



Corporate Responsibility Policy Statement

The Nexam Group believes in operating, with respect to employees as well as clients, suppliers, contractors, local community and its shareholders, to the highest standards of integrity, ethics, openness and honesty, to the benefit of all. We continually strive to provide goods and services, not only within the terms of our contracts, but which exceed our clients' highest expectations. We also follow a policy of strictest confidentiality regarding clients and their technology along with rigorous protection of Nexam Groups Intellectual Property.

This Company follows non-discriminatory policies, in all personnel matters, with respect to age, gender, religion, sexual orientation as well as ethnic origin and supports the principles in the UN Declaration of Human Rights. It is Company policy that children are not employed, that no onus is put upon employees to work above the maximum hours as defined by law and that those employed are paid no less than the minimum wage. Any employee may raise matters of concern with top management without fear of adverse impact on their employment. Employees are treated with fairness and respect at all times and are not restricted if they should wish to join a trade union. Employees and senior staff are encouraged to manage people and projects responsibly and strive to achieve the highest standards regarding Quality, Environmental and Safety and Health (EHSQ), as indicated by various ISO 9001, ISO 14001 and ISO 45001 accreditations at a number of our sites. Provisions are made that all risk evaluations, procedures and controls in respect of EHSQ are up-to-date and communicated to all appropriate persons.

Regular internal and external audits are carried out, where appropriate, to ensure that best practices are carried out to minimize risk and prevent accidents. The Company is committed to monitoring effluent and waste streams and to conducting regular assessments regarding waste and emission minimization, and reduction of the risk of unscheduled releases.

Compliance with all regulatory affairs, including adherence to the terms of local Environment Protection Licenses, is regarded as of the utmost importance.

As an extension of the above values, we are committed to following the Ten Principles of the United Nations Global Compact.

In essence, we commit to full compliance with the UN Global Compact, including all the Sections and Principles therein;

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human right; and
2. Make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. The elimination of all forms of forced and compulsory labour;
5. The effective abolition of child labour; and
6. The elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. Undertake initiatives to promote greater environmental responsibility; and
9. Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

This Policy shall be signed by the Group CEO and Group Regulatory and EHSQ Manager and shall be reviewed no later than two years from the date of signature.

Signed :  Position : CEO

Name : Ronnie Törnqvist Date : 27th September, 2024

Signed :  Position : Group Regulatory and EHSQ Manager

Name : Adrian Pepper Date : 27th September, 2024