



Sustainable development and ethical rules

Sustainable development is an important element of Nowocoat Industrial A/S, which is an integrated part of our management system. We are certified according to ISO 9001/14001/28000 and SDG.

Therefore, we also work with and are certified within the UN's 17 Sustainable Development Goals as part of our everyday life.

The conditions we focus on include:

SDG - 3 - Health and well-being, sub-goal 3.9

SDG - 8 - Decent work and economic growth, sub-goals 8.3, 8.7 and 8.8.

SDGs - 12 - Responsible consumption and production, sub-goals 12.4, 12.5 and 12.6

Our environmental goal is to reduce the impact on the surrounding society and environment through efficient use of energy and materials. It is important to us that our consumption of renewable resources per unit produced is reduced – but also that it takes place under proper and decent conditions, so that neither employees nor the environment are unnecessarily affected.

The whole mindset - proper conditions from start to finish, both in terms of people, products, health and the environment is important to us. Therefore, it is natural for us to work with the 3 SDGs 3-8-12 and the current sub-goals, which together reflect the values we attach great importance to. This, combined with the good dialogue and cooperation in the supply chain, helps to ensure development and sustainable solutions for the benefit of people and the environment.

Our environmental policy is, among other things, about the following:

- Comply with safety, health and environmental legislation.
- To minimize resource consumption, thereby reducing pollution and waste.
- Prevent pollution.
- Optimizing electricity, heat and water consumption in daily work
- Only approved subcontractors are used.
- To prevent accidents at work.

What has been achieved in 2023

An ISO 9001/14001/28000 & SDG audit from DNV was conducted in spring 2023. In addition, there have been external audits in relation to IWAY and IKEA.



Security roundups have been carried out monthly. Current results are linked to SDGs to ensure a better understanding in the organization. All results are directly linked to a report with root cause analysis and corrective/preventive action.

A lot of work has been done on SDG 12, responsible consumption, and the importance of this in relation to SDG 3, health and well-being and SDG 8, decent work. This is important for the owner Waterland, but also important for customers of Nowocoat Industrial A/S, e.g. IKEA.

A major digitization project has been initiated, which involves location and batch traceability, bills of materials of finished goods, etc. It is an important element of ISO 28000. The project has also meant a focus on recycling/reduction in obsolete raw and finished goods, which in turn is a direct positive element in the SDGs and the current SDGs. More than 50% of obsolete items are recycled.

Sustainability is seen directly in the production process. There is now monitoring on selected production units with a focus on electricity/heat, and thus a direct saving on behavioral changes alone. The starting point was a saving of 10% - we have achieved 30%.

Finally, in 2023, an ESG report, LCA for Nowo metal Combi WB and IsoWood primers and topcoat for outdoor wood, update of Eco label for interior and exterior paint for wood - DGNB for roof painting and submission of application for the Nordic Swan Ecolabel for roof paint. ESG 2023 shows that our total energy consumption (in GJ) has decreased by more than 40% over the last 2 years.

The Goals for 2024 are:

- Extended producer responsibility – increase the share of recyclable or recycled materials by 10% (12.4/12.5/12.6)
- Extended producer responsibility – Influencing private label customers (PL) to choose more environmentally friendly and/or more easily recyclable or recycled packaging (12.4/12.5/12.6). The goal is that 25% of all PL customers choose more environmentally friendly solutions.
- Energy optimization, reduction by an additional 10% compared to 2023 (12.4/12.5/12.6) per litre produced;
- Energy optimization, reduction of CO2 footprint by 5% per liter produced (12.4/12.5/12.6)
- Training of employees in relation to observations. (3.9/8/12.4. /12.5/12.6). The goal is for my 2 to complete a safety round.



We are constantly looking to develop our communication about the SDGs. Email signature, public statement and ongoing training of our employees are important elements here.

Code of Conduct

Nowocoat Industrial A/S has a Code of Conduct, the essence of which is that our suppliers have a set of ethical rules and a management system that reflects responsibility and sustainable development. Traceability in our products and development is important - but we also focus on ensuring that our partners have an approach that demonstrates responsibility at all levels.

- Risk hedging is important.
We expect our suppliers to work systematically with improvements and self-monitoring as a basis for compliance with the Code of Conduct
- We expect our business partners to comply with applicable rules and laws in the country in question regarding salary and employment conditions, so that there is a reasonable balance between work and leisure for the employee. Child labour may not be used (children under 15 years of age)
- We do not allow any form of discrimination.
- A signed labor contract must be available to all employees in a form and in a language understandable to the employee.
- Trust, respect, integrity, and honesty are essential to Nowocoat.
- Any form of corruption runs counter to the goal of doing good business.
- We have zero tolerance for corruption in any form.

For Nowocoat Industrial A/S, the good dialogue and cooperation in the supply chain help to ensure development and sustainable solutions.

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