

Purpose

The policy describes NCAB Group's overarching position on our commitment to achieving 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. NCAB Group is a participant of the United Nations Global Compact and is committed to aligning its operations and strategies with the ten principles on human rights, labour, environment, and anti-corruption.

Scope

This policy applies to all entities, operations, and employees within NCAB Group globally.

Responsibility

Every person within NCAB Group is responsible for acting in accordance with the Sustainability Policy. 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.

Policy statement

NCAB Group is committed to sustainable long-term value creation by integrating environmental, social, and ethical considerations into our strategy, governance, and everyday decision-making. We work with constant stakeholder engagement and dialogue and monitor performance against measurable goals within the focus areas defined in our sustainability strategy.

NCAB Group shall act in compliance with applicable laws and regulations and proactively identify, eliminate, or mitigate sustainability-related risks across our operations and value chain by:

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- Taking full responsibility throughout the supply chain
- Attracting, engaging, and developing the best people
- Steering our stakeholders towards more sustainable products and processes
- Complying with laws and regulations

NCAB Group commits to protecting the environment by reducing resource use, waste, emissions, and environmental risks across our operations and value chain, while continuously improving our environmental performance. NCAB Group is equally committed to respecting human rights, promoting fair and safe working conditions, and conducting business ethically and transparently, in line with our Code of Conduct and applicable laws.

Policy role and hierarchy

This Sustainability Policy sets the overarching principles, commitments, and governance framework for sustainability within NCAB Group. The policy is supported and implemented through topic-specific policies, procedures, standards, and management system requirements, including but not limited to environmental, people & culture, risk management, and supplier sustainability documents.

2017-02-12

DATE CREATED
Peter Kruk

ACCEPTED BY

2026-04-27

DATE CHANGED
Anna Lothsson

MADE BY

2026-05-07

DATE REVIEWED
Peter Kruk

REVIEWED BY

5.2.6

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All

COMPANY

Process overview

This policy shall be implemented through a comprehensive business management system and the effectiveness of this system is regularly reviewed to ensure that we meet applicable legal requirements, stakeholder expectations, and internal objectives.

NCAB Group operates through certified management systems in accordance with ISO 9001 and ISO 14001, supporting consistent quality, environmental performance, and continual improvement across the Group.

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.

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