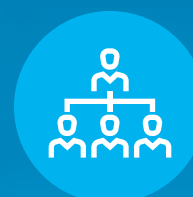




Code of Ethics & Business Conduct



OUR COMMITMENTS IN ACTION

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A Message From Our CEO

As a global leader in precision technology, we've built our reputation on providing advanced solutions that enable our customers' success. With over eight decades developing innovative products, we are well-positioned for top-tier growth as we continue to build meaningful connections with each other and our customers.

We are glad you are with us on this journey and ask that you keep some things in mind along the way. For us, everything starts with our Foundation of Values. Our customers and communities rely on us to conduct business with Integrity, Respect for People, Customer Passion, Energy and Excellence, and we need your help to deliver on this promise. Our Code of Ethics and Business Conduct ("Code") can help.

We have developed the Code as a guide to help you address common challenges you may face on the job. Read it and refer to it often. As it is impossible to anticipate every situation, throughout the Code you will find identified resources you can reach out to for additional help. If you ever find yourself in a situation that does not connect with this Code and [our values](#), please consider discussing the issue with your immediate supervisor or manager. If this is not an option, you may reach out to someone else in management or contact any of the resources listed in the [Contact Information](#) section of this Code including our external [Helpline](#). It takes all of us to ensure Nordson continues to operate with the utmost integrity.

I, along with our entire executive leadership team, am committed to working with you to maintain our highly regarded reputation well into the future. Please reach out with any questions you may have and thank you in advance for your cooperation and commitment.

Sincerely,



Sundaram Nagarajan
President and Chief Executive Officer

Our Foundation of Values

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Our values – the principles by which we operate – are the foundation of all Nordson operations. By integrating these values into every aspect of our business, we assure the best for ourselves and our constituents.

INTEGRITY

- We are honest with our employees, customers, shareholders, communities, the media and ourselves.
- We will do what is right.
- We will not compromise our standards.

RESPECT FOR PEOPLE

- Our employees collaborate with one Nordson mindset, being humble, self-aware and transparent.
- We strive to create an inclusive environment that is enriched by diverse points of view.
- Safety will not be compromised.
- We invest in our communities.

CUSTOMER PASSION

- Quality and service must come first.
- We expect more from ourselves than our customers do.
- We encourage rapid experimentation and breakthrough ideas to enable customer success.
- We pride ourselves on our “close to the customer” model to focus on identifying the best opportunities within differentiated markets and technologies.

ENERGY

- We approach challenges with a lean-forward, “let’s get it done” attitude.
- Enthusiasm drives the pace of our work.
- We care ... complacency is worse than our toughest competitor.

EXCELLENCE

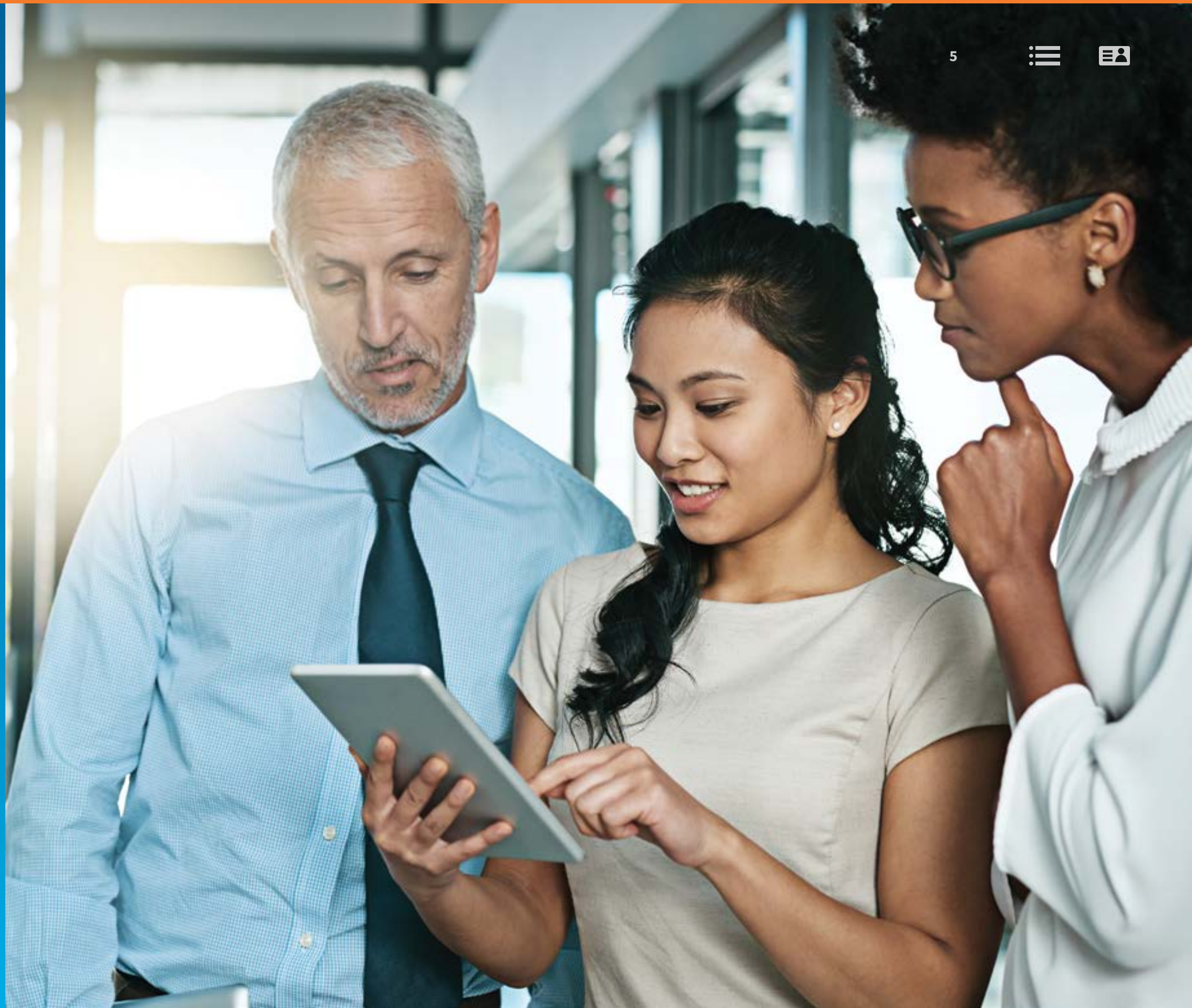
- We expect the very best from our management, our coworkers and ourselves.
- We seek and give continuous performance feedback from which to improve and grow.



Our Code

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Applying Our Code

Why do we have a Code?

The Nordson Code of Ethics and Business Conduct (our “Code”) is a reference guide to help us make ethical and proper business decisions that are based on [our values](#). Our Code exists to guide us in the most ethical direction when it may not be easy to determine a proper course of action. It addresses some of the more common ethical dilemmas we may face and provides helpful resources for seeking further guidance and reporting our concerns.

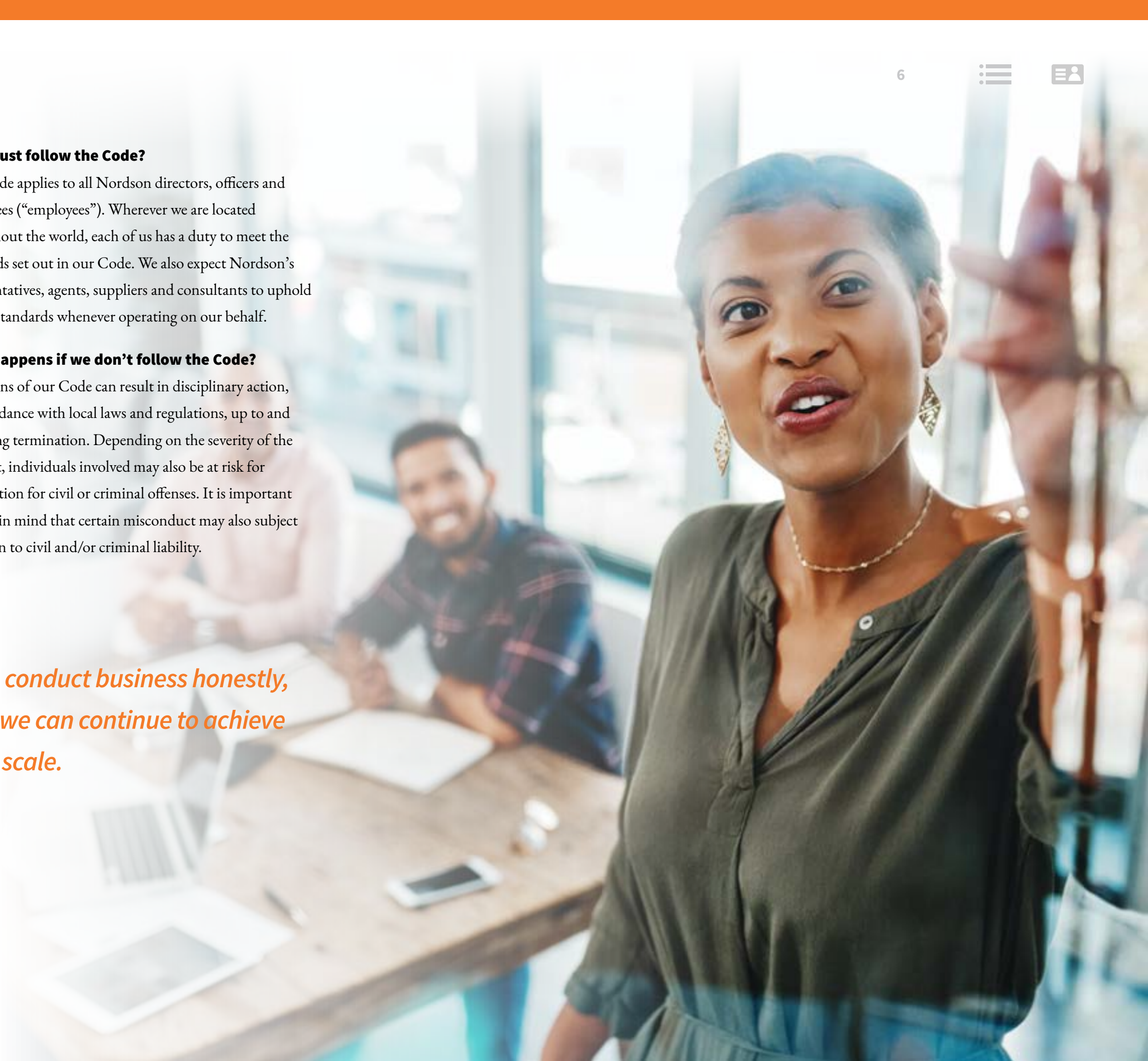
Who must follow the Code?

