

# Future-proof Our Code of Conduct

**NORDIC  
WATERPROOFING**  
*We make waterproofing easy*

## Our values

### Enthusiasm

We show enthusiasm for what we do, always. Whenever we take on a responsibility, we make sure we follow it through with the highest quality possible, and with accuracy to the last detail. We show pride in our individual responsibilities and never move on until we can look at our customer, fellow co-worker or a newly developed product and say: 'it cannot be done better than this'. We reward passion and enthusiasm, enabling people to grow within the company.

### Reliability

Our customers trust us as a partner as well as the products and solutions we offer. We care for that trust and we do everything we can to maintain it. In order to maintain this trust we take responsibility for ensuring our product development, services and customer relations are characterized by first class reliability.

### Efficiency

We are a large organisation, with a well developed, flexible and efficient logistics system. We also have the little company's characteristics. This is because we have created, and actively maintain, a simple structure which we operate within. We trust our people's own professional judgement and promote quick decision making for the benefit of our customers, and their often challenging time schedules.

## Raising concerns and reporting violations

It is of importance that you express any concerns and raise questions that you may have. Nordic Waterproofing has a system that is available to every employee wishing to report the occurrence of a possible violation to this Code of Conduct. The Group-wide Whistleblower Policy can be applied if an employee has reason to suspect the occurrence of legal or regulatory violations or violations against the Code of Conduct. Each Group employee is entitled to report, without any repercussions what so ever, suspicions of serious infringements to the managers responsible for regulatory compliance. The person responsible for regulatory compliance is an external lawyer at the law firm Moll Wendén AB in Sweden.

### How to use the Nordic Waterproofing Whistleblower Hotline:

You can always be sure that your identity is protected.

- You may always contact the CFO of Nordic Waterproofing Group,
- or make an external call at **+46 42 33 40 80** to the law firm Moll Wendén,
- or by email to the law firm Moll Wendén [whistleblower@nordicwaterproofing.com](mailto:whistleblower@nordicwaterproofing.com)

### No retaliation

The privacy and integrity of those that step forward to report a known or suspected breach of our Code must be protected. There will be no retaliation taken against any employee or others who in good faith voice their concern. If you have any further questions, please contact the CFO of Nordic Waterproofing.

## Our vision

Make waterproofing so easy that every structure and building in the world is protected, enabling everyone to live and work in healthy, good atmosphere environments.

## Our mission: We make waterproofing easy

Protecting people and what's important to them by creating reliable waterproofing solutions for buildings and infrastructure.



## The United Nations Global Compact

### Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and  
Principle 2: make sure that they are not complicit in human rights abuses.

### Labour Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;  
Principle 4: the elimination of all forms of forced and compulsory labour;  
Principle 5: the effective abolition of child labour; and  
Principle 6: the elimination of discrimination in respect of employment and occupation.

### Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;  
Principle 8: undertake initiatives to promote greater environmental responsibility; and  
Principle 9: encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

## Why do we need a Code of Conduct?

We want Nordic Waterproofing Group to be a great company – as an employer, as an investment and as a supplier. This Code of Conduct outlines how all of us at Nordic Waterproofing Group and its subsidiaries should behave. It is supported by further, more detailed policies and procedures at the Group and subsidiary levels.

High ethical standards are essential to our continued success and we want to be a trusted partner to employees, investors, customers, partners and other stakeholders.

Nordic Waterproofing Group is a signatory of the United Nations Global Compact. In the Code, we address the areas where we uphold the ten principles of the UN Global Compact.

The Code applies to all employees, Board members, consultants, agents and others working for or with us, always and in all markets.

We also want our suppliers to act in the spirit of this Code and, more specifically, to observe our Supplier Code of Conduct.

## Our commitments:

- We respect the letter and spirit of laws and regulations.
- We conduct our business with integrity and honesty.
- We respect the rights of the individual and work to ensure that our workplaces and the use of our products are safe.
- We are committed to working against all forms of corruption.
- We continuously work to minimize the negative environmental impact of our operations and products.
- We are transparent to our stakeholders.

In all areas, in all markets, we must comply with laws and regulations. Where local laws and regulations set stricter requirements than this Code of Conduct, those local laws and regulations have priority.

If you find this Code of Conduct in conflict with local laws or regulations, you should work to protect human rights and honour the spirit of this Code of Conduct.

The original language of the Code is English. If translated into other languages, the English version takes precedence if the interpretation of a translation differs.

