

# nobia



**Nobia Environmental  
and climate policy**

## Introduction

As an industry leading kitchen manufacturer, environmental sustainability is very important for the Nobia Group.

Nobia strives to promote climate action, circular solutions, resource efficiency and the use of more sustainable materials along the value chain. By utilizing our leading position and taking sustainability leadership we hope to become an inspiration to others.

The Nobia Group sets ambitious targets which have produced a real and noticeable difference on our climate impact, which has resulted in several sustainability awards for Nobia, as can be seen in our sustainability report. This policy is based on environmental and climate impact, risk and opportunities and clearly underlines our commitment to environmental management.

## Scope

This policy applies to all Nobia employees, managers, consultants and anyone working for Nobia Group, worldwide.

# Requirements

## 1. Commitments and goals

1.1 To continuously improve our environmental standards and lead the industry by providing a good example of the possibilities of environmentally conscious production.

1.2 To communicate and deliver according to our strategy and objectives.

1.3 Staying ahead of the curve in terms of modern and eco-friendly business.

## 2. Regulatory compliance

2.1 The Nobia Group complies with laws, regulations, and contractual requirements as a minimum and work to improve the environmental credentials of our products and processes beyond what standards and laws require.

## 3. Stakeholder engagement

3.1 The Nobia Group identifies and maintains an open and ongoing dialogue with our stakeholders to get their help to understand and react to market expectations.

## 4. Product

4.1 The Nobia Group continuously works to ensure sustainability is a focus area in our product development on all markets.

4.2 The Nobia Group seeks to make a systemic improvement across our product offer to further integrate environmental principles.

4.3 The Nobia Group strives to improve environmental documentation for products in order to enable certification and labelling of products and buildings.

4.4 The Nobia Group evaluates environmental impact in the value chain.

## 5. Sourcing and supply chain

5.1 The Nobia Group includes environmental requirements in supplier agreements and assesses suppliers on their environmental performance.

5.2 The Nobia Group enables and promotes improved sustainability performance and code of conduct compliance in our supply chain through continuous goal-oriented work.

5.3 The Nobia Group has implemented processes and routines to prohibit placing illegally harvested timber and timber products on the European market.

5.4 We strive to increase the share of wood from certified sustainable sources in our products.

## 6. Production

6.1 The Nobia Group embrace the possibilities of the circular economy and constantly adapts and evolves our ways of working to respond to and stimulate a move towards a more resource efficient society where waste is turned into resources.

6.2 Reduces the use of harmful substances and ensures that waste is handled in a safe and environmentally friendly manner in all production sites. Nobia also strives to minimize waste and reduce fossil fuel dependencies.

6.3 The Nobia Group develops our manufacturing processes with focus on energy- and resource efficiency and applies a principle of continuous improvement and development.

## **7. Transportation**

7.1 The Nobia Group strives to find new solutions and thinking around how we transport our products to our clients in order to reduce our transport related carbon footprint.

## **8. Packaging**

8.1 The Nobia Group continuously works to optimize packaging as a means of reducing the environmental impact from goods transports and uses reusable or recyclable materials for our packaging.

## **9. Energy**

9.1 The Nobia Group strives to use energy as effectively as possible in order to reduce waste and greenhouse emissions.

9.2 The Nobia Group uses renewable energy sources to the highest possible degree, as a means of reaching our environmental goals.

## **10. People**

10.1 Promote a work environment where environmental consideration is integrated into our daily work

10.2 Integrate environmental and climate awareness into relevant competence development.

10.3 The Nobia Group minimizes our carbon footprint related to business travel through a comprehensive and ambitious travel policy.

## **11. Acquisition**

11.1. The Nobia Group conducts assessments of environmental performance when considering acquisitions and uses these assessments as an important criterion for final decisions.

## **12. Disclosure and reporting**

12.1. The Nobia Group ensures that our environmental policy and the steps we take to promote environmental and climate consideration in our business and operation is communicated to our stakeholders.

