



Nordweld's Code of Conduct



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Foreword from the Board Member

This document outlines the core principles that have guided Nordweld since its beginning. At the heart of our company is a commitment to build strong relationships and provide necessary assistance for our clients.

As a Swedish Polish company, Nordweld incorporates Swedish work culture into its organization, encouraging all employees to contribute and be an integral part of the company's development.

We are committed to developing our technology to improve the working environment, reduce energy consumption, and minimize carbon footprint—contributing to a more sustainable future.

Above all, we believe in human rights and equality, which are embedded in our culture. These values define our company, driving our growth alongside our clients, their projects, and the evolving world around us.

Niklas Nordin,
Founder and board member

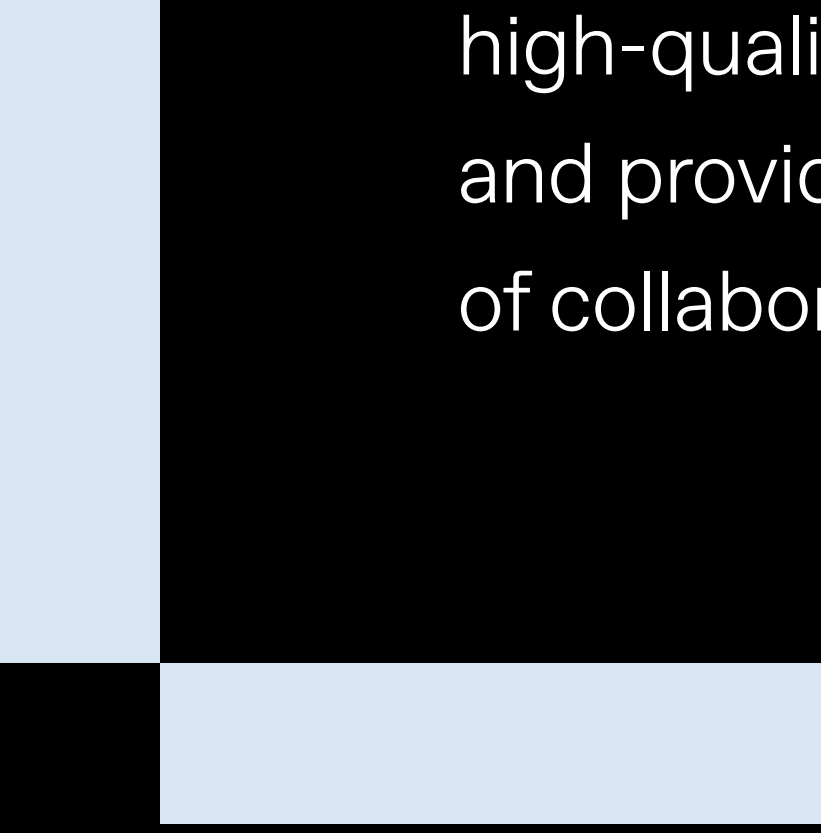
Our values



Cooperation

At our company, effective cooperation with our clients means delivering the most appropriate and useful tank-building technology. It also means being ready to share our knowledge in the field, provide support, and adapt to our clients' needs. It also means being ready to share our knowledge in the field, providing support, and adapting to our clients' needs.

Responsibility



To us, responsibility means delivering reliable, high-quality tank-building technology and providing support at every stage of collaboration with our clients.

Mission

Our mission is to build long-term relationships with our customers by delivering a clever and reliable tank building system, which is suitable for use in different environments and for various types of tanks, as well as easy to operate and handle.





