

date: August 2020

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A handwritten signature in black ink, appearing to read "Nigel Davis".

Corporate Social Responsibility Policy

Nordiko Technical Service's reputation is founded on our commitment to quality and reliability. The Company provides world-class thin film process systems and supporting components for integration into thin film process systems for manufacturing. Additionally, we deliver technically advanced integrated systems for R&D applications involving thin film processing.

Nordiko Technical Services Limited (hereafter referred to as the Company) recognises the responsibilities we have to our employees, customers, suppliers and the wider communities in which we live and work as well as the environment as a whole.

We support, within our sphere of influence, a set of core values outlined in The Ten Principles of the United Nations Global Compact, the UN standard for responsible business in the areas of human rights, labour, the environment and anti-corruption. This policy should be read in conjunction with our Health and Safety Policy, Environmental Policy and Anti-Bribery & Corruption Policy.

The Company embraces these Ten principles and will conduct its business within the guidelines of **The UN Global Compact's Ten Principles**.

In its business operation the Company is committed to maintaining our corporate social responsibility and we will work in conjunction with our staff, supply chain and interested parties to ensure the requirements of this Policy are fully implemented.

Health & Safety Policy Statement

Nordiko Technical Services Limited is dedicated to providing a safe and healthy environment for employees and customers, protecting the public and preserving The Company's assets and property.

Environmental Policy Statement

Nordiko Technical Services Limited is committed to the conservation and improvement of the environment and to minimising the environmental impacts of the risks arising from its activities.

The Company's commitment to the environment is reinforced by our ISO 14001 environmental management system, and identifies opportunities for improved environmental performance of our product through technical innovation and process effectiveness.

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Corporate Social Responsibility Policy

Ten Principles of the UN Global Compact

Corporate sustainability starts with a company's value system and a principled approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption. Responsible businesses enact the same values and principles wherever they have a presence and know that good practices in one area do not offset harm in another. By incorporating the Global Compact Principles into strategies, policies and procedures, and establishing a culture of integrity, companies are not only upholding their basic responsibilities to people and planet, but also setting the stage for long term success.

The UN's Global compact's Ten Principles are derived from the Universal Declaration of Human Rights, The international Labour Organisations Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Human Rights

Principle 1 - Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2 - make sure that they are not complicit in human rights abuses.

Labour

Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4 – The elimination of all forms of forced and compulsory labour.

Principle 5 – The effective abolition of child labour.

Principle 6 – The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7 - Business should support a precautionary approach to environmental challenges

Principle 8 - Undertake initiatives to promote greater environmental responsibility and

Principle 9 - Encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery.

We commit to these principles with this policy

Mervyn Davis
Managing Director
Nordiko Technical Services Limited

This statement is made publicly available by publishing on our Website at: www.nordiko-tech.com