

## **The NordiCare Code of Conduct**

NordiCare has the duty and responsibility to promote and adhere to the principles of ethics and social responsibility related to human rights, employment conditions, non-discrimination, environment, sustainability, anti-bribery and corruption. These principles represent established international standards and are diligently upheld to fulfill the needs and expectations of our valued customers.

### **Adoption of the Code by NordiCare's business partners**

The Code of Conduct has been formally adopted by the Board of Directors to govern the conduct of our company, board members, executive leadership, employees, suppliers, manufacturers, partners, and consultants (hereinafter referred to as "NordiCare and its business partners").

NordiCare's business partners are expected to respect this code of conduct and strive diligently to meet its stipulated requirements, both within their own organizations and across their supply chains. This commitment is fostered through open dialogue, transparency, and collaboration between NordiCare and its business partners.

### **Operations conducted under sustainable and responsible conditions**

NordiCare and its business partners are obligated to conduct their operations ethically and with integrity, ensuring that products manufactured and distributed by NordiCare AB are produced under sustainable and responsible conditions. Products manufactured for or distributed by NordiCare AB must meet the criteria outlined below:

- Conformity with the UN Universal Declaration of Human Rights (1948).
- Adherence to the International Labour Organization's (ILO) Eight Core Conventions (Nos. 29, 87, 98, 100, 105, 111, 138, and 182).
- Compliance with the UN Convention on the Rights of the Child, Article 32.
- Adherence to occupational safety and health and environmental legislation in the country of manufacture.
- Conformance with labor laws, including legislation on minimum wages and social security coverage in the country of manufacture.
- Alignment with climate and environmental protection legislation applicable in the country of manufacture.
- Commitment to the UN Declaration against Corruption.

## **Human rights conditions**

NordiCare AB and NordiCare's business partners are obligated to actively support and respect human rights.

### **UN Universal Declaration of Human Rights (1948)**

#### *Human rights and working conditions*

NordiCare AB respects international human rights conventions, supporting and upholding fundamental human rights in our business operations. We categorically prohibit child labor or labor performed under coercion or threats of violence under any circumstances.

#### *Diversity and equal opportunities*

NordiCare AB recruits and gives employees equal opportunities and treatment regardless of gender, marital status, ethnic or national affiliation, sexual orientation, transgender identity, race, religion, political opinion, age or disability. Diversity is encouraged at all levels of the company.

We work actively to eliminate all forms of discriminatory treatment of employees.

We pay fair wages and benefits in accordance with relevant standards in the countries where the company operates.

## **Labor rights and working conditions**

NordiCare and its business partners are expected to comply with the labor laws applicable in each market where they conduct business. Adequate training and access to resources for assistance are to be provided to support this endeavor.

### **The International Labor Organization (ILO)'s eight core conventions on fundamental principles and rights at work and the UN Convention on the Rights of the Child**

#### *No occurrence of child labor (ILO 138 and 182, UN Convention on the Rights of the Child Article 32)*

Child labor refers to any economic activity undertaken by individuals of compulsory school age or younger. No worker may be younger than 15 (or 14 years, where permissible under national law) or younger than the minimum age for work, if higher than 15 years.

Young individuals aged 15 to 18 may engage in non-hazardous work, provided they have reached the legal working age and have completed their compulsory education. If instances of child labor are discovered, NordiCare AB must prioritize the best interests of the child and seek suitable resolutions in consultation with the child and their family.

*No occurrence of forced labor (ILO 29 and 105)*

Forced labor encompasses work or services performed under duress or threats of punishment, without voluntary consent. NordiCare AB unequivocally opposes all forms of forced labor, including slave labor, contract labor, or involuntary imprisonment. All work must be voluntary, and employees must possess the right to terminate their employment after a reasonable notice period.

*No occurrence of discrimination and harassment (ILO 100 and 111)*

Discrimination refers to the unjust separation of workers on grounds that lack merit or justification. NordiCare AB actively promotes diversity and equal opportunities within the organization, prohibiting discrimination based on ethnicity, gender, marital status, pregnancy, religion, social or ethnic origin, nationality, disability, political beliefs, union affiliation, or sexual orientation. Harassment, defined as subjecting workers to severe or inhuman treatment, including sexual harassment or any form of mental or physical abuse, is strictly prohibited within the company.

