

The Nolato Spirit





STRONGER TOGETHER

Our 'One Nolato' approach provides customers with the benefits of combining world-class, cross-sector know-how and technologies with a local presence. This is what sets Nolato apart. We believe it's important to work closely with our customers and suppliers to make sound decisions based on their feedback, and to give them access to our collective expertise and extensive resources across the entire group.

Responsible business conduct

Nolato has a long tradition of responsible business conduct. It's part of our company's spirit to be a good employer and corporate citizen, to take responsibility for what we do and always apply sound business ethics. We believe that a future-oriented, responsible approach is not only necessary from a sustainability perspective, but also creates opportunities and business benefits. Especially when combined with our firm focus on efficiency and professionalism.

This document brings together our core business principles and values in terms of business mission, vision, how we achieve our vision and, of course, our Basic Principles. Our Code of Conduct ('the Code') is a separate document; it serves as an ethical compass, guiding everything we do, and should always be followed by all Nolato employees.



Anders Björklund
President and CEO



OUR BUSINESS MISSION

Nolato is a global, innovative partner in the design and manufacture of polymer products and systems. Building on decades of experience and in-depth technical know-how, we offer leading customers close, long-term cooperation, with an emphasis on a circular economy and sustainability.

We create added value for customers, shareholders and employees through detailed knowledge of each customer's requirements, early involvement in their projects, advanced project management and highly efficient production.





OUR VISION

Nolato aims to be the customer's first choice of innovative partner in sustainable design and production.

Being the customer's first choice means being repeatedly chosen as a partner for a customer's most important projects. Nolato should be viewed as a reliable partner that combines expertise and experience with an innovative approach, takes responsibility and actively contributes to sustainable development, and puts the customer's specific needs front and center.

Achieving our vision

The key factors in achieving our vision are:

Long-term customer relationships

Long-term, close cooperation is the objective for all Nolato's customer relationships. In-depth understanding and knowledge of customer processes and needs, combined with continuity that creates experience, help generate key value.

Broad customer offering

Customers are increasingly prioritizing suppliers with the global resources and expertise to be involved from concept to delivery. That's why Nolato's global organization and broad customer offering comprises everything from concept development, product design, procurement of products and services, and process optimization to high-volume production, post-processing, assembly and logistics. And there is an emphasis on sustainable development throughout all stages of the process.

Expertise

Our customers constantly challenge us with new requests and tougher requirements. We enhance our customer offering by continually raising employees' skill levels and investing in cutting-edge technologies and acquisitions. Synergies between business areas increase value for Nolato customers and are achieved through a 'One Nolato' approach.

Local yet global presence

Proximity to customers and their markets is crucial. It's about achieving the most efficient logistics possible, along with short lines of command and the ability to make quick decisions, close to our customers.

High productivity

High productivity and a continual focus on costs are key elements of our business. Lean manufacturing maximizes business benefits for both Nolato and its customers, while it also helps to streamline processes, optimize use of resources, cut lead times, and develop innovative and sustainable solutions.

Responsible business conduct

We have strong core values based on the view that responsible, efficient and profitable business operations must be ethical and sustainable. Areas relating to ethics, social responsibility, the environment, and health and safety are therefore an integral part of our business and key to defining Nolato's corporate culture.

Sustainable procurement

Nolato's supply chain is an extension of Nolato's network and capabilities. Our strategic suppliers should strive to have a positive impact on people, society and business value, minimize their impact on the environment, and comply with Nolato's Code of Conduct, as well as supporting other Nolato initiatives.

Solid finances

A strong financial position provides us with firm foundations and is essential for our business. Ensuring solid finances also makes Nolato a reliable supplier and partner for the long term over multiple business cycles.



Long-term customer relationships

Broad customer offering

Expertise

Local yet global presence

High productivity

Responsible business conduct

Sustainable procurement

Solid finances

Our Basic Principles

Nolato's Basic Principles have been developed over many years and provide a platform of common values for all group operations.

WE ARE PROFESSIONAL

We are professional and endeavor to achieve long-term profitability

Nolato's long-term profitability is important for our future. Therefore, we all need to adopt a professional approach and focus on profitability in all aspects of our work.

We focus on the needs and wishes of our customers

Since our customers are the foundation of our business, their needs and wishes must always come first. We aim to be involved in their projects from the start, so that we can actively contribute our expertise.

We combine expertise and experience with innovative approaches

Combining our experience and expertise in polymers with innovative approaches and continual improvements will bring us closer to our vision of being customers' partner of choice.

WE ARE WELL ORGANIZED

We ensure our operations are well organized

All aspects of our operations should be well organized, right down to the smallest detail. Making constant improvements is a natural part of our day-to-day work.

Our operations are based on a shared foundation

Nolato's operations are based on a shared foundation of commitment, expertise, technology and values. Active and well-organized cooperation between all our units enables Nolato to be greater than the sum of its parts.

We grasp opportunities and solve problems when they arise

We create the optimum potential for our business by combining target-based management with a clear division of responsibility and authority. This allows all employees to develop according to their own capabilities and goals and those of the company.

Professional Well organized Responsible

A woman with short brown hair, wearing a blue shirt, is smiling and gesturing with her hands while speaking. In the background, a man with glasses and a dark shirt is listening attentively. The image is semi-transparent, allowing the text to be overlaid.

WE ARE RESPONSIBLE

We take responsibility for all aspects of our business

We are accountable for all impacts that our business has, now and in the future.

We contribute actively to sustainable development

We work actively to ensure our operations have as little effect on the environment and human health as possible. We therefore engage in activities that contribute to sustainable development.

We operate with integrity and transparency

We apply good business ethics, avoid conflicts of interest and value transparency both within the company and externally.



Nolato is a Swedish publicly listed group with operations in Europe, Asia and North America. We develop and manufacture products in polymer materials such as plastic, silicone and TPE for leading customers within medical technology, pharmaceuticals, consumer electronics, telecom, automotive, hygiene and other selected industrial sectors.

Our customer offering comprises most technologies in the field of polymers and spans the entire value chain, from solutions-oriented development to product delivery.

The Nolato Spirit has been adopted by the Board of Directors of Nolato AB and will be updated from time to time, as necessary. This document can also be found online at www.nolato.com/nolato-spirit.

Nolato's Code of Conduct, which serves as an integral part of The Nolato Spirit, can be found as a separate document and online at www.nolato.com/nolato-code-of-conduct.