

INTEGRATED MANAGEMENT SYSTEM POLICY

Quality | Health & Safety | Environment | Social Responsibility | Security



The NKT vision, on which our EXCELLENCE 2020 strategy builds, is to become the best power cable company in the eyes of our customers and our employees.

We are a multinational corporation with over 3,300 employees, with headquarters in Brøndby, Denmark. We have production facilities in a number of European countries and have distribution channels all around the world. NKT has its own R&D units, skilled jointers, and an industry-leading cable-laying vessel. We are an experienced and responsible supplier with over 125 years of tradition in the power cable manufacturing business, delivering turnkey solutions to our customers. We design, manufacture, install, and service power cable systems for low-, medium-, and high-voltage solutions. We are a signatory of the United Nations Global Compact and the Europacable Industry Charter, and we follow the Voluntary Principles on Security and Human Rights. As an employer, we strive to ensure a secure work environment, to prevent all forms of discrimination and abuse, and to respect diversity. Our entire organization works within the scope of the Integrated Management System designed according to the requirements of ISO 9001, OHSAS 18001, ISO 14001, and SA 8000, thus ensuring the highest standards for our business.

Safety and Security

We are committed to ensuring safe and healthy working conditions for our employees and contractors by implementing initiatives and processes that prevent work-related injuries and occupational diseases and that mitigate the potential hazard of external threats. We have a culture that supports and manages physical and psychological well-being by ensuring engagement, consultation, and participation of our employees and employee representatives. All employees are committed to continuously identifying and eliminating hazards and reducing risks in order to prevent work-related injuries, illness, threats to security and human rights, and environmental incidents. We have implemented methods to measure and continuously improve safety awareness and safety-conscious behavior in our organization. We have established processes to ensure that information will be treated according to its classification considering the required levels of confidentiality, availability, and integrity.

Compliance

We focus on compliance with applicable laws and regulations as well as agreed stakeholder requirements and applicable industry and management systems standards. We have signed the UN Global Compact declaration, and we proactively monitor and evaluate our quality, health, safety, environmental, security, and social responsibility compliance and act according to our Business Code of Conduct. We also expect that our suppliers will fulfill the requirements of our NKT Business Code of Conduct for Vendors and Business Partners.

Sustainability

We are committed to developing a long-term sustainable business by continuously reducing the environmental impact of our operations and by protecting the environment. Our products are designed, manufactured, installed, and serviced with careful consideration of the utilization of natural resources and energy consumption. A focus on pollution prevention and the reduction of consumption and waste is a point of interest in every process. We consider the end-of-life of our product portfolio starting

already from the solution design stage. As a socially responsible company, we actively support relevant UN Sustainable Development Goals.

Reliability

We strive to be our customers' first choice, and we consider quality to be our main competitive advantage. Delivering the best products and services on time to our customers according to defined specifications, customer needs, and the active prevention of non-conformance is the way we work at NKT. We focus on managing the risks and opportunities related to our operations, business processes, and stakeholders' requirements in order to continuously improve our performance and fulfill our customers' requirements. Respect, responsibility, and professionalism are essential behaviors in our organization in order for us to ensure operational excellence. The satisfaction of our customers and employees through an honest partnership defines our vision and way of working.

Challenge

Part of our culture is to challenge the status quo in order to offer best-in-class products and services to our customers. We are a learning organization and are committed to continuously improving all of our business processes and our Integrated Management System performance. NKT communicates this policy to our stakeholders, engages employees in the development of the Integrated Management System, makes regular reviews of ways of working, and carries out continuous improvements to achieve:

- A continual reduction of work-related incidents;
- A continual reduction of energy consumption, greenhouse gas emissions, and water consumption;
- Compliance of our products with customer and legal requirements, on time delivery, and optimal resource utilization;
- A continual increase in customer and employee satisfaction; and
- Confidentiality, availability, and integrity of information.

Passion

Our passion brings power to life. At NKT we work with passion to strengthen the continuous improvement of our corporate culture through safety-conscious behaviors and environmentally friendly practices. We leverage the creativity of our employees and best industry practice for improving our business. We want to go beyond actual requirements when we see opportunities to enhance our efficiency, quality performance, and ability to eliminate hazards. An emphasis on excellence in leadership at all organizational levels is intended to ensure sufficient attention, resources, and support in order to continuously improve and fulfill the needs of our stakeholders.

NKT commit to keep this policy updated, to implement and maintain its Integrated Management System, and to continuously improve its quality, health & safety, and environmental performance as well as its security and social responsibility. All employees and suppliers are obligated to adopt and follow this policy.

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