

## **Purpose**

The sustainability policy describes NCAB Group's overarching position on our commitment to working as a company at the forefront of sustainable business development and compliance to applicable laws and regulations. It illustrates how our sustainability work, based upon the ISO 26000 framework covering topics ranging from human rights to business ethics, both strengthens relationships and adds value to our stakeholders.

## **Scope**

All personnel at NCAB.

## **Responsibility**

Every person within NCAB Group is responsible acting in accordance with the Sustainability Policy to make sure NCAB Group becomes "The Number 1 PCB producer wherever we are".

NCAB's management team are responsible for ensuring the right competence and resources are allocated within their areas of responsibility in order to ensure work is carried out in accordance with this policy.

The owner of this policy is the Strategic Purchasing Manager.

## **Description**

### **Policy statement:**

### **Sustainability Policy**

NCAB is committed to sustainable business through constant stakeholder engagement / dialogue and measuring performance of our measurable goals against the focus areas as defined in our sustainability strategy.

We shall act in accordance with environmental, social and ethical considerations in our approach to business development and act in compliance with laws. We shall always seek to identify and eliminate all kinds of risks before they occur, through:

- Take full responsibility throughout the supply chain.
- Attract, keep and develop the best employees.
- Steer our stakeholders towards more sustainable products and processes.
- Comply with laws and regulations.

### **Process overview:**

To meet this commitment, NCAB shall follow our strong common values and full responsibility business culture that is key to aligning our global business and integrating a sustainable mindset in our everyday decisions. As part of this commitment:

- This sustainability policy shall be implemented through a comprehensive business management system and that the effectiveness of this system is regularly reviewed to ensure that we achieve the demands of our stakeholders.
- The CEO shall ensure that policy compliance reviews are undertaken annually as part of the NCAB Group management review process and in accordance with NCAB's corporate governance policy, with findings communicated to the Board of Directors via a self-assessment report.
- We will actively seek to engage in dialogues with our closest stakeholders ( including but not limited to customers, factories and freight forwarders) to encourage a broader understanding, and more effective management, of sustainability issues

- NCAB shall operate with accordance to the framework of ISO 26 000 and any necessary regional laws and regulations. This shall be verified through our annual external self-assessment according to ISO 26 000 as scheduled by the Strategic Purchasing Manager.
- The Group Function and Management teams shall be responsible for ensuring that polices and routines are communicated and implemented effectively so that any sustainable risk shall be detected and acted upon as necessary.
- Performance data is gathered and presented within the annual NCAB Group Sustainability Report and this data shall be used as the basis for performance improvement planning.
- We shall establish and have both factories and NCAB Group employees work within established Code of Conduct expectations.
- We shall perform sustainability audits in our suppliers in order to meet our target of all main factories audited by 2018 and then continue in accordance with the agreed plan as scheduled by the Strategic Purchasing Manager.
- High employee engagement, and being a healthy and happy work place
- Work with sustainable product development and comprehensive quality improvement work to minimize scrap and resources used in the supply chain.
- Knowing our sustainability impact through evaluation, control and measurement of our organization and suppliers, to ensure that we work with securing sustainability aspects (environmental, social and ethical) in the business whilst continuing to act according to regional laws.
- Sustainability evaluation in selecting and approving new suppliers.
- Ensure that all personnel within NCAB have the necessary training and education in order to carry out their tasks in accordance with expectations and applicable demands.

### **Accountable documents**

5.2.4 Corporate Governance Policy  
5.2.5 HR Policy  
5.3.3 NCAB Values  
5.2.2 Environmental Policy  
7.4.2.52.1 Sustainability Audit  
8.2 Management protocol template  
9.1.1 Risk Management procedure  
NCAB Group Sustainability Report

### **Attachments**

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2017-10-17

DATE  
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ACCEPTED BY

DATE CHANGED  
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MADE BY

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REG.NO  
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PAGE

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REVISION  
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