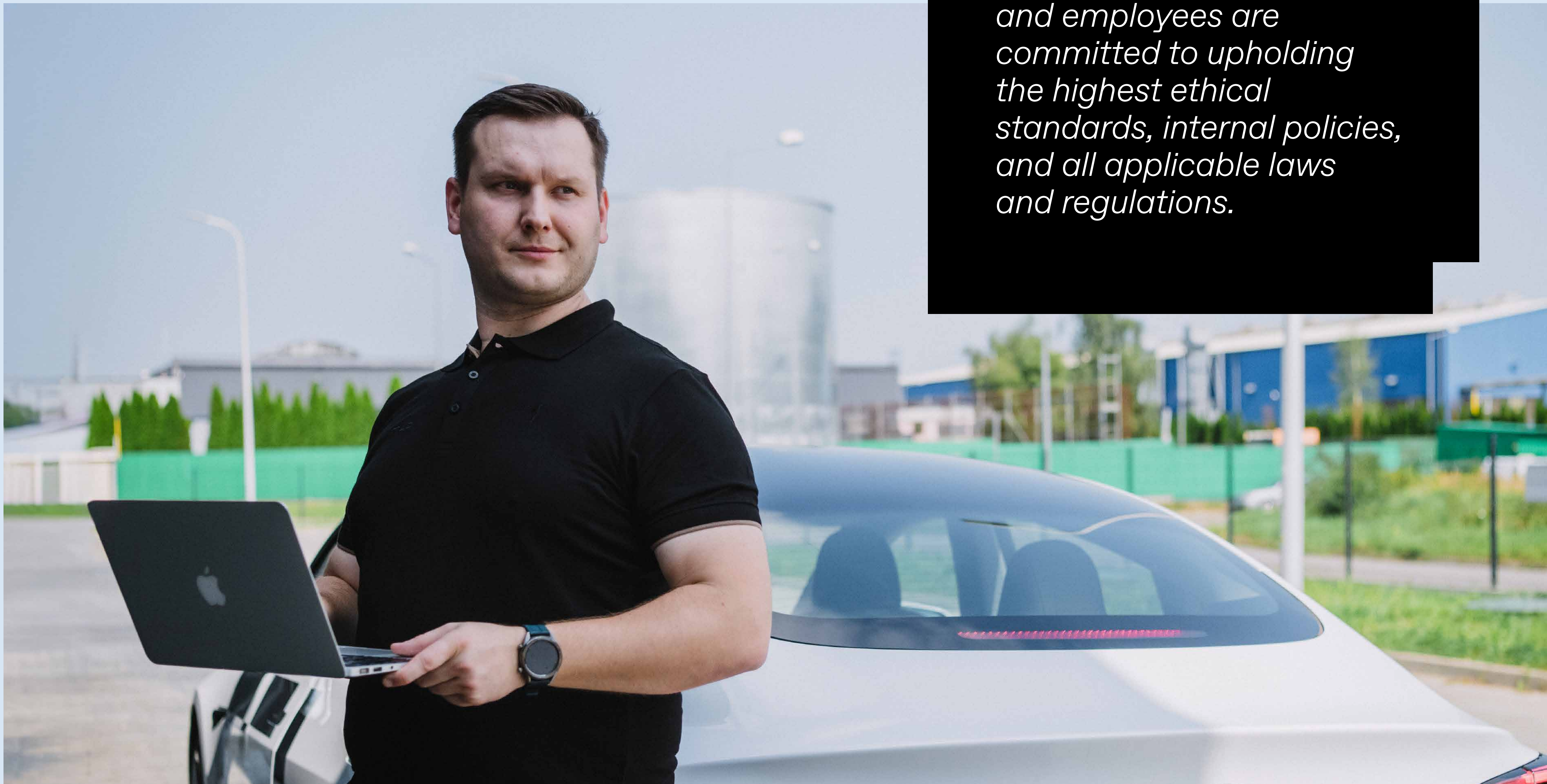
Vision

Our vision is to become a well-known and reliable global supplier of tank building technology. We always strive to meet our clients' requirements and work together to find tailored solutions that enable them to effectively use our technology on their specific projects.

