

# CSR Policy

**Responsible: CSR Manager**  
**Updated: March 2023**



*For Nilorn, sustainability means working towards meeting the needs of people and society without compromising the ability of future generations to meet their needs – acting in the long-term interests of many people.*

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. It addresses many and various topics such as human rights, corporate governance, health and safety, environmental effects, working conditions and contribution to economic development. Whatever the definition is, the purpose of CSR is to drive change towards sustainability.

“CSR is the responsibility of enterprises for their impact on society.” (EU commission)

Nilorn is committed to conducting business in manner that protects people and the environment. We expect the same from our supply chain partners. Our core values are the practices all Nilorn employee should be guided by daily, in all work situations. They form a common platform, strengthen teamwork, explain who we are and why we act the way we do. Together with our Code of Conduct and other ethical guidelines, they guide how we conduct business.

- Passion
- Innovation
- Respect
- Common Sense
- Responsibility
- Execute
- Teamwork

As a responsible employer, we are committed to:

- Providing a safe, fair, and healthy working environment where everybody is treated with respect
- Support equality and diversity
- Nurture and support employees in their personal development goals

Our commitment to corporate social responsibility extends to our customers, our staff, and the communities in which we operate. We aim to continually improve over time by setting goals to measure and reduce our impact. It is Group CSR that are for responsible for coordinating, administrating and driving improvement in Nilorn’s Corporate Social Responsibility (CSR) programs within our global supply chain and own operation.

Nilorn is signatory to the UN Global Compact corporate responsibility initiative and its 10 guiding principles in the areas of human rights, labor, environment, and anti-corruption.

Nilorn takes responsibility to produce labels and branding products, in our own production facilities and extends the same principals and expectations to our external supply chain. Our Supplier Code of Conduct forms the basis of our ethical responsibility for us and our supply chain, and we are committed to:

- Keeping every partnership and collaboration open and transparent
- Advising our business partners and suppliers of our CSR Policies and programs and work with them to achieve consistency with the policies
- Measuring, auditing and tracking the performance of the CSR programs

Below is fundamental in our supply chain relationships, deviation can lead to immediate termination of the business relationship. Zero tolerance issues are:

#### **Child Labour**

Workers who are younger than 15 years old (or the legal minimum age defined by the country)

Workers younger than 18 who are subjected to forced labour.

#### **Bonded Labour**

Not allowing workers to leave the workplace or forcing them to work overtime against their will Using violence or the threat of violence to intimidate workers to force them to work.

#### **Inhumane Treatment**

Inhumane or degrading treatment, corporal punishment (including sexual violence), mental or physical coercion, and/or verbal abuse.

#### **Occupational Health and Safety**

Occupational health and safety violations that pose an imminent and critical threat to workers' health, safety, and/or lives.

#### **Unethical Behaviour**

Any act of corruption or bribery