*Adopted by the Board in October 2017*





# How we act responsibly

## IN THE MARKETPLACE:

### Open and honest communication

- Only specially appointed individuals may speak on behalf of Nordic Waterproofing. This ensures professional, consistent, legally compliant, and honest responses to enquiries from the media, analysts and investors. All statements are to be pre-approved for release to the public.
- Any information we share should be accurate and not misleading.

### Product quality and safety

- Our products meet agreed and legal standards for customer health and safety and are to be properly labelled and accompanied by instructions for their safe use.
- If a customer has a complaint, we seek to be transparent and efficient, together finding a fair resolution.
- As we develop products, we always take health and safety effects throughout their lifecycle into account.

### Anti-corruption

- We conduct our business with the utmost integrity and do not tolerate any bribery and corruption of any kind.
- Unless considered to be within the boundaries of accepted business practices, such as representation or reasonable hospitality, we may never offer, ask for, give or accept any personal advantage or gain from any third party.

## IN THE MARKETPLACE:

### Fair competition

- We carefully observe competition law in all our operations and act to safeguard a competitive market.
- We do not make any arrangements with competitors that could restrict competition.
- We do not discuss or exchange sensitive commercial information with competitors.

### Conflict of interest

- When we make business decisions, these shall be in the best interests of our company and never influenced by personal relationships. We shall not benefit personally from such decisions – nor shall our relatives or friends.

### Sensitive information

- We handle information about our company, our clients and other related parties with caution and undertake measures necessary to ensure that business-critical information is protected.
- We ensure that employees are aware of applicable restrictions on trade in shares and other financial instruments.

### Financial reporting and accurate records

- We maintain well-managed and accurate records and prepare our financial statements in a timely manner.
- We maintain systems for controlling and ensuring the accuracy of our records and financial statements.
- We follow international guidelines and adhere to national regulations on transfer pricing.

## IN THE WORKPLACE:

### Respect and inclusion

- When you work at Nordic Waterproofing you should be treated with respect. We never turn a blind eye to discrimination against any individual on the grounds of age, ethnicity, national or social origin, religion, gender, sexual orientation, marital or parental status, pregnancy, disability or serious illness, union membership or any other grounds of discrimination.
- We do not accept any intimidating or disrespectful behaviour; physical, sexual or verbal harassment, or any unlawful threats.
- We want you to feel that you are offered equal opportunities based on your competence, experience and performance.

### Health and safety

- We put safety first in all our operations.
- We recognize, promote and share good health and safety practices throughout our operations.
- We identify and assess health risks and work to determine the root cause of any incidents.
- We do not tolerate intoxication in the workplace, whether this be due to the consumption of alcohol or being under the influence of any illicit drugs.

### Fair working conditions

- We offer competitive compensation packages that are consistent with industry standards in the countries where we operate.
- We recognize and respect our employees' right to freedom of association and collective bargaining.
- We ensure that employees are not forced to work beyond the limits of regular and overtime hours according to the law in the country where they are employed.
- We compensate for overtime at the legally required rate.
- We provide all employees with contracts specifying their terms of employment.
- We encourage an open dialogue between management and employees.

### Protection of company assets and information

- We expect all employees to be mindful of how they use the company's assets. This includes tangible assets, such as real estate, materials, products and personal equipment, as well as intangible assets, such as brands, patents and intellectual property rights. This involves protecting those assets from harm, loss, undue dissemination or criminal acts.
- We only use assets for business purposes, unless otherwise authorized by appropriate management.
- We never use company assets for personal gain or illegal activities.
- When we communicate, both at work and outside, we treat Nordic Waterproofing with care and respect.

## IN THE COMMUNITY:

### Environmental responsibility

- We ensure that all production and development units implement and maintain an environmental management system.
- We work to increase resource efficiency by reducing our consumption of energy and raw materials in production and finding ways to improve the recovery of materials and energy from production waste that cannot be reduced or avoided.
- We communicate environmental requirements to our suppliers and prefer suppliers who demonstrate a commitment to environmental protection.
- We design our products and processes with the potential environmental consequences in mind and evaluate alternatives from the perspective of the product lifecycle.

### Support for local communities

- We strive to hire and develop local employees.
- We prioritize sponsorship agreements that benefit the communities where we operate.

### Political involvement

- We may engage in current public policy issues vital to our company's success and which affect our industry.
- We do not make contributions to political parties or committees or to individual politicians.
- It is our responsibility to be aware of and comply with all relevant laws. And we behave with integrity when dealing with governments, their agencies and representatives.