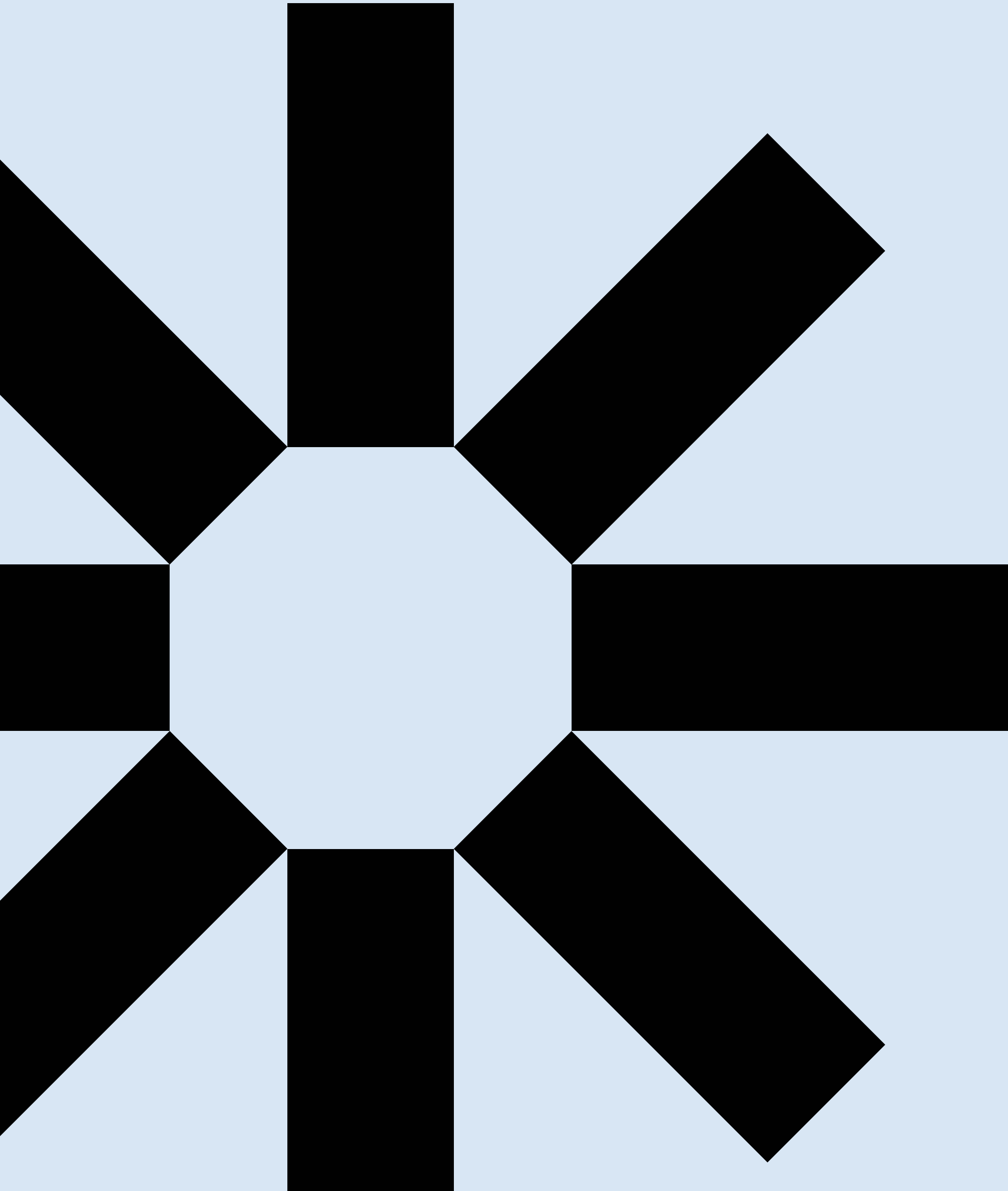
Our Principles and Guidelines for ethical business conduct

Our principles and guidelines provide the foundation for responsible decisions with consideration and care for society and environment, as well as the company's reputation. The Code of Business Conduct is the inherent responsibility of every team member, from employees to executives and the management board. It also applies to our subsidiaries and permanent subcontractors.

Nordweld's management, executives, managers, and employees are committed to upholding the highest ethical standards, internal policies, and all applicable laws and regulations.



Our company operates on the following principles:



1. Business integrity and acting by the law

Everything we do is based on trust and integrity. We comply with the law and always act according to our values. Our decisions are transparent, and every step we take is aimed at building long-term, trusting relationships with customers and partners. Our products, technology, software, and information are subject to international trade regulations. We comply with all regulations regarding export controls, sanctions, and customs duties.

We do not accept the manipulation of information, the falsification of documents, the deliberate concealment of facts, or illegal activities such as violating industry regulations or labor laws.

