



QUALITY & ENVIRONMENTAL POLICY

To support our Quality & Environmental Policy, our Vision, Mission & Values are:

- Vision:** To enable a world of innovation through insight & information obtained from light energy.
Mission: To empower our team to create & innovative, high standard metrology equipment to delight & amaze our customers.
Values: We share the Nikon Global Corporate key philosophy of Trustworthiness & Creativity.

Nikon X-Tek Systems Limited are committed to strive for excellence in our product & Management System with respect to Quality & Environment to satisfy customer, key stakeholder & interested party requirements through:

- Customer focus & communication (both internal & external to our organisation).
- Competitive, sustainable growth through promotion & commitment to Quality & Environmental considerations via continuous improvement of our Management system's processes using planned business strategies, process approach, internal audits, risk based thinking & deployment of resources.
- Training, development & education of our team members to enable positive contribution to achievement of our Quality & Environmental Policy aims.

Our objective is to ensure our products & processes at all times comply with the requirements of our Customer, Key Stakeholders & Interested parties with respect to Quality, Environmental considerations, Cost & Delivery, Product Safety, legal requirements & our Corporate responsibilities of Health & Safety, Environment & Ethics (including Corporate Social Responsibility, Anti-bribery, Code of conduct & ethics escalation).

This Policy is the responsibility of all employees; the principles & objectives shall be published throughout our organisation in order to promote a positive commitment.

Global & regional business objectives shall be cascaded to all members of our organisation; these shall be used as a framework for planning our measurable goals & Key Performance Indicators within our functions/processes; & wherever possible shall be tied to the Voice of Customer; Management review meetings shall report the status of achieving the aims of this policy & objectives.

The following strategy shall be used to achieve the objectives of this policy:

1. Continuous development & improvement of our organisational arrangements for Quality & Environment.
2. Identifying expressed/implied needs of our customers, key stakeholders & interested parties; continually assessing our ability to our meet compliance, quality & environmental responsibilities, economically sustainably & consistently.
3. The cautious use of chemicals, substances & products that pose risks to health & the environment.
4. Ensuring purchased materials, products & services comply with required standards, specifications & regulatory requirements.
5. Applying the philosophy of defect & issue prevention (rather than detection).
6. Training, development & education to achieve, maintain & improve employee commitment, awareness, involvement and performance standards for Quality & Environment.
7. Planned, regular reviews of our Management System to sustain continuous improvement.
8. Throughout our product lifecycles environmental strategies & considerations including compliance with required Laws, Regulations, Standards & lessons learned shall be reflected to minimise impacts of environmental & product quality issues; commencing from development policy with product planning, through to production, sales and service to product end of life.
9. To promote & enhance environmental performance, objectives shall be established & maintained to plan & monitor energy conservation & initiatives to reduce, reuse & recycle precious resources including water & raw materials in order to reduce our environmental footprint for carbon, greenhouse gases & waste.
10. Promotion of this Policy to raise awareness at all levels of our organisation (starting with selection, recruitment & induction of all employees).

Steve Hansen
President

Date: 30 June 2020