

NIZE equipment Code of Conduct (CoC)

The NIZE equipment CoC describes a set of guidelines for how we work with sustainability and ESG (environment, social, governance) in our overall business model.

We follow the [Graphical ESG Code](#) (link to Danish version) and thus also the [UN Global Compact's Ten Principles](#) for responsible business conduct. The principles provide a common ethical and practical framework for corporate responsibility and are based on international conventions and agreements. We are committed to continuously improving our efforts in sustainability and responsible business conduct and expect the same from our value chain.

We are aware of our responsibilities and we are open to the outside world

Our CoC is a set of rules that guide us in how we run our business and help employees maintain ethical conduct. In short, this means that we deliver on our promises and strive to create value in everything we do.

We conduct risk management of our own relationships and those of our business partners. We conduct an annual audit of our CoC work and continuously document how, and to what extent, we comply with our CoC. Our CoC can be accessed on our website.

We inform our relevant suppliers about our CoC and expect them to commit to compliance with the guidelines in our CoC.

Specialised suppliers

There may be circumstances where one of our suppliers cannot comply with a particular convention or parts thereof due to the national policy and legislation of the supplier's country in the given area. Should this be the case, we will continue our co-operation as long as the supplier complies with our CoC, allowing us to contribute to a more sustainable development for the supplier in question.

The supplier must guarantee that all applicable national laws are complied with at all times. For suppliers in EU countries, this also applies for relevant EU legislation.

Principles 1-2: Human rights



The company must ensure that it does not cause or contribute to negative human rights impacts for e.g. employees, local populations or consumers. This applies both internally within the organisation as well as for matters related to suppliers and business partners.

Everyone is free and equal

The company must treat everyone equally and with dignity. There must not be any discrimination on the grounds of, for example, race, colour, religion, age, marital status, sexual orientation, political opinion, gender, mental or physical disability, thought and opinion, health, language, national or social origin, employment or social position.

Tolerance and dialogue

The company must ensure a tolerant workplace with room for freedom of thought and religion. In addition, freedom of expression must be respected, and there must be room for free dialogue where everyone can express their opinions and share information on e.g. work or social issues on an equal footing.

Harassment and punishment

The company refrains from physical punishment of employees, threats of violence, sexual and psychological harassment, bullying, abusive behaviour and verbal abuse. The company has policies in place to protect employees from harassment and punishment.

Privacy protection

We respect employee privacy, both in regard to collecting sensitive personal information and surveillance in the workplace.

We register relevant sensitive personal information and ensure that we only register information that is legally required by the national legislation of the country in question. Sensitive personal data is stored in a secure and responsible manner and can only be accessed by authorised persons. This is described in our "IT Security Guidelines", to which all employees have access.

All employees are informed about workplace surveillance. We provide information about what types of information are stored, for how long and for what purpose. Our employees can access and view this data. This is described in our "CCTV and Surveillance Policy", to which all employees have access.

Complaints and sanctions

We are open to complaints from employees, and we have ensured that everyone in our organisation knows how complaints are handled and resolved. Our employees can file complaints without the threat of retaliation. We follow up on complaints, investigate and act.

Working conditions

We are committed to ensuring equal pay for equal work, fair pay conditions (at least the national minimum wage), and orderly and decent conditions regarding working hours, overtime, holiday and rest periods.

Human rights in the country of production

We will not get involved in human rights violations in the country of production. This includes violations in relation to national laws or religious and cultural practices.

Principles 3–6: Employee rights



We are committed to supporting decent working conditions, which includes contributing to a good working environment. We do this by continuously developing policies and procedures that, among other things, support safe and healthy working conditions.

Freedom of association and collective bargaining

We recognise the right of employees to join trade unions of their choice. However, this must be done in accordance with national law.

Forced labour

We undertake to avoid making use of any form of forced or compulsory labour. Whether as a means of maintaining labour discipline or as punishment for participating in strikes.

Child labour

We ensure that no child labour is used in our own company or by our suppliers and business partners, either directly or indirectly.

Discrimination

We are committed to working against all forms of discrimination and unfair treatment in employment and labour relations. Whether this be on the basis of race, colour, religion, age, marital status, sexual orientation, political opinion, gender, mental or physical disability, thought and opinion, health, language, national or social origin, employment or social position.

We are committed to not engage in direct or indirect discrimination in hiring and to not have discriminatory employment policies. Whether this be in regard to salary, working conditions, fringe benefits, pension, opportunities for advancement, etc.

Working environment

We are committed to ensuring that our working environment is of such a standard that employees are not subjected to exposures or risks that could harm their health in the short or long term. This includes both work-related illnesses and work-related accidents.

