

**NORDIC**   
**WATERPROOFING**

**SUSTAINABILITY & GLOBAL COMPACT**



# Global Compact Principer

## Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

## Labour Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

## Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

## Anti-Corruption

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.

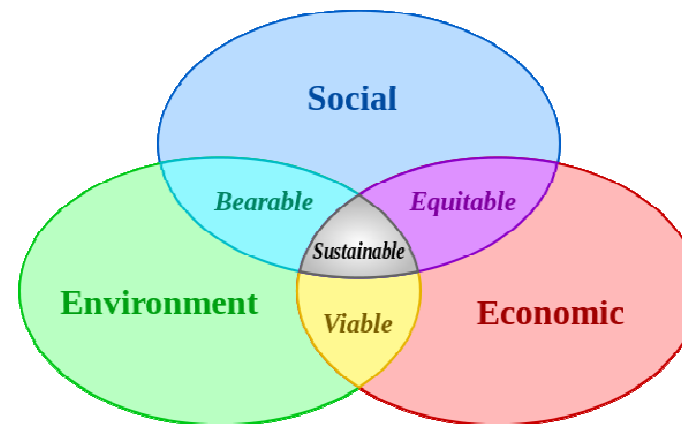
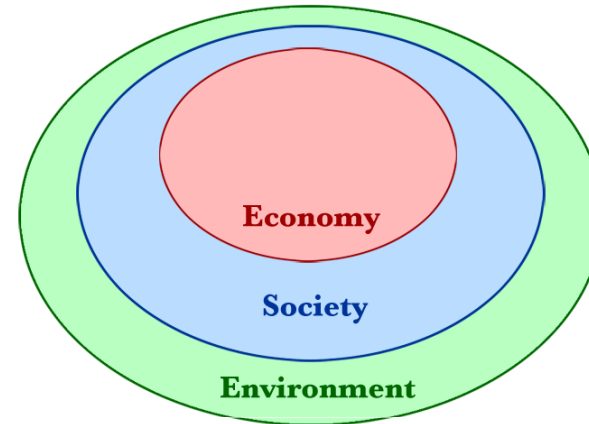
## THE PURPOSE OF SUSTAINABILITY

### Sustainability

Contributing to the company's profitability and value, by taking the society and the environment into account through continuous improvements, renewal, maintenance, and nourishment.

### Business benefit

The long-term business success of Nordic Waterproofing is based on a sustainable profit. Our sustainability efforts will lead to increased customer satisfaction, employee dedication and environmental benefits.



### **Our business principles**

At Nordic Waterproofing, we work to create added value for our stakeholders without compromising the high standards we set in terms of our environmental and social responsibility.

We support and operate our business in accordance with the Ten Principles of the UN Global Compact.


Our Code of Conduct, combined with our rules of corporate governance and our policies, provide the framework for our operations. The Code is applicable to all employees, officers and Board members of the Nordic Waterproofing Group, in all markets and at all times.

Nordic Waterproofing encourages suppliers, sales agents, consultants and other business partners to adopt the Global Compact principles as well as those in our Code of Conduct.


The Code of Conduct was adopted by the Nordic Waterproofing Board of Directors in December 2012.

Business at Nordic Waterproofing shall be conducted in accordance with the following principles:

1. We respect the rights of the individual, act in accordance with fair business, marketing and advertising practices and are committed to continuously developing the safety and quality of our products and processes.
2. We respect the rule of law, conduct our business with integrity and honesty and are accountable for our actions.
3. We continuously work to reduce the negative impact of our operations on the environment and health.
4. We do not engage in illegal operations or operate in the context of illegal activities.
5. We do not tolerate the offering, solicitation or acceptance of bribes.
6. We are all entitled to alert the designated compliance officers if we witness any violations of laws or of this Code of Conduct.
7. Nordic Waterproofing listens to our stakeholders and takes their opinions into account with the objective of ensuring the sustainable success of our company.



What these principles imply in practice for Nordic Waterproofing employees and suppliers is described below under three headings: Workplace and Environment, Marketplace and Society and Community.



## WORKPLACE AND ENVIRONMENT

### Environment, Health & Safety

Our fundamental principles shall contribute to ecologically sustainable development and to safeguarding the health and safety of all our employees. It is our goal to offer one another a good, safe and inspiring working environment. Managers of Nordic Waterproofing are expected to actively promote a leadership culture in compliance with each company's values and this Code of Conduct.