2. High-quality products and services

We strive to ensure that our products and services are safe, of the highest quality and meet our customers' expectations. Our quality procedures exceed industry standards, and reliability along with customer suitability are our priorities which are never neglected.

We do not accept the use of low-quality materials, the disregard for quality problems, or the delay in responding to problems reported by customers that may compromise product safety.

3. Ethical sales process and respect for customers

We are committed to ethics and transparency in our sales process. We earn and retain the trust of our customers by treating them with honesty, integrity, professionalism, and courtesy.

We ensure that our products and services are presented honestly and with full disclosure.

We never offer products or services for which the customer has no informed consent, and our approach to commissions and rankings is transparent and free from manipulation. In this way, we build lasting relationships based on trust and mutual respect. We respect our customers' privacy, protect their data, and secure their communications. We carry out sales and marketing activities based on our privacy policy and the law regarding the processing of personal data.

We do not accept unfair sales practices such as misleading, pressuring customers, or manipulating information about our products and services.

4. Commitment to environmental sustainability

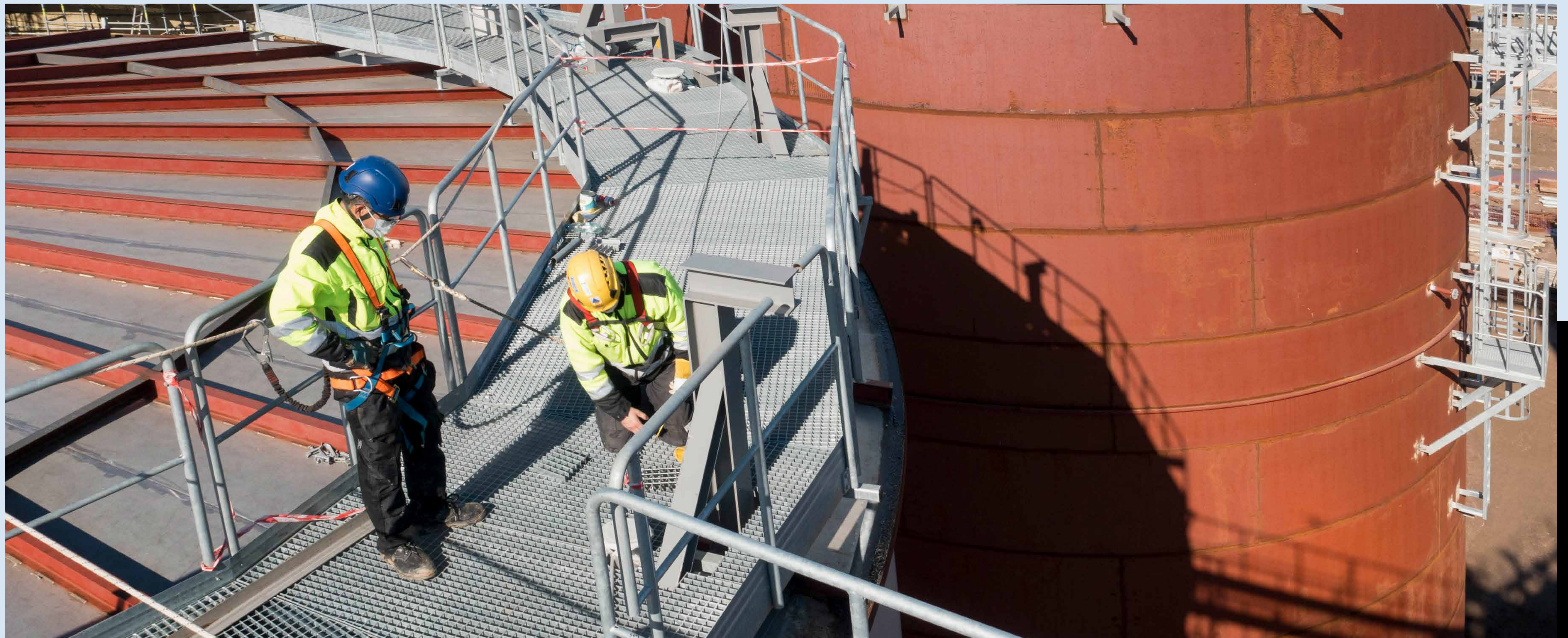
We strive to limit the negative impact of our activities on the environment, and we use nature-friendly technologies and materials. Our branches and factory broadly cover their energy needs from renewable sources, and employees use electric or hybrid cars. We support sustainability initiatives that help reduce our environmental footprint and conserve natural resources. All of us in the company strive to save energy and water in our day-to-day work and to apply sustainable practices in all aspects of our business.

