

## NORDOX AS CSR code of conduct for suppliers.

All NordoxSuppliers are expected to comply, in all business activities, with each of the following standards, in addition to national and municipal laws, rules, and regulations, while also respecting international norms of behavior. Furthermore, Suppliers shall also encourage next-tier suppliers to comply with this Code of Conduct and shall obtain information from those suppliers necessary to ensure compliance with the Code. In cases where these standards do not conform to national or local laws, etc., endeavors shall be made to find a way to respect the standards.

## A. Labor and Human Rights

### 1. No Forced Labor

The free will of all workers shall be respected and forced labor shall not be used. Conditions of employment shall be provided in advance in a language the worker can understand. Workers shall not be required to hand over their passports, official identity documents, or work permits.

### 2. No Child Labor

Children under the minimum employment age are not to be employed. Engaging with businesses that jeopardize the health and safety of workers under the age of 18 shall not be allowed.

### 3. Appropriate Working Hours

Weekly working hours as defined by local regulations shall not be exceeded. Workers shall be allowed at least one day off per week.

### 4. Fair Wages and Benefits

Pay shall meet or exceed the minimum wage as defined by local regulations. Payment shall be accompanied by a pay statement and shall be made directly to the worker without delay. There shall be no unfair wage reductions.

### 5. No Inhumane Treatment

The human rights of workers shall be respected and there shall be no inhumane treatment such as harassment or abuse. Measures shall be implemented to prevent and manage inhumane behavior.

### 6. Non-Discrimination

There shall be no discrimination in hiring or employment practices based on race, skin color, nationality, age, gender and sexual orientation/gender identity, ethnicity, disability, pregnancy, religion, political opinion, labor union membership, marital status, or any other factor irrelevant to business.

### 7. Guarantee of Workers' Rights

Suppliers shall respect the rights of workers to associate freely, join or refrain

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Versjon: 1	Sist revidert:	Neste revisjon:	

from joining labor unions, bargain collectively, engage in peaceful assembly, and other such actions in accordance with local laws and regulations. Efforts shall be made to ensure that workers can communicate openly with management without fear of discrimination, reprisal, intimidation or harassment. Employees shall not be unlawfully terminated.

## B. Occupational Safety

### 1. Safety in the Course of Duties

Suppliers shall understand the work environment and operations, and implement appropriate technical, administrative, and preventive measures to address potential hazards and risks in order to ensure the safety of workers. Workers shall be provided with safety and health information and training, and any necessary protective equipment. Suppliers shall take appropriate measures and proper consideration shall be given to reduce health and safety risks for expectant and nursing mothers.

### 2. Accident Prevention and Emergency Preparedness

Suppliers shall prepare countermeasures by evaluating risks associated with potential disasters, accidents, etc., and any necessary training or drills shall be performed. Suppliers shall conduct facility safety inspections, secure evacuation routes, and install and maintain disaster prevention equipment.

### 3. Prevention of Occupational Injury and Illness

Suppliers shall understand the state of occupational injury and illness and implement preventive measures. Workers shall be provided with medical examinations in accordance with local regulations.

### 4. Management of Physically Demanding Work

Suppliers shall identify and manage physically demanding work that may pose a hazard to either physical or mental health, so as not to cause occupational injury or illness.

### 5. Machine and Equipment Safety Measures

Suppliers shall implement safety evaluations of machinery and equipment, so as not to cause occupational injury or illness.

### 6. Healthy and Safe Facilities

Workers shall be provided with a healthy and safe working environment (e.g. housing facilities, cafeterias, toilets, etc.).

## C. Environmental Conservation

Ansvarlig: Løken, Ole Helge		Godkjent av: Oskarsen, Stian	
Versjon: 1	Sist revidert:	Neste revisjon:	

1. **Compliance with Environmental Regulations**  
Suppliers shall obtain and maintain required environmental permits and fulfill reporting requirements in accordance with local regulations.
2. **Resource and Energy Saving**  
Suppliers shall endeavor to conserve resources and energy in all business operations.
3. **Wastewater Management**  
Suppliers shall prevent the discharge of hazardous wastewater into the environment.
4. **Air Emission Management**  
Suppliers shall endeavor to reduce the release of harmful substances, greenhouse gases, and ozone-depleting substances into the atmosphere.
5. **Proper Disposal of Solid Waste**  
Suppliers shall endeavor to reduce solid waste and implement proper solid waste disposal.
6. **Management of Chemical Substances**  
Suppliers shall identify any chemicals which would be harmful if released into the environment, endeavor to reduce usage of such chemicals and switch to using less harmful substances, and work to prevent leakages.
7. **Management of Hazardous Substances**  
Suppliers shall identify hazardous substances contained in their products and ensure regulatory compliance.

## D. Ethics

1. **Prohibition of All Forms of Corruption and Bribery**  
Any and all forms of corrupt practices, including bribery, corruption, and extortion, shall be prohibited.
2. **Prohibition of Anti-Competitive Behavior**  
Management practices shall ensure the absence of actions which inhibit fair competition.
3. **Information Disclosure**  
Information regarding management and business activities, finances, and performance shall be properly disclosed without falsification of any form.
4. **Provision of Appropriate Product Information**  
Accurate product and service information shall be provided to customers and consumers.
5. **Early Detection and Prevention of Fraud**  
Measures to protect whistleblowers shall be adopted to ensure that workers can report acts of fraud without fear of retaliation.

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Versjon: 1	Sist revidert:	Neste revisjon:	

**6. Protection of Intellectual Property**

Intellectual property rights shall be respected and preserved.

**7. Protection of Personal Information**

All business-related personal information of customers, suppliers, consumers, workers, etc. shall be adequately protected.

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