

Code of Conduct

Introduction

«Our vision is to be a preferred supplier of high-quality enclosure solutions to the professional market for outdoor infrastructural solutions in Northern Europe. We are active across different segments and geographical markets. Our main segments are the low voltage grid power supply, EV charge stands/infrastructure and fiber roll-out. We support the green electrification and digital transformation. We conduct our business with integrity as one of our core values and this is reflected in our commitment to operate in a sustainable and ethical manner.

We have developed this Code of Conduct to outline the environmental, social and ethical principles we will comply to and want our partners and suppliers to comply to as well.”

- Lars Prisak, CEO, Nordic Grid Solutions and Triarca A/S

Nordic Grid Solutions expect that all our employees and suppliers act according to Nordic Grid Solutions’s Code of Conduct and relevant national and international regulations and the international accepted human rights. Besides relevant regulations and standards the Code of Conduct is based on UN’s declaration of human rights, the UN’s global goals for sustainable development and the ILO’s core conventions on rights in working life.

The business ethics guidelines apply to everyone in the Nordic Grid Solutions, from board and management to individual employees, and the content of guidelines must be respected and followed.

These guidelines shall ensure that Nordic Grid Solutions ApS and all its subsidiaries including, but not limited to, Stitec AB, Triarca A/S and Triarca GmbH act professionally and responsibly towards our business relationships. The guideline has been approved by the Board of Directors.

Human Rights and Working Conditions

We focus on our employees and prioritize a safe working environment and health. Workplaces shall be safe, including and secure without accidents.

With base in an efficient and well established HSE organization we work long-term and systematically to develop the working environment and contribute to the health of employees to prevent injuries and illness. Guidelines and rules from the HSE should always be followed as well as local regulations should be implemented. There shall always be sufficient expertise, tools and equipment to secure protection of people and property.

We encourage a diverse workforce and provide workplaces free from discrimination, harassment or any other form of abuse. Everyone shall be covered with the same rights and opportunities regardless of gender, ethnicity, religion, disability, sexual orientation, age or political outlook. We do not accept abusive discrimination or other forms of discrimination.

Child labor or any kind of modern slavery is not accepted.

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Alcohol and drugs are not accepted at work. Alcohol is only allowed during business travels and external meetings if consumed carefully with respect for local regulations and traditions.

Our employees have the full right to organize, freedom of association and the right to collective bargaining. Employees must be able to exercise these rights without being hindered or risking reprisals.

Terms of employment shall comply with national and local laws as well as the ILO's core conventions.

Collective agreements, wage and employment agreements must be respected and followed. All conditions concerning working hours, breaks, minimum wages etc. shall comply with national laws and regulations and must be described clearly in the Employee Handbook at the entities.

We are committed to protecting the personal data and privacy of our employees and our business partners. Personal data will be collected and handled according to the applicable data protection laws. Employees must not access or use personal data without explicit official approval.

Environment

Nordic Grid Solutions is dedicated to protecting our planet and to support sustainable practices. We expect that our partners and suppliers share our commitment and operate in accordance with relevant environmental legislation.

We are in possession of all necessary environmental approvals, certificates and registrations. This includes but is not limited to areas like waste management, air and water pollution, hazardous substances and energy efficiency. We have procedures and capacity in place to identify, prevent and handle negative environmental impacts from our activities.

We must have focus on developing and marketing products that reduces the environmental impact for our customers. This concerns both lifetime conditions and environmental pollution. We expect that our partners and suppliers have the same focus, and we actively work to support improvements.

Greenhouse gas emissions reduction, minimal waste and energy use and minimal usage of chemicals and hazardous substances are important KPI's and included in our ISO14001 system.

Business Ethics

Nordic Grid Solutions complies with national and international laws, rules and regulations that apply to the markets where we are active.

We do not accept corruption, and our employees shall act responsible and ethically in business relationships. Any form of corruption is forbidden. This includes but is not limited to bribery, extortion, small facility payments, embezzlement, nepotism or formation of/participation in cartels. We expect our partners and suppliers to act accordingly.

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In general, our employees must not receive gifts, services or benefits from our business partners.

Compliance and Breaches

The principles of the business ethics guidelines are followed up on an ongoing basis as a natural part of the business. Management and managers at all levels have big responsibility to lead by example. Employees in doubt or unsure about the application in daily work can always get guidance from their supervisor.

Employees must ensure that management is notified if any suspected condition may occur. All reports will be treated as confidential, and the whistleblower will remain anonymous, where permitted by law.

Our whistleblower arrangement is handled by an external partner to secure anonymity. The whistleblower system may be activated either at our internal webpage or from the official website. We invite all our stakeholders to use the system if necessary.

The system is available via the following link:

<https://www.triarca.dk/dk/om-os/whistleblowerordning/>

- Stitec link to be added -

These business ethics guidelines are available in English, Swedish and Danish and the company's top management must ensure that all employees have read and understood the message and changes in the guidelines if this is determined by the company's management or board of directors.