We do not accept resource waste, excessive emissions of harmful substances, non-compliance with environmental regulations, or the use of technologies that do not comply with best environmental practices.

5. Responsible financial management and transparency

We all care about the company's financial stability and our jobs. The company's managers meet their role with integrity, ensuring the financial result, completeness, and meticulousness of our accounting reports, as well as timely payments to our partners and suppliers. We are committed to minimizing financial risks so that we can guarantee continued growth and a solid basis for long-term cooperation.

We do not accept non-transparent financial operations, falsification of financial statements, concealment of costs, manipulation of financial results, or late payments to counterparties.





6. Social responsibility and fiscal integrity

Together with our core values, Nordweld is committed to full social responsibility. One key element of this responsibility is our pledge to pay our taxes fairly and on time as a contribution to economic and social development. Our activities should support local communities, contributing to their well-being and development. Our commitments to society include paying attention to ethical business practices, offering fair wages, and protecting jobs. Responsibility for the future lies not only in the product we provide, but also in the way we conduct our business.

We do not accept activities that negatively affect the local community or non-payment of taxes and other company obligations towards Polish society.

7. Effective internal control

We regularly check that everything works as planned and that our business decisions comply with the law and internal standards. We aim to implement an effective internal control system that ensures authorization and accurate recording of transactions, the ability to verify the reliability of financial and management reporting, and that management actions comply with applicable legislation. Our audit processes are continuously improved to ensure efficiency and eliminate potential risks.

We do not accept skipping essential audit procedures, neglecting internal controls, or making decisions that may jeopardize the transparency of the company's operations.

8. Safe working conditions

We care about the personal safety and health of every employee. In our company, we have implemented mechanisms and measures to counteract any accidents at work and facilities that improve workflow and relieve the physical strain on our employees. We ensure that everyone has access to the right tools and technology to help minimize the risk of injury and support the ergonomics of the workplace.

To ensure our employees' highest level of health and safety, we strictly comply with all legal requirements, particularly in health and safety at work. In addition, we regularly train our team to be aware of the risks and to avoid potential risks in their daily work.



9. Openness to dialogue

We are cooperative and transparent in our actions internally and with customers and partners. We strive for dialogue and are keen to listen to feedback to help us improve our products and processes.

We do not accept ignoring the opinions of employees, customers, or business partners, acting in a closed manner, or failing to communicate important company and product developments.

10. Zero tolerance for corruption and money laundering

We comply with the laws prohibiting the illegal trading of funds and take all measures to prevent such practices. We do not tolerate any form of bribery or corruption. Integrity is at the heart of what we do. Every step we take is scrutinised to ensure that our practices are always ethical and in line with current legislation. As employees, we are wary of suspicious situations, act sensibly and do not engage in corrupt behaviour. It is forbidden to give customers any gratuities, unjustified benefits that could be considered a bribe.

We do not accept money, gifts, presents, offers of unwarranted financial benefits, or actions that may be perceived as an attempt to influence business decisions.

11. Political neutrality

We do not get involved in politics or support any political parties. We focus on our work and values. Our neutrality allows us to focus solely on achieving our business goals and building independent relationships with our partners.

We do not accept favoritism of any political parties or their representatives, use of company resources for political purposes, or financial support of political campaigns.

12. Respect for competition and antitrust

We maintain the principles of fair competition and ensure that our market is equal and open to all. Fair competition fosters the development of the entire industry, and we gain an edge by offering the highest quality and innovation.

We do not accept unfair practices such as collusive pricing, market manipulation, misinforming customers, or disparaging competitors. We do not disclose confidential information obtained during our customers' projects and work for previous employers.

