

NOMON

CODE OF ETHICS

NOMON DESIGN November 2021

DESIGN

Our Code of Ethics is intended to establish and promote an ethical conduct for NOMON DESIGN's employees, as well as third parties linked to the agency.

This document reflects the ethical requirements that we comply with and that govern our activity, in accordance to the current legislation, and following the principles and values that have characterised us as a company since its inception, and that constitute our team's foundation for action.

Mission

We are a branding agency that, for 15 years, has been helping companies from different sectors –mainly small and medium-sized companies– to generate sustainable growth through design.

Vision

Our vision is based on the team's strong conviction that we are a branding agency with social and sustainable concerns.

To achieve this goal, we have set up our own Sustainability Council, which is committed to ensuring the creation and correct implementation of our Sustainability Plan. A plan in which we have reflected our high standards of sustainability which are transversal in all areas of our company.

Values

CREATIVITY

We generate new ideas and concepts that connect reason, sensibility, knowledge and experience. We practice careful observation, we look for inspiration, but most importantly, we proactively learn from all aspects of life in a world that is constantly changing.

DESIGN

Design is our raison d'être. We believe in its potential to generate growth both in companies and their projects. We share the conviction that design is not only an aesthetic value, but that rather needs to be conceived as a strategic asset.

HONESTY

We design projects adjusted to the real needs of our clients, taking into account that they should also be, as far as possible, beneficial for society and environmentally-friendly.

When the client requires it, we can integrate ourselves into their structures as a proactive and always available interlocutor. We accompany our clients in their long-term growth process, always providing new proposals for improvement.

SUSTAINABILITY

We believe in sustainability, in its broadest definition, as the only active way to achieve a more socially responsible and egalitarian society that responds to the climatic and human emergencies of our time. Furthermore, we strongly believe that this is the only way for our business to grow successfully, responsibly and profitably in the future.

EMPATHY

We put people at the centre of all our projects. We study, think and create through the eyes of our clients, consumers, and society as a whole. We are resilient to the changes that occur around us, and strive to take the most appropriate decisions allowing us to achieve the best results.

PRAGMATISM

We are practical and rational, two attitudes that, along with creativity, are necessary for effective problem-solving for our clients and society in general, fittingly responding to their needs.

Principles of the Code of Ethics

- Business ethics, transparency, collaboration and communication
- Well-being of employees, healthy working conditions
- Quality and customer satisfaction, continuous improvement and responsible supplier management
- Sustainable business development and environmental awareness

Our basic principles of action are based on compliance with national and international laws and regulations, having as a basis and reference the Collective Labour Agreement of the Offices and Dispatches sector of Catalonia for the years 2019-2021, the fundamental Agreements of the Organization International Labor Organization (ILO), the United Nations' Universal Declaration of Human Rights and the UN 2030 Sustainable Development Goals (SDG).



AREAS OF APPLICATION

PEOPLE

We care for the well-being of our employees, offering them healthy working conditions.

We are responsible for the health and safety of each of our employees. We provide them with a safe, healthy, stable and respectful work environment and we improve their working conditions beyond the framework established by the law and the Collective Labour Agreement.

We have reshaped our work processes, turning them into a model that offers flexible hours and facilitates teleworking to improve family reconciliation for our team. This also guarantees the required excellence in the execution of each project.

- We are responsible for the health and safety of our team
- We are respectful of our team
- We offer a fair wage
- We offer a stable and flexible work schedule
- We improve the collective labour agreement of our workers
- We offer continuing employment
- We allow freedom of association and collective bargaining
- We do not tolerate discrimination



EXTERNAL RELATIONS

Business ethics, transparency, collaboration and communication

As a service providing company, our clients are at the centre of our activity. They are the recipients of our service and the purpose of our work. That is the reason why we have assumed a commitment to them and their projects based on seamless conversation, collaboration and connectivity.

