

MANAGEMENT POLICY

Paragon Nordic is a partner that, with knowledge and commitment, develops and realizes products and brands in a high quality and sustainable manner. Paragon Nordic holds a global perspective with Nordic and European focus, and our contributions are consistent with our vision and business concept. By developing and manufacturing products intended for private and professional consumers in the fields of industry, household, food, cosmetics and medical devices, as well as sale of related services, we strive to renew products and realize product ideas that improve everyday life and create a more sustainable world.

Quality is a cornerstone in our activities and Paragon Nordic will develop, produce and market products and supply services of such quality so as to meet our customers' high demands and expectations. Our customers should perceive Paragon Nordic as a company that offers competent and flexible solutions with added value at the right time.

As far as it is technically and economically feasible, our products, production and approach shall be designed in a resource-efficient and secure manner with the least possible impact on human health and the external environment. Our ambition with each new product is to make things a little better for the people and the environment.

By pursuing active, integrated quality- and environment-oriented work, we undertake to comply with the agreements entered into, and with legislation and other industry-specific requirements that the business, products and services are subject to. We are proud to work in the Nordic countries and thereby also follow high standards and strict legislation. Through committed and qualified employees, together with our customers and suppliers, we carry out quality and environmental work to ensure constant improvement.

Pillars of management work

- Transparency is a prerequisite for a credible business. Paragon Nordic's management work is based on openness towards employees, customers and other stakeholders.
- Innovation is a cornerstone of development and Paragon Nordic through this strives to contribute to a more sustainable world.
- Close cooperation in-house and with our customers is a starting point to creating security, high quality and efficiency.
- We strive to recommend value-creating solutions in a holistic perspective to our customers according to their specific wishes.
- Our attitude is imbued with responsiveness to our customers, stakeholders and the market.
- Efficient processes and clear goals within the entire business creates satisfied customers, sustainability and profitability.
- The environment should always be in focus. Our ambition is to be a little better today than we were yesterday by integrating this concept into our product development, economising natural resources, striving to achieve closed system production and preventing accidents and environmental pollution.
- We only choose subcontractors who share our values and stand behind our governing documents.
- By demanding competence from our employees and offering a workplace that promotes health and creativity, we have created a positive and safe working environment where our employees can develop while promoting innovation and long-term profitability.
- We keep our promises and when new circumstances presents us with new conditions, we create the best possible solution with the customer in focus.

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Lars Blak, CEO

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