13. Intellectual property protection

We respect other companies' copyrights and intellectual property, ensuring that all our activities comply with regulations. We cooperate with our innovation partners to develop new solutions while respecting all copyright and patent rights. We do not use software without a legal license, trademarks, or third-party patents in our work. We are responsible for the proper use of assets and the prevention of asset loss. This includes protecting ideas, research, and inventions for all our companies.

We do not accept: copying other people's solutions without permission, copyright infringement, illegal use of software or use of other person's intellectual property without the appropriate licences.



14. Respect for human rights

We are committed to our employees' health, safety, and decent working conditions and require our suppliers to share this attitude. We expect them to work with third parties that comply with at least the minimum standards of the country of origin in terms of health, safety, working hours, wages, and conditions of employment.

We do not accept human rights violations, human trafficking, child labor, forced labor, violations of health and safety, and labor regulation.

15. Zero tolerance for violence in the workplace

We ensure that our workplace is a safe and violence-free place, both from co-workers and supervisors. In the event of such situations, everyone has the right and the duty to report them to their supervisor or to Human Resources so that we may work together to ensure our safety.

We do not accept behavior such as threats, intimidation, physical and verbal aggression, mobbing, or harassment.



16. Equal employment opportunities

Our business is based on the principles of equality and fairness. Recruitment processes are conducted so that everyone has equal opportunities for employment and development, regardless of race, gender, age, sexual orientation, origin, religion, or nationality. All that matters to us are qualifications, merits, and achievements.

We do not accept the consideration of criteria such as origin, race, age, sexual orientation, or religion in recruitment.

17. Non-discrimination

We do not tolerate any form of discrimination or harassment, including discrimination based on gender, race, religion, age, disability or sexual orientation. Each of us deserves respect and support. We value diversity, believe in the value of differing perspectives and our company supports employees in developing these attributes so that everyone feels fully accepted.

We do not accept discrimination and restriction of rights based on gender, race, age, religion, or orientation, and limiting access to work for people with disabilities.

18. Responsible sourcing of goods and cooperation with suppliers

We aim to work with partners and suppliers who share our values and adhere to ethical standards. We focus on transparency and communicate our mutual expectations. We assess suppliers from a financial, social, moral, and environmental perspective to ensure our operations are responsible and sustainable.

We do not accept cooperation with entities that tolerate slavery, child labor, unfair market practices, or fail to respect human and environmental rights. We do not undertake exports and imports to sanctioned countries or cooperate with companies that are subjected to restrictions and international boycotts.

19. Right to decent wages and rest

We provide decent pay conditions and social and employee insurance. We also take care of work-life balance, as we value time spent with family and friends and developing personal passions. We respect the right to annual and parental leave and support our employees in reconciling work and private life

We do not accept the concealment of wages, the non-payment of contributions, working hours without pay, forcing employees to work extra hours without their consent, or not being able to choose the employee's leave entitlement.



Upholding the principles of our Code of Conduct is key to maintaining ethical standards and a sense of responsibility within our company.

Our Code is the foundation of our operations, and adherence to it ensures that we act by our values, the law, and the expectations of our customers and partners. It is also essential to monitor the application of these principles regularly to ensure that they are followed at every level of our organization.

This allows us to detect potential violations in real time and take appropriate steps to improve our operations continuously.

