

CSR Policy Statement

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Optime fosters a culture of zero adverse-impact to our ecosystems, which include those of our end-users, customers, and suppliers.

We take responsibility for our impact on human rights, labor, the environment, and anti-corruption.

We therefore will always act to:

- Respect and protect internationally proclaimed human rights.
- Maintain freedom from complicity to human rights abuses.
- Uphold freedom of association, and recognition effective rights to collective bargaining.
- Work against corruption in all forms, including extortion and bribery.

When and wherever possible,

- Eliminate all forms of forced and compulsory labor.
- Abolish all forms of child labor.
- Eliminate discrimination in employment.
- Approach environmental challenges with precaution, and bolster the development and diffusion of environmental responsibility.

Leading the way in implementing and maintaining these responsibilities, are our corporate officers and top management.

We therefore pledge always to:

- Hold the organization accountable for its impacts on society, the economy and the environment.
- Ensure the transparency of its decisions and activities that impact society and the environment, including the exclusion of conflict materials.
- Behave ethically.
- Respect, consider, and respond to the interests of stakeholders.
- Accept and respect the rule of law as mandatory.
- Respect international norms of behavior.
- Respect human rights and recognize both their importance and universality.

Corporate social responsibility is everyone's responsibility at Optime.

A handwritten signature in black ink that reads "Jan-Fredrik Carlsen".

Jan-Fredrik Carlsen
Chief Executive Officer
February 2018