



CODE OF CONDUCT FOR SUPPLIERS

NOKALUX
EFFICIENT LIGHTING SOLUTIONS



ETHICS & HUMAN RIGHTS

Corruption

The supplier must conduct its business with integrity and impartiality and have zero tolerance for corruption.

Gifts and trips

The supplier must refrain from offering gifts or trips that could affect the business relationship.

Conflicts of interest

The supplier undertakes to inform Nokalux AB of any situations where there may be an actual or potential conflict of interest with the company's employees or their close relatives.

Competition and antitrust

The supplier undertakes not to request or transmit any information that could constitute a violation of competition law.

Duty of care

The supplier undertakes to choose subcontractors, service providers or suppliers that meet the same level of requirements in terms of respect for human rights, fundamental freedoms and the health and safety of the individual in all countries in which they operate.

Insider trading

The supplier must refrain from providing or utilizing confidential documentation and information obtained in connection with the business relationship with Nokalux AB.

Trade control: Export and import

The supplier undertakes to comply with the laws and regulations applicable to export and import, and undertakes to provide complete information relating to the delivered goods and services.

Data protection

The supplier must comply with data protection legislation and ensure that sensitive information is processed correctly, including confidential and protected information and personal data.

The information may only be used for the purposes for which it was provide.



Whistleblowing

Nokalux AB shall encourage the supplier to implement a clear process that enables its employees, suppliers, service providers, subcontractors and all others to raise questions or concerns, especially regarding ethics, without negatively affecting the whistleblower in question.

Human rights

The supplier undertakes, in accordance with the UN Convention on the Rights of the Child (Article 32), not to employ people who have not reached the legal minimum age for employment in the country where the work is performed.

The supplier undertakes not to use forced labour.

The supplier undertakes not to exclude, discriminate or make any selection based on skin colour, gender, religion, political opinion or national origin.