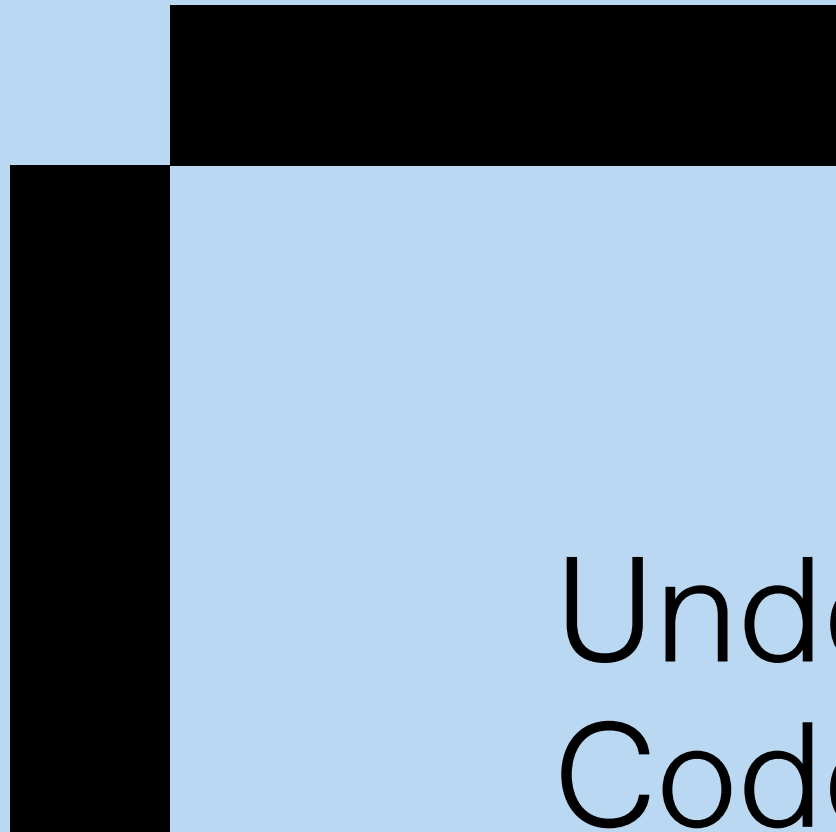


Reporting violations of the Code

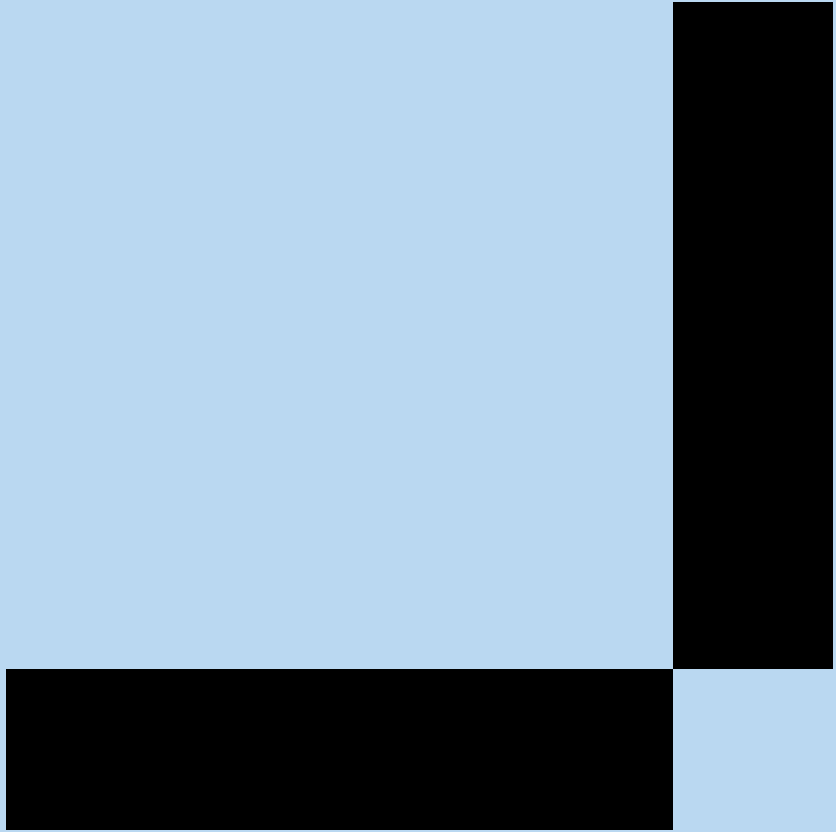
We are a reliable partner, providing confidence and ensuring the seamless execution of your industrial or construction project.

Contact Barbara Wójcik-Kostka at: ethics@nordweld.eu





Understanding the consequences of violating this Code is important. Adherence to the Code of Conduct is essential for maintaining our shared values and work culture. Any breaches shall be taken seriously.

