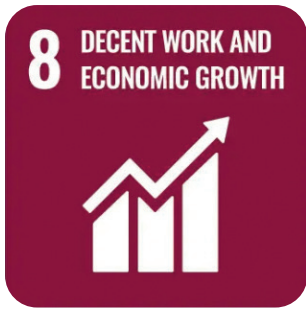


2025.01.01

# Code of Conduct

## For Employees

*Our Code of Conduct outlines our ethical guidelines for three key areas of sustainability: social, environmental, and ethical. We all share the responsibility of creating a workplace and organization shaped by sustainability, respect, and integrity. These guidelines define the principles and values that guide our actions and ensure we contribute to positive impact both within and beyond our organization.*



# 1. Social Sustainability

## Global Compact goal 8 och 10

*We aim to foster an inclusive, fair, and respectful work environment where everyone is treated with dignity, regardless of gender, age, ethnicity, religion, sexual orientation, disability, or other personal characteristics.*

### **Equality, inclusion, and equal treatment**

We promote diversity and work to ensure all employees have equal opportunities, regardless of their background. We strongly oppose all forms of harassment, discrimination, or unfair treatment. At Nitton93, we follow our official Equal Treatment Plan.

### **Working conditions**

We respect the right of every employee to fair working conditions, a safe and healthy work environment, fair wages, and the right to union representation. We strive to support a healthy work-life balance. We work actively with incident and accident reporting as well as risk assessments.

### **Well-being and health**

We care about the physical and mental health of our employees and support initiatives that promote well-being in the workplace.

### **Community and collaboration**

We encourage a positive and cooperative work atmosphere where everyone feels included and has the opportunity to contribute.

### **Professionalism**

We act honestly and clearly, keep our promises, and treat each other with respect and humility.



## 2. Environmental Sustainability

# Global Compact goal 13

*We take our responsibility for the environment seriously and aim to reduce the negative environmental impact of our operations. We also support our customers and suppliers in making more environmentally responsible choices.*

### **Resource use**

We aim to minimize our use of natural resources by improving energy and water efficiency and reducing waste. We prioritize recycling and sustainable alternatives whenever possible.

### **Climate responsibility**

We are committed to reducing our carbon footprint and actively work to implement climate-friendly solutions across all areas of our business. Through the Science Based Targets initiative (SBTi), we have committed to reducing emissions within Scope 1 and Scope 2 by 42% by 2030.

### **Green purchasing and suppliers**

We aim to work with suppliers and partners who share our values on environmental responsibility and sustainability. We prioritize eco-friendly products and services in our purchasing. Each year, we send out a self-assessment form to all our sub-

contractors, where they are asked to answer key questions about materials and production. This helps us ensure sustainable sourcing and avoid materials from vulnerable regions. The responses generate a risk assessment for each supplier within the broader ESG scope. As a company, Nitton93 also regularly visits suppliers to ensure our standards are met.

### **Innovation for the environment**

We encourage innovation and initiatives that support sustainability, such as developing new and more environmentally friendly products and services. Our in-house TripleC methodology helps customers and partners make better environmental decisions by looking at the interaction between the three C's: Cost, Concept, and Carbon.



## 3. Ethical Sustainability

# Global Compact goal 12

*Our framework for responsible corporate governance ensures we always act with the highest levels of ethics and integrity in our work and business relationships.*

### **Transparency and accountability**

We work openly and honestly in all business processes. We take responsibility for our actions and decisions and strive to be transparent with colleagues, customers, and other stakeholders.

### **Corruption and bribery**

We do not accept bribes or any other illegal or unethical business practices. We comply with all applicable laws and regulations concerning business ethics and relationships.

### **Business ethics**

We aim to maintain fairness in all business transactions, both internally and externally. We build long-term, mutually beneficial relationships with our customers, suppliers, and other partners.

### **Confidentiality and integrity**

We respect and protect all confidential information related to our business and employees. Integrity is a core value in everything we do.

### **Ethical guidelines**

Nitton93's ethical guidelines for suppliers must be signed when entering new partnerships. We communicate our sustainability strategy clearly and promote responsible business practices throughout our supply chain.