

CODE OF CONDUCT AND ETHICAL GUIDELINES FOR SUPPLIERS

This code of conduct formalizes the key principles related to expected business practice and conduct of No Isolation's suppliers and other third party contractors (including service providers, agents, sales representatives, consultants and other parties involved in the production of products and components and in the provision of services to No Isolation) (hereinafter referred to as "suppliers"). No Isolation expects its suppliers (and their subcontractors) to be committed to ethical standards and business practices compatible with those of No Isolation when providing products and/or services to No Isolation.

Suppliers are required to comply with this code, and we expect that suppliers ensure their subcontractors adhere to this code.

1 ACT WITH INTEGRITY AND IN COMPLIANCE WITH APPLICABLE RULES, REGULATIONS AND POLICIES

All suppliers to No Isolation commit to conduct its business operations in an ethical manner by maintaining a culture of integrity, transparency, openness and compliance.

All suppliers to No Isolation shall comply with all applicable local and national laws, rules and regulations and requirements in the provision of products and/or services manufactured or provided to No Isolation.

2 LABOUR RIGHTS AND HUMAN RIGHTS

2.1 UNDERAGE LABOUR

Suppliers shall ensure that no underage labour has been used in the production or distribution of goods and services to No Isolation. A child is any person under the minimum employment age according to the laws of the country where the product (or parts of) or services are sourced from, or in the absence of law under the minimum age for completed mandatory education.

2.2 FORCED LABOUR AND RESPECT OF HUMAN RIGHTS

Suppliers will not use or tolerate in their supply chain any form of slavery, servitude, indentured, bonded, involuntary, military or compulsory labour or any form of human trafficking.

All work must be conducted voluntarily and without threat of any penalty or sanctions.

No employee government issued identification, passports or work permits shall be retained by the supplier as a condition of employment.

Workers' rights to leave their workplace after their shift or to terminate their employment after reasonable notice and receive owed salary must be recognized by the supplier. This also applies to local or migrant employees.

Suppliers are asked to report to No Isolation any incidents of slavery or human trafficking found in its business or supply chain.

No Isolation is committed to protect and respect the fundamental human rights of anyone affected by our operations. No Isolation expects its suppliers and, business partners and other parties directly linked to its operations, products or services to be equally committed to respecting internationally recognized human rights.

Further to the above expectation to recognize human rights, suppliers shall respect the rights of workers to associate or not to associate with any group as permitted by and in accordance with all applicable local and national laws and freedom of association and collective bargaining. Suppliers shall not interfere with or discriminate against workers choosing to take part in such free associations and collective bargaining.

Where the right to freedom of association and collective bargaining is restricted under national law suppliers will facilitate, not hinder, alternative means of independent and free association and bargaining.

2.3 WAGES AND BENEFITS

Wages and benefits of the supplier's employees and/or workers must meet legal minimums and industry standards without unauthorized deductions.

2.4 HEALTHY AND SAFE WORKING CONDITIONS

The supplier must provide safe and clean conditions for workers at sites of working and residential facilities. Clear procedures must be in place to ensure regulated occupational health safety and wellbeing standards are adhered to.

2.5 WORKING ENVIRONMENT

No Isolation expects that all suppliers treat everyone with courtesy and respect, regardless of race, gender, national or social origin, disability, sexual orientation, religious belief etc. An inclusive and diverse work environment is encouraged with equal opportunities for all workers.

All employees must be treated fairly and not be discriminated against in any form of employment.

Suppliers must not discriminate against any employee based on age, gender, sexual orientation, race, ethnicity, disability, religion, political affiliation, union membership, national origin, marital or pregnancy status or any other relevant grounds during any hiring or other employment practices.

Suppliers must commit to a workforce free of any harassment or threat of harassment. Any forms or threats of harassment physical, mental, sexual or verbal must be prohibited and not tolerated.

3 CONFLICTS OF INTEREST

A conflict of interest occurs when an individual's personal relationships or interests could influence, or could be perceived to influence, the individual's decision making when acting for the supplier.

The supplier shall ensure that neither the company nor its directors and employees have any external positions or engagements that could represent a conflict of interest in relation to the supplier's work for No Isolation.

4 ANTI CORRUPTION

All suppliers shall in relation to their activities with No Isolation and generally work against corruption in all its forms. Suppliers shall have a clear policy against all forms of corruption including but not limited to, extortion, solicitation, bribery of public officials, private sector bribery, negligent financing of corruption, facilitation payments, fraud and money laundering.

No Isolation expects its suppliers not to make any facilitation payments, i.e. payments that are made to speed up decisions and approvals that No Isolation is entitled to.

5 ENVIRONMENT

Suppliers are committed to operate in an environmentally responsible and efficient manner and comply with national and international laws and resolutions for the protection of the environment. Suppliers are committed to minimizing pollution, promoting efficient and sustainable use of resources, including energy and water, and minimizing greenhouse gas emissions in production and transport.

6 REPORTING CONCERNS

Suppliers are invited to report any area of concern to No Isolation. If suppliers identify severe adverse impacts that they either cause, contribute or are linked to, suppliers must immediately inform No Isolation and propose a plan to remedy the impact.

7 APPLICABILITY OF AND COMPLIANCE WITH THE CODE

This code applies to all No Isolation's suppliers.

Suppliers must be able to demonstrate compliance with the No Isolation supplier code of conduct. This includes documented evidence and right of No Isolation or a third party designated by No Isolation to conduct audits. Audits to include facility inspections, reviews of supplier's records business practices and conducting employee interviews.

In case of breach of this Code of Conduct No Isolation may suspend or terminate the agreement with the supplier.

8 FURTHER INFORMATION

Any questions that suppliers may have regarding this code shall be addressed to the CEO of No Isolation.

The code shall be available on No Isolation's website and communicated internally to No Isolation personnel and externally to all Suppliers.