

NORNA PLAYGROUNDS A/S – CODE OF CONDUCT

At NORNA PLAYGROUNDS A/S, we are committed to responsible and ethical business practices – both internally and with our suppliers and partners. This Code of Conduct applies to all NORNA PLAYGROUNDS A/S employees as well as our suppliers and business partners. Its purpose is to ensure respect for human rights, the environment, and sound business ethics throughout our value chain.

1. Human Rights and Working Conditions

Child Labor: We do not accept child labor. Suppliers must not employ children below the legal minimum age and must comply with ILO Conventions 138 and 182.

Forced Labor: All work must be voluntary. We do not accept forced labor, debt bondage or any form of involuntary work.

Discrimination: Everyone must be treated with respect. Discrimination based on gender, age, race, religion, disability, sexual orientation, political beliefs or ethnic background is not allowed. Employment-related decisions, such as hiring, compensation, benefits and advancement, must be based on relevant qualifications, not personal characteristics.

Right to Organize and Collective Bargaining: All employees have the right to form or join unions and to bargain collectively, without risk of retaliation.

Working Hours and Salary: Working hours and wages must comply with applicable national laws and collective agreements where relevant. Overtime must follow legal or agreed frameworks and be fairly compensated. All employees must have clear terms of employment.

Working Environment: A safe and healthy working environment is essential. Employers must provide necessary safety equipment, accident prevention, and continuous improvements to workplace safety.

Right to Privacy: Personal data must be handled with respect and in accordance with applicable data protection regulations.

2. Environment and Sustainability

We actively work to minimize our environmental impact and expect our suppliers to do the same.

- Waste and resources must be handled responsibly.
- Harmful substances must be minimized and managed properly.
- Suppliers must comply with the REACH Regulation (EC No 1907/2006) and provide documentation upon request.
- Continuous improvement in sustainability is expected.

3. Business Ethics

Corruption and Bribery: We do not accept any form of bribery, extortion or corruption. All decisions must be made fairly and in compliance with applicable law.

Confidentiality: Suppliers and employees must protect confidential information, including that of NORNA PLAYGROUNDS A/S and our customers, ideas and technical documentation.

4. Legal Compliance and International Standards

NORNA PLAYGROUNDS A/S and its suppliers must comply with national laws, EU regulations and relevant international conventions, including:

- UN Universal Declaration of Human Rights
- ILO Core Conventions (No. 29, 87, 98, 100, 105, 111, 138, 182)
- UN Convention on the Rights of the Child (Article 12)
- UN Convention Against Corruption (UNCAC)
- REACH Regulation (EC 1907/2006)

5. Commitment and Enforcement

This Code of Conduct is an integral part of doing business with NORNA PLAYGROUNDS A/S. We reserve the right to request documentation of compliance and to terminate cooperation in the event of significant violations.

6. Signature

I acknowledge that I have read and understand the NORNA PLAYGROUNDS Code of Conduct and agree to comply with the requirements.

Company name: _____

Date: _____

Signature: _____