

ONEiO Group

Code of Conduct

Dated: 20.2.2026

1. Introduction

This ONEiO Group Code of Conduct lists the principles guiding our operations.

At ONEiO we always work according to high standards related to human and labor rights, safety at work, information security, environmental matters, and business ethics. We strive to use sustainable, ethical, and responsible methods in our operations and keep improving our procedures continuously.

We expect all our partners, suppliers, subcontractors, and other stakeholders to commit to these or equivalent principles.

2. Foundational Legal & Integrity

In relation to **Legal and Regulatory compliance**, we

- are committed to acting responsibly and in compliance with all applicable laws and regulations wherever we do business.
- comply with all applicable economic sanctions, export controls, and trade restrictions imposed by relevant authorities in the countries where we operate.

In relation to **Business Ethics**, we

- act honestly, transparently, and in good faith in all our business activities.
- avoid conflicts of interest.
- are committed to the highest standards of corporate governance, compliance, and ethics.

In relation to **Fair competition & Antitrust**, we

- comply with all applicable laws and regulations regarding fair competition.
- have in place a secure whistleblowing channel for reporting misconduct.
- do not enter into agreements or coordinated practices with competitors to restrict competition.
- fulfil our audit and tax obligations in accordance with applicable legislation and provide the correct information to the responsible authorities.

In relation to **Anti-bribery**, we

- have zero tolerance for corruption and bribery and have transparent practices in place regarding gifts and hospitality.
- do not offer, promise, give, request, or accept bribes or any improper payments, benefits, or advantages to influence business decisions or gain unfair benefit.

3. People & Workplace

In relation to **Human Rights**, we

- respect and protect internationally recognized human rights and are not complicit in human rights abuses.
- promote equal opportunity and do not tolerate discrimination or harassment based on any personal characteristics.
- do not tolerate forced, compulsory, or child labor.

In relation to **Labor rights**, we

- adhere to applicable laws concerning minimum wages, working hours, overtime, adequate rest, sick leave, annual holidays, parental leave, and other employee rights and benefits.
- respect our employees' freedom of association and collective bargaining.

In relation to **Safety at Work**, we

- are committed to promoting the wellbeing of our employees.
- promote a positive safety culture at work and on business travels.
- have a systematic approach to safety at work management to prevent accidents and occupational injuries and illnesses.
- do not tolerate harassment of any kind and our employees must ensure working environments are free from harassment or other inappropriate behavior.

In relation to **Modern Slavery**, we

- are committed to preventing modern slavery and human trafficking in all our business activities and supply chains.
- are committed to ensuring that all workers are employed voluntarily, paid fairly, work reasonable hours, retain control of their identification documents, and are not subject to recruitment fees, coercion, abuse, or exploitative conditions.
- acknowledge our responsibility under the UK Modern Slavery Act 2015 and strive to ensure transparency in our practices to combat modern slavery.

4. Operations & Risk

In relation to **Information Security**, we

- respect, protect and properly handle all information including confidential and proprietary information of our customers and business partners.
- respect and protect the intellectual property of our customers and business partners.
- report any data breaches according to applicable laws and other binding commitments.

In relation to **Privacy & Data Protection**, we

- comply with all applicable data protection and privacy laws and regulations in all jurisdictions where we operate.
- process all personal data lawfully, fairly, and transparently, and only for specified, explicit, and legitimate purposes.
- maintain appropriate technical and organizational measures to ensure the ongoing security, integrity, and confidentiality of all personal data.

In relation to **Environment**, we

- recognize the impact of our business on the environment and strive to limit any negative effects.
- work to combat climate change through use and innovation of sustainable technologies.
- strive to reduce our emissions continuously.

5. Monitoring and Enforcement

Our operations are continuously monitored and regularly audited by external auditors.

Any violation of this Code of Conduct is likely to damage ONEiO brand and reputation and therefore the Code of Conduct must be rigorously enforced. We expect our partners, suppliers, subcontractors, and other stakeholders, upon request, to confirm and demonstrate their compliance with the principles of this Code of Conduct. They shall reasonably cooperate with us in connection with audits, assessments, or other verification activities related to such compliance.

ONEiO does not tolerate retaliation against anyone who raises a compliance concern in good faith.

This Code of Conduct may be amended from time to time without notice. The most recent version of the Code of Conduct is available on the ONEiO website.

For questions related to this Code of Conduct, please contact legal@oneio.cloud.