



RGSNORDIC

CODE OF CONDUCT

Introduction

RGS Nordic's Code of Conduct is a set of rules for ethical behaviour.

It sets standards in different areas relevant to RGS Nordic's reputation as a company of high integrity and credibility.

RGS Nordic's Code of Conduct encourages suppliers (including waste recipients) to promote a commitment to responsible production and business principles. The aim is to ensure that both suppliers and their subcontractors produce components and supply services to RGS Nordic in an ethical manner.

In this Code of Conduct, RGS Nordic calls on its suppliers to strive for continuous improvement in all areas.

RGS Nordic abides by the principles in the UN Global Compact. The Global Compact was launched in 1999 as a UN initiative to promote corporate social responsibility in the world. RGS Nordic's participation in this initiative is relevant to the content of our Code of Conduct. The Global Compact centres around 10 principles in four major areas: human rights, labour, the environment and anti-corruption. RGS Nordic encourages all of its suppliers to support the Global Compact.

Regulatory compliance

Local laws, regulations and industry standards must be complied with at all times.

Publication

RGS Nordic's Code of Conduct should be communicated to relevant partners.

Employment practice

The company must not be involved in child labour - either directly or indirectly.

Forced labour and freedom of movement

We must not make use of forced or compulsory labour - either directly or indirectly. Forced or compulsory labour is defined as “any work or service that is exacted from any person under the menace of any penalty, and for which that person has not offered himself or herself voluntarily”. Employees must have freedom of movement in connection with their employment. Security guards may only be used for normal security reasons to protect employees and company property.

Employees’ personal papers, work permits or pay may not be retained in order to stop them from leaving their employment.

Coercion and disciplinary sanctions

Physical punishment, threats of violence and other forms of physical or mental coercion or abuse must not be used. Disciplinary sanctions in the form of fines or deductions from pay are not allowed.

Discrimination

All direct or indirect discrimination in recruitment or employment on grounds of race, colour, sex, language, religion, political or other convictions, age, nationality, social or ethnic background, wealth, sexual orientation, origin or other status is prohibited.

Wages, other remuneration and holiday

Employees must be paid a wage that ensures that they can maintain a decent standard of living (a living wage), and local laws and rules on minimum wages must be respected. Any other remuneration required by local laws must also be paid. Wages must be paid in legal

tender at least once a month.

Employees are entitled to sick leave and maternity leave in accordance with local law.

Working hours

RGS Nordic has a fundamental belief that the maximum permitted working hours should not normally exceed 60 hours per week, incl. overtime. Overtime may only be worked on a voluntary basis and must be planned in a way that ensures safe and humane working conditions. Working hours must be remunerated in accordance with local laws.

The number of consecutive working days must comply with local laws, and employees are entitled to at least one day off per week.

Terms of employment

Employees must be given written confirmation of their terms of employment where this is required by local law. Freedom of association and the right to collective bargaining - the company should not interfere with or obstruct the employees' right to join a trade union and the right to collective bargaining as defined by local law.

Freedom of expression

Reprisals must not be used to prevent employees from expressing dissatisfaction with their working conditions in an open and fair manner. During inspections, employees must be able to inform inspectors of possible violations of this Code without fear of reprisals.

Rules must be established to handle industrial disputes, and these must ensure that employees can effectively object to disciplinary sanctions imposed on them. The company must accept and abide by the decisions made on the basis of such procedures.

Working environment

It is the company's responsibility to provide a safe and healthy working environment which complies with local law

Environment

Local law on the protection of the environment must be observed. Suppliers must strive to use environmental management systems to:

- Reduce the amount of waste and emissions into the air, soil and water.
- Handle chemicals in an environmentally sound manner.
- Handle, store and dispose of hazardous waste in an environmentally sound manner.
- Contribute to the recovery and recycling of materials and products.
- Implement environmentally friendly technologies.

Corruption and bribery

Bribes must not be offered, promised, given, accepted, tolerated, demanded or consciously taken advantage of.

Audit

RGS Nordic reserves the right to audit suppliers and waste recipients at any time to ensure that they comply with this Code of Conduct.

Suppliers must undertake to cooperate and provide documentation and obtain data.