



Nivex Topsafe Code of conduct (COC)

Ver 1, 2021-01-11

Why we have a common Code of Conduct.

Nivex Topsafe has been operating for many years. We are a company on a steady rise and we attach great importance to continuing to develop and grow. This means that our behavior towards the outside world is becoming increasingly important, both as a company and for us as individual employees. Nivex Topsafe's main assets are our committed employees, our strong brand and concept. Our business is built on individual cultures and values, which is a strength we cherish and must maintain. We must act with respect, commitment and with the customer in focus. The Code of Conduct clarifies what can be expected of our company. It also clarifies what behavior is expected of everyone who works at Nivex Topsafe or with Nivex Topsafe. We must actively participate in and drive sustainable development in our industry with great respect for our stakeholders, our surroundings, and our environment.

INTRODUCTION

This code of conduct applies to all suppliers and their subcontractors and other business partners who do business with Nivex Topsafe AB (NT) corporate identity number 556207 - 1802.

This Code of Conduct sets out what NT requires of our organization, our employees, our suppliers, their subcontractors, and other business partners to fulfill our commitments to our Board of Directors, our employees, our customers, our shareholders and other stakeholders. It is the responsibility of NT's suppliers and other business partners to inform their subcontractors of NT's code of conduct and that this is implemented in all factories and workplaces that produce, complete or otherwise handle goods or perform services for NT.

NT mainly bases its demands on internationally agreed standards such as the UN Declaration of Human Rights, the UN Convention on the Rights of the Child and applicable ILO conventions, as well as national legislation.



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LEGAL REQUIREMENTS

NT's employees comply with all applicable and mandatory laws and regulations.

NT ensures that the production of goods takes place in accordance with the following conventions and laws:

- ILO conventions on forced labor, child labor, discrimination, freedom of association and the right to organize (Nos. 29, 87, 98, 100, 105, 111, 138 200, 205, 222, 238 and 182)
- UN Convention on the Rights of the Child, Article 32.
- Safety legislation applicable in the country of manufacture for each product.
- As well as labor law, including legislation on minimum wage and social insurance, in the country of manufacture.

CHILD WORK

NT does not accept child labor. NT recognizes, in line with the UN Convention on the Rights of the Child, that a person is a child up to the age of 18. NT explains that the company does not employ people under 15 years or younger than the legal age if this age is higher than 15 years.

NT recognizes the right of all children to be protected from financial exploitation and to perform work that may be dangerous or hinder the child's development or be detrimental to the child's health or physical, spiritual, moral, or social development.

FUNDAMENTAL RIGHTS

NT does not accept any form of forced labor and we do not accept the use of penal labor or illegal labor in the production of goods or services for NT.

All employees must be treated with respect and dignity. Under no circumstances do we accept that suppliers, their subcontractors, or other business partners use humiliating punishment or corporal punishment, and no employee should have to endure physical, sexual, psychological or verbal harassment or abuse.

All employees have the right to form or join associations of their choice, and to bargain collectively.

NT does not accept disciplinary or discriminatory measures from the employer against employees who choose to peacefully and legally organize or join an association. No employee shall be discriminated against in employment or service on the grounds of sex, race, color, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, illness, or disability.



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MONITORING AND ENFORCEMENT

Management is responsible for implementing and informing employees of their rights, obligations, and responsibilities under this Code of Conduct and for encouraging employees and others to disclose conduct that may conflict with our Code of Conduct.

Management is responsible for monitoring and taking the necessary corrective measures to ensure compliance with the Code of Conduct within NT and our suppliers and their subcontractors.

Employees of NT are hereby notified that failure by them to comply with any of the provisions of this Code of Conduct may result in disciplinary action and possibly also a lawsuit and / or prosecution.

Stockholm, January 10, 2021

Nivex Topsafe AB