Our Code applies to all Nordson directors, officers and employees (“employees”). Wherever we are located throughout the world, each of us has a duty to meet the standards set out in our Code. We also expect Nordson’s representatives, agents, suppliers and consultants to uphold similar standards whenever operating on our behalf.

What happens if we don’t follow the Code?

Violations of our Code can result in disciplinary action, in accordance with local laws and regulations, up to and including termination. Depending on the severity of the incident, individuals involved may also be at risk for prosecution for civil or criminal offenses. It is important to keep in mind that certain misconduct may also subject Nordson to civil and/or criminal liability.

It is our shared obligation to conduct business honestly, ethically and legally so that we can continue to achieve excellent results on a global scale.





Knowing and Complying with All Applicable Rules, Laws and Regulations

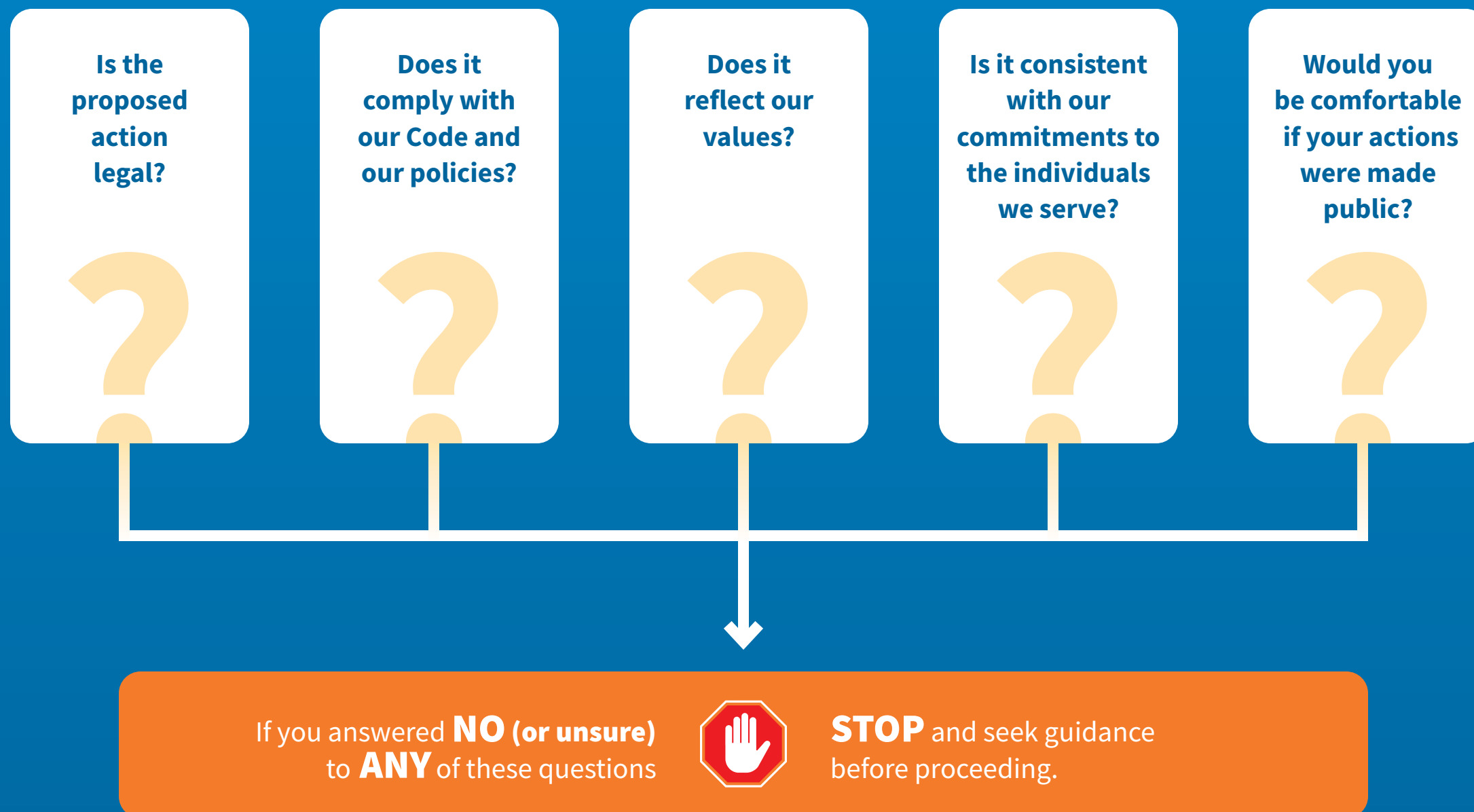
As an international organization, we should be aware that laws and regulations vary from one country to the next. We must be familiar with and follow the various local laws and regulations that apply to our jobs.

Since Nordson is a publicly traded company based in the United States, it is crucial that we comply with U.S. law, no matter where we are located. If there is an inconsistency between U.S. law and local law or custom, you should seek guidance from one of the lawyers in the [Legal Department](#) before acting. While we are expected to have a general familiarity with our jobs' guidelines, most of us are not required to be legal experts.

You are an important member of the Nordson team, and as such, you are expected to embrace this Code and hold yourself and your coworkers accountable to our high ethical standards.

MAKING GOOD DECISIONS

Making the right decision is not always easy. The following ethics check may help. If you're ever unsure whether an action is appropriate, ask yourself:



It is always appropriate – in any situation, under any circumstances – to ask for help.
Contact your supervisor / manager for guidance, or reach out to any of the resources listed in the [Contact Information](#) section of this Code.



Our Responsibilities

The Code provides information on specific topics that affect each of us in different ways. However, no matter our role, we each have a responsibility to:

- Certify that we have met our responsibilities as outlined in our Code on an annual basis.
- Uphold [our values](#) and follow the Code, our policies and any applicable laws, rules or regulations.
- Use good judgment and common sense – acting with integrity and honesty.
- [Speak up](#) if we become aware of or suspect a violation of our Code.
- Seek guidance if we have any questions or concerns about the Code.
- Cooperate with investigations and authorized requests for information.

Our Supervisors and Managers are “Champions” of Our Code

Our supervisors and managers have additional duties to act as role models and champions of our Code.

As leaders, they:

- Make sure that the employees they supervise are familiar and act in accordance with our Code.
- Ensure that the Code is well-understood by employees in their groups.
- Monitor employees’ business decisions to ensure compliance with the Code.

- Provide a workplace in which employees feel comfortable raising questions or reporting concerns.
- Never retaliate or tolerate retaliation against anyone who reports a concern in good faith. Making a report “in good faith” means that a person, to the best of their knowledge, has given an honest, accurate and complete account.



Nordson founders from left to right: Walter G. Nord, Eric Nord and Evan Nord

From Nordson’s inception, our founders (pictured) emphasized that our success can only occur by “operating within the framework of ethical behavior and enlightened citizenship”.



Getting Help and Reporting Violations

Although our Code attempts to cover many common legal and ethical scenarios we may face during the ordinary course of business, there may still be times when we are unsure how to resolve the situation at hand. At these times, use the Company resources referenced throughout the Code.

WHEN SEEKING GUIDANCE OR RAISING A CONCERN:

1. First consider discussing the issue with your immediate supervisor or manager.
2. If your immediate supervisor or manager is not an option, you may reach out to someone else in management.
3. You may also contact any of the resources listed in the [Contact Information](#) section of this Code, including the:

- | | |
|--|--|
| • <i>External Helpline</i> | • <i>Global Trade Compliance Group</i> |
| • <i>Ethics and Compliance Officer</i> | • <i>Legal Department</i> |
| • <i>Corporate Communications Department</i> | • <i>Human Resources Department</i> |

We have a responsibility to report any concerns or violations of the Code immediately. In bringing concerns or violations to management's attention, you are helping to ensure that Nordson adheres to the strictest ethical and legal standards.

ANONYMOUS REPORTING HELPLINE

Where local laws permit, you may make an anonymous report by contacting the external [Helpline](#). Please note that making an anonymous report may limit our ability to conduct a thorough investigation. Therefore, you are encouraged to provide detailed information, including your identity, when making a report. All reports will be kept confidential to the extent required by law and necessary to complete an investigation.

