

Code of conduct – Statement

ND Group's code of conduct entrenches, maintains, and promotes a high standard in business ethics and the corporate governance of these ethics worldwide. To protect the long-term interests of all our stakeholders, we ensure that:

1. We conduct business in an ethical manner, meeting national and international regulations.
2. We recognize safety, health, and environmental considerations as basic elements of our business strategies;
3. We value diversity and respect the individuality of each employee and client; and
4. We contribute to the communities in which we operate.

Each employee has the responsibility to comply with and act in a manner that reflects our Code of Conduct. To comply with the company's values, policies, and procedures, and the laws and regulations in whichever country they operate.

Ethics – Conflict of interest

We avoid conflicts of interest at any cost. We will avoid situations that could create conflict between our personal and our company's interests. We exercise prudent control over information to protect our clients and our business interests.

Safety, health, environment

Our company fosters a healthy and safe working environment. We conduct business in a way that protects the interests of the community at large, and that minimizes any negative impact on the environment.

Diversity and respect

ND Group invites and supports diverse and mixed work cultures and viewpoints. We acknowledge and foster innovative ideas and teamwork across all lines of service and business structures. We combine teams with different skills and knowhow, in order to provide integrated services for our clients.

Our company recognizes that each person should be treated fairly and equally, and be respected for their skills and commitment.

We operate with the knowledge that our people make us not just a good company to work for and do business with, but a great company with a reputation for working according to high standards and quality. Our employees are our core strength. Their energy, skills, and commitment are the contributing factors to our company's long-term success. We strive continually to improve our performance and efficiency, and to upgrade required competencies through continuous employee training.

View our **Code of Business Ethics & Conduct** for more information.