#### *Environmental Management*

- All production units shall implement and maintain an environmental management system.
- We shall train and inform our employees about environmental, health and safety issues and involve them in a continuous improvement process.

#### *Energy & Materials*

- We will work to increase our resource efficiency by reducing the consumption of energy and raw materials in our production and by finding ways to improve the recovery of materials and energy from production waste that we cannot reduce or avoid.

#### *Health & Safety*

- We shall maintain good health and safety standards wherever we operate and work to minimize the risks and effects of accidents.
- We do not permit employees to be intoxicated at the workplace or to work under the influence of drugs.

#### *Development*

- Environmental, health and safety aspects shall be taken into account in the development of products and processes.
- We shall take into account the effects on the environment, health and safety of the chemical substances used in our products and processes.



### **Fair employment practices**

Our fundamental principle is that we respect our employees and their human rights.

- We will not apply special treatment to employees in regard to employment or work assignments on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinions, or social or ethnic origin.
- We shall not tolerate any kind of harassment nor discrimination against any colleague, or business partner within our sphere of influence, for any reason.
- We shall treat the people working in and joining our Group fairly in the practices, principles and procedures related to employment and recruitment.
- We shall actively participate in the activities of labour market organizations and respect our personnel's freedom of organization and right to collective bargaining.
- Wages and salaries will be paid as agreed and on time. We will recognize good performance and extra efforts.
- We work for the abolition of child labor within our sphere of influence. The minimum age for working in our operations is the compulsory school age in individual countries, but never less than 15 years. The only exception to this rule is the minimum age of 13 years for performing very simple and easy office tasks within our operations (such as easier delivery services including internal courier work, or simple office tasks) and only as temporary short-term extra work in supplement of ordinary school.
- We do not allow illegal or forced labor in our own operations or in the operations of our suppliers or any other parties with whom we cooperate.

### **Development of human capital**

Our fundamental principle is that we will provide appropriate training to improve skill levels.

- All employees are responsible for their personal development of skills and capabilities.
- In accordance with business needs, we will provide the opportunity to improve our employees' capabilities in order to develop their professional skills and enhance their social and economic opportunities.
- Competence development activities shall aim at creating the right conditions to fulfill present and future requirements.



### **Conflict of interest**

Our fundamental principle is that we work for Nordic Waterproofing, and thus we shall not participate in any activities that are in conflict with the interests of the company.

- A conflict arises when an employee's personal, social, financial or political activities have the potential to interfere with his or her loyalty or objectivity vis-à-vis the company.
- Employees shall avoid all situations in which there is a potential conflict of interest.
- Employees shall avoid personal or family financial interests in, or indebtedness to, enterprises that have significant business relations with Nordic Waterproofing.
- At the managerial level, Nordic Waterproofing does not accept outside employment without specific approval from the head of the business unit concerned, in accordance with the "Grandfather Principle" (approval also from the level above).
- All potential conflicts of interest shall immediately be reported to management.





## MARKET PLACE

### Fair business

Our fundamental principle is that in all our business activities and relations with customers, business partners and authorities, sound business ethics must always prevail.

- We do not accept the offering, solicitation or acceptance of any form of bribes, whatever the form, method or purpose.
- The remuneration of agents shall be appropriate and for legitimate services only.
- We shall report our activities to combat bribery, money laundering and extortion.
- We shall not offer nor accept any courtesy or a gift or benefit which could be reasonably assumed to influence decision making in our business or which exceed the limits of normal hospitality.

### Promotion of competition

Our fundamental principle is that all entities and employees of the Nordic Waterproofing Group must at all times observe and be in compliance with applicable laws on competition.

- A large part of our work is about executing projects, which means we constantly draw up bidding documents and contracts, which fall under the scope of competition legislation. We shall comply with the competition legislation in force in all our operations. This applies to all our dealings with our competitors and customers as well as industry organizations.
- If there is any doubt regarding applicable competition law, legal advice must be obtained.
- Certain types of agreements that are particularly sensitive with regard to competition law must not be negotiated or entered into without the involvement of legal advice.



## **Relationships with customers**

Satisfied customers and long-term customer relationships form the basis for our future success.

- Our goal is to be the first choice of our existing and future customers. Therefore we shall make sure that our actions comply with the promises made to our customers.
- We monitor customer satisfaction with regularly repeated surveys, collect customer feedback in various ways and use the information when developing our products and services.

