

Code of Conduct Nola Industrier AB

Version 1.1



About Nola

Nola Industrier AB has been present on the Swedish market for over 40 years. The products have changed character over the years, but the way of working has essentially remained the same. Nola has a wide range of products for public environments outside and inside, furniture for streets, squares, schools, and shopping centres.

Our main product categories are trash cans, bicycle roofs, bicycle racks, bollards, sofas, and planters. These are produced by subcontractors around Sweden, at companies that are all specialists in their fields. It can be aluminium foundries that have been on the market for a hundred years or steel industries that have been operating for several decades.

Together with Nola, these various subcontractors follow a number of ethical and social rules and norms that exist in the Swedish labour market, and we all strive for similar goals. To produce and sell good quality products in an environmentally and ethical manner.

As a purchaser from our subcontractors, Nola ensures that our products meet the best quality, choice of materials and price in every detail and with the least possible environmental impact. We determine the choice of materials, dimensions and surface treatments for our production and test the strength of many products for the requirements of the public environment. We order FSC-labelled timber where possible and use slow-growing northern pine to a great extent.

Material and quality policy

Nola works continuously to control production, content, and ensure quality and results. Nola's product developers have extensive experience and knowledge of material selection, material properties and cost-effectiveness in design and product development.

Delivery policy

Nola's staff work purposefully to manage purchasing and logistics and work to ensure that the production we start maintains our high standards and creates security and a long-term perspective in the business.

Nola's sub suppliers

Nola's production is 99% located in Sweden. Nola's subcontractors shall also comply with the social and ethical requirements regarding personnel and external communication and establish business relationships with customers and business contacts. Nola only works with subcontractors who comply with Swedish laws and regulations in the labour market. Nola works continuously with product development in collaboration with subcontractors according to their production technical conditions.

Conditions for employees and selected subcontractors

Nola works in accordance with the basic values and strategy of the company to protect human rights, encourage fair working conditions, combat corruption, and contribute to the long-term sustainability of society.

Nola's Code of Conduct applies to all Nola's operations and to all aspects relating to products, services, and business concepts.

Acceptance of the requirements of the Code of Conduct shall take place directly in connection with the commencement of cooperation with Nola's subcontractors. Changes to the Code of Conduct are communicated continuously.

Working conditions, conditions for employees and subcontractors

1. Freedom to join a trade union shall apply. Workers have the right to organise and bargain collectively.
2. Fixed working hours for each employee shall apply.
3. All employees should understand their terms of employment. Working hours shall be specified in the terms and conditions of employment.
4. All employees shall be treated with respect and dignity.
5. All employees with the same experience and qualifications shall receive equal pay for equal work where the work input is comparable regardless of gender, ethnicity or religious affiliation. This applies both to employment as well as to professional practice.
6. Nola shall create a safe and healthy environment for its employees.
7. Nola does not tolerate any form of bribery or blackmail to or from employees or organizations.
8. Nola distances itself from any illegal restriction on competition that includes employees, customers, suppliers, or persons working for Nola.
9. Nola distances itself from all actions or activities that directly, or indirectly, may lead to corruption.
10. Nola takes a stand for the UN Convention on the Rights of the Child (1989) with regard to the best interests of the child and therefore does not accept child labor with us or any part of our supply chain.
11. Nola also does not tolerate any form of forced or punitive labour.

Stockholm 2021-11-16

A blue ink signature of Henrik Edlund, CEO, written over a horizontal line. The signature is stylized and cursive.

Henrik Edlund, CEO