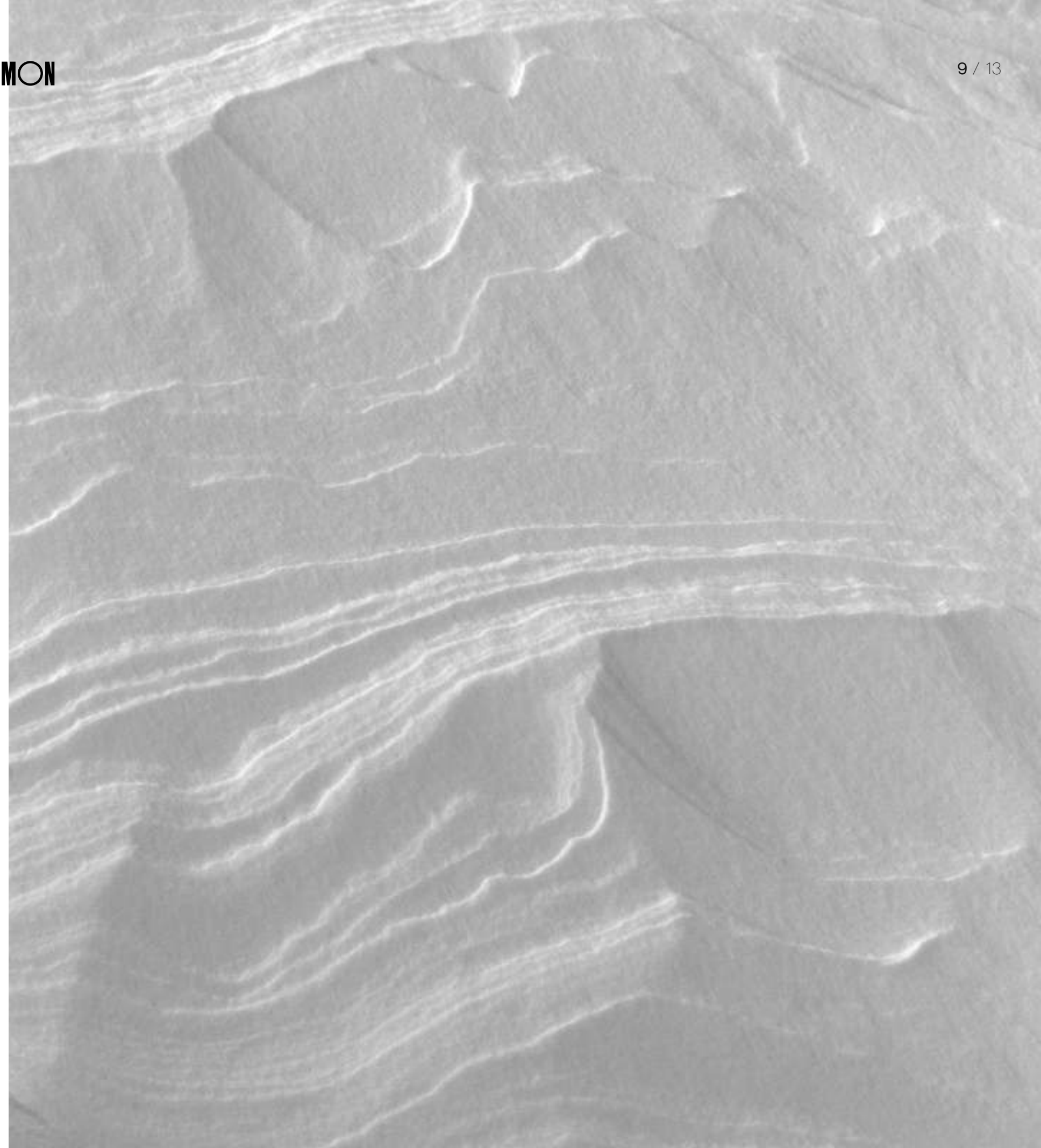
A commitment that we share with our suppliers and collaborating partners, or any third party acting on our behalf, adhering to our standards of ethical and professional conduct as described in this Code of Ethics.

- Being ethical above all else
- Sharing our knowledge with future professionals
- Being loyal to our competitors
- Taking a stand in the choice and participation in public and/or private tenders

PROJECTS/SERVICES

Quality and customer satisfaction,
continuous improvement and
responsible supplier management

- Offering a quality service
- Offering fair, real and sustainable prices



SOCIETY AND ENVIRONMENT

Sustainable business development
and social and environmental awareness

- Respecting the environment
- Developing social action projects



We are committed to disseminating this Code of Ethics among our employees, our audiences (supplier companies, collaborators and clients), as well as with the rest of society, through our website and social media, interpreting the doubts that may arise in the application of its precepts.

We will review, examine and ensure compliance. We will promote the ability to make improvement proposals, comments or recommendations through an accessible and confidential documented procedure for all interested parties, in order to keep this Code updated.

This Code was approved by NOMON DESIGN's Sustainability Council on November 30th, 2021, and is subject to periodic review.

NOMON

THANK YOU

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