## **Relationships with subcontractors, suppliers and other co-operation partners**

Nordic Waterproofing is committed to working with suppliers who adhere to our quality requirements and business principles. We will strive to support positive changes as regards quality, the environment and the work environment.

- We need many kinds of subcontractors, suppliers and other co-operation partners in our work. Open communication, honouring contracts and achieving mutual trust is of prime importance both for our success and the success of our partners.
- We shall select our co-operation partners on objective grounds, no personal reasons whatsoever may influence our decisions. The quality, reliability, prices, delivering capacity, and operating models of our partners must comply with Nordic Waterproofing's requirements.
- We expect our partners to comply with the law and regulations and universal human rights, labour rights, and environmental regulations. We shall promote the compliance with principles in line with this Code of Conduct among our subcontractors and suppliers and monitor their operations in this regard. Our ambition is to include the requirement of compliance with the Nordic Waterproofing Code of Conduct in supplier contracts.
- If a supplier is found not to be adhering to an agreed specification, we will consider appropriate actions, including demands for corrective measures, or termination of the relationship.



### **Product quality and safety**

Our fundamental principle is to take all reasonable steps to ensure the safety and quality of the goods we supply.

- Our products shall meet agreed and legal standards for customer health and safety, including health warnings, product safety and information labels.
- We will offer sufficient, accurate and clear information regarding our products' content, safe use, maintenance, storage and disposal to enable our customers to make informed decisions.
- We will provide transparent and effective procedures to address customer complaints and contribute to a fair and timely resolution of customer disputes, without undue cost or burden.
- Our ambition is to assess, and address in our decision-making, the foreseeable environmental, health, and safety-related effects associated with our main products over their life-cycle.



## **SOCIETY AND COMMUNITY**

### **Supporting communities**

Our fundamental principle is to contribute to a better society by supporting local communities where we operate.

- We will strive to hire and develop local employees and managers.
- We will prioritize sponsorship agreements that benefit the societies and environments where we conduct our operations, and which support our values and strengthen our relations with customers and partners.
- We shall not make contributions to political parties or committees or to individual politicians.

### **Open and honest communication**

Our fundamental principle is that all communication shall adhere to relevant legislation, regulations and standards. Our communication shall be transparent and honest.

- In our internal and external communication, we shall provide our stakeholders with accurate information on goals and activities. The general principles in our communication shall be trustworthiness, openness and speed.
- We are committed to being open and accurate within the limits of commercial confidentiality.
- As employees, we are all required to observe the applicable rules on preservation of confidentiality regarding the company's and the business partners' proprietary information.
- The CEO, CFO and Managing Directors are company spokespersons and may make statements on behalf of the Group. Other managers are spokespersons within their own areas of responsibility.



### **CORPORATE GOVERNANCE WITHIN NORDIC WATERPROOFING**

The guiding principles for good corporate governance are aimed at establishing favorable conditions for active and responsible ownership, a well-considered division of responsibilities between owners, the Board and company management, and transparency towards stakeholders.

The Annual General Meeting is the highest decision-making body. The meeting appoints the Board of Directors, which is responsible for sharing the management and control of the Nordic Waterproofing Group among the Board of Directors and the CEO in accordance with the Companies Act and other legislation, including the company's Articles of Association and the internal control instruments.



Nordic Waterproofing shall actively and systematically work with environmental management in the following four areas;

*Environmental Management*

- We shall meet or exceed the legal environmental requirements and local regulations in all countries of operation.
- All major production units shall implement and maintain an environmental management system.
- We shall involve, inform and train our employees in environmental aspects relevant to their respective position and responsibility and also involve them in the continuous improvement process.

*Energy, Emissions & Materials*

- We shall work to increase our resource efficiency by reducing the consumption of energy and raw materials from production and logistics.
- We shall use energy and materials efficiently and find ways to improve the recovery of material and energy from production waste which we cannot reduce or avoid.
- We shall minimize emissions from operations and logistics.

*Development*

- Environmental aspects shall be taken into account in the development of products and processes.
- We shall take account of the precautionary principle and to the extent possible reduce and replace harmful substances and materials used in our products and processes.
- We shall take into account the complete life-cycle, designing products so that adverse environmental impact in production, use and disposal is reduced and waste management facilitated.

*Stakeholder Relations*

- We shall encourage suppliers, subcontractors and other business partners to adopt the principles in this policy.
- We shall monitor targets and objectives for key environmental areas.
- We shall listen to our stakeholders and take their opinions into account with the objective to ensure the sustainable success of our company.



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