

THREAD The Optimas Code of Conduct

INTRODUCTION

Living Our THREAD Values

Here at Optimas we are a team driven by our THREAD core values to be the best professionals and company we can be.

1. Our Commitment

At Optimas OE Solutions Ltd (“Optimas”), our Code of Conduct defines how we do business, how we make decisions, and how we treat one another and our partners. It is grounded in our core values - THREAD - and applies to all employees, directors, officers, contractors, and third parties acting on our behalf. Compliance with this Code is a condition of working for or with Optimas.

2. THREAD: Our Values in Action

Our values are not aspirational statements; they are standards of conduct. Each section below explains how THREAD guides daily behaviour and decision-making.

T – Teamwork

We work together across functions, regions, and cultures to achieve shared success.

What this means in practice:

- We collaborate openly and constructively, sharing information responsibly.
- We respect different viewpoints and encourage inclusive decision-making.
- We support one another to deliver consistent, high-quality outcomes for our customers.

Teamwork extends to our customers, suppliers, and partners, with whom we build trust-based, long-term relationships.

H – Honesty

We act with integrity, transparency, and fairness in all that we do.

What this means in practice:

- We communicate truthfully and accurately.
- We do not tolerate bribery, corruption, fraud, or misrepresentation.
- We maintain complete and accurate records and business documentation.
- We raise concerns when something does not seem right.

Honesty underpins our reputation and is essential to earning and maintaining trust.

R – Respect

We treat people with dignity, fairness, and professionalism.

What this means in practice:

- We respect human rights and support fair labour practices.
- We do not tolerate discrimination, harassment, bullying, or abuse.
- We promote diversity, equity, and inclusion in our workplace.
- We engage respectfully with customers, suppliers, communities, and regulators.

Respect applies to every interaction, regardless of role, background, or location.

E – Excellence

We set high standards and continuously improve how we operate.

What this means in practice:

- We comply with all applicable laws, regulations, and standards.
- We prioritise quality, safety, and reliability in our products and services.
- We identify risks early and manage them proactively.
- We use lessons learned to improve processes, performance, and outcomes.

Excellence is achieved through discipline, learning, and consistency — not shortcuts.

A – Accountability

We take ownership of our actions and their consequences.

What this means in practice:

- We honour our commitments and take responsibility for results.
- We comply with this Code and applicable policies at all times.
- We promptly report concerns, misconduct, or breaches.

Leaders are expected to role-model ethical behaviour and address issues decisively.

Accountability applies to everyone, regardless of level or role.

D – Drive

We act with purpose, energy, and determination to deliver value.

What this means in practice:

- We are proactive in solving problems and improving performance.
- We embrace change and innovation responsibly.
- We challenge inefficiency and complexity while managing risk.
- We act in the long-term interests of Optimas and its stakeholders.

Drive means doing the right thing with urgency and intent.

3. Ethical Business Practices

Anti-Bribery and Corruption

Optimas has a zero-tolerance approach to bribery and corruption. We do not offer, give, solicit, or accept improper payments or advantages. Gifts and hospitality must be reasonable, transparent, and compliant with policy and law.

Fair Competition

We compete ethically and in compliance with competition and antitrust laws. We do not engage in collusion, price-fixing, or improper information sharing.

Conflicts of Interest

We avoid situations where personal interests could influence business decisions. Any actual or potential conflict must be disclosed and managed appropriately.

4. Human Rights, Labour and Supply Chain Responsibility

Optimas is committed to preventing forced, bonded, or child labour; modern slavery and human trafficking; unsafe or unhealthy working conditions.

We expect our suppliers and partners to uphold equivalent standards and comply with applicable laws and ethical practices.

5. Health, Safety and Environment

We are committed to protecting the health and safety of our people and partners; operating responsibly to minimise environmental impact; complying with all environmental, health, and safety regulations.

Unsafe conditions or incidents must be reported immediately.

6. Confidentiality, Data Protection and Information Security

We protect confidential, proprietary, and personal information entrusted to us. Confidential information must be used only for legitimate business purposes.

Personal data must be handled lawfully, transparently, and securely in accordance with data-protection laws.

These obligations continue after employment or engagement ends.

7. Speaking Up and Whistleblowing

Optimas encourages a culture of openness.

Anyone who becomes aware of misconduct, unethical behaviour, breaches of law or this Code, is expected to speak up through appropriate channels.

Retaliation against anyone raising concerns in good faith is strictly prohibited.

8. Compliance and Consequences

Failure to comply with this Code may result in disciplinary action, termination of employment or contract, and, where appropriate, legal action.

9. Continuous Improvement

This Code is reviewed periodically to ensure alignment with legal and regulatory requirements, industry best practice, ESG standards, and Optimas' evolving business.

Our Commitment

By living our THREAD values every day, we protect our people, strengthen our partnerships, and ensure Optimas operates with integrity, responsibility, and purpose.

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