What is the external Helpline?

The external [Helpline](#) is a third-party resource that you can access by phone or online to submit any questions or concerns, or to report a violation. When using the [Helpline](#), you have the option of remaining completely anonymous, where allowed by local law. This resource is available 24 hours a day, seven days a week and, when requested, provides interpreters who speak the local language. The [Helpline](#) is operated by an independent company, which assists Nordson in responding to your concerns. If you are unsure where to go to ask questions, or want to submit a report and are uncomfortable using one of the other contacts, you can contact the [Helpline](#) by calling one of the local toll-free numbers listed in the [Contact Information](#) section of this Code, or [online](#).

What happens when I contact the external Helpline?

A specialist will make a detailed summary of your report and will forward the summary to a designated ethics response team member of Nordson to review, respond and resolve. After you make a report, you will receive a tracking number so that you can check back on the status of your report.

Non-retaliation Policy

In order to promote a culture where we are comfortable raising and discussing concerns about our business practices, it's important that each of us is committed to discouraging illegal or unethical business practices. Therefore, acts of retaliation that result from seeking guidance or reporting known or suspected violations in good faith are not permitted.

Any employee who takes any action against another employee for making a good faith report may be subject to disciplinary action, in accordance with local laws and regulations, up to and including termination.

Handling Reports and Investigations

Nordson investigates all reports promptly, thoroughly and without bias. Our Company will take appropriate corrective or disciplinary measures whenever necessary. You may be asked to participate in an investigation of reported misconduct. Your cooperation is necessary to ensure that any reported misconduct can be resolved. All information you provide will be treated confidentially, to the extent possible. From time to time, you may be asked to participate in an internal investigation, conducted by or on behalf of the Company. If so, you will be expected to provide your full cooperation in any such investigation.



Our Fellow Employees

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Workplace Diversity and Respect

Our Commitment

We treat our colleagues with respect, dignity and fairness. Doing so helps attract a variety of talents, strengths and backgrounds, which promotes our shared success.

Our Commitment in Action

We manufacture, distribute, import and sell our products and equipment with our customers' safety and satisfaction in mind. That's why:

Nordson is dedicated to cultivating a positive work environment where employees are treated fairly.

We promote equal opportunity.

We are committed to ensuring everyone, regardless of their race, religion or any other characteristic protected by law, has a fair chance to succeed at Nordson. That means we base employment-related decisions on what matters – like performance, qualifications and individual merit.

We also take a holistic view in developing Company policies and programs – considering not only the diversity of our teams, but also the informal customs and everyday behaviors of our workforce, in order to create an equitable and inclusive culture.

CHARACTERISTICS PROTECTED BY LAW:

- Race
- Color
- National origin
- Religion
- Sex
- Age
- Marital status
- Sexual orientation
- Veteran status
- Citizenship status
- Gender identity and expression
- Physical or mental disability

We learn how to spot harassment.

A positive work environment is one that is free from harassment. When we know how to recognize harassment, we can help put an end to it. Examples of harassment include:

- Unwelcome sexual advances
- Racial slurs
- Jokes or negative comments about protected characteristics

Know that Nordson does not tolerate offensive behavior of any kind. Regardless of whether an act violates local law, if it goes against [our values](#), then it needs to be [reported](#) right away.

HARASSMENT:

Any unwelcome conduct toward another person that creates an intimidating, hostile or offensive work environment. It can be verbal or physical, spoken or written, in-person or via electronic communication, sexual or non-sexual.

We observe fair employment practices.

As part of our commitment to respecting others, we stand up against all forms of human rights abuses. Specifically, we:

- Comply with all applicable wage and hour laws.
- Report any unsafe working conditions.
- Never employ the use of unlawful child or forced labor.
- Fight to prevent human trafficking, always remembering to:
 - Refuse employee-paid fees of any kind in connection with the recruitment process.
 - Promptly return all submitted identification paperwork to employees (e.g., passports) in order to avoid unfair restriction of travel or other opportunities.
- Monitor suppliers and never knowingly work with any individual or organization that participates in human rights abuses.
- [Speak up](#) if we suspect any employees or suppliers of engaging in human rights abuses.



Affirmative Action
Policy Statement
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED



Equal Employment
Opportunity Policy
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED



Policy Against Human
Trafficking & Slavery
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED

EMPLOYEE-PAID FEES:

Can leave an employee, or potential employee, vulnerable to debt bondage. Debt bondage occurs when a person is forced to work off a debt and is essentially tricked into working for little or no pay.



Workplace Diversity and Respect (continued)

LIVING THE CODE

Q: A coworker confided in me that they noticed a coworker watching pornography on a Company device. I encouraged my coworker to report the situation, but they are too embarrassed to take action. What should I do?

A: If your coworker is afraid to make a report, then you should report the situation to your supervisor or the Human Resources Department. Nordson encourages all of us to report any violations of our Code, Company policy or the law. Reporting this incident helps ensure appropriate use of Company devices while promoting a respectful work environment.

Q: My supervisor often loses his temper and yells whenever he thinks we've done something wrong. Is that harassment?

A: Whether it constitutes harassment or not, the situation creates an uncomfortable work environment and violates [our values](#) and the commitment we've made to maintain a respectful workplace. Report this incident to someone else in management or any of the resources in the [Contact Information](#) section of our Code right away.

Q: A coworker relayed a story that makes fun of a certain ethnic group. I am not offended by the story, however, I think that some of my coworkers might not find the story funny. What should I do?

A: A story poking fun at a specific nationality, or racial or ethnic group is potentially offensive, and is inappropriate – even if some employees find it “harmless” and amusing. You should not repeat the story to your fellow employees to be sure that no one is offended. Additionally, if you feel comfortable, you should suggest to the storyteller not to share such stories as some employees could find them offensive. You should also report the incident to your supervisor, manager or any of the resources in the [Contact Information](#) section of our Code.

Q: I've been assigned to work closely with a coworker who in the past has made sexually suggestive comments to me. They make me so uncomfortable that it affects my concentration. What should I do?

A: Your best course of action would be to contact Human Resources about the situation. If you feel comfortable doing so, you could also try speaking directly to your colleague. Otherwise speak to your supervisor, manager or any of the resources in the [Contact Information](#) section of our Code.





Workplace Privacy

Our Commitment

We respect and protect personal information.

Our Commitment in Action

As employees, we frequently have to provide, or are provided with, personal information. When handling it:

We respect privacy rights.

Whether collecting, using, processing, storing or disclosing personal information, we understand what it is and comply with the data privacy laws and policies applicable to our roles and locations.

We only share when appropriate.

We use personal information only to the extent necessary to carry out our job duties, and we only share it with others when they have a business need to know it.

PERSONAL INFORMATION:

Anything that could identify someone, directly or indirectly. Some examples include:

- Name
- Address
- Email
- IP address
- Phone number
- Credit card information
- Health information
- Biometric information
- Geolocation data
- Employee ID

If you're not sure if something is "personal information," then treat it as though it is and reach out to your supervisor or manager for additional guidance.

LIVING THE CODE

Q: A report I found on the photocopier contains Human Resources records, including payroll information for our team. I do not want to get anyone into trouble, but I do not think it is right that this kind of personal information is left for all to see. What should I do?

A: You should immediately return the report to Human Resources and report your discovery and actions. Protecting confidentiality and privacy is the responsibility of each employee. Whoever left the papers in the copier will be counseled on their duty to protect the confidentiality of personal information.



General Privacy Policy
[LEARN MORE](#)



Workplace Safety

Our Commitment

We are committed to maintaining safe and healthy working conditions for everyone at Nordson.

Our Commitment in Action

To uphold our workplace safety commitment:

We protect ourselves and others.

We comply with all safety laws and regulations, as well as the safety practices and procedures Nordson has implemented. We also familiarize ourselves with Nordson's Safety Management System, and immediately report any unsafe or hazardous conditions or practices.

We prevent and report workplace violence.

As part of our commitment to workplace safety, we do not tolerate any acts or threats of violence by or against our fellow employees. This includes actual physical conduct, as well as intimidating or menacing behavior or language. If you are aware of any threatening behavior or actual or potential violence, you should report it at once.

WARNING SIGNS THAT COULD LEAD TO WORKPLACE VIOLENCE INCLUDE:

- Sudden, persistent complaints
- Poor relationships with colleagues
- Paranoid behavior
- Physical signs of irritation such as pacing, yelling or screaming

LIVING THE CODE

Q: There is someone at the door of our building claiming they forgot their work badge and can't get in. They seem sincere, and I feel like I have seen them in the building before. Is it OK if I help them by opening the door just this once?

A: No, letting someone into the building, even another Nordson employee, without confirming that they are appropriately authorized to be in our building could lead to safety and security issues. Your priority is to keep our facilities, and everyone within them, safe. If the person is claiming to be a Nordson employee or otherwise authorized to enter, ask for their name, and find someone who can confirm that they should be allowed in the building.

Q: Are contractors and business partners expected to follow the same safety policies and procedures as employees?

A: Absolutely. Supervisors are responsible for ensuring that contractors and business partners understand that they must comply with our high standards, as well as additional requirements the Company may impose.

Q: I've noticed some practices in my area that don't seem safe. Who can I speak to? I'm new here and don't want to be considered a troublemaker.

A: Discuss your concerns with your supervisor or manager. There may be very good reasons for the practices, but it's important to remember that at Nordson, raising a concern about safety is never viewed as causing trouble. It is being responsible. If your concerns are not resolved by notifying your supervisor or manager, contact any of the other resources in the [Contact Information](#) section of our Code.



