

November 2, 2020

To: Whom it may concern

NCC's Code of Conduct for Suppliers is slightly amended on 2 November 2020

NCC's Code of Conduct for Suppliers has been valid since 1 April 2019. The purpose is to make it easy for NCC's suppliers to do the right thing. In NCC's Code of Conduct for Suppliers it is stated that NCC reserves the right to reasonably change the contents of this document. NCC has seen the need to make a minor amendment to the Code of Conduct for Suppliers.

From 2 November 2020 the text in Italian below will be added to NCC's Code of Conduct for Suppliers under the section Human Rights

- Not engage in forced labor related activities, such as using force or threats to get a person to work, retaining their employees' identity documents and must ensure that employees are subject to fair working hours, wages and benefits that are consistent with laws and industry standards.

What does this mean in practice?

The amendment of the Code of Conduct for Suppliers is a clarification of the prohibition to use forced labor. NCC assume that NCC's supplier have already prohibition of forced labor in place but is now clarifying the prohibition in the Code of Conduct for Suppliers.

Following the principles of the Code of Conduct is a shared responsibility. As a supplier, you are expected to know the content of the Code of Conduct for Suppliers and consider how it can be applied. You are encouraged to report any violations and should feel free to do so. Therefore, take the time to read through NCC's Code of Conduct for Suppliers and discuss the content in your company or with a colleague.

All new agreements established from 2 November 2020 will include an amended version of NCC's Code of Conduct for Suppliers. Ongoing agreements are not affected. If you have any questions, you can contact your contact person at NCC.

Best regards,
NCC Group

NCC Group
SE-170 80 Solna

Visiting address
Herrjärva Torg 4

Phone
ncc.se

Reg.no 556613-4929
Solna, Sweden
VAT no SE556613492901