential supplier or terminate any relationship with a current supplier that has failed to conform to this Code.