

NOMINIT

Code of Conduct Nominet AB 20190408

This Code of Conduct defines principles and requirements for Nominet AB and its suppliers of goods and services concerning their responsibility for humans and environment.

If part or parts in this Code of Conduct is not fulfilled by an employee or supplier, the management at Nominet AB decides action to be taken in order to handle the situation.

Nominet AB / The supplier hereby declares

Adherence to laws

-To abide the laws of applicable legal system

Prohibition of corruption and bribery

-Neither to tolerate on or to admit any kind of corruption and bribery, including any illegal offers of payment or similar contributions for civil servants to influence their decisions.

Respect for fundamental rights of employees

-To promote equal opportunities and equal treatment of its employees, irrespective of skin colour, race, nationality, social origin, possible disability, sexual orientation, political or religious belief, sex or age.

-To respect the personal dignity, privacy and personal rights of each individual.

-Not to employ anyone against his or her will or to force anyone to work.

-Not to tolerate an unacceptable treatment of employees, such as mental cruelty, sexual or personal harassment or discrimination.

-Not to tolerate behaviour (including gestures, language and physical contact) which exercises coercion, is sexual threatening or imposing.

-To ensure fair payment and observe any legal stipulation on minimum wages.

-To observe the maximum working hours permitted in the respective country

To respect the rights of the employees to freedom of association and to neither favour nor discriminate against members of employee organizations or trade unions, as long as this is legally permitted and possible in respective country.

Prohibition of child labour

-Not to employ persons younger than 15 years.

Health and safety of the employees

-To assume responsibility for the health and safety of its employees.

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-To reduce risks and to provide for best possible precautionary measures against accidents and occupational diseases.

-To provide trainings and to make sure that all employees are informed about job safety.

-To establish and apply an adequate occupational safety management system.

Environmental protection

--To adhere to environmental protection in terms of legal regulations and international standards.

-To minimize ecological damage and to improve the environmental protection continually.

Supply chain

-To use reasonable efforts to promote among its suppliers compliance with this Code of Conduct.

-To comply with the principles of non-discrimination with regard to supplier selection and treatment.

Protection of intellectual property

-To respect the intellectual property rights of others.

We hereby confirm that we accept and comply with this Code of Conduct.

Place, date

Company name

Signature