12.2. Use our environmental reporting to help create awareness, provide management, and enable our stakeholders to track our performance.

## Roles and responsibilities

Body/function/individuals	Roles and responsibilities
Board of directors	Responsible for policy approval.
CEO	Responsible for the day-to-day operations of the company which includes the implementation of this policy.
Head of Sustainability	<b>Head of Sustainability</b> is the policy owner with the overall responsibility for deciding the company's sustainability strategy and monitoring its implementation, approving sustainability-related policies, and reviewing related guidelines, ensuring appropriate and effective communication and reporting on Nobia's sustainability management and results to the Board of Directors. Responsible for reporting any noted violations of the policy.
Group VPs/Country Managing Directors/Production Directors/ /Regional and local management	Responsible for leading by example and ensuring that this policy and related standards are implemented and adhered to, and that all relevant employees are made aware of the policy and its requirements. Ensure that risks are properly assessed, controlled, and communicated, and that all relevant personnel receive the required training.
Group Sustainability	Responsible for establishing and maintaining Nobia's sustainability strategy and a group wide internal sustainability management system. The team is also responsible for developing, analyzing, and preparing reports relating to sustainability to Group Management, and developing sustainability management capabilities across the organization. The team also develops, analyzes, and prepares reports on the group's environmental and climate performance.
Supply Chain Directors	Are responsible and accountable for the implementation of this policy across supply chain activities.
Management, employees, and contract workers of all entities in the Nobia Group including contractors and suppliers	Responsible for adhering to and staying up to date with this policy and reporting any observed incidents or policy breaches.

# Glossary

## **Sustainability**

Sustainability refers to the strategic work of creating long-term stakeholder value by focusing on and balancing the ethical, social, environmental, cultural, and economic dimensions of doing business. The concept of sustainability is composed of three pillars: economic, environmental, and social—also known informally as profits, planet, and people.

## **Climate consideration**

Climate consideration refers to the organization's assessments, ambitions, and initiatives to identify, understand and reduce the operations impact on the climate, such as greenhouse gas emissions, but also the impact that climate change may have on its operation.

## **Environmental consideration**

Environmental consideration refers to the organization's assessments, ambitions, and initiatives to identify, understand and reduce the operations impact on ecological values throughout the value chain.

## **Stakeholder**

Stakeholder refers to a person, group or organization that affect or can be affected by the organization's actions, objectives, and policies. Some examples of stakeholders are investors, owners, employees, legislators, customers, suppliers, unions, and the community impacted by the operation.

## **Carbon footprint**

Carbon footprint refers to the total greenhouse gas emissions caused by a process, product, etc.

## **Resource efficiency**

Resource efficiency refers to the processes of maximizing the usage of resources and minimizing the need for new uptake of natural material and resources. Resource efficiency means using the Earth's limited resources in a sustainable manner while minimizing impacts on the environment. It allows us to create more with less and to deliver greater value with less input.

# Deviations

No exemptions from this policy can be granted unless there are exceptional circumstances or if the policy is obviously not applicable. All requests for exemptions must be made in writing to the policy owner. The policy owner must assess and decide on each request individually. Exemptions must be duly logged and documented.

# Confidentiality Classification

## **Public**

## Policy Revision

This policy must be reviewed and approved by the Board of Directors at least every two years. It may be amended at any time with the approval of the Board of Directors. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.

Effective date of current version:

**May 2021 (template update only)**

Effective date of original version:

**October 2019**

Version:

## Associated Policies & Manuals

- **Modern Slavery Policy**
- **Wood policy**
- **Code of Conduct**
- **Supplier Code of Conduct**
- **Nobia' s external commitments such as CDP Forestry, CDP Climate Change, The UN Sustainable Development Goals, Sustainability reporting in accordance with the Global Reporting Initiative (GRI)**

## Contact

**Owner: Nobia Group Sustainability**

For more information, please contact Nobia Group Sustainability

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