

# Human Rights Policy

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Adopted by: Board of Directors

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Last updated: [Date]

Updated by: [Role]

# Nordiqus

## Human Rights Policy

This policy is applicable to all employees of Nordiqus AB and Nordiqus group companies, hereinafter referred to as the "Company". When this policy refers to the company, if nothing else, Nordiqus AB and its group companies are mentioned.

### 1. Introduction

Human Rights are the universal principles defined in 30 articles of the Universal Declaration of Human Rights proclaimed in December 1948.

The International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, adopted in 1998, commits member states of the organisation to four fundamental principles. The freedom of association and the effective recognition of the right to collective bargaining, the elimination of forced or compulsory labour, the abolition of child labour and the elimination of discrimination in respect of employment and occupation.

United Nation Global Compact is a voluntary initiative where CEO: s of companies worldwide commit to implementing sustainability practices in their businesses. Its ten principles are derived from the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption.

### 2. Our principles

We will always respect Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work. We support the United Nation Global Compact.

This includes support and respect for the long tradition of agreements between trade unions and employer organisation in the Company's markets.

We will not tolerate forced labour, human trafficking, child labour, harassment, abusive behaviour, or discrimination in any part of our value chain.

We expect all our employees, suppliers, contractors, business partners and any other directly or indirectly employed party (for instance, a sub-contractor in one of our projects) to respect the principles outlined in this Policy.

Any party employed by the Company, directly or indirectly, has the right to fair working conditions regulated by law and agreed upon by the trade unions and the employer organisations. This includes agreements such as minimum wages,

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equal pay for equal work, maximum working hours, retirement fund, vacation, and support for dependent care.

## 3. Practices

All employees, suppliers, contractors, and business partners shall follow the principles in this Policy and must read, understand, and sign our Code of Conduct.

Health and safety audits are conducted in our properties and development properties.

Risks of breaches of this Policy shall always be assessed in procurement processes, transactions, and property development processes. Groups at risk of human rights issues, such as migrant workers, third party contracted labour, indigenous people and local communities shall be given consideration in the risk assessment.

Updated data on material topics related to human rights, such as number of incidents, shall be disclosed publicly.

Reported or suspected breaches are taken seriously and are investigated accordingly. Confirmed breaches of this Policy will be met by disciplinary actions such as warning, dismissal, termination of partnership, or report to the police.

To be read in conjunction with:

- Code of Conduct
- Human Rights Policy
- HR-Policy