



NKT ETHICS STATEMENT

As an industrial conglomerate with global presence, NKT has stakeholders representing varying interests, including employees, shareholders, customers, suppliers, business partners and the communities in which we do business

In NKT we believe that the adoption of universal standards with respect to human rights, worker's rights, anti-corruption and environment, will provide for a more sustainable business environment to the benefit of both NKT and our stakeholders. That is why NKT, being a global, corporate citizen - has joined the United Nations Global Compact initiative (www.unglobalcompact.org) and designed ethics standards for our business.

The NKT Ethics Statement expresses our commitment to promote a standard of ethics, compliance and accountability throughout NKT. We require and expect that any person or entity representing any part of NKT acts in compliance with this standard.

HUMAN RIGHTS

We support and respect internationally proclaimed human rights and will not be complicit to human rights abuses.

DIVERSITY AND NON-DISCRIMINATION

We perceive diversity as an important asset. We are firmly committed to providing equal opportunity to our employees and will not tolerate discrimination or harassment based on religion, race, colour, gender, age, sexual orientation, political orientation, birthright or other status.

FREEDOM OF ORGANISATION

We support and will not interfere with our employees' freedom to voluntarily establish and join organizations of their own choice, including labour unions.

CHILD LABOUR

We condemn and will not tolerate use of child labour.

FORCED LABOUR

We condemn and will not tolerate use of forced labour, including involuntary prison labour.

HEALTH AND SAFETY

We strive to provide each employee of NKT with a safe and healthy work environment and will implement precautionary measures to help protect our employees from work related hazards.

BUSINESS INTEGRITY

We will act with integrity in our dealings with others.

COMPLIANCE

We will comply with applicable laws and regulations.

FAIR TRADING

Our superior business performance and competitiveness shall be achieved through ethical and legal business practices. We will not participate in unfair trading and illegal anti-trust activities.

ANTI-CORRUPTION

We condemn and will not participate in bribery or other corrupt and fraudulent practices.

MONEY LAUNDERING

We will not be complicit to money laundering activities.

ENVIRONMENT

We are committed to working towards a preservation of the environment through sustainable business processes.

COMPLIANCE

We will comply with all applicable environmental regulations.

RESOURCES

We will strive to reduce consumption of resources and to limit emission of pollutants from our business activities.

WASTE

We will handle waste conscientiously in an environmentally safe manner and employ recycling programmes.

INNOVATION

The sustainability and competitiveness of our business will be based on a continuous effort by us to develop, employ and promote environmentally friendly products and processes.

MONITORING

We will monitor and assess the impact of our business on the environment within selected key areas.