



Group Vendor Policy

Document Owner	Group CEO
Document Holder	General Counsel
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1. Introduction

- 1.1 Conducting business responsibly, with integrity and respect for the law is one of the core foundations of our business. Olink therefore expects all Vendors to behave with a high level of ethics and conduct their business according to the highest standards.
- 1.2 This Group Vendor Policy (the or this “Policy”) shall serve as a guideline in our Vendors’ daily operations. It is a minimum standard and shall not be seen as an exhaustive list of Olink’s expectations with regard to the subject-matter hereof. Vendors shall always adhere to the strictest set of requirements applicable to its business, whether it be this Policy, laws or other requirements applicable to the Vendor’s business.
- 1.3 Vendors shall ensure that its employees, contractors, subcontractors and other third parties involved in the business with Olink are made aware of and adhere to this Policy. For the avoidance of doubt, Vendors shall thus ensure that this Policy is upheld not only in its own operations but in its supply chains.
- 1.4 The Policy forms an integral part of the agreement between Olink and the Vendor. Any breach hereof may ultimately result in the termination of said agreement.

2. Compliance with law

The Vendor shall comply with all relevant international and local laws and regulations applicable to its business. The Vendor further guarantees that there are routines in place to ensure compliance with all applicable laws and regulations in the countries where it operates.

Additionally, the Vendor and its employees or representatives providing services to the Group represent that they are not and at all times shall not be, directly or indirectly, on a sanctions watchlist for sanctions that have been imposed by the Office of Foreign Asset Control, the European Union, the United Nations or Her Majesty’s Treasury, or other applicable sanctions regimes.

3. Labor standards

The Vendor shall be committed to ensuring fair labor conditions for its workers. This includes, but is not limited to, the following:

- respecting freedom of association and the right to collective bargaining;
- respecting worker’s representatives or members of trade unions;
- refraining from directly or indirectly, employing or using child labor.



Child labor means any work by a child or young person unless it is considered acceptable under the International Labor Organization (ILO) Minimum Age Convention;

- ensuring there is no form of forced or compulsory labor;
- ensuring employees and contractors are not subject to any discrimination based on gender, ethnicity, religion, age, disability, sexual orientation, pregnancy, marital status, physical ability, health conditions, national origin, political opinion, trade union affiliation or group/social origin;
- ensuring workers do not work more than the regular working or overtime hours allowed by the laws of the country where the work is performed;
- ensuring all workers are paid a wage equal to or exceeding the legal minimum wage according to local regulations and/or collective agreements, and provided with all legally mandated benefits, including but not limited to pension and holiday entitlements;
- ensuring wages are paid timely and in accordance with applicable law;
- ensuring all workers are entitled to breaks at regular intervals; and
- ensuring all workers are treated with respect and the workplace is free from harassment (including sexual harassment).

4. Human rights

The Vendor shall respect international and local human rights and the personal dignity, privacy and rights of each individual. It must not be complicit in human rights abuses of any kind, whether it be directly or indirectly, through its supply chain or otherwise.

5. Health and safety of workers

The Vendor is responsible for ensuring that workers are provided with a healthy and safe working environment in accordance with internationally and locally recognized standards. This includes but is not limited to ensuring:

- safe building standards;
- fire protection;
- site emergency plans;
- safety equipment;



- other necessary steps to prevent accidents and injuries arising out of, linked with or occurring during work as well as the spreading of disease (including COVID-19);
- access to clean toilets and water;
- accident insurance to all employees, covering medical treatment for work related accidents and compensation for work related accidents resulting in permanent disability;
- that first-aid equipment is accessible at the workplace; and
- that employees are properly instructed as to the correct and safe use of machinery, equipment and any chemical substances.

6. Requisite skills and certifications

The Vendor is responsible for ensuring that any of its employees (or, if permitted, subcontractors or other representatives) performing tasks or services on behalf of the Vendor for the Group have the correct certifications, education, skills and experience to perform such tasks or services.

7. Environmental requirements

The Vendor shall take an active approach towards environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies. It shall act in accordance with relevant local and internationally recognized environmental standards, minimize its environmental impact and continuously improve its environmental performance. Any permits and licenses required to carry out the Vendor's business must be obtained and maintained by the Vendor.

8. Business ethics and anti-corruption

8.1 The Vendor shall comply with all relevant international and local laws and regulations concerning anti-trust and competition laws, bribery, corruption, extortion, fraud, money laundering and any other prohibited business practices. The Vendor shall further:

- implement routines and processes to promote transparency;
- respect intellectual property rights and safeguard confidential information against misuse, theft, fraud and inappropriate disclosure;
- avoid conflicts of interest that may compromise the Vendor's credibility and disclose any information regarding potential conflicts of interest to the Group;
- adhere to international trade regulations and export control regulations; and



- adhere to relevant bioethical standards.

9. Documentation and audits

- 9.1 In order to ensure and demonstrate compliance with this Policy, the Vendor shall keep records of all relevant documents.
- 9.2 The Vendor shall upon request promptly provide the Group with copies of documentation demonstrating its compliance with this Policy. The Vendor shall secure corresponding audit rights for the Group at its sub-contractors to verify their compliance with the requirements of this Policy.

10. Revision

- 10.1 The Vendor shall always adhere to the latest version of this Policy. Any material changes will be communicated to the Vendor with reasonable notice, including by posting the most recent version on Company's website.

11. Further guidance and assistance

- 11.1 This Policy is a fundamental policy document. It sets the frame for the Group's expectations on its Vendors with respect to compliance with rules and ethical standards.
- 11.2 For questions regarding this Policy, please contact the General Counsel or the Group CEO.

12. Change History

Version	Changes
1.1	Changes to Date

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