



Glenair Nordic AB

Business Code of Conduct – Sales Office

Purpose & Scope

This Code of Conduct defines the ethical, professional, and operational principles that guide all employees, contractors, and suppliers involved in the sales, distribution, and support of interconnect products. It ensures compliance with applicable laws, regulations, and international standards (ISO 9001 and AS9120*) governing quality, information security, product integrity, and ethical business conduct.

**AS9120 implementation in progress*

Quality and Product Integrity

- We are committed to providing products and services that meet or exceed customer, regulatory, and statutory requirements.
- Quality is embedded in every activity, and all personnel are encouraged to identify, report, and prevent nonconformities.
- Product safety, traceability, and proper handling of customer requirements are essential to our operations.
- Any changes affecting product availability, documentation, or customer commitments are controlled and communicated in accordance with ISO 9001 requirements.

Environmental Responsibility

- As a sales office, we aim to minimize our environmental footprint through responsible resource use and sustainable business practices.
- Environmental impacts related to office operations—such as waste, energy use, and travel—are periodically evaluated.
- Compliance with applicable environmental laws is required.
- Employees and suppliers are encouraged to reduce waste, conserve resources, and support environmentally responsible supply-chain practices.

Health and Safety

- All employees are responsible for following workplace safety procedures and reporting hazards or unsafe conditions immediately.
- Risk assessments and preventive measures are implemented to maintain a safe office environment.
- Emergency preparedness and response procedures are maintained and periodically reviewed.

Ethical Business Conduct

- We conduct all business with honesty, integrity, and transparency.
- Bribery, corruption, or improper influence are strictly prohibited.
- Confidential and proprietary information belonging to the company, customers, and suppliers is protected at all times.
- Conflicts of interest must be disclosed and managed appropriately.

This compliance statement relates to Glenair Nordic only



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Human Rights and Labour Practices

- We uphold human rights and fair labour standards, including freedom from forced or child labour, discrimination, and harassment.
- Equal opportunity and diversity are fundamental to our workplace culture.
- Working conditions must respect dignity, safety, and fairness for all employees.

Compliance and Accountability

- Compliance with applicable legislation, customer requirements, and international standards maintained as required.
- Employees are expected to report concerns or violations through established reporting mechanisms without fear of retaliation.
- Management is responsible for maintaining compliance systems, training, and internal audits to ensure ongoing conformity.

Supplier and Partner Expectations

Suppliers and business partners must:

- Operate under management systems consistent with ISO 9001, AS9100, ISO 45001, and ISO 14001 principles.
- Ensure product conformity, counterfeit-part prevention, proper documentation, and traceability.
- Respect human rights, safety, and environmental standards equivalent to those in this Code.
- Allow reasonable audits or assessments to verify compliance when required.

Continuous Improvement

The company is committed to continual improvement through:

- Regular internal audits and management reviews.
- Corrective and preventive actions addressing root causes of nonconformities.
- Ongoing employee training and engagement in quality and compliance objectives.
- Monitoring of key performance indicators (KPIs) aligned with our quality policy.

Governance and Enforcement

- This Code is approved by top management and forms part of the company's management system.
- Violations may result in disciplinary action or contract termination.
- The Code is reviewed periodically to ensure continued relevance and compliance.