

Nord Pool Policy on Human Rights

The Nord Pool Group (Nord Pool) is concerned by the protection of the fundamental human rights and decent working conditions as follows from, among other, the United Nations' International Covenants on Economic, social and cultural rights of 1966, the International Covenant on Civil and Political Rights from 1966, and the ILO's Declaration on Fundamental Principles and Rights at work from 1998. Working to integrate respect for human rights in our everyday activities is an ongoing process, which includes due diligence, mitigating activities where needed and stakeholder engagement.

Nord Pool has developed guidelines based on the Norwegian Transparency Act and OECD due diligence guidance for responsible business conduct. Guidelines include Nord Pool's entire business, our supply chain and our business partners.

Nord Pool regularly carries out due diligence in accordance with the OECD Guidelines for Multinational Enterprises in proportion to our size, the nature of our business and operations, and the severity and probability of adverse impacts on fundamental human rights and decent working conditions.

We also recognise that training and awareness is an important means to ensure respect for human rights in our processes.

An annual report on Nord Pool's due diligence will be published on Nord Pool's website at the latest on 30 June for the previous year. Nord Pool shall respond, as is our obligation described in the Norwegian Transparency Act, to written requests asking for information from Nord Pool how we address actual and potential adverse impact as identified in the due diligence analysis.