

## **Modern Slavery & Human Trafficking statement for Nobia AB**

### **Statement for financial year 2019**

This statement has been developed in accordance with the Modern Slavery Act 2015 and sets out Nobia Group's commitment and actions to understand and, as far as possible, prevent the risk of modern slavery and human trafficking taking place in our operations or supply chains.

Modern slavery is a crime that encompasses slavery, servitude, forced labour and human trafficking'. Modern slavery has no place in our business or supply chains and Nobia Group has a zero-tolerance approach to Modern Slavery and welcomes the requirements of Section 54 of the UK Modern Slavery Act.

We acknowledge the risk of forced labour occurring in global supply chains and understand that Modern Slavery risk is not static, hence we will continue to develop and strengthen our practices to protect people from unlawful and immoral practices. We are strongly committed to playing our part in eradicating modern slavery.

#### **Our business**

Nobia is a leading European kitchen provider and its operations span from development and manufacturing to distribution and sales. Kitchen solutions are sold under some fifteen brands as well as under private labels. Nobia has production facilities in several European countries, where the kitchens are manufactured and assembled. Sales to private individuals are conducted through own stores and a network of franchise stores and retailers. Nobia's products are also sold to professional players such as construction companies and property developers. Our supply chain is global.

Nobia is organized so that the first stages of the value chain; product development, sourcing, production and logistics have Group-wide management functions. The group wide structure enable capitalization on

scale and the possibility to a harmonized and structured approach to risk assessment and due diligence.

Our production facilities are in the Nordics, UK and in Central Europe. In total Nobia has around 6,000 employees. Nobia's employees are primarily permanent. Only approximately 1, 5 cent of our employees are temporary; they are located in Sweden, the Netherlands and the UK.

Nobia has around 600 suppliers of direct material in its supply chain, of which the absolute majority are based in Europe. The core components of the products, such as chipboard, MDF, paint, hinges, drawer units, edging and worktops, are supplied by European companies. Nobia has several suppliers of appliances for different customer segments and its ambition is to always be in a position to supply products from the leading appliance companies.

We understand that our biggest exposure to Modern Slavery is in our supplier's operation, hence, we are taking several steps to mitigate the risk of modern slavery in our supply chain. Centralised sourcing provides Nobia with the opportunity to apply a structured work method in terms of setting requirements, and monitoring and developing suppliers' work. Our supply chain extends across different markets. To govern this environment, we have a policy framework and processes to support our ambition to promote business ethics, respect for human rights, and the environment in our supply chains.

## **Our policy framework**

Corporate responsibility and corporate sustainability is anchored in Nobia's corporate culture and is underpinned by a policy framework. Our framework for human rights encompasses Nobia's Code of Conduct, our policy on modern slavery and our Supplier Code of Conduct and aims to create responsible and sound business operations for the long term. Our commitment means that we support and respect international conventions on human rights, work actively on employee well-being and promote diversity and equality. Using our tool for supplier evaluations, we evaluate and monitor such issues as compliance with human rights.

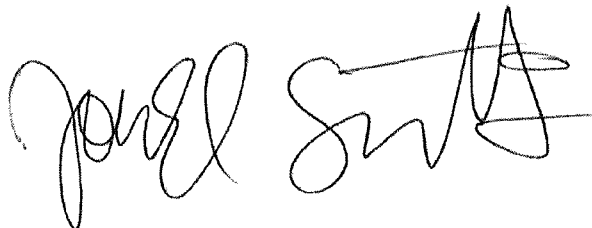
- Code of Conduct; our Code of Conduct govern all business and operations and is based on the UN Universal Declaration of

Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD guidelines for multinational enterprises.

- Supplier code of conduct; our supplier code of conduct is a binding part of our supplier agreement and regulates and govern Nobia's requirements on suppliers with regards to labour conditions, human rights, business ethics, environmental performance etc.
- Sustainability strategy; our sustainability strategy is our roadmap with four long term focus areas. One focus area is responsible sourcing.

## **Our way of working**

Sustainability is an integrated part of our operations and is pursued at various levels, from the Board's approval of Group-wide policies and principles to operational reviews, risk assessment and goal-oriented work in our business units. Sustainability should permeate our entire business and all our employees have a responsibility to contribute to our sustainability agenda. Our engagement and commitment have been implemented in frameworks and work processes. At Group level, we have a central sustainability function responsible for strategic sustainability led by our Head of Sustainability.



Jon Sintorn,  
Group CEO Nobia AB

