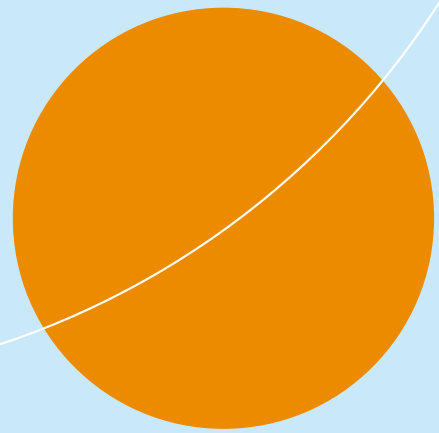


Nets Human & Labour Rights Policy



Purpose

At Nets, we work to respect and protect human and labour rights across our business and throughout all our locations. Our approach to human and labour rights is firmly based in our core values and our ethical framework.

Scope and application

Nets Human and Labour Rights 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 human and labour rights. All of Nets' suppliers and business partners are expected to comply with this policy. 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 complies with all relevant legislation and other applicable requirements in the countries we operate in
- Nets adheres to elimination of all forms of forced and compulsory labour as well as child labour and discrimination in respect of employment and occupation
- Nets respects 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
- Nets protects workers from any acts of physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace by either their fellow workers, managers, external partners, customers, or the like
- Nets provides objectives and targets to ensure continuous improvement
- Nets demands that all our suppliers and business partners respect human and labour rights

- Nets provides adequate training and increase awareness for our employees concerning human and labour rights
- Nets strives to ensure that our employees continuously become more employable and are given professional opportunities in line with their skills and experiences
- Nets grants all employees the right to sick leave and annual holiday as well as parental leave for employees who must care for a new-born or newly adopted child. Employees utilising the right to take leave shall not face negative consequences for their employment or discrimination of any kind.

Objectives

We work strategically and systematically to ensure that our employees are given opportunities to continuously improve their skills and experiences.

Objective	Relevant KPIs	2019	2025 (target)
Nets staff must remain employable, at all times	Personal development target score in engagement survey “I have good opportunities to learn and grow at Nets”	66	75

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 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 Human and Labour 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. Results from internal surveys shall be part of the criteria in the process for target setting.

International commitments

This policy is based on UN's Declaration on Human Rights and ILO's Declaration on Fundamental Principles and Rights at Work. In addition, Nets is a Signatory to UN Global Compact and is continuously working to incorporate the Ten Principles into our business 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 in Nets.