Drugs and Alcohol in the Workplace

Our Commitment

We bring our best selves to work.

Our Commitment in Action

To help ensure a safe and healthy work environment:

We never work under the influence.

Use of illicit drugs or alcohol at work puts everyone's safety at risk and is not permitted. With limited exceptions for alcohol served and authorized at Company-sponsored social events, let's each work together to keep these substances out of our workplace.

Even medication can impair our abilities to work safely, so make sure any over-the-counter or prescription drugs are safe for use in our particular jobs and are used properly, as prescribed.

ILLICIT DRUGS:

Controlled substances that either aren't legally obtainable or have been obtained for illegal use. That includes using prescription drugs that have been prescribed to someone else or in a way that exceeds prescribed dosages.

We seek help when we need it.

If you are facing a problem with substance abuse and come forward voluntarily, Nordson will do its best to provide assistance through referrals and rehabilitation services.



Drug-Free Workplace / Alcohol & Drug Testing Policy
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED

LIVING THE CODE

Q: A coworker seems to be under the influence of drugs. I'm worried that they might create a safety risk and hurt themselves or others. What should I do?

A: You're right to be concerned. Speak with your supervisor or manager or any of the resources in the [Contact Information](#) section of our Code. Anyone on the job who is impaired by alcohol or any drugs is a safety risk. Steps need to be taken immediately to address the problem.

Q: My coworker shared that they have been using their spouse's prescription migraine medicine to alleviate bad headaches. They have used similar medication in the past. Is this something I should report?

A: Yes. Workplace policy prohibits the use of prescription drugs that have been prescribed for someone else. Speak with your supervisor or manager or any of the resources in the [Contact Information](#) section of our Code to help determine next steps.





Our Customers, Suppliers and Competitors

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 - 24 Dealing with Customers
 - 25 Product Quality and Safety
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Anti-corruption Laws

Our Commitment

We earn customer loyalty based on the merits of our products and people, not acts of corruption.

Our Commitment in Action

Our presence in numerous countries worldwide requires that we maintain our integrity and adhere to the highest ethical standards wherever we work. To do so:

We follow anti-corruption laws.

We comply with all laws, such as the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act and the United Nations Convention Against Corruption – in every jurisdiction in which we operate.

In order to comply with these laws and Nordson policy, all of us – including representatives of our Company – are prohibited from:

- Offering anything of value to obtain or maintain business
- Making improper payments through a third party
- Using Company funds or assets to influence others through bribes and kickbacks

We know how to recognize acts of corruption.

We avoid committing acts of corruption by first knowing how to spot them. Acts of corruption include any abuse of power for personal gain, such as **bribes** and **kickbacks**.

BRIBES:

Can be anything of value offered to influence a business decision, win or retain business or gain an improper advantage.

ZERO-TOLERANCE POLICY FOR KICKBACKS:

This means we cannot make or accept payments as compensation for being part of a business arrangement.

We distinguish facilitating payments.

In certain very limited circumstances, making small, infrequent payments to government employees to expedite routine matters may not be considered bribery.

However, the distinction is often difficult to define, so when uncertain, we consult with the [Legal Department](#).

Also, if you receive a request for payment from a government official, notify the [Legal Department](#) at once.

We avoid even the appearance of something improper.

Anti-corruption laws are complex, and the consequences for violating these laws are severe. We avoid any activity that could even be construed as an improper payment or gift, even if it is not.

We record accurately and completely.

Any payments permitted under these anti-corruption and anti-bribery laws – such as reasonable travel expenses for a government official to visit one of our facilities to witness a test of our equipment – must be accurately recorded in our accounting records.

GOVERNMENT OFFICIAL CAN INCLUDE:

- Officials, employees and agents of national, regional or local governments
- Military personnel
- Members of the executive, legislative and judicial branches of national, regional or local governments
- Candidates for political office, political parties and officials of political parties
- Employees, commercial businesses or other enterprises owned or controlled by national, regional or local governments

LIVING THE CODE

Q: One of our suppliers included an extra line item on their latest invoice labeled “special payments.” Is this something to flag?

A: Absolutely. This could be a legitimate expense, but we need additional details to be sure. Once you know more, if you have any concerns about the legitimacy of the expenditures, raise them right away with your supervisor or manager or any of the resources in the [Contact Information](#) section of our Code.

Q: I recently applied for a permit. I then learned that the associated government agency will evaluate it over the holiday season – a time when I give all of my contacts fruit baskets. Would it be OK to send this agency a basket as well?

A: No, it wouldn't. The rules for what we can give or offer to government officials, and even their relatives, are very strict. Before you offer anything of any value, check our policy and get approval. Although not intended, your gift could look like a bribe.



Import/Export Compliance

Our Commitment

We operate with integrity as our products and people move across the globe.

Our Commitment in Action

We export and import products and information to countries around the world, recognizing that our ability to conduct business internationally is a privilege, not a right. In order to maintain this privilege:

We respect national and international regulations.

Because we are a global company with operations and customers throughout the world, we follow the trade laws and regulations in each country where we do business, as well as applicable trade restrictions imposed by the U.S. government.

Export control laws in the United States and other jurisdictions in which we do business are very strict. They prohibit Nordson, our international subsidiaries and our distributors from selling to certain people, companies and countries. It's important that we adhere to these laws carefully.

Violations of export laws can result in civil and criminal penalties to the Company, and even criminal penalties against individual employees. We also risk losing our export privileges.

Every employee has a role to play in export compliance – if you have concerns that a transaction may violate export controls laws, contact the [Global Trade Compliance Group](#) for guidance. Common red flags to look out for include:

- Product capabilities that are inconsistent with the customer's line of business
- A freight forwarding address listed as the product's final destination
- The customer's name or address matches, or is similar to, a name or address on a sanctioned/denied party list
- A customer is seeking to purchase spare parts but has never purchased the applicable Nordson product or system
- A customer request for a package or shipping document to contain inaccurate, misleading or inconsistent information

EXPORTS:

An export includes the products and equipment we manufacture, as well as our software, technology and information. Even conveying information or technology during a phone call, a facility tour or during a customer visit can be considered an export.

We adhere to anti-boycott laws.

Nordson also follows U.S. and other global anti-boycott laws, where applicable. These laws prohibit us from participating in restrictive trade practices or unsanctioned boycotts.

If we receive a request to participate in an unsanctioned boycott, we comply with applicable government reporting requirements. If you believe you have received a boycott request or have any questions about boycott activities, contact our [Legal Department](#).

We seek guidance when needed.

Whenever we need assistance in determining whether we can ship a Nordson product, we contact the [Global Trade Compliance Group](#). Information about our Export Compliance Program can be found on our intranet.

RED FLAGS:

A red flag does not mean a violation has or will occur, but typically warrants seeking further guidance from the [Global Trade Compliance Group](#) and/or the [Legal Department](#).

LIVING THE CODE

Q: What should I do if I have an inquiry from an individual listed in a country that is currently sanctioned or embargoed by the U.S. government?

A: Do not respond and please forward the inquiry to the [Global Trade Compliance Group](#). Trade sanctions are complicated and may prohibit us from engaging in a broad range of transactions (including sales, marketing, procurement, education classes, verbal or written communications, phone calls and emails) with sanctioned entities and individuals, or individuals and entities in these countries.

Q: An international customer refuses to provide full information about the product's end-user, which I need in order to assess compliance with the export regulations in my country. Can I proceed without this information?

A: No. Explain to the customer that this information is needed to meet export control regulations. If you cannot obtain this information from the customer, then contact the [Global Trade Compliance Group](#) for assistance.



Conflicts of Interest

Our Commitment

We never allow personal interests or relationships to affect our judgment at work.

Our Commitment in Action

We each have the duty to avoid conflicts of interest, and even the appearance of conflicts, as they can harm our organization. That's why:

We follow Company guidelines when exchanging gifts and other courtesies.

Courtesies exchanged between businesses can build goodwill. However, a conflict can arise if the exchange is inappropriate. Keep the following tips in mind:

- Never exchange a gift or other courtesy if:
 - It is prohibited by law, or
 - There is an expectation that special treatment will follow.
- Avoid anything that is intended to or could appear to improperly influence the recipient.
- Know that gifts in the form of cash or a cash equivalent (e.g., a gift card) are never permitted.
- That the value of the courtesy exchanged must be considered modest and customary.

A CONFLICT OF INTEREST:

When a personal or family interest interferes with our abilities to make sound or objective business decisions on Nordson's behalf.

Keep in mind that rules governing the giving of gifts, favors and entertainment to any public government official are much stricter than those set forth in this section. Speak to your supervisor or manager before giving anything of value to a government official.

We carefully consider outside financial interests.

It is acceptable to have financial interests in any publicly traded company, even if that company is a competitor, customer or supplier of Nordson.

However, it's important that we avoid **significant** direct investments. Such interests could influence – or appear to influence – our business decisions. If you already have a significant investment in a company, speak to someone in the [Legal Department](#) right away.

SIGNIFICANT INVESTMENT:

Something greater than 1% of the outstanding shares of a publicly traded company.

We examine outside employment opportunities.

Outside employment or business interests, at times, can create a conflict of interest or interfere with our duties to Nordson. To protect our Company:

- Never take on an outside position with one of our suppliers, business partners or competitors.
- Never use Company resources or time to perform work for another company.
- Request written approval from the [Legal Department](#) before serving on a board of directors, or as a trustee or officer for any company other than Nordson.

