



# Code of Conduct

2022-12-13

## For whom?

The code of conduct describes how Nordika Fastigheter ("Nordika") must act to live up to our positions and values both internally and externally.

All employees in the Nordika Group and all parts of the business, as well as management, suppliers, partners and the board, are covered by the code.

Each party is expected to actively seek and absorb the information.

## Our Values

Nordika creates attractive and pleasant environments with sustainability in focus.

The business is based on our four values

- Entrepreneurship
- Holistic approach
- Respect
- Transparency

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# Environmental responsibility

Nordika support the scientific evidence that human activity is accelerating climate change.

## Climate goal

Nordika commits to the goals of the Paris Agreement and has a long-term ambition of a net zero footprint by 2045.

The organization is guided by:

- The UN's global goals for sustainable development
- UN Global Compact Principles

Nordika's environmental work is imbued with care and caution for the earth's resources. This compliance covers all who act on behalf of Nordika

## Systematic work

Systematic environmental work is crucial for business success and long-term investment results.

To make this possible, Nordika places high demands on contractors, suppliers and tenants.

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# Social conditions

Trust, loyalty and a caring approach are the foundation of our business.

## Working conditions

Forced labor and child labor are not, under any circumstances, permitted.

All work is done voluntarily, without any form of threat or punishment.

Everyone has the right to written employment agreement translated into a language they understand.

## Human Rights

Everyone who works for Nordika must support and respect internationally declared human rights.

Discrimination, harassment, bullying, threats and oppression is not acceptable.

Everyone must be treated with respect regardless of gender, ethnicity, religion, age, nationality, sexual orientation, union membership, political opinion or ability.

## Laws and rules

Nordika complies with local laws and practices wherever Nordika operates.

This compliance covers all who act on behalf of Nordika.

Nordika believes that fair competition is in the best interests of all market participants, and therefore we comply with applicable competition laws and never enter into anti-competitive agreements.

## The whistleblower

Within Nordika, there is a whistleblower function with the responsibility to deal with issues of dishonesty or lack of legal compliance.

To report non compliancy, contact Gabriel Cronstedt ([gc@nordika.se](mailto:gc@nordika.se)) or visit [www.nordika.se](http://www.nordika.se) under "Contact".

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# Financial responsibility

The code of conduct describes in general terms the ethical principles and core values of the way to conduct business.

It explains what behavior is expected of a consultant and what a consultant can expect from Nordika as a company and as a client.

## Business ethics

The business must be completely free from corruption, money laundering, bribery and anti-competitive agreements.

Representation and gifts must be characterized by openness and always have a natural connection with the business relationship.

## Information och transparency

We create trust through communication, transparency and availability.

Tenants and stakeholders must be able to form a balanced and accurate picture.

Confidential information is shared between project colleagues, owners and investors only if the need is justified.

A deviation may occur if Nordika has an obligation according to laws and regulations.

The business must comply with the data protection regulation as well as other laws, regulations and practices

## Cyber security

Nordika strives for continuous improvements of technical and digital devices to counter cyber attacks. We act with safety awareness in all situations.

## Fiduciary duty

A loyal and caring approach is a must when managing one's own and other people's assets.

Fiduciary duty includes confidentiality, a commitment not to create conflicts and an obligation not to use their position to achieve economic or personal gain.