

## CODE OF CONDUCT

### Introduction

At Open Air Group, we have a long-term perspective on business, and it is therefore part of our core values to do business responsibly. This Code of Conduct seeks to define and concretize what responsible business means our co-workers, but also towards our customers, business partners and the community as a whole. The code of conduct is based on the ten principles of the UN Global Compact framework, and is valid for all employees within Open Air Group and its companies. It guides us, on how we do business, how we handle the company's assets, how we treat our colleagues, customers and how we act in society.

### We do business with honesty and openness

The way we deal with our co-workers and business partners shall be characterised by honesty and openness. We shall of course comply with the laws and regulations where we do business. We have zero tolerance against any form of corruption and we always make business decisions based on what is in the best interest of the Group and the companies within the Group. We also make sure that confidential information may not be spread or misused and we respect confidentiality matters towards business partners.

### We treat each other with respect

Within Open Air Group, we see our co-workers as our most important resource, and we treat each other with mutual respect and trust. We hire and treat our co-workers in an equal manner that does not discriminate people based on but not limited to gender, age, nationality, political opinion, sexuality or disability. We do not tolerate any form of harassment and we support everyone's right to freedom of association and right to collective bargaining. We of course respect and support fundamental human rights within the sphere of our corporate influence, and we do not tolerate any form of forced, compulsory or child labour. In addition, we strive to ensure that the companies within the Group is not involved in any human rights violations.

### We act sustainable

As we are in the business of providing goods and services for outdoor experiences, it is of great importance to care for nature. We always treat all animals with respect and have a conscious approach to hunting with the aim to preserve wildlife for generations to come. We are also aware that production and sales of products have a negative impact on the environment and we strive to continuously learn how to minimize that impact and make the best possible use of resources. We aim to base our decisions on the precautionary principle, especially when it comes to product design and development. We also avoid flying when we can, we promote video conferencing and we strive to always make the most environmentally friendly choice in all purchasing decisions.

Another aspect is economic sustainability, where we are cautious about spending company resources and we always strive to minimize costs – but not on the expense of human well-being or the environment.

If you are ever in doubt regarding any activity, ask yourself these questions. If the answer is “no” to any of the below, don’t do it:

1. Is it consistent with our Code?
2. Is it ethical?
3. Is it legal?
4. Will it reflect well on Open Air Group and its companies?
5. Are we willing to stand up for our behaviour publicly?

This Code of Conduct is determined by the company’s management and will be updated when relevant. All employees within Open Air Group will be informed if any update has been made.

Our aim is that everyone who works within Open Air Group, or at any of its companies, should contribute to a culture where the content of this Code is followed. That also means that we all have a responsibility to work against any violation of the Code.

### **Report suspicions of misconduct- Whistleblowing**

Whistleblowing provides an opportunity to report suspicions of misconduct; anything that is not in line with our values and policies. Our whistleblowing service is an early warning system to reduce risks. It is an important tool to foster high ethical standards and maintaining customer and public confidence in us.

Primarily we encourage you to contact a manager in our organisation. If you feel you cannot be open with your information, we offer the option of reporting your concern anonymously. To use the whistleblowing function go to, <https://report.whistleb.com/openairgroup>

### **Read, respected and accepted**

By reading and accepting the Code of Conduct of Open Air Group and its companies, I oblige to follow its content

Date and Place:

Signature:

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Name in block letters: