

VERDIS NORDIC – CODE OF CONDUCT

Issued by: Group CEO Verdis Nordic, Stefan Olin

1. Purpose and Scope

This Code of Conduct ("CoC") establishes the ethical principles and guidelines that should guide all employees, managers, and business partners of Verdis Nordic (Denmark, Sweden, Norway, and Finland). We are committed to conducting our business with integrity, accountability, and in compliance with applicable laws.

Each Verdis Nordic organisation is responsible for the implementation of a Code of Conduct, that is aligned with the principles of this document. The national Verdis Nordic organisations are encouraged to, when possible, go further than this policy, when creating their own national Code of Conduct.

2. Principles and Ethical Standards

2.1 - Compliance with Laws and Regulations

We commit to complying with national, Nordic, and EU laws as well as relevant international standards. We expect all employees and partners to adhere to these rules in their daily work.

Violations of laws or internal policies will have consequences and may result in disciplinary actions.

2.2 - Integrity, Anti-Corruption, and Fair Competition

- We have zero tolerance for bribery, corruption, and unethical business practices.
- We do not accept or offer gifts or benefits that may influence business decisions. Verdis Nordic organisations are encouraged to introduce clear thresholds for what constitutes improper influence, aligned with national considerations and rules.
- We ensure fair competition and comply with competition laws.
- Employees must report potential conflicts of interest to their immediate manager.

2.3 - Respect for Human Rights and Workplace Culture

- We have zero tolerance for discrimination and harassment based on gender, ethnicity, religion, disability, or other protected characteristics.
- We promote an inclusive and respectful workplace.



- We respect labour rights and adhere to international standards such as the ILO core conventions.
- We are committed to supporting work-life balance and fair working conditions.

2.4 - Health, Safety, and Environmental Responsibility

- We comply with Nordic workplace safety regulations and ensure that employees receive the necessary HSE training.
- We work towards sustainable transformation through circular economy and responsible waste management.
- We identify and reduce risks to health and safety.
- All employees must report potential safety risks or environmental concerns.

2.5 - Confidentiality and Data Protection

- We protect confidential information, including customer data and trade secrets.
- We comply with GDPR and other data protection laws.
- Misuse or unauthorized sharing of internal information is prohibited.

3. Reporting Concerns and Whistleblower Protection

- Employees are encouraged to report suspicions of unethical behaviour or violations of regulations through internal reporting channels or our whistleblower system.
- No employee will face retaliation for reporting in good faith.

By adhering to this Code of Conduct, we strengthen Verdis Nordic as a trustworthy, responsible, and sustainable company.

Stefan Olin

Group CEO, Verdis Nordic