*Freedom of association and collective bargaining (ILO 87 and 98)*

Freedom of association and collective bargaining entail formal and informal collaborations to advocate for and protect the interests of both employees and employers in the workplace. NordiCare AB is committed to recognizing and respecting the right of employees (and employers) to organize and participate in organizations of their choosing, as well as the right to engage in collective bargaining. In regions where freedom of association is limited or developing, NordiCare AB shall facilitate meetings between employees and company management to discuss wages and working conditions without fear of reprisal.

*Compliance to laws and regulations*

NordiCare AB and NordiCare business partners must comply with local labor laws and regulations in the countries where they operate.

*Wages and working hours*

Employees must receive their salaries promptly and in full. NordiCare AB is dedicated to ensuring that employees are compensated with wages that meet or exceed living wage standards and never less than the locally or nationally mandated minimum wage. Overtime compensation must be clearly specified in employee pay stubs.

Employees are entitled to at least one day off each week, and weekly working hours must not surpass legal limits or exceed 60 hours per week, inclusive of overtime. Leave, including holidays, public holidays, sick leave, and parental leave, must be granted in accordance with national legal requirements.

*The work environment must be safe and hygienic (ILO 155 and 170)*

NordiCare AB is committed to providing its employees with a safe and healthy work environment, minimizing the occurrence of work-related accidents and injuries. A safe and hygienic work environment ensures that employees, while under the direct or indirect control of the employer, are safeguarded from conditions that may jeopardize their physical and mental well-being.

Employees engaged in NordiCare AB operations must be afforded a secure and healthful work environment, supported by preventative measures aimed at minimizing injuries and health risks. Comprehensive employee training regarding potential health hazards associated with their work, including fire safety, hazardous tasks, and first aid, must be provided. The employer should make relevant protective equipment readily available and ensure that health and safety information is easily accessible within the workplace. Additionally, emergency exits must be clearly marked, illuminated, and kept unobstructed, with regular evacuation drills and fire alarm testing.

### **Environment and sustainability**

In our commitment to environmental stewardship, we aim to meet or exceed prevailing legal requirements. Our overarching objective is to limit the climate environmental impact of our products throughout their entire life cycle, spanning from development and manufacturing to use and recycling. NordiCare AB shall conduct its operations mindful of climate and environmental considerations, consistently adhering to local and national environmental legislation.

### **Open dialogue, development and requirements**

We are dedicated to maintaining open communication with employees, customers, suppliers, the general public, and authorities concerning our environmental and energy initiatives. We actively invest in the ongoing development of our employees in these areas. Environmental consequences must be considered before the introduction of new raw materials, products, or production equipment. We proactively establish environmental requirements for our business partners and continuously enhance our environmental efforts by setting new objectives and conducting regular assessments.

### **Anti-corruption and bribery**

NordiCare and its business partners are expected to act responsible and with integrity to conduct business in an ethical and transparent manner. Local laws and policies from authorities and relevant trade associations are to be complied to in order to honor non-tolerance of corruption and bribery.

## **UN Declaration against Corruption**

NordiCare AB unequivocally refrains from directly or indirectly offering or providing undue payments or other forms of compensation to individuals or organizations to gain, retain, or direct business or any unwarranted advantages within the scope of our operations. Similarly, NordiCare AB does not request or accept any form of improper payment or compensation from third parties that could compromise the impartiality of our business decisions.

## **Reporting and updates**

### **Report Violations**

Violations of the Code of Conduct can be reported in any of the following ways.

E-mail: [info@nordicare.se](mailto:info@nordicare.se)

Mail: NordiCare AB  
Solrosvägen 1  
26362 Viken  
Sweden

Phone: +46 042-35 22 20

### **Contact**

E-mail: [louise@nordicare.se](mailto:louise@nordicare.se)

### **Updating**

This Code of Conduct will be subject to periodic updates as necessary.

## Compliance

Transparency within and between NordiCare AB and NordiCare's business partners is required in order to guarantee that the code of conduct is complied with. To ensure adherence to and effective oversight of this code, NordiCare AB will incorporate the Code of Conduct for NordiCare AB into the onboarding process for new employees and during developmental assessments.

Management is responsible for informing and presenting the Code of Conduct within the organization and to NordiCare's business partners. The practical application of this code will be regularly monitored and openly communicated.

In respect of NordiCare's business partners, information and presentation of the NordiCare Code of Conduct is carried out in connection to supplier meetings and during supplier evaluation.

NordiCare AB aims for that all NordiCare's business partners are to sign the Code of Conduct and ensure compliance with its stipulated principles and guidelines.

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Signed, date, place