

# Supplier Code of Conduct

**NorDan's vision is "Perfekt Samspill" (Perfect Cooperation). The vision inspires to continuously improve all interactions both internally with colleagues, systems, divisions and subsidiaries, as well as externally with suppliers, authorities, nature and the communities wherein we operate.**

Our mission is to be "... sustainable and leading within development, marketing, production and delivery of environmental friendly and safe windows and doors with accessories". Since 1926 innovation, durable products and social responsibility has shaped NorDan into who we are today. As a leading supplier in our industry we embrace the opportunity to promote sustainability and ethical responsibility and practice throughout our value chain.

The Universal Declaration of Human Rights, the UN Global Compact, the UN Convention on the Rights of the Child and applicable ILO Conventions forms the foundation for this Code. NorDan expects suppliers, contractors and partners to all NorDan Group AS' associated subsidiaries to follow those universal declarations and conventions to their full extent. We require acceptance and implementation of this Code and encourage to extend sustainability and ethical responsibility upstream in the supply chains.

NorDan will set a leading example and adhere to all requirements outlined in this Code of Conduct in our operations.

## GENERAL LEGAL REQUIREMENT

Suppliers to NorDan must adhere to all applicable national laws in their respective countries of operation. If any conflict arises between this Code and national law, the law must be followed and NorDan should be notified immediately. However, this Code may have higher requirements than set out in national law.

## HUMAN RIGHTS

NorDan do not tolerate child labor. No one under the age of 15 (or the legal employment age, if higher) should be employed. Hazardous work is prohibited for those under 18.

Safety is paramount. All suppliers must prioritize employee safety, follow local safety regulations and provide appropriate protective equipment and first aid measures.

NorDan reject forced or bonded labor, prison labor or illegal labor. The right to form or join associations and bargain collectively is protected.

Any type of discrimination, including discrimination based on gender, race, religion, sexual orientation and age, is strictly prohibited. All employees must be treated with respect and dignity, free from any form of harassment. Migrant workers are entitled to the same rights as local employees.

Employment terms and conditions should be clearly outlined in written contracts in the local language. Wages must follow at least statutory minimum wages, be paid regularly and on time. Working hours must not exceed legal limits.

If housing is provided, it must meet safety and cleanliness standards, separate from the workplace, and freely accessible to employees.

## ENVIRONMENTAL REQUIREMENTS

Environmental concerns has been pivotal in NorDan's operations for decades. We require all suppliers to adhere to the environmental laws and regulations in their operating countries. Chemicals must be handled and registered in accordance with applicable EU legislations and REACH (Registration, Evaluation, Authorization and Restriction of Chemicals).

Treatment of wastewater must meet local requirements.

Suppliers must strive to keep their environmental impact to a minimum, including minimize encroachment on- and loss of nature, greenhouse gas emissions and the total amount of waste in general. Waste should be sorted and re-used to the extent possible.

Transparency in environmental information and sharing of accurate data is expected.

## BUSINESS REQUIREMENTS

Honesty, integrity, and fair play are essential in all NorDan's interactions. We have a zero-tolerance policy for bribery and corruption. We do not accept any form of commission from suppliers, and if any employee requests such a commission, we should be immediately notified.

Suppliers must refrain from any activities related to money laundering.

They must adhere to all applicable national and international antitrust laws and trade rules. Appropriate and necessary preventive measures must be taken.

NorDan's suppliers must ensure that no conflicts of interest arise between them and any subsidiary in the NorDan Group AS. If such conflicts are identified, we should be immediately notified.

## MONITORING AND FOLLOW-UP

NorDan requires appropriate policies and management systems in place to ensure compliance with this Code. Monitoring may include unannounced visits and third-party audits. Reporting any breaches of this Code is required. Corrective actions should be proposed and implemented when gaps are identified.

Failure to comply may result in business consequences.

This Code of Conduct reflects our commitment to responsible business practices and sustainability. By signing this document, the supplier commits to follow these principles in their operations.