We avoid improper personal benefits.

When someone from Nordson, or a member of their immediate family, receives personal benefits because of their position within Nordson, it's considered improper. Examples of improper personal benefits include gifts or loans from an entity with which we do business. We avoid accepting such benefits, as doing so violates [our values](#), our Code, Company policy and the law.

We don't allow personal relationships to influence business decisions.

To avoid conflicts – or even the appearance of one – we never supervise immediate family members, nor have them indirectly report to us. If you become aware of such a situation, report it to your supervisor or manager.

Similarly, we never have Nordson do business with a family member or with a business that a family member is a partner, director or officer of, without first speaking with our supervisor or manager. Permission from the [Legal Department](#) may also be necessary.

IMMEDIATE FAMILY MEMBERS:

Spouses, children, stepchildren, parents, stepparents, siblings, in-laws and any members of your household.

We disclose potential conflicts immediately.

Whenever aware of a potential conflict, we disclose it to our supervisor or manager for guidance and next steps.



Conflicts of Interest (continued)

LIVING THE CODE

Q: One of our customers has fallen ill and needs help with their hospital bills. We have such a longstanding relationship that I would feel terrible if I didn't contribute. Would that be OK?

A: Offering a customer anything of value that's worth more than \$100 is generally not allowed as it could appear to be a conflict of interest. Reach out to the [Legal Department](#) to see if there are other ways to show your support.

Q: I am considering a large purchase from a vendor, and I know that my brother-in-law's company would be a great fit. Would this present a problem?

A: Yes, it would. We never allow personal relationships to influence business decisions, or even appear to. Although you may have legitimate business reasons for wanting to work with your brother-in-law's company, the decision would appear improper and, therefore, must be avoided.

Q: I'd like to accept a part-time job on the weekends. It has nothing to do with my work at Nordson, and it would only be for a few months. Is that a conflict?

A: Probably not. It depends on factors like the type of job you have and the hours you'll be required to work. Talk to your supervisor or manager before accepting to make sure there is no conflict.

Q: I recently personally acquired part of a business that is a supplier to Nordson, and I'm concerned that Nordson will not approve. To avoid a conflict of interest, may I place my interest in the company in my brother's name?

A: No. First of all, if you are directly benefiting from the interest, then the conflict clearly exists no matter whose name the interest in the business is placed in. Secondly, our policy extends to ownership interests by relatives and family members. This means the conflict of interest would still exist and must be disclosed to the Ethics and Compliance Officer.





Antitrust/ Competition Laws

Our Commitment

We win business based on our great products – not unfair business practices.

Our Commitment in Action

Competition laws vary throughout the world, but share a common purpose: to protect and preserve a free market that provides high-quality goods and services at fair prices. To abide by these laws (sometimes called “antitrust,” “monopoly” or “cartel” laws) wherever we do business:

We avoid inappropriate business discussions.

In complying with antitrust laws, we never:

- Discuss pricing or price-related information with our competitors, even in casual conversation.
- Enter into an agreement with a competitor to divide markets, customers or territories.
- Discuss boycotting customers, suppliers or competitors.

If a competitor engages you in any of these types of discussions, you should stop the conversation immediately, and promptly report it to your supervisor or manager. Even the appearance of collusion can create significant risk for Nordson.

Arrangements with distributors and sales representatives regarding the division of markets, customers, territories, product lines or the like can raise antitrust/competition issues, as can arrangements with distributors or customers regarding minimum or maximum resale prices. While there are ways to engage in these arrangements legally, they can also result in civil and criminal penalties when undertaken or implemented incorrectly. It is important to contact the [Legal Department](#) when these topics arise.

We participate in trade shows responsibly.

Many of us frequently participate in trade association shows and meetings. In doing so, we are in contact with representatives from our competitors, and there is a greater risk of inappropriate business discussions. The best way to avoid an issue is to remove yourself from any conversation that doesn’t adhere to the guidelines in this section.

LIVING THE CODE

Q: During a trade association meeting, I was present when two of our competitors were discussing their low profit margins and complaining about deep discounts. I said nothing, but a few weeks later both competitor companies raised their prices. Should I have intervened at the meeting?

A: An authority could conclude that everyone at the meeting – whether they took part in the conversation or not – tacitly agreed to price fixing, even though there was never an explicit agreement. If you find yourself in this kind of situation, say that you feel the conversation is inappropriate, leave the meeting and contact someone in the [Legal Department](#) immediately.



Guidelines for Compliance with the
Unfair Competition Laws & Regulations

[LEARN MORE](#)



Fair Dealing

Our Commitment

We follow the standards of fair dealing at all times.

Our Commitment in Action

Our business conduct must always be guided by our integrity. When selling or marketing our products:

We provide only honest and accurate information.

Whenever we discuss our products, services and prices, we must speak truthfully and accurately to the advantages. We also must avoid false or misleading statements about our competitors and their products.

We gather competitive intelligence the right way.

To remain competitive, it is essential that we are aware of our competitors' business practices, but we must never come by this information illegally or unethically. Instead, we use good judgment and appropriate methods, such as researching publicly available materials (e.g., online articles) and soliciting customer feedback – not by bribing competitors or questioning new hires about former employers.

LIVING THE CODE

Q: I am conducting interviews this week and have lots of questions for an interviewee who used to work for a competitor. I'd love to inquire about their former employer's marketing strategies. Since the interviewee no longer works with the competitor, would that be OK?

A: No, asking for intel about a competitor from a former employee is not an appropriate way to gather information. Stick to publicly available resources and only ask questions that pertain to their qualifications for the job.



Nordson's Write
Smart Program
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED



Responsible Sourcing

Our Commitment

We only work with vendors, suppliers and other business partners that meet our high standards.

Our Commitment in Action

The third parties that work with us or on our behalf, our “business partners,” are often seen as a reflection of our Company. Under certain circumstances, we can even be held liable for their actions. That’s why we only work with those who are as committed to integrity as we are. This means:

We conduct due diligence.

When selecting business partners, we vet them carefully. Ways to do so include:

- Checking business registrations
- Verifying trade accreditations
- Checking public documents
- Reading news articles
- Searching the internet
- Speaking to previous customers

We then make a decision based on **objective criteria** discovered through the due diligence phase, not personal bias.

EXAMPLES OF OBJECTIVE CRITERIA INCLUDE:

- | | |
|----------------|---------------|
| ▪ Values | ▪ Reputation |
| ▪ Experience | ▪ Cost |
| ▪ Availability | ▪ Offerings |
| ▪ Quality | ▪ Reliability |

We work collaboratively with our business partners.

Once we have made the right decision about with whom to work, it’s then important that we:

- Set expectations so that they know to work honestly and ethically.
- Ensure they review this Code, our [Supplier Code of Conduct](#), our policies and any applicable laws.
- Put all contractual terms in writing.
- Monitor them closely to watch out for any signs of potential misconduct.
- [Speak up](#) if we see any signs of potential misconduct.

We source conflict-free minerals.

Revenue from conflict minerals has been linked to funding for groups engaged in extreme violence and human rights atrocities. We work closely with suppliers of raw materials, parts and components and communicate our expectation that vendors, suppliers and other business partners will comply with all applicable laws including laws aimed at providing [conflict-free minerals](#).

SIGNS OF POTENTIAL MISCONDUCT COULD INCLUDE A BUSINESS PARTNER:

- Receiving an unusually large payment
- Requesting a commission before providing a service
- Demanding a payment in cash
- Asking that a payment be made to a different entity
- Refusing to provide expense details



Conflict Minerals
Policy
[LEARN MORE](#)

LIVING THE CODE

Q: I was reviewing an expense report and noticed a large payment made to a business partner. We normally wouldn’t pay this much for the services rendered. What should I do?

A: Any payment to a business partner that seems excessive should be questioned. Look for supporting documentation and talk to the person who prepared the report to gather additional information. If the payment still seems unreasonable, then reach out to your supervisor, manager or any of the resources in the [Contact Information](#) section of our Code.



Dealing with Customers

Our Commitment

We work to cultivate the trust of our customers.

Our Commitment in Action

We provide safe, high-quality products that exceed our customers' expectations. To this end:

We encourage continual and open communication.

Effective communication is essential. It helps us understand our customers' needs and carry out the specifications of the contracts we have with them.

We respect confidentiality.

Nordson has a corporate culture of customer confidentiality. This means that we treat all nonpublic information we receive from a customer (or learn about a customer, its business, manufacturing operations or products) as customer confidential information, even if there is no nondisclosure agreement in effect.

We only share it with those within Nordson who have a need to know the information in order to complete assigned work on the customer's project.

Also, unless the customer has made public the fact that it uses our products, we treat the identity of the customer and our relationship with them as confidential information – never discussing such information with any other customers or third parties.

We keep important guidelines in mind.

When dealing with customers, we never:

- Impose territorial, customer or end-use restrictions on their ability to resell our products without prior approval of the [Legal Department](#).
- Try to get a customer to agree to any of the following without prior approval of the [Legal Department](#):
 - Buying all of their requirements of a particular product solely from us.
 - Dealing exclusively with Nordson.
 - Not purchasing competitive products.
- Require a customer to buy one product as a condition of our selling the customer another product.
- Offer competing customers different prices, discounts, rebates or other terms of sale for the same or similar products. The only exceptions would be when:
 - It is necessary to do so to meet the prices being offered by our competitors.
 - Customers are buying under a volume discount program.
 - There is some other business justification or legal reason for doing so.

