	Document Name:		Doc No: INS-23-010
	Code of Conduct		Replaces dates: 2020-05-01
	Established by: HSEQ & S Manager	Approved by: CEO	Page 1 of 3

1. Purpose

With this document, Norex wants to create added value for our customers, suppliers and employees and at the same time contribute to sustainable social development. Everyone at Norex shall work actively for good business ethics and strive for long-term and trusting relationships.

1.1. Extent

The Code of Conduct is based on the ten principles of the UN Global Compact and includes requirements based on the company's decided work processes.

Everyone at the company should use the document to have a basis for the daily work throughout the organization.

In the case of specific laws and regulations, you can contact HSEQ for more information.

1.2. Responsibility

This Code of Conduct is binding on all employees, regardless of role. By adhering to this, we contribute to maintaining a high standard of ethics and integrity in the company.

2. Definition

Ethics and Integrity

We always act in an ethical and responsible manner and comply with all laws and regulations.

We treat all our stakeholders, including employees, customers, suppliers and society at large, with respect and fairness in accordance with human rights.

We take extremely seriously all forms of discrimination, harassment or bullying based on gender, age, ethnicity, religion, sexual orientation or any other protected category.

We encourage a workplace culture that promotes physical, mental and social well-being. At Norex, we cherish the right for everyone to be different and allowed to be that.

Conflicts of interest

We notice, seek help and report situations where our personal interests may influence our judgement or decision-making in the best interests of Norex.


Be aware of and inform if gifts or entertainment exceed the limits set by the company's rules.

We will immediately inform our whistleblower system or someone responsible if any conflicts of interest that may arise.

Labour law

We want to promote a workplace that is open and with a strong sense of security.

We stand for the right to freedom of association and everyone's own will to join/not to be part of trade union movements.

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We do not accept any type of child labour, forced labour, modern slavery, illegal work or debt contracts.

Throughout the employment, from recruitment to termination of employment, we ensure that no form of discrimination occurs, this is controlled through the four-eyes principle.

Environment

We take our responsibility as a company and acknowledge our environmental impact through the materiality analysis and the environmental policy, where we also express our contribution to the precautionary principle regarding to the environmental risks.

We take a positive view of the innovative solutions of the future for environmentally friendly technology and follow them closely before developing and purchasing vehicles and machines.

We invest in strengthening our environmental awareness by educating ourselves about environmental impact and its effects.

Competition and Commercial practices

We compete in a fair and legal manner and comply with all competition laws and regulations and work for anti-corruption.

We ensure that we do not fall into any form of corruption, bribery or improper benefits and comply with all anti-corruption laws and regulations.

All types of abuse of power, such as bribery and unreasonable representation, are not accepted.

We protect the company's intellectual property and respect the intellectual property rights of others.

Privacy and data protection

We protect the confidential information of the company and its customers and comply with all applicable data protection laws and regulations.

We use Norex resources and information only for the purposes of the company and avoid unauthorized use or dissemination of information.

We protect the company's premises, equipment and tools from unauthorized access.

Reporting channel

We require all employees to report any violations of this Code of Conduct or other unethical or illegal activities.

To report a suspected or actual violation of our Code of Conduct or policies, you can make an anonymous or non-anonymous report in our internal whistleblower system.

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We guarantee that all reports will be treated confidentially and that there will be no retaliation against the whistleblower.

3. Activities

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4. Attachments

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5. Related documents

Environmental policy

Occupational Health and Safety Policy

6. Change history

Revisions number:	Date:	Description of amendment:
1	2023-11-13	NEW