

OBERG INDUSTRIES CODE OF CONDUCT



INTRODUCTION

Since 1948, our mission has been to deliver the highest quality precision components and assemblies to our customers. We do so by continuously pursuing new ideas, collaborating with our customers, focusing on innovative processes, ensuring excellent customer service, and investing in cutting-edge equipment and software. Otherwise, known as The Oberg Advantage.

Oberg's overall mission has been and will always be rooted in rich history, a best-in-class reputation, and employing the highest skilled, trained, and dedicated employees within the industry --- making us the company we are today. We value our Oberg Proud culture, supporting our local communities, and the importance of taking care of all of our Oberg families.

In working toward our mission, employees of Oberg are expected to obey the law, respect fellow employees, and respect our local communities, customers, and suppliers.

Oberg Industries' Code of Conduct aims to achieve the appropriate standards of conduct and behavior of all officers, managers, employees, visitors, and stakeholders of the company.

EMPLOYEE HEALTH AND SAFETY

The well-being and safety of our employees extends beyond compliance, emphasizing the importance of maintaining Zero At-Risk Behaviors.

Oberg's leadership team instructs all employees with a positive reinforcement strategy, to ensure proactive measures are consistently met. We actively involve and encourage every employee to take personal responsibility in preventing any unsafe operation or behavior to ensure their safety, as well as customers' and visitors' safety.

We continuously complete site inspections, risk assessments, hazard recognition, health monitoring, and industrial hygiene measures to ensure all goals are exceeded. Employees are consistently trained on current protocols.

We ensure that all activities and interactions demonstrate the company's commitment to ethical conduct in order to nurture a culture of respect for our employees, customers, suppliers, visitors, and neighbors. In addition to the above, we encourage off-the-job safety because the well-being of our employees and their families is of paramount importance.

TEAMWORK AND EMPLOYEE RIGHTS

Oberg values and promotes active participation and collaboration in our daily work.

We seek long-term cooperation with our employees by supporting them in their professional and personal development.

By operating as a cohesive team, guiding the company toward success directly translates into success for all employees and their families.

ENVIRONMENTAL PROTECTION AND MANAGEMENT

Oberg achieves best management practices aimed at conserving, maintaining, and preserving the environment. We must strive to protect our environment and community from the impacts of organizations, suppliers, and individuals. Our manufacturing and everyday processes guarantee safeguarding measures are met.

We continuously monitor and strategize to implement the reduction of waste. For example, we actively sample wastewater discharge to ensure all detection levels remain below reporting limits.

Oberg works with a long-time partner/second party for all hazardous waste removal.

We are committed to being a good neighbor by prohibiting harmful air, noise, and water emissions in every community where our facilities are located.

DATA SECURITY AND PROTECTION

All IT Systems within Oberg Industries are equipped with reasonable security measures to support the computing needs of the company.

The security measures deployed include the following:

- Shared programs and data are available to users and are invulnerable to accidental erasure and/or tampering.
- E-mail and private user information (on servers) is invulnerable to accidental erasure and/or tampering.
- Multi-factor Authentication (MFA) is enabled on all devices for secure sign-ons.
- Backups of server-based information, at least weekly, to ensure that any information lost, erased, or corrupted can be recovered.
- Monitors the system for security breaches and unauthorized activity using available security utilities and software.
- Utilizes a variety of network equipment to assist in the safety and security of the company's networks.
- Uses available utilities to ensure secure and encrypted movement of data within the Oberg network and over the internet.
- Takes reasonable precautions to minimize network and machine downtime.

We maintain the right to provide further regulation and to monitor the systems used for security purposes when necessary.

Confidential information of any kind is only intended for the respective recipient and is not for distribution. This includes financial data, business plans, sensitive data on customers and/or suppliers, intellectual property, as well as all personnel files and staff matters.

PROTECTION OF COMPANY PROPERTY AND EQUIPMENT

Employees are obligated to protect proprietary or non-public information from anyone outside of the organization without an authorized business need. We will refrain from doing business with any entity that presents a danger to the United States or its allies (ITAR).

It is mandatory that all employees utilize company property and equipment, whether tangible or intangible, exclusively for business purposes. This includes but is not limited to; tools, machines, equipment, computers, all office supplies, and company vehicles.

Misuse of company assets of any kind is prohibited.

COMMITMENT TO LAW AND ORDER

Oberg's leadership team, Quality Department, and Safety Department make sure all employees are aware and up to date on changing laws and regulations that are relevant in their particular departments and within their area of work.

We have every employee at Oberg familiarize themselves with all essential rules and regulations and are advised to seek their supervisor if in doubt. Oberg's Employee Handbook is given to every employee upon start date for reference.

Questions on our Code of Conduct?
Email inquire@oberg.com

www.oberg.com