

Nets Group Policy on Human & Labour Rights

Purpose

The purpose of this Policy is to define the framework and provide a basis for Nets Group's work to respect human rights. Nets Group approach to human rights is firmly based on Nets' core values and Ethical guidelines

Our Human & Labour Rights Statement is guided by the United Nations Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work This Policy covers key issues with importance for Nets Group and our employees.

Scope

Nets Group Policy on Human and Labour rights shall apply to Nets Holding A/S and its wholly-owned subsidiaries including all employees in those companies.

1. Non-Discrimination

Nets Group shall not accept any form of discrimination against our employees based on gender, nationality, religion, race, age, disability, sexual orientation, political opinion, union membership, social or ethnic origin or any other distinguishing characteristics.

2. Forced and compulsory labour

Nets Group support the elimination of all forms of forced and compulsory labour. By right, labour should be freely given and employees should be free to leave in accordance with established rules.

3. Child labour

Nets Group does not engage in or support the use of any child labour. The minimum age for full-time employment shall be 15 or the legal minimum age for employment, whichever is greater.

4. Freedom of association and the right to collective bargaining

The Nets Group shall respect employees' rights to form, join or not join a labour union or other organisation of their choice, and to bargain collectively in support of their mutual interest without fear of punitive actions such as intimidation, harassment or termination of employment.

5. Harassment

Nets Group shall protect workers from any acts of physical, verbal, sexual or psychological harassment, abuse or threats in the workplace by either their fellow workers or their managers.

6. Minimum wage and working hours

As a minimum, we comply with the legal requirements regarding wages and working hours in each country in which we operate. Compliance is monitored locally.

7. Leave

The Nets Group shall grant all employees the right to sick leave and annual holiday as well as parental leave for employees who have to care for a new-born or newly adopted child as provided by national legislation. Employees utilising the right to take leave shall not face negative consequences for their employment or discrimination of any kind.

8. Monitoring

Nets Group seeks to be an attractive workplace for both women and men, and we endeavour to ensure that women and men have equal opportunities for furthering their careers and for attaining and occupying management roles.

- *Based on Nets' Diversity Policy HR records the trend in the proportion of women in management and reports it to the board of directors once a year.*

The Nets Group is committed to fostering a workplace contributing to open communication and to protect the employees from retaliation and discrimination due to the fact that they have properly reported a breach.

- *According to Nets' Whistle-blower Policy, employees and other individuals in scope of the whistle-blower scheme may report serious violations or misconduct, or suspicions hereof, that may influence the Nets Group as a whole or the life or health of individuals. The Nets Group's whistle-blower scheme is based on a set-up where the whistle-blower is anonymous unless he/she actively submits his/her name.*