



Code of Conduct

Nöjdhs

Diving deep for customized solutions in electronics
Specialized in rugged design for use in submarines, naval
ships or other demanding environmental circumstances

Code of Conduct

Purpose

At Nöjdhs, we are committed to upholding the highest standards of ethical behavior in everything we do. Our Code of Conduct outlines the principles that guide our actions and decisions, ensuring that we create a positive, respectful, and responsible working environment.

All employees, partners, and stakeholders are expected to adhere to the following values:

Integrity

We act with honesty, transparency, and accountability in all our interactions. We follow the law and internal policies, making decisions that reflect fairness and moral responsibility.

Respect

We treat everyone with dignity, regardless of their background, position, or beliefs. We value diversity and inclusion, creating a supportive environment where all voices are heard and respected.

Collaboration

We work together as a team, with an open communication and mutual trust. We share knowledge, ideas, and resources to achieve common goals and maximize collective success.

Innovation

We encourage creativity and continuous improvement in everything we do. By embracing change and seeking new solutions, we stay ahead of the curve and deliver the best results for our clients and stakeholders.

Accountability

We take responsibility for our actions and their impact on others. We own our successes and failures, always striving to learn and improve. When mistakes are made, we acknowledge them and act.

Human Rights

We are committed to upholding and promoting human rights in all our operations. We ensure that all individuals are treated with dignity and respect, and that no one faces discrimination, abuse, or violation of their basic rights. We expect all partners and suppliers to share this commitment.

Modern Slavery and Human Trafficking

We have a strict zero-tolerance policy towards modern slavery, forced labor, and human trafficking. We work diligently to ensure that our operations, supply chains, and business partners do not engage in or support any form of exploitation. We actively monitor and address any risks related to modern slavery and expect our suppliers to do the same.

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Prohibition of Child Labor

We do not tolerate any form of child labor. We adhere strictly to international labor laws and conventions, ensuring that all workers are of legal working age. We work only with suppliers who demonstrate compliance with laws concerning child labor and are committed to protecting children's rights.

Environmental and Social Responsibility

We are committed to operating sustainably, minimizing our environmental footprint, and contributing positively to the communities in which we operate. We act with a long-term view, ensuring that our actions today benefit future generations.

Confidentiality and Data Protection

We respect the privacy of others and protect sensitive information. We handle personal and company data with care, following applicable laws and company policies to ensure security and confidentiality.

Compliance with Laws and Regulations

We strictly adhere to all applicable laws, regulations, and industry standards in every country where we operate. We avoid any behavior that could harm the company's reputation or lead to legal consequences.

Health and Safety

We are committed to providing a safe and healthy workplace. We follow all health and safety guidelines, report any risks, and take proactive measures to prevent accidents or harm.

Ethical Leadership

Leaders at all levels of the organization set an example by demonstrating ethical behavior and ensuring that these guidelines are followed by everyone within their teams. We foster a culture where employees feel empowered to speak up about unethical conduct without fear of retaliation.

Anti-Corruption and Bribery

We have a strict zero-tolerance policy towards all forms of bribery and corruption. No employee or representative may, directly or indirectly, offer, give, request, or accept any undue advantage for the purpose of influencing business decisions or securing improper benefits. All activities must comply with applicable anti-corruption laws and internal policies.

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Reporting Violations

Any violation of this Code of Conduct, particularly those related to human rights, modern slavery, or child labor, must be reported immediately.

By following this Code of Conduct, we ensure that Nöjdhs remains a place of integrity, respect, and excellence, where human rights are protected, and ethical practices are upheld in all our operations.

This Code of Conduct is a living document and will be reviewed regularly to ensure it reflects our evolving values and commitments.

Audience

The policy applies to all entities within Nöjdhs Elektronik AB & Nöjdhs Underwater Technology PTE LTD

Roles and responsibilities

Every employee is responsible for acting in accordance with this document.

Exceptions

There are no exceptions to this policy.

Monitoring of compliance

The policy is approved by Thomas Nöjd, President, Nöjdhs Elektronik AB & Nöjdhs Underwater Technology PTE LTD.

Date for last update: 2025-09-29