

Minc's Code of Conduct

Minc's governing principles are based on The Ten Principles of the UN Global Compact (www.unglobalcompact.org). This Code of Conduct includes the Compact areas of human rights, labor, environment and anti-corruption and the interpretation of the Code should be undertaken in a manner consistent with the Global Compact.

The Code of Conduct and the values it's based upon are reflected in all Minc's activities and relations. It involves suppliers, entrepreneurs, employers, partners, investors, board members and any other entities with relations to Minc.

In addition to complying with applicable laws and regulations, all stakeholders involved in any kind of relation with Minc will comply with this Code of Conduct as a token of a common ambition to act ethically correct and with integrity in every possible situation. The Code is a central part of Minc's governance instruments and an essential part of Minc's sustainability strategy.

The implementation of this Code is followed up regularly both internally and in relation to external stakeholders.

We look forward to strong collaboration with all our stakeholders. Comments and queries can be directed to the Minc management team.

The Ten Principles of UN Global Compact

Uniting business for a better world

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.