

CODE OF CONDUCT

The principles set out in the company's Code of Conduct include the 10 principles set out in the Global Compact. The principles are based on the UN Declaration on human rights, the ILO:s fundamental conventions on human rights at work, the Rio Declaration, as well as the UN convention against corruption.

Principle 1

We support and respect the protection of human rights as far as we are able to influence. We choose to not do business with the companies and people who don't follow them. We have a discussion as we begin a partnership and then follow up with regular intervals.

Principle 2

We pay attention, so that no one from our Company is involved in violations of human rights. In case of suspicion, the circumstances should immediately be investigated. If any of our partners, a company or a person doesn't follow these principals the cooperation will be interrupted if not an immediate change is made.

Principle 3

We respects the freedom of Association and respects the relevant laws and regulations governing relations between employers and employees. The employee's right to trade unions is respected. The company is neutral whether an employee chooses to be a member of a union or not. Collective negotiations are a natural element of the labour market.

If unions are not present employer encourages employees to have a dialogue with their manager or HR department to ensure their rights are respected.

Principle 4

We are opposed to all forms of forced labour. We do not cooperate or do business with companies or persons engaged in forced labour. Forced labour is when someone is forced to work against his/hers will, had to leave a deposit or been deprived of their identity papers.

Principle 5

We are opposed to all forms of child labour. We will not tolerate it and we do not cooperate or do business with companies or persons engaged in child labour. Child labour is when a child has to work to an extent and with such content it will hamper the child's access to education, harm the child mentally or physically, depriving the child the right to a childhood or its family.

Principle 6

We dos not allow any form of discrimination in employment or occupation. We follow the principles in the law on Discrimination.

Principle 7

When it comes to protecting the environment, we follow the precautionary principle to avoid creating environmental hazards of our production.

Principle 8

We are trying to assume a greater responsibility for the environment. That applies in all stages of our processes.

Principle 9

In the development of new products, we strive to use as environmentally friendly technologies as possible.

Principle 10

It is forbidden to give or receive bribes. All forms of corruption, including extortion and bribery will be thwarted. The ban also applies to a commission that can be comparable to a bribe. No gifts or a benefit of significant value is to be given or received. The employees of the Company are to follow good business practice and good business ethics.

Laws and regulations

We comply with applicable laws and regulations in the countries in which we operate. We respect the culture and the traditions that exist in the countries where we work. We are opposed to subcontracted production to entities that cannot ensure compliance with this document and therefore demands extensive controls of subcontractors.

Paragon Nordic Supplier Code of Conduct

Our Code of conduct is based on the UN Global Compact 10 principles in the areas of human rights, labor, environment and anti-corruption and we only co-operate with companies sharing these principles, see attachment 1.

Suppliers must assure that Paragon Nordics Code of Conduct is adhered to. Suppliers shall sign this Supplier code of conduct unless their own code of conduct complies with the principals as stated. Suppliers must assure that Paragon Nordic Code of Conduct is adhered to in their supply chain and cascade the principal of Paragon Nordics Code of Conduct to its suppliers. It is the Suppliers duty to assure compliance of their Code of Conduct to Paragon Nordic AB/UAB Code of conduct/ Code of Conduct Paragon Nordic AS.

Supplier (*Supplier Name*) confirm with the principles stated above

Authorized Name and Position: _____

Signature: _____

Date: _____