If you are unsure how to proceed with any of these issues, please consult with our [Legal Department](#).

LIVING THE CODE

Q: I am determining how to price some of our products, and I want to consider market rates. Is that OK?

A: Yes, it should be fine. When it comes to pricing, we may certainly set prices for our products and equipment, or match our competitors' prices. We just want to avoid anything that would be unfair to our customers, like offering different prices for customers that compete against each other.

Q: I hope to set a sales record this quarter. Would it be OK to require one of our customers to buy a product they haven't asked for as a condition of a purchase they intend to make? I know they would find great value in having both.

A: You may offer the additional product, but make sure the customer knows the additional purchase is optional, not conditional. Requiring customers to purchase products they may not want or need is not how we do business.



Product Quality and Safety

Our Commitment

As an industry leader, we are dedicated to ensuring the safety and quality of our products and equipment.

Our Commitment in Action

We manufacture, distribute, import and sell our products and equipment with our customers' safety and satisfaction in mind. That's why:

We insist on quality and safety.

Providing safe, reliable, high-quality equipment to our customers is vital to our reputation and continued success. We follow all applicable laws and regulations regarding product safety, so that we provide products our customers can rely on and a name they can trust.

We report what we find.

It's everyone's job within Nordson to be sure that products manufactured are in compliance with required specifications, and it's important to make sure our products and equipment are safe for consumers. That's why we report any concerns regarding product or equipment safety, no matter how minor.

LIVING THE CODE

Q: I recently realized that one of the tests that we perform on a medical component is repeated further down the production line. I would like to skip the first test to speed up delivery. Would that be OK?

A: No, it would not. Skipping a required test is never OK. If you have ideas for speeding things up, share them. But until your ideas are approved, perform all required tests. Otherwise, you risk the safety of our customers.

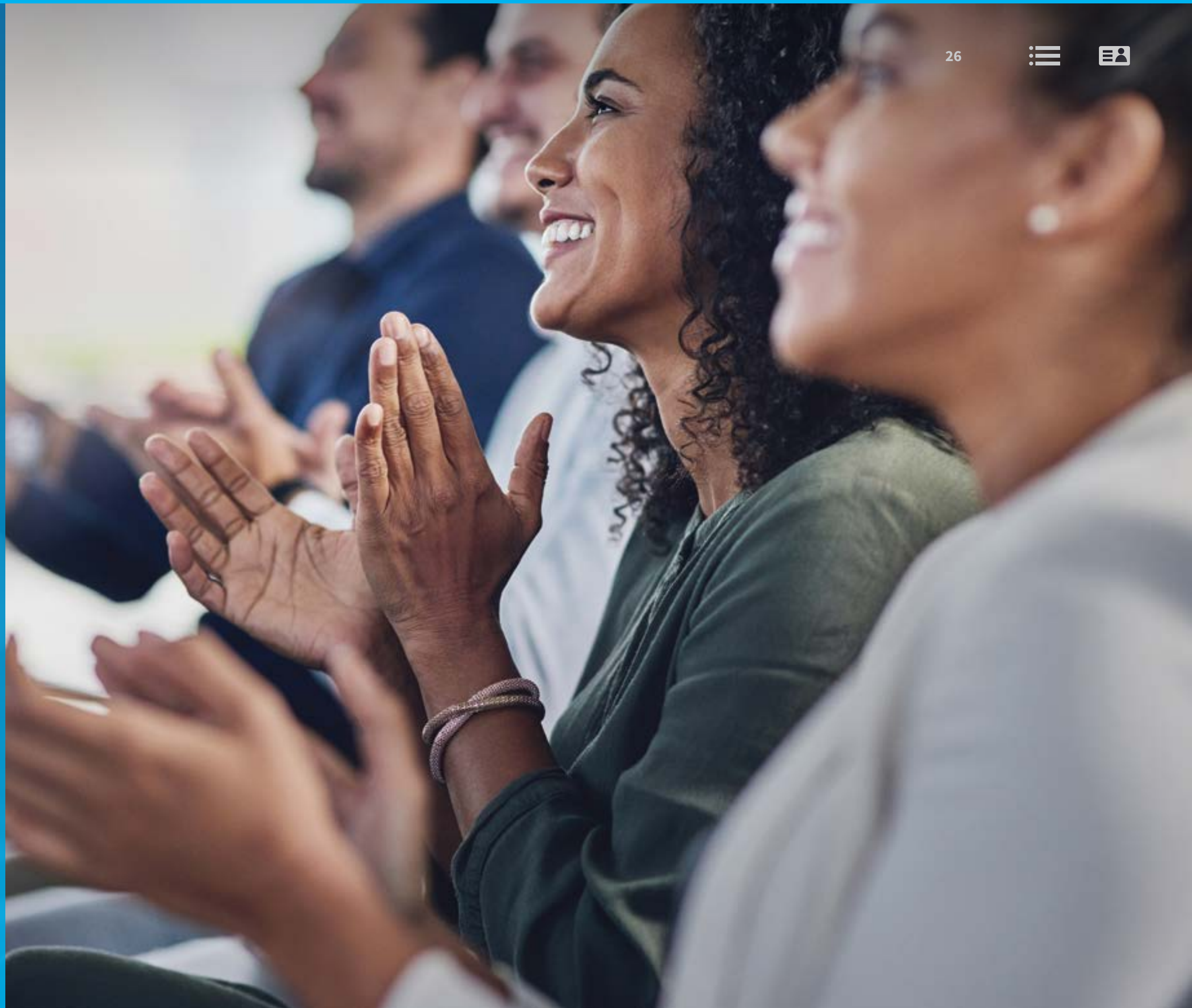




Our Shareholders

IN THIS SECTION

- 27 Recordkeeping, Reporting and Disclosure
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 - 31 Proper Use of Company Assets
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Recordkeeping, Reporting and Disclosure

Our Commitment

We make sure our books and records accurately reflect the financial state of our Company.

Our Commitment in Action

As a public company, it is vital that we maintain accurate records that give a thorough and honest picture of our financial status. The responsibility falls on each of us. That’s why:

We insist on accuracy and integrity.

We maintain truthful accounting by checking every entry we make in the Company **records** – financial and otherwise – for precision and completeness. We also:

- Ensure our records are properly maintained in accordance with records retention policies and schedules.
- Watch for fraud, dishonesty and other suspicious activity.
- Never give in to pressure to falsify a record or do anything else that’s unlawful or unethical.

EXAMPLES OF RECORDS INCLUDE:

- Expenses
- Invoices
- Purchase orders
- Payroll
- Tax records
- Benefit claims

We hold certain personnel to a higher standard.

Certain personnel are expected to be familiar with and adhere to Company accounting practices and financial laws and regulations. In addition, they have to make certain that the information contained in our public financial disclosures is full, fair, accurate and understandable.

Lastly, our senior financial officers are also required to:

- Help maintain and assess internal controls and procedures so that our reports and disclosures comply with all applicable laws and regulations.
- Promptly report to the Chief Financial Officer, Ethics and Compliance Officer, the external [Helpline](#) and/or the Chairperson of the Audit Committee any gaps or inefficiencies that could impair our public disclosures or reports.
- Openly and honestly interact with the individuals who prepare our financial statements and with our external auditors.
- Ensure that employees who carry out accounting or financial reporting functions know and abide by these principles.

To maintain our reputation for financial reporting, each of us must [report](#) any accounting or reporting violations that come to our attention.

CERTAIN PERSONNEL:

Individuals that are held to a higher standard when it comes to financial reporting and disclosure. They include:

- Chief Executive Officer
- Chief Financial Officer
- Senior Financial Managers
- All finance and accounting personnel



Records Retention Policy & Schedule
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED

LIVING THE CODE

- Q:** A coworker told me they may wait to submit an expense report because their team has already reached its budget for the month. This seems wrong. What should I do?
- A:** Remind them of the rules, then follow up to make sure it was submitted correctly. Having an accurate record is more important than making budget. It will be easier for them to explain a budget miss than a lie.



Complying with Audits and Government Investigations

Our Commitment

We respond appropriately to authorized audits and government investigations.

Our Commitment in Action

We feel privileged that so many customers trust and rely on our products and equipment. A key component to maintaining that trust is ensuring we are transparent and compliant when cooperating with audits and investigations. That's why:

We save our records.

If informed that our records are necessary to any ongoing or possible lawsuit, audit or investigation, we take exceptional care to preserve those records – never destroying or altering any document relevant to this request.

If unsure whether such a notice is in effect, reach out to one of the lawyers in the [Legal Department](#). They are well-equipped to answer any questions you may have. They also can respond fully to any government official's needs, so forward all government inquiries.

We respond truthfully.

If ever asked by the [Legal Department](#) to help respond to a request directly, tell the truth. We provide accurate and complete information and never conceal or falsify business information or attempt to influence or mislead an investigator. We also never encourage anyone else to behave improperly.

Any actions that derail or attempt to derail an audit or investigation may be a punishable offense and could lead to termination, in accordance with local laws and regulations, or put the Company at risk of criminal prosecution.

LIVING THE CODE

Q: A government official arrived at my factory location for a surprise audit. I politely and professionally greeted them, and then contacted the Legal Department so they could help. Was that the right response?

A: Yes. We always cooperate with government inspections, investigations and requests for information, and pointing the official in the direction of the [Legal Department](#) was the best way to do just that.





Insider Trading

Our Commitment

We never trade on material, nonpublic information, or tip off others so they may trade on it.

