

## Scope

Flowtec Code of Conduct applies to, and must be respected and followed by:

All employees, hired personnel, and agents acting on behalf of the company, as well as suppliers, including their sub-suppliers, and customers of the company. In addition to Flowtec ethics principles.

## The Ten Principles of the UN Global Compact

### 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.

### Labour

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 labour;

Principle 5: the effective abolition of child labour; 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.

### UN General Principles on Business and Human Rights

All parties in our supply chain must be open to review regarding these rights

### Workplace Health and Safety

Everyone in Flowtec's supply chain must have a safe and healthy workplace in line with national laws and regulations

### Trade sanctions

International and national trade sanctions apply. Products and services must not be bought from or sold to countries, companies, or individuals under trade sanctions.

Alf Magne Nøkling      Managing Director

31. Oct. 2025