

NORDEC SUPPLIER SUSTAINABILITY POLICY

Nordec is committed to the UN Global Compact www.unglobalcompact.org and actively supports the seventeen sustainability goals, set by the UN, covering human rights, labour, the environment, and anti-corruption.



Who the Supplier Sustainability Policy applies to

The Supplier Sustainability Policy applies to all suppliers providing products and/or services to any Nordec Group company.

Workers/employees are all people who are working for the supplier, whether directly employed, subcontracted, or employed by other agency.

Nordec expects the supplier to monitor its own suppliers to ensure commitment to environmental and social responsibility.

General

The supplier shall comply with applicable legislative and regulatory requirements.

Health and Safety

The supplier shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented, and necessary measures shall be taken to prevent accidents from reoccurring.

The supplier shall ensure that all employees are provided with necessary instructions, training, and personal protective equipment free of charge necessary for facilitating safe work methods.

The Supplier shall without delay report to Nordec any health and/or safety incidents and unsafe conditions related to Nordec's projects and work sites.



Transparency

At Nordec we value transparency. If our Supplier is ahead of time, late or have other challenges, we want to know immediately so that the possible changes can be taken into account and thus we can minimise the impact for our customers.

Labour and Human Rights

No person shall be employed who is below the minimum legal age for employment. It is forbidden to use children under the minimum legal working age or fifteen (15) years old; whichever is higher, as labour. Employees under eighteen (18) years of age shall not carry out hazardous work. The Supplier shall not

engage in or support the use of any form of forced, compulsory or illegal labour. Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work.

As a minimum, statutory wages must be paid, and applicable working time legislation must be followed.

Employees shall be free to form and join, or not to join, trade unions and to bargain collectively.

Code of Conduct

All forms of corruption and bribery are unacceptable. The Supplier must work against corruption and bribery in all its forms, including but not limited to extortion, conflict of interest, price cartels, fraud, money laundering and facilitation payments.

Confidentiality

We respect confidential information relating to Nordec and our stakeholders and take all reasonable measures to prevent confidential information from being disclosed to any person who does not need and have a right to that information in the course of their work.

Equal Opportunities

Supplier’s employees shall not be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, or disability.



Innovation

Our aim is to develop business together: reducing costs by implementing new technologies, use of digitalization and continuous development of processes. We expect our suppliers to come up with innovative solutions that will bring significant benefits for both the supplier and Nordec.

Environment and Carbon Footprint Reduction

At Nordec we prioritize suppliers that are proactive and systematic in their work relating to environmental sustainability. The Supplier shall work in a systematic, goal-oriented, and proactive manner to reduce the impact to the environment including pollution prevention, recycling, and waste minimization.

For suppliers producing products, the Supplier works systematically to have the environmental product declarations up-to-date and has an action plan to reduce the carbon footprint of their products including the whole value chain, from raw materials to manufacturing and transport.

Any breach on the policy will force Nordec to discontinue supplier relationship if no immediate action is taken by the Supplier.

