



NHV expectations of supplier compliance statement

At NHV we are committed to upholding the highest standards of ethical conduct, including the protection and promotion of human rights. We believe in conducting business in a manner that respects the dignity and rights of all individuals. As part of our commitment to these principles, we expect our suppliers to share in this responsibility and comply with applicable human rights laws.

Our Expectations for Supplier Compliance:

- **Non-Discrimination:** Suppliers are expected to ensure that their employment practices, including hiring, promotion, compensation, and working conditions, are free from discrimination based on race, color, gender, sexual orientation, religion, national origin, disability, or any other protected characteristic.
- **Labor Practices:** Suppliers should uphold the rights of workers, ensuring fair wages, reasonable working hours, and safe working conditions. Forced labor and child labor are strictly prohibited.
- **Freedom of Association:** Suppliers are encouraged to recognize and respect the right of workers to freely associate and engage in collective bargaining activities.
- **Supply Chain Responsibility:** Suppliers are expected to assess and address human rights risks within their supply chains, working towards eliminating any form of exploitation, discrimination, or violation of human rights.
- **Environmental and Social Responsibility:** Suppliers should adhere to environmentally sustainable and socially responsible practices, respecting local communities and minimizing negative impacts on the environment.
- **Transparency and Reporting:** Suppliers are encouraged to be transparent about their human rights practices, providing relevant information upon request. Reporting mechanisms should be in place to address and resolve any concerns related to human rights.

Collaboration for Continuous Improvement:

We believe in fostering a collaborative relationship with our suppliers to promote continuous improvement in human rights practices. This includes sharing best practices, providing support for capacity building, and working together to address any challenges that may arise.

Assessment and Accountability:

NHV may conduct assessments and audits to verify compliance with these expectations. Non-compliance may result in a reassessment of the supplier relationship, and termination of contracts in severe cases.

By choosing to partner with NHV, suppliers affirm their commitment to upholding human rights principles and contributing to a global business environment that values the dignity and rights of every individual.

We appreciate your dedication to these principles and look forward to a collaborative effort to create a responsible and ethical supply chain.