



NORLUND

Code of Conduct

Version 1.0

Introduction

NORLUND expects all its employees and suppliers to act in accordance with Norlunds’ Code of Conduct as well as relevant national and international legislation, including internationally recognized human rights.

Norlunds Code of Conduct is based on the Global Compacts 10 principles for responsible business conduct.

Norlund is committed to respecting internationally recognized human rights and the ILO Declaration on Fundamental Principles and Rights at Work.

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Mission og vision

NORLUNDS **Vision** is:

- To be the best sawmill in the Nordic region in producing and delivering the right products with a smart use of all resources.
- Smart use of all resources means:
Operations that are sustainable both economically and environmentally.

Resources are: Raw materials energy, hours, kilometers driven, waste etc.

Det er NORLUNDS **Mission** is:

- Deliver right product to the customer on time.

With the right product, we mean:

Product in the correct strength, dimensions, and moisture content, and accordance with the product description and the agreed service. IT should make sense for the customer, be feasible in production, and be possible for raw timber.

Purpose

NORLUNDS Code of Conduct is our overarching ethical guideline, which expresses and supports our continuous desire to act in accordance with our values of being professional, resource-conscious, committed, and smart.

No one at Norlund is authorized to deviate from the Code of Conduct.

Scope

NORLUNDS Code of Conduct applies to NORLUNDS boards of directors, leaders, employees, partners, suppliers, and their subcontractors.

If there is any doubt about the content or compliance with this Code of Conduct, direct contact should be made with Norlunds CEO, see

www.norlundwood.it is also possible anonymously and confidentially through Norlunds whistleblower scheme.

The Code of Conduct is approved by Norlunds board of directors and is reviewed once a Year.

It is available in both English and Danish versions on Norlunds website.

Human Rights

NORLUND supports and respects the protection of international human rights. NORLUND ensures that the operations do not contribute to human rights violations. This includes among other things, that Norlund does not practice discrimination in hiring, including unequal treatment based on race, gender, ethnicity, sexual orientation, political beliefs, religion, disability, or any other protected status.

Worker Rights

NORLUND does not tolerate abusive discrimination or harassment in any form. Employees and management have a responsibility to treat each other with respect and create a safe work environment, as well as ensuring a healthy and safe workplace, fair rights, salary, and development opportunities must be in accordance with the principle of equal treatment. Employees and management.

NORLUND does not accept any form of child labor or forced labor, and Norlund does not accept the use of illegal labor in the production of goods or services for us. NORLUND supports and respects all employees' right to participate in associations and their right to collective bargaining

Norlund conducts annual evaluations as part of our commitment to the UN Global Compact and our FSC & PEFC certification regarding labor rights.

Environment

At Norlund, we are dedicated to protecting our planet and promoting sustainable practices. We expect our suppliers to share our commitment and operate in compliance with all relevant environmental legislation.

Norlund actively works to reduce our negative environmental impact. We expect our supplier to also actively work to minimize their environmental impact. We encourage our suppliers to promote sustainable practices throughout their supply chain.

Anti-corruption

NORLUND does not tolerate any form of corruption or bribery.

NORLUND aims in all circumstances to present itself as a neutral partner to the outside world. Therefore, Norlund must not risk being placed in a particular "Dependency" relationship with individual partners.

NORLUND never gives or receives gifts to/from public officials and politicians.

Competition

NORLUND seeks to ensure fair competition and does not accept any form of anti-competitive activity. Board members, management, employees, partners, and members must always comply with applicable competition law, including ensuring that information is not exchanged in a way that risks obstructing, restricting, or distorting competition.

NORLUND Code of Conduct

Version 2.0

Kildehenvisninger:

FN's declaration on Human Rights

Transparency International

UN Global Compact

NORLUND
Conradsminde 23
9610 Nørager
Danmark

Tel +45 96 72 55 00
salg@norlundwood.com
www.norlundwood.com
CVR: 25357752

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