Our Commitment in Action

We believe in fostering trust in the marketplace and ensuring equal access to information – giving everyone a fair chance to invest in our Company. That’s why:

We never trade on material, nonpublic information.

During the normal course of our work for Nordson, we may come across information that is both:

- **Material** – meaning it would affect the price of a security (often stock) of a company and
- **Nonpublic** – meaning it hasn’t yet been **released to the public**

We must not use this information to make decisions about buying or selling stock for financial gain. This is a form of insider trading – an illegal practice that can lead to severe consequences.

MATERIAL, NONPUBLIC INFORMATION INCLUDES:

- News of mergers or acquisitions
- Quarterly or year-end sales and earnings reports
- News of a significant sale of assets
- An unannounced stock split
- Changes in senior management
- Noteworthy new products or developments

We avoid “tipping” on material, nonpublic information.

Insider trading laws also forbid “tipping,” or providing material, nonpublic information to another person who uses that information to trade stock.

To prevent this, you must not disclose material, nonpublic information – whether it applies to Nordson or another company – to anyone outside the Nordson organization, including friends or family members. You must also avoid discussing this information with fellow employees unless there is a business need for doing so.

Insider trading and tipping are both violations of our Code and the securities laws of the United States. If you have any questions or concerns regarding insider trading or tipping activities, contact the [Legal Department](#) for guidance.

WAYS INFORMATION MAY BE RELEASED TO THE PUBLIC INCLUDE:

- Press releases
- Earnings releases
- Form 8-K filings with the U.S. Securities and Exchange Commission



Insider
Trading Policy
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED

LIVING THE CODE

Q: I have been planning to buy some additional shares of a business partner’s stock, but I heard today that there is a big change coming in their executive leadership team. I’m not sure if this information has been made public. Can I go ahead and purchase the stock since I had planned to do so before I learned this news?

A: Intending to purchase before hearing the news is irrelevant. News of an executive leadership change is material information – it’s important that you find out if the information has been made public. Seek guidance and, until you’re certain, don’t trade.

Q: My team is working with a customer in the medical space to design and develop medical devices. We recently learned that the customer will be receiving regulatory approval for a new device or product. Would it be OK to purchase stock based on this information since it doesn’t involve Nordson?

A: No, it would not. This information is still considered material, nonpublic information regardless of which company it’s associated with. You may not trade on this information unless and until it is made public.



Protection and Ownership of Information

Our Commitment

We understand the value of the proprietary and confidential information in our care and our responsibility to protect it.

Our Commitment in Action

Let's each do our part to safeguard Nordson's proprietary and confidential information. As a company:

We know what Nordson information should be kept confidential.

Examples include:

- Intellectual property, such as our ideas, creative work, designs and know-how that represent a significant investment of our time and resources resulting in intangible property such as trademarks, trade secrets, patents and copyrights.
- Proprietary business information about our Company, such as business plans, marketing strategies and customer lists.
- Proprietary technical information about our current products, processes, or services, or those that are in development.

- Financial information related to our Company's performance, including budgets and forecasts.
- Any information – business or technical – that is nonpublic.
- Any information that our Company would not want shared with competitors or customers.

We work to ensure our confidential information is not mistakenly disclosed.

Our proprietary information is one of our Company's most valuable assets. The responsibility falls to each of us to:

- Follow our classification standards and records retention policies.
- Only share confidential information with those who have a business need to know it.
- Avoid conversation about confidential information in public places.

We respect the confidential information of our suppliers, competitors and customers.

We recognize that our responsibility to protect confidential information from misuse and disclosure extends to any information other companies share with us as well. Use project or customer code names where one has been designated.

LIVING THE CODE

Q: Last week, some of our engineers in the medical space were in a brainstorming session with a customer. A ton of ideas were thrown out from both sides, and I believe one of them was used again in a meeting with a different customer this morning. Does that present a problem?

A: Maybe. If the idea was originally suggested by the customer from last week, then it could be considered their intellectual property. If you believe this is the case, reach out to the [Legal Department](#) to determine next steps. Then speak to your team about the importance of keeping track of ideas and honoring customer input.

Q: A former employee has asked me for copies of materials we worked on together when they were with Nordson. I also discovered that they already have a lot of printed and digital Nordson materials and data. What should I do?

A: Do not give them the information they have asked for. It may be confidential. They breached our policies by taking our information with them when they left Nordson, and there could be further issues if they have used or revealed the information to others. The obligation to keep confidential information secure applies both during and after employment. Talk to your supervisor, manager or any of the resources in the [Contact Information](#) section of this Code. They will decide what action is needed to protect our information in this case.



Information Security
Program
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED



Proper Use of Company Assets

Our Commitment

We use Company **assets** – everything that we own or use to conduct business – responsibly and in ways that guard against waste and abuse.

Our Commitment in Action

In general, our use of Nordson assets is meant for business purposes, so we keep the following in mind:

We protect physical assets.

We take care to prevent theft, damage or misuse of physical assets and use them in a way that reflects positively on Nordson and our customers.

We never use Company-issued electronic communication devices, such as laptops and smartphones, for improper or unethical purposes that could constitute harassment, including:

- Communicating sexually explicit or offensive statements
- Viewing obscene or offensive materials
- Using profanity, discriminating or derogatory comments
- Threatening or abusive language

We use electronic assets appropriately.

While we are allowed limited personal use of the internet and other electronic communications, we don’t let it interfere with our jobs.

When using Company-provided devices or telecommunication tools, such as voicemail, we understand that the information we send or receive is not private.

While Nordson may not have a practice of continuously monitoring employee electronic communications activity, it does reserve the right to do so.

PHYSICAL ASSETS INCLUDE:

- Computers
- Office supplies
- Phones
- Furniture

ELECTRONIC ASSETS INCLUDE:

- Internet access
- Emails
- Servers
- Voicemails

We protect against cyberattacks.

No matter how strong our systemic defenses are, we each must stay vigilant and use common sense in order to avoid cyberattacks, examples of which include:

- Phishing – emails that ask users to click on a link and enter their personal information
- Malware – code that could steal data or destroy something on a computer (e.g., Trojans, viruses and worms)
- Ransomware – malware that threatens harmful activity (e.g., publishing personal information) unless a ransom is paid

Stay alert to the most common malicious threats to our networks and implement best practices, such as using strong passwords and never clicking links or downloading attachments from unknown senders.

We use social media responsibly.

During working hours, we are expected to use social networking platforms only for legitimate business purposes.

We also post responsibly at all times:

- When posting about Nordson, we disclose our relationship to our Company and label any posts as personal and purely our own.
- We avoid posts that could cause unreasonable harm to Nordson employees (e.g., anything criminal in nature or that would constitute harassing or discriminatory behavior).
- We never reveal any proprietary and/or confidential information about Nordson’s business practices or reference any of our customers or business partners without their consent.
- We watch out for posts others have tagged us in and change our social media settings in ways that ensure we must approve tags first.

Lastly, we understand that the [Corporate Communications Department](#) maintains a presence on social networking sites such as Facebook, Twitter and LinkedIn, and make sure any official statements or postings are directed to – and handled only by – their team or its designees.



Proper Use of Company Assets (continued)

LIVING THE CODE

Q: I have an online greeting cards business that I operate from home usually on the weekends. On days when I finish lunch early, can I use my Nordson computer to process orders from the previous day?

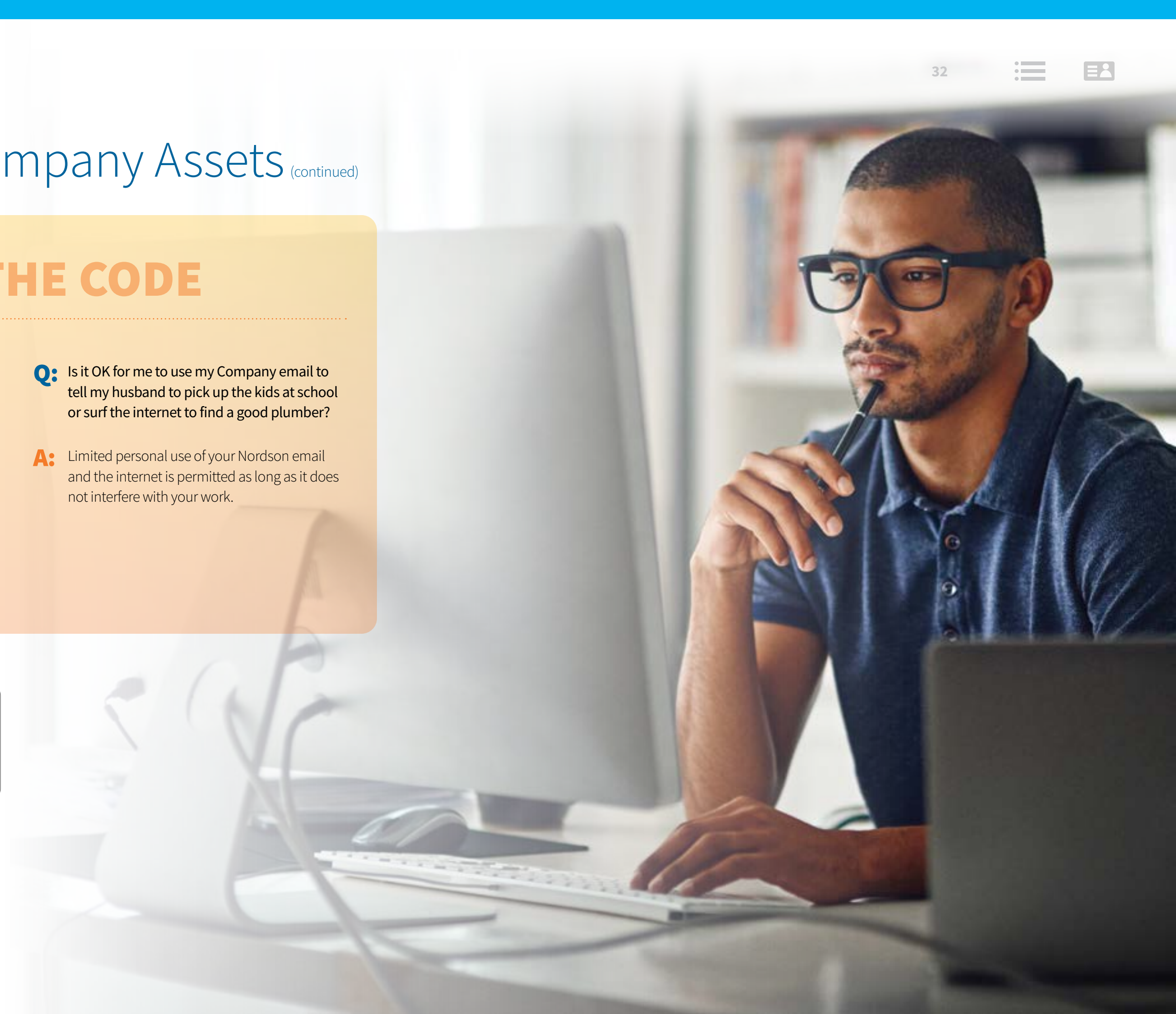
A: No. Our policies prohibit you from carrying out other business on our digital systems. Run your business from home, using your own digital systems.

