



Supplier Code of Conduct 2023

Nordic Bioproducts Group Oy



Nordic Bioproducts Group Oy Supplier Code of Conduct

In this code of conduct for our suppliers (“Supplier Code of Conduct”), we extend our corporate responsibility expectations to our suppliers and define the basic principles to which Nordic Bioproducts Group Oy expects our suppliers to adhere. This Code of Conduct applies to all suppliers, contractors, and sub-contractors across all areas of Nordic Bioproducts Group Oy’s operations. It aims to encourage, support, and where appropriate, mandate requirements that will assist Nordic Bioproducts Group Oy and our suppliers to work towards a low carbon future. Our responsibility is to ensure that ethical, environmental, and social standards are maintained and continuously improved throughout our supply chain. We acknowledge that we can have a positive influence on our suppliers and contractors and their employees, products and services. This Supplier Code of Conduct outlines our commitment to, and expectations of, all organisations within our supply chain.

We align with the OECD Guidelines for Multinational Enterprises, UN Global Compact and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation (ILO) on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

Our fundamental commitment is to act ethically and sustainably, and we are committed to following the laws, regulations and official orders of all countries where we conduct business. Compliance with laws and responsible and ethical conduct are among the cornerstones of our business. We are committed to being a leader in Corporate Responsibility & Sustainability (CR&S). As part of this commitment we seek to create shared value by ensuring that companies within our supply chain comply with all legal requirements and standards, reduce carbon emissions, operate accordingly to sound environmental principles, manage their people ethically, drive positive supplier relationships and consider the impacts of their activities on the social and environmental sustainability of the communities in which we operate.



NBG is committed to preserving the environment and combatting climate change. We expect our supplier to ensure good environmental performance by maintaining an Environmental Management System (EMS) and to comply with all applicable environmental laws and regulations. Our suppliers should support a precautionary approach to environmental challenges and minimize the negative environmental impacts of their operations, products and supply chains. Our suppliers are expected to commit to minimizing their carbon emissions and reducing their transport footprints. Suppliers should also minimize the use of materials and resources and engage in sustainable and responsible sourcing.

We expect our suppliers to comply with the Supplier Code of Conduct in all activities, and any additional requirements agreed upon in the contractual documents and not compromise honest and ethical conduct. The Supplier is responsible for ensuring that their suppliers and subcontractors follow and comply with this Supplier Code of Conduct, and fully understand its content and the obligations it sets. The Supplier must offer assistance and training when required to fulfill the set obligations.

Suppliers are expected to have appropriate management systems to ensure compliance with the principles set out herein, and other policies, proportionate to the risks of their business activities and acknowledge their value chain sustainability impacts. If the supplier finds that it does not meet the Supplier Code of Conduct requirements, it must immediately take appropriate corrective action and report to Nordic Bioproducts Group Oy on the deficiencies, violations, and their remedy.

We may require suppliers to confirm compliance with this Supplier Code of Conduct by supplying information to Nordic Bioproducts Group Oy and allowing on-site audits conducted by Nordic Bioproducts Group Oy or a third-party auditor appointed by Nordic Bioproducts Group Oy.



We require our suppliers:

1. To comply with laws, regulations, best practices, and business ethics standards applicable to their operations.
2. To respect internationally recognized human and labor rights, to not be complicit in human rights abuses, to prohibit child labor, forced and compulsory labor or human trafficking, in compliance with the UN Guiding Principles on Business and Human Rights as well as ILO declaration on Fundamental Principles and Rights at Work and the International Bill of Human Rights. Child labor is considered to be work carried out by a child who is under 15 years of age, or under 14 years of age in those countries specified in Article 2.4 of ILO Convention 138. Any hazardous work shall not be conducted by an individual between the ages 15-18 years.
3. To ensure that all labor is voluntary, employees have freedom of movement during their employment, and to establish and implement appropriate health and safety management systems, commit to occupational health and safety standards for employees and give employees mandatory training, information, and protective equipment necessary to perform their tasks safely, and to have appropriate grievance mechanisms/whistleblowing channels in place for the employees.
4. To comply with applicable laws, industry standards and relevant collective agreements on compensation, benefits, working hours, breaks and documentation requirements and to treat employees fairly and equally regardless of, e.g., gender, ethnicity, religion, nationality, age, or physical characteristics and do not tolerate harassment or bullying. To respect the right of employees to form and join a trade union of their choice, elect representatives and bargain collectively, and not interfere with these rights.
5. To have zero tolerance for bribery, corruption, money laundering, terrorist financing and to avoid and disclose conflicts of interest and to comply with applicable tax regulation and to follow good governance practices in tax matters, and to compete in a manner that complies with valid competition legislation.



6. To respect the environment, and fulfil applicable environmental requirements outlined in laws, regulations, and environmental permits.
7. To identify and evaluate activities' environmental aspects and performance, assess potential environmental impacts and business risks linked to them, mitigate environmental impact, and make continuous improvements in environmental protection. To support climate change mitigation and strive to reduce CO2 emissions to achieve net zero emissions by 2050.
8. To follow and maintain good governance practices, including applicable due diligence processes.
9. To respect confidentiality, intellectual property & data privacy rules. To only collect, process, disclose or store personal data by applicable laws and regulations and with a legitimate business purpose, and ensure that necessary agreements are in place before collecting, processing, or transferring personal data to third parties