

## 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 with 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 is responsible for ensuring the right competence and resources are allocated within their areas of responsibility to ensure work is carried out in accordance with this policy. The owner of this policy is the Group Sustainability Director.

## Description

### **Policy statement:**

### **Sustainability Policy**

NCAB is committed to sustainable business through constant stakeholder engagement / dialogue and monitoring performance of our measurable goals against the focus areas 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 or mitigate all kinds of risks before they occur, through:

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

### **Process overview:**

To meet this commitment, NCAB shall follow our common strong 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 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, freight forwarders, and owners) to encourage a broader understanding, and more effective management, of sustainability issues.

2017-02-12

DATE CREATED

Peter Kruk

ACCEPTED BY

2024-06-28

DATE CHANGED

Anna Lothsson

MADE BY

2024-08-28

DATE REVIEWED

Peter Kruk

REVIEWED BY

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- NCAB shall operate in accordance with the ISO 9001 and ISO 14001 standards and any necessary regional laws and regulations. This shall be verified through our annual internal audits and external certification audits, scheduled by the Quality System and Operations Manager.
- The Group Function and Management teams shall be responsible for ensuring that policies 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 in the NCAB Group Annual and 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 at our suppliers, focusing on our main factories, in accordance with the agreed plan, scheduled by the Group Sustainability Director.
- High employee engagement and being a healthy and happy workplace.
- 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 People & Culture 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 Annual and Sustainability Report

### **Attachments**

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