

# nobia

## Environmental- & Climate

POLICY



## Introduction

The global challenges facing the world require responsible leadership and systematic work. Nobia strives to be a positive force in society by enabling a more sustainable life in the kitchen and promoting sustainable practices throughout its value chain.

## Scope

This policy applies to everyone (managers, employees, consultants etc.) at every Nobia subsidiary.

## 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 Chairman of the Board. In the event of any discrepancies between the English version of this policy and a translated version, the English version will be binding.

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Owner: Nobia Board of Directors

Author(s): Group Director Sustainability

## Document Sign Off and Approval

Role	Individual	Purpose	Date
Group Director Sustainability	A. Hamnö Wickman	Preparation	2024-07-30
BoD	Members of BoD	Approval	2024-09-11

## General guidelines

### 1. Commitments and goals

Nobia is committed to:

- Designing kitchen products that contribute to a more sustainable life in the kitchen.
- Promoting sustainable products, materials, and production to thereby enable cleaner and more circular material flows.
- Taking climate action based on scientific facts and strive to contribute to a low carbon transition in our value chain.
- Encouraging suppliers and partners to adopt similar environmental principles as Nobia.
- Giving appropriate weight to this climate- and environmental policy when making future planning and investment decisions.
- Setting targets and objectives to make continuous improvements within the area of environmental management and climate consideration.

### 2. Regulatory compliance

Nobia shall always comply with laws, regulations, and contractual requirements. In addition, Nobia aim to continuously improve the environmental credentials of products and processes beyond what standards and laws require. Furthermore, Nobia will take a proactive approach to environmental legislation that affects its business.

### 3. Stakeholder engagement

Nobia has a wide range of stakeholders and engaging with them enables the company to understand their needs whilst also enabling business development. Nobia will always strive for open dialogues with its stakeholders and promote the sharing of best practice to reduce the environmental footprint of its value chain.

### 4. Product

Nobia strives to use design and product development as tools for enabling a more sustainable living in the kitchen. Consequently, Nobia integrates sustainability as a central part of innovation and development of new products. Furthermore, Nobia strives to assure a comprehensive offering of eco labelled kitchen products and providing product environmental footprint data to promote sustainable consumption.

### 5. Sourcing and supply chain

Nobia strive to enable and promote improved sustainability performance and code of conduct compliance in its supplier relations. Consequently, Nobia includes environmental requirements in supplier agreements and recurrently assesses suppliers on their environmental performance.

Nobia has implemented processes and routines to prevent placing illegally harvested timber and timber products on the European market. Furthermore, Nobia strives to source its wood from certified sustainable sources, such as certified sustainable forests.

### 6. Production

Nobia embraces the possibilities of the circular economy and constantly adapts its ways of working to respond to and stimulate a transition towards a more resource efficient operation. Nobia develops its manufacturing

processes with focus on energy- and resource efficiency and applies principles of continuous improvement and development. Nobia strives to further reduce the use of harmful substances and ensures that waste is handled in a safe manner in all its production sites.

## **7. Transportation**

Nobia strives to continuously reduce the carbon footprint from transport of goods. Internally and in collaboration with others Nobia strive to optimize transportation and identify new solutions to reduce the carbon footprint from transportation of products to clients.

## **8. Packaging**

Nobia continuously works to optimize packaging as a means of reducing the environmental impact of packaging materials. Assessments and trials to transition to more sustainable packaging solutions are done continuously.

## **9. Energy**

Nobia promotes the use of renewable energy sources and to reduce the fossil dependency. Nobia uses only renewable electricity in its production.

## **10. People**

Nobia promotes a work environment where environmental consideration is integrated into the daily work. Nobia Integrates environmental and climate awareness into relevant competence development.

Nobia strives to minimize its carbon footprint related to business travel by promoting travel free meetings, digital meeting solutions as well as regional initiatives related to electrification and optimization.

## **11. Risk management**

Nobia is aware of the possible climate impact and the effects it may have on its operations and business and include climate adaptation into risk assessment.

## **12. Acquisition**

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

## **13. Disclosure and reporting**

Nobia ensures that its climate- and environmental policy and the steps taken to promote environmental and climate consideration in the business and operation is communicated to its stakeholders. Nobia's environmental reporting is used to help create awareness, provide management, and enable the company's stakeholders to track 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.
Group Director Sustainability	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/ 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 group wide internal sustainability management processes. The team is also responsible for developing, analysing, and preparing reports relating to sustainability to Group Management, and developing sustainability management capabilities across the organization. The team also develops, analyses, and prepares reports on the group's environmental and climate performance.
Supply Chain Directors	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 / Corporate sustainability**

Sustainability refers to the strategic work of creating long-term stakeholder value by focusing on and balancing the environmental, social, and economic dimensions of doing business. In short corporate sustainability can be described as the responsibility of enterprises for their impact on people and planet and that this responsibility can be taken by integrating social, environmental and ethical concerns into their business strategy and operations. This is sometimes also referred to as Corporate Responsibility.

### **Circular economy**

The circular economy is a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible. In this way, the life cycle of products is extended. In practice, it implies reducing waste to a minimum. When a product reaches the end of its life, its materials are kept within the economy wherever possible. These can be productively used again and again, thereby creating further value.

### **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.

### **Carbon footprint**

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

### **Product Environmental Footprint**

Product Environmental Footprint data in this context refers life cycle assessment of a product's environmental impact through its full value chain, by the impact categories required by the European life cycle assessment standard for construction products EN 15804+A2.

### **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

## 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

For more information, please contact Nobia Group Sustainability

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