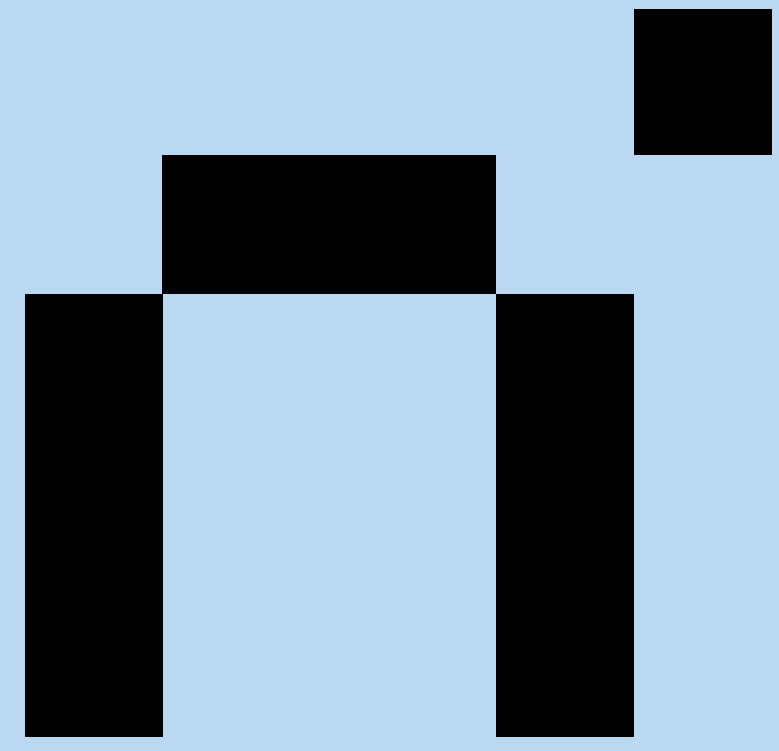


Adherence to the Code of Conduct is crucial to maintaining our shared values and work culture. Any breaches shall be taken seriously. We are committed to solving problems together, but in exceptional cases, serious violations may lead to more decisive steps, including termination of cooperation.

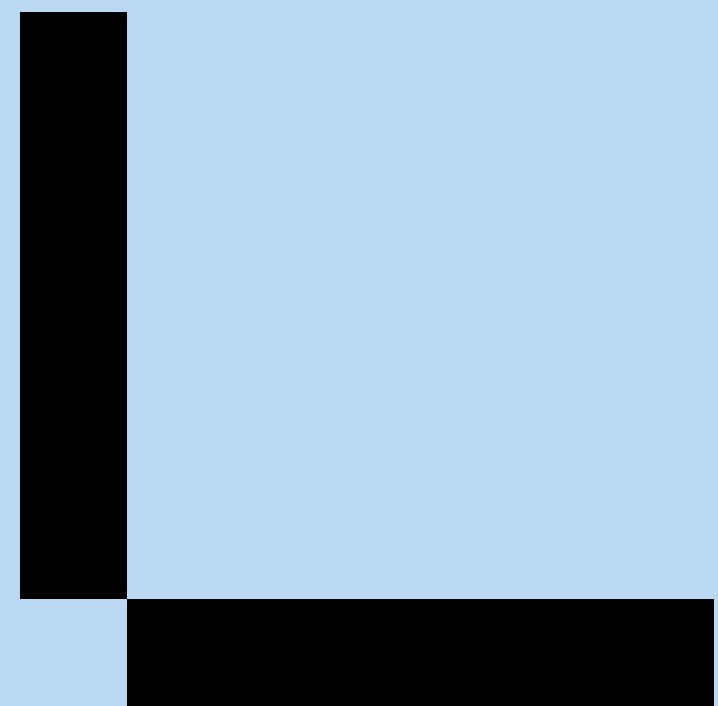


About Nordweld

We are a Swedish-Polish company specializing in the development, design and production of an innovative tank building system for aboveground welded steel tanks. The tank building system's creator, Niklas Nordin, brings over 35 years of experience in the field. His passion, skill and commitment inspire and motivate our entire team. A key feature of Nordweld's tank building system is its ability to lift and rotate the tank throughout the entire construction process. The system is modular and can be adapted to build tanks from coil, flat material or pre-rolled plates. Our tank building system enables customers to have a 100% mechanized welding process, simplifying the overall process while maintaining good work quality and enhancing worker's safety. The system has been tested to ensure reliability and efficiency.



Nordweld



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