Collaboration on health and safety in the organisation

Elected employee representatives are involved in the company's occupational health and safety work. The representatives follow the applicable rules for a health and safety organisation in relation to working environment-specific training and skills development. The work is focused on goals and initiatives for the working environment, annual discussion of the working environment and workplace risk assessment.

Abusive behaviour, including bullying and sexual harassment

We take a strong stance against abusive behaviour of any kind. We prevent and conduct a risk assessment that leads to effective measures to avoid impairment of employees' physical or mental health and safety. We have clear guidelines for how employees should act if they or their colleagues experience or suspect abusive behaviour at work. This includes how employees should act if their immediate manager is part of the problem.

Chemicals

The least hazardous chemical substances and products must be used in graphical work processes, including by replacing hazardous substances and products with those that are less hazardous or non-hazardous (substitution). These can include inks, adhesives and chemicals for washing and cleaning machines/rollers, and print substrates.

There is adequate ventilation both in the workroom and in work processes where there is a risk of inhalation of vapours, dust, etc. The company provides relevant protective equipment and ensures that it is used where, for example, there is no extraction of hazardous substances.

A risk assessment of the work with hazardous substances and products has been carried out and workplace instructions consequently drawn up. Employees are also familiar with the chemical substances with which they work through data sheets, and know where first aid and protective equipment is located.

Accidents and machinery protection

All machinery has undergone risk assessment, and guidelines have been drawn up or instruction given on safe operation where deemed relevant. Machinery undergoes inspection and maintenance at appropriate time intervals.

Graphical machinery is designed and equipped with effective protective measures such as guards, switches, emergency stops, etc., and the functioning of protective measures is monitored.

Employees wear protective footwear where necessary.

A sufficient number of people have undergone first aid training, and accidents are recorded and investigated to prevent further accidents.

Noise

Employees are not exposed to noise that could damage their hearing or be considered unnecessary. As a minimum, employees must wear suitable hearing protection provided by the company.

Ergonomics and work operations

The workplace is designed to avoid or prevent poor working positions and movements in the best possible way.

Furniture and equipment, such as lifting gear, is available to help eliminate heavy lifting and poor working positions/movements.

Indoor climate

The indoor climate in the workplace must be clean and comfortable. This should be achieved through cleaning, good lighting and, if necessary, through mechanical room ventilation and other heat regulation to ensure appropriate temperature, humidity and clean air in general.

Welfare measures

Our employees have access to clean and adequate washing, showering and toilet facilities.

Pregnant and breastfeeding women

We take into account the condition of pregnant and breastfeeding women and perform a risk assessment regarding chemical and biological exposures, heavy lifting, negative mental health impacts, shift work and/or night work. Pregnant women must be protected from working with chemical products that are deemed to pose a risk of foetal damage or may cause miscarriage or premature birth.

Principles 7-9: Environment



We are committed to continuously developing and maintaining our production processes and systems to manage and prevent the special environmental conditions that may be relevant to our production areas. Our environmental work and communication with the public is dialogue-based, which means that regular dialogue with neighbours, civil society organisations and others with an interest in the company's environmental performance can be expected.

Management and documentation

Some of the most important environmental and climate-related issues relevant to our services and products are energy consumption and efficiency, as well as dyes and other chemicals. As a supplier, these issues are directly related to our customers' use, and we have therefore established methods for continuously registering and monitoring relevant knowledge about these important environmental issues.

Climate

An important parameter in print production is the energy consumption associated with the production phase of various print substrates. As a result, our services, products and machinery will also have an overall impact on the extent to which our customers are able to produce in the most energy-efficient way possible.

We are therefore committed to establishing and securing documentation of how both our own production and our products impact the climate.

Recycling

We are committed to selecting and processing raw materials and residual products from production in a way that promotes efficient further recycling and utilisation of both end-of-life products and residual products from our own production. We reduce and sort waste from our own production as much as possible. At the same time, we make sure to provide as much information as possible about our products' circular recycling options after use. We also ensure that we constantly optimise the recycling and disposal of the company's general waste.

Chemicals

We carry out risk assessments of the materials, products and processes used in accordance with applicable legislation in this area.

We always ensure the safe storage, handling and disposal of chemicals and other hazardous substances. In addition, we ensure that all necessary measures are taken to replace these with less harmful chemicals and substances wherever possible.

Wastewater and VOCs (volatile organic compounds)

We are committed to minimising wastewater discharge and VOC emissions, and to using the cleanest technology wherever possible.

Principle 10: Anti-corruption



We co-operate with countries inside and outside the EU and have established procedures for good practice in these collaborations.

We do not accept or participate in collaborations that include bribery, money laundering, covert lobbying involving money, abuse of power for sexual gain and anti-competitive activities.

We do not engage in actions that constitute a violation of applicable laws and regulations related to economic sanctions or export regulations.

We are committed to responsible business conduct and expect the same from our value chain.