
NORDKALK CODE OF CONDUCT

The aim of the Nordkalk Group's companies (hereinafter **Nordkalk**) is to pursue long term profitable business in an ethical and responsible manner by continually improving our processes, products and services while taking into account i.e. economic, human, social and environmental aspects. Our values – Openness, Fairness, Modesty, Trust and respect– guide our operations.

Nordkalk is committed to sustainability and to high standard of business ethics and integrity. The Nordkalk Code of Conduct (hereinafter **Code**) applies to everyone in Nordkalk.

Legal Compliance

We comply with the laws of the applicable legal system(s) including legal requirements and local rules.

We adhere to our internal Rettig policies and internal Nordkalk processes and instructions. We refrain from any dealings with our competitors or other actors that could be harmful to our customer's interests. Irrespective of position, no one at Nordkalk has the right to expect or allow illegal activities.

Human Rights

We support the United Nations' Universal Declaration of Human Rights and treat people with respect, and give them all equal opportunities for personal growth and professional development, regardless of their gender, age, race, ethnicity, disabilities, nationality, sexual orientation, religious beliefs, political affiliations, marital or economic status, or position within the company.

We comply with recognized international labour standards as defined by International Labour Organisation (ILO) and UN Global Compact covering human rights, labour, the environment and anticorruption. We do not under any circumstances accept child or forced labour at any of our operations or activities. We do not tolerate corruption or bribery.

Human Resources

We take responsibility for our own and our colleague's health and safety by following our internal health and safety process. We are continually improving the health, safety and security of our employees, visitors and other people impacted by our operations. We report safety observations and share best practice proactively within the company. We encourage our employees to engage in their own personal and professional development and growth.

The employees shall always be aware of their role and authority in the company. All employees with managerial duties are required to actively and purposefully promote a leadership culture that is in accordance with our values and the spirit of this Code.

Environment

We use natural resources such as stone, water and energy in the production and therefore our activities inevitably affect the environment. We endeavour to limit the negative impacts on the environment derived from our activities by using the best available methods and techniques. By means of continuous improvement we strive to minimise our negative impact on soil, water, air and biodiversity. We also strive at reducing noise, dust and vibration generated from our activities. We comply with environmental legislation and strive to outperform the demands set by the legislation.

We place a high value on the relationship with people and the local communities where we act and where our activity has an impact and strive to have good communication with the communities and local and national authorities.

Our aim is to be able to use hundred percentages of the mined raw materials, including limestone and by products. We strive to develop and promote the use of our environmental products and applications.

Our Assets

We treat Nordkalk's assets with care and respect. We maintain the physical security of our facilities and ensure all visitors are appropriately authorised. We safeguard the company's confidential and proprietary information, and share it with people outside the organisation only when an approved confidentiality agreement is in place. We take all sensible steps to protect our computer systems and ensure our passwords are secure and up-to-date. We are aware at all times that Nordkalk's tangible and intangible assets belong to the company, not to individuals, regardless of their position.

Our Customers

Our success depends on the success of our customers. Understanding our customers' businesses and needs enables us to incorporate their input into our operations and products. We always treat our customers with great respect and humbleness and strive to continually improve our relationship with our customers. We deliver the right product, quality and service at the agreed time.

Report a concern

All Nordkalk employees must comply with this Code. We want our employees and stakeholders to feel free to report any concerns they might have about possible violations of this Code. Employees can report the concerns to their own manager or to the Nordkalk's Legal function using the whistle-blowing reporting tool.

Approval

This Code is approved by the Nordkalk Management Team. The Code is reviewed regularly and updated when necessary, most recently on 7 March 2018. It is distributed to the personnel and is also available to Nordkalk's stakeholders.