



Nets Group Supplier Code - What we expect

2015 / Version 2

Introduction

Operating in an international context Nets is fully committed to comply with legislation and recognised international business standards that apply to our field of work. Moreover, we consider it our responsibility to ensure sound business practises throughout our value chain.

In the light of that commitment, we have introduced a Supplier Code that specifies our requirements towards our suppliers and other business partners (further referred to as 'suppliers') to any part of the Nets Group.

Please note that compliance with the principles of this Code is regarded a prerequisite for initiating or continuing a business relationship with Nets and that in the future Nets will select suppliers not only on economic criteria and the ability to deliver the required services in a professional manner, but also on the ability to meet the principles laid out in this Code.

Please use this Code as a resource to help maintain sound business practices throughout your own organisation and please ensure that your suppliers and business partners likewise at a minimum act in accordance with its principles.

Thank you for your cooperation and, as always, your partnership with Nets.

1. Legal requirements for sound business conduct

We expect our suppliers to:

- At a minimum, adhere to all legal requirements, rules and regulations that apply to their field of work in the countries where they operate
- Refrain from accepting or making any offers, proposals or decisions based on motives other than commercially and morally justifiable
- Condemn and refrain from participating in corruption in all its forms - including extortion, embezzlement and bribery
- Notify Nets immediately, in case any conflicts between this Code and national or international laws, regulations or other applicable standards are detected.

2. Employees and workplace

We expect our suppliers to:

- Demonstrate commitment to human rights and fair employment practices in accordance with international standards (e.g. UN Global Compact)
- Provide a work environment free of any kind of discrimination, harassment, bullying, threats and insults
- Commit to create and uphold safe working conditions and a healthy work environment for all employees and
- if providing accommodation to employees, conform to the same requirements including general provisions on health and safety
- Pay wages in a transparent manner and in compliance with national laws, legal minimum standards, with consideration for basic needs of the employees and equal pay for equal work
- Never to use deduction in wages as a disciplinary measure
- Never to induce or benefit from any form of forced or involuntary labour
- Acknowledge the legal rights of employees to join or to refrain from joining unions or other associations of their own choosing

- Never to use or benefit from child labour. The minimum age of employment must not be less than 15 years (or 13 years when accepted under national law) or below the age of completions of compulsory schooling
- Not to hire young workers (below 18 years of age) to perform any type of work, which is likely to jeopardise their health, safety or morals.

3. Environmental impact

We expect our suppliers to:

- At a minimum, adhere to all environmental legislation that applies to their field of work in the countries where they operate
- Actively consider national and international environmental standards embracing environmental considerations that apply to their field of work (e.g. UN Global Compact, ISO 14001, EMAS etc.)
- Engage in preventing, mitigating and improving adverse environmental impact of their business activities, products and services
- Promote environmental awareness through internal training, awareness, operational control and monitoring.

4. Records and documentation

We expect our suppliers to:

- Maintain internal records to demonstrate compliance with the requirements of this Code and be able to provide documentation upon request from Nets
- Allow Nets to conduct second-party audits by Nets internal auditing team or third-party audits to monitor proper compliance with this Code or, alternatively, provide Nets with an audit report from own external auditor documenting compliance with the principles of this Code.

5. Non-compliance and corrective action

We expect our suppliers to:

- Note that in the event of serious breaches of the requirements stated in this Code, Nets reserves the right to terminate the business relationship with a supplier and cancel any production or delivery in progress at no cost to Nets.



Your commitment to Nets Group Supplier Code

We confirm that we have received a copy of the Nets Group Supplier Code that we have read it and that we understand the requirements it imposes upon us.

We will comply with the principles of this Code and if we learn that there has been a violation of its requirements in our organisation or within any of our suppliers' or business partners' organisation, we will inform Nets immediately in writing.

We acknowledge that repeated and serious violations of the requirements of this Code can lead to breach of contract with Nets and that Nets preserves the right to terminate the contract in process with no cost to Nets.

Date

On behalf of [the supplier]

Signature