



NBU Interactive SL Code of Conduct

At NBU, we uphold the highest standards of ethics, integrity, and responsibility in all aspects of our operations. Our commitment to excellence extends beyond mere compliance with laws and regulations – it is a reflection of our values and our dedication to making a positive impact on the world around us. This Code of Conduct serves as a guide for all employees, contractors, suppliers, and partners associated with our organization.

1. Commitment to Integrity

We conduct our business with honesty, transparency, and fairness, adhering to the highest ethical standards at all times.

We avoid conflicts of interest and ensure that our personal interests do not interfere with the interests of the company or its stakeholders.

We do not tolerate bribery, corruption, fraud, or any other form of unethical behavior, whether within our organization or in our interactions with external parties.

2. Respect for Individuals

We value and respect the dignity, rights, and diversity of all individuals, treating everyone with fairness, courtesy, and consideration.

We provide a safe, inclusive, and supportive work environment free from discrimination, harassment, or any form of disrespectful behavior.

We recognize and appreciate the contributions of every member of our team, fostering a culture of mutual respect and collaboration.

3. Safety, Health, and Environment

We prioritize the safety and well-being of our employees, contractors, customers, and the communities in which we operate, implementing robust health and safety practices. We are committed to environmental sustainability, minimizing our environmental footprint, conserving resources, and complying with all relevant environmental regulations and standards.

We proactively identify and mitigate risks to health, safety, and the environment, continuously improving our processes and practices to promote a healthier and more sustainable future.

4. Compliance and Legal Obligations

We comply with all applicable laws, regulations, and industry standards governing our business operations, ensuring full adherence to legal and regulatory requirements.

We maintain accurate and transparent records, reporting information truthfully and responsibly to regulatory authorities, stakeholders, and the public.



We uphold the principles of fair competition, respecting intellectual property rights and refraining from engaging in anti-competitive practices.

5. Protection of Company Assets

We safeguard the assets and resources of NBU Industrial Company, including intellectual property, proprietary information, equipment, and facilities.

We use company resources responsibly and efficiently, avoiding misuse or unauthorized use for personal gain or benefit.

We protect confidential information and trade secrets, ensuring that such information is not disclosed or used improperly.

6. Accountability and Governance

We take ownership of our actions and decisions, accepting responsibility for our conduct and its impact on the company, its stakeholders, and the broader community.

We adhere to the policies, procedures, and guidelines established by NBU Industrial Company, seeking guidance or clarification when needed.

We promote a culture of accountability and ethical behavior, encouraging open communication, constructive feedback, and continuous improvement.

7. Reporting and Investigation

We encourage employees, contractors, suppliers, and other stakeholders to report any suspected violations of this Code of Conduct or any unethical behavior promptly and without fear of retaliation.

We investigate all reported concerns or allegations thoroughly, ensuring confidentiality, fairness, and impartiality throughout the process.

We take appropriate disciplinary action against individuals found to have violated this Code of Conduct or engaged in misconduct, upholding the principles of accountability and justice.

Conclusion

By adhering to this Code of Conduct, we demonstrate our unwavering commitment to integrity, respect, responsibility, and excellence in everything we do. Together, we uphold the values and principles that define NBU Industrial Company, driving sustainable growth, innovation, and positive change in the world.

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