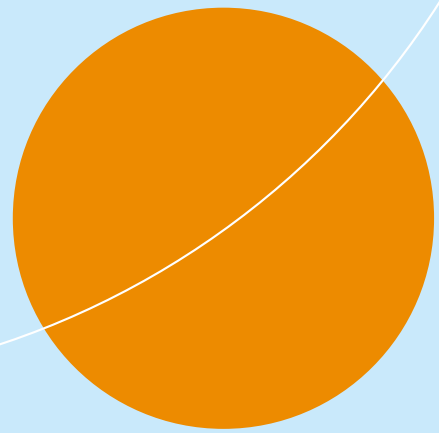


Nets Work Environment Policy



Purpose

Nets strives to have the best possible physical and psychological working environment in which work-related illnesses are avoided. Nets respects and prioritises the conditions of its employees across the Group by providing a safe and healthy workplace for all. This requires a continuous focus on eliminating work-related illnesses and continuously improving health and safety measures.

Scope and application

Nets Work Environment Policy applies to the management, employees, and contract workers of all Nets' entities, and it is mandatory to comply with this policy and other legal requirements related to work environment. All of Nets' suppliers and business partners are required to comply with this policy, cf. the requirements laid forth in our Supplier Code of Conduct.

Commitments

This policy is based on the following commitments:

- Nets works to ensure that employees are satisfied at the workplace
- Nets complies with all work environment laws and other applicable requirements in the countries we operate in
- Nets provides objectives and targets to ensure continuous improvement
- Nets ensures that all employees can do their job completely safely and in a healthy work environment
- Nets prevents that the work environment causes disabilities, work-related accidents, and work-related absence
- Nets ensures that the work environment is taken into consideration when physical changes are being made to the workplace through construction or reconstruction

- Nets ensures that the work environment is taken into consideration when purchasing or changing office equipment
- Nets provides adequate training and work towards increasing awareness concerning work environment issues.

Objectives

We work strategically and systematically to improve employee satisfaction and prevent all work-related illnesses.

Objective	Relevant KPIs	2019	2025 (target)
Continuously improve employees' satisfaction at the workplace	The score in the engagement survey conduct among employees	A score of 73 in the engagement survey	A score of 80 in the engagement survey
All work-related illnesses must constantly be prevented	No. of work-related accidents with absence (one day or more) No. of cases with work related illness (with or without absence)	Constantly reduce the number of cases with work-related illnesses	Long-term target will be defined in 2020

Governance

Responsibility for approval of this policy lies with the Board of Directors in Nets. It is the responsibility of the CSR Steering Committee to ensure implementation of the policy.

Group Human Resources owns, endorses, and ensures implementation of the Work Environmental Policy. Group Public Affairs & CSR advises policy owners on policy content and ensures relevant and accurate communication towards external stakeholders.

Management at all levels is responsible for ensuring adequate understanding of the policy and leading by example within their respective departments. All employees and contract workers are responsible for observing this policy and reporting any discrepancies to the policy owner.

Reporting

Nets reports on the Work Environment Policy annually and in accordance with applicable law and regulations. The policy is part of our Corporate Social Responsibility (CSR) set in the management review in our Annual Report and our Communication on Progress to the United Nations Global Compact. KPIs, objectives, and targets shall be evaluated yearly, and new shall be established when relevant and in alignment with other Nets targets and strategies.

International commitments

Nets is a Signatory to UN Global Compact and is continuously working to incorporate the Ten Principles into our strategies and daily operations.

Policy revision

This policy will be reviewed every year and, if necessary, revised. The policy may be amended at any time with the approval of the Board of Directors. Responsibility for the policy revision lies with the policy owner.

Contact

For more information, please contact Group Public Affairs & CSR.