

# **CODE of CONDUCT**

**Nordmark Group**



# Code of Conduct

**Nordmark's Code of Conduct defines the basic requirements that Nordmark expects suppliers and partners to work under and accept:**

- *Environmental protection and sustainability*
- *Human Rights and equality*
- *Fair Operating Practices*
- *Labor Practices*
- *Supply Chain*

At Nordmark we strive to be a global supplier for a sustainable development primarily within the wind industry and heavy industry, and all our actions reflect this. Nordmark will comply with requirements to fulfill the above points contained in our CSR Policy and we have the same expectations towards our business partners and subcontractors.

## **Environmental Protection**

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. Nordmark acts in accordance with the applicable statutory and international standards regarding the environment, and we are establishing and maintaining a reasonable environmental management system.

## **Human Rights and Equality**

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

- Respect the protection of internationally proclaimed human rights and avoid complicity with human rights abuses.
- Refuse to tolerate any unacceptable treatment of individuals such as mental cruelty, sexual harassment or discrimination including gestures, language and physical contact, that is sexual, threatening, coercive, abusive or exploitative.
- Promote equal opportunities and treatment of employees, irrespective of skin color, race, nationality, ethnicity, political affiliation, social background, disabilities, sexual orientation, marital status, religious conviction, gender or age.

**Basic human rights, working hours, wages and benefits of employees.**

- Respect the personal dignity, privacy and rights of each individual.
- Comply with the maximum number of working hours outlined in the applicable laws.
- Provide fair remuneration and guarantee the applicable national statutory minimum wage.

## **Fair Operating Practices**

We will comply with the applicable laws. We'll promote:

- Safety and fair dealing.
- Maintain zero tolerance for any form of corruption, extortion or bribery.
- Act on accordance with national and international competition laws and refrain from price fixing, market sharing or bid rigging with competitors.
- Avoid all conflicts of interest that may influence business relationships.

## **Labor Practices**

- Avoid all forms of forced labor and refuse to employ anyone against their will.
- Prohibition of child labor.
- Act in accordance with the applicable statutory and international standards regarding occupational health and safety and safe working conditions.
- Establish a reasonable occupational health and safety management system.
- Provide training to ensure employees are educated in health and safety issues and have the right to refuse unsafe work.

## **Supply Chain**

- Avoid discrimination with regard to supplier selection and treatment.
- Preferably promote this Code of Conduct among its suppliers.

Management must communicate this Code of Conduct on all levels.

For suppliers and business partners:

We hereby confirm that we have received and read the  
Nordmark Code of Conduct and will comply with its content:

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Place, date:

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Signature

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Name / function