Q: Is it OK for me to use my Company email to tell my husband to pick up the kids at school or surf the internet to find a good plumber?

A: Limited personal use of your Nordson email and the internet is permitted as long as it does not interfere with your work.



Social Networking
Policy
[LEARN MORE](#)





Speaking With One Voice

Our Commitment

We work to send one clear, consistent message on behalf of our Company.

Our Commitment in Action

Everything that we communicate about Nordson can have an impact on our reputation, coworkers and brands. That's why:

We let Nordson speak for itself.

So that communications about Nordson are accurate and consistent, we ensure only designated spokespersons communicate with the public on Nordson's behalf. Any media requests or inquiries from investors or securities analysts are immediately directed to our [Corporate Communications Department](#).

We seek approval first.

If we are ever invited to speak on behalf of Nordson concerning any aspect of our business, we only do so with prior approval from our manager. We never speak publicly about Nordson if we are not authorized or trained to do so.

We know our rights.

Nothing in our Code, or in our policies, is intended or should be construed to interfere with, or limit, our legal rights. Based on Nordson's compliance with laws that protect the rights of employees, we know that we may speak publicly about matters of public concern and engage in protected concerted activities related to the terms and conditions of our employment.

LIVING THE CODE

Q: Someone has posted a claim on an online social network about Nordson that I know is false. I think it's important that we correct the mistake. Is it OK if I go ahead and post a response?

A: While it may be tempting to correct the information and engage with the source of the posting, you should instead contact the [Corporate Communications Department](#) and let them take the necessary steps.



Public Communications
Policy

[LEARN MORE](#)



Our Communities

IN THIS SECTION

- 35 Corporate Citizenship
 - 35 Personal Political and Charitable Contributions
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Corporate Citizenship

Our Commitment

We aim to have a positive impact on the communities around us.

Our Commitment in Action

Each one of us has the power to make a difference. And when we pool our time, talent and resources together, we can go further. That's why:

We have a long and proud history of investing in the communities where our employees live and work.

We strongly believe it is our responsibility as a corporate citizen to share our success with our communities, which is why we donate 5% of our U.S. pre-tax profits to support charitable endeavors every year. As we grow, we continue to positively impact more people each year through volunteering, donations, scholarships and more.

We encourage employees to give in ways that are personally meaningful.

We provide opportunities to get involved through six community engagement programs that together create The Nordson Impact. These programs include:

- Nordson Corporation Foundation, which awards grants to nonprofits in the U.S.
- Time 'n Talent, which represents employee volunteer efforts worldwide

- A Time to Give, which is our annual employee giving campaign
- Nordson BUILDS Scholarships, which supports local college students
- Matching Gifts, which doubles the donations Nordson employees or retirees make to nonprofits in the U.S.
- Nordson Corporate Donations, which supports programs around the world that fall outside the bounds of Nordson Corporation Foundation

LIVING THE CODE

Q: I found a volunteer organization that I really love. In fact, I volunteer with them about an hour every week. Is this level of effort supported by Nordson?

A: Absolutely. Our employees volunteer thousands of hours each year, and we couldn't be prouder. To show our support, we offer a \$500 Dollars for Doers grant for any organization an employee volunteers with for 40 hours in a year.

Personal Political and Charitable Contributions

Our Commitment

We are encouraged to be active citizens in our communities.

Our Commitment in Action

Participating in the political process is part of being a good citizen and a productive member of society. In order to do so responsibly:

We keep politics personal.

It is important that we never represent Nordson at any political, civic or charitable event without prior approval from our supervisor or manager. Unless Nordson sponsors the event, participation in these types of activities must be on our own time and at our own expense, and should not interfere with our job duties.

LIVING THE CODE

Q: I have a good friend who is running for political office and has asked if I would endorse them at a rally being held outside work hours. Is that a problem?

A: No, it shouldn't be. Just be sure to make it clear that your endorsement is your own personal action and that you're not speaking on behalf of Nordson. If the rally or other campaign volunteer event is during work hours, be sure to use your PTO.



Our Political Policy
[LEARN MORE](#)



Environmental Protection

Our Commitment

We respect the environment wherever we do business.

Our Commitment in Action

We conduct our business in an environmentally responsible manner. Specifically:

We know the law.

If our job involves making decisions about environmental compliance, we learn the various complex laws and regulations that affect the tasks of that job. If we are not confident about a particular process related to our environmental duties, then we review our policies and reach out to a supervisor or manager for help.

We minimize our environmental footprint.

Ways we support our environment include:

- Identifying best practices for reducing emissions and waste and improving the efficient use of all resources, including water, energy and fuel.
- Ensuring that all waste products, hazardous materials and other similar substances are stored, handled and disposed of in accordance with our policies and applicable laws.
- Reporting any instance of unsafe handling of waste products to a supervisor or manager immediately.

LIVING THE CODE

Q: I recently learned that one of our storage containers has a design flaw that may cause it to leak fluids that can harm the environment. What should I do?

A: You should [speak up](#). Whenever you learn of a practice that could have a negative impact on the environment, contact your supervisor or manager or use one of the other resources in the [Contact Information](#) section of our Code.



Safety, Health &
Environmental Policy
[LEARN MORE](#)

INTERNAL CONNECTION REQUIRED



Contact Information

External Helpline

NAVEX Global

Confidential and available 24 hours a day, seven days a week.

United States: 1.888.391.3196

Other countries and web-based reporting:
www.nordson.ethicspoint.com

Legal Department

Jennifer McDonough

Executive Vice President,
General Counsel and Secretary
440.414.5022

Jennifer.McDonough@nordson.com

Susan Warner

Senior Corporate Counsel
440.414.5232

Susan.Warner@nordson.com

Arthi Tirey

Chief Intellectual Property Counsel
440.414.5741

Arthi.Tirey@nordson.com

Ethics and Compliance Officer

Jennifer McDonough

Executive Vice President,
General Counsel and Secretary
440.414.5022

Jennifer.McDonough@nordson.com

Human Resources

Please contact your local representative or access [myHR](#)
via NordNet or by using a kiosk at your workplace.

Investor Relations and Corporate Communications

Lara Mahoney

Vice President,
Investor Relations and Corporate Communications
440.204.9985

Lara.Mahoney@nordson.com

Global Trade Compliance

Manda Bennett

Manager
Global Trade Compliance, Freight and Logistics
440.985.4877

Manda.Bennett@nordson.com

Environmental, Health and Safety

Bob McCory

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Bob.McCory@nordson.com

Supply Chain Management

Dan Vassel

Director
Supply Chain Management, Global Advanced Technology
760.985.4560

Daniel.Vassel@nordson.com



Acknowledgment Form

By signing below, I acknowledge that I have received my copy of the Nordson Code of Ethics and Business Conduct ("Code"). I understand that each Nordson employee, director, agent, consultant and contract worker is responsible for knowing and adhering to the principles and standards of this Code.

I further acknowledge and agree that this Code is intended to provide a general overview of our Company's policies and does not necessarily represent all such policies and practices in effect at any particular time. I understand my responsibilities in respect to the guidelines, which include an obligation on my part to raise questions and concerns, report to the corporation any suspected violations of the guidelines and to cooperate with investigations if I am requested to do so.

Finally, I understand that failure to follow this Code may result in disciplinary action, in accordance with local laws and regulations, up to and including termination.

Name (Please Print)

Signature

Date

WAIVERS OF OUR CODE:

This Code of Ethics and Business Conduct is written to apply to all Nordson directors, officers and employees. In the unusual case where a provision of this Code should be waived, this may only be done through specific procedures. Any waivers of the Code for members of the Board of Directors or executive officers must be approved by the Board of Directors. All other waivers must have the written approval of the General Counsel. If such a waiver is granted, Nordson will promptly disclose it as required by law or securities regulations.

