

Sustainability

A sustainable business operation is the key to long-term success. NOTE works continuously on issues affecting the environment, social conditions and its human resources, human rights and anti corruption. This work is conducted with the aid of applicable legislation, standards and other regulations.

NOTE's connection to UN Global Sustainable Development Goals, page references in the Annual Report



UN Global Compact, Principle 1, page 17.



Social conditions and human resources, page 16.
UN Global Compact, Principle 1, page 17.



UN Global Compact, Principle 1, page 17.



Social conditions and human resources, page 16.
UN Global Compact, Principle 6, page 18.
Human resources, page 20–23.



UN Global Compact, Principle 1, page 17.



Social conditions and human resources, page 16.
UN Global Compact, Principle 1–6 and 10, page 17–19.
Share data and owners, page 26–27.



UN Global Compact, Principle 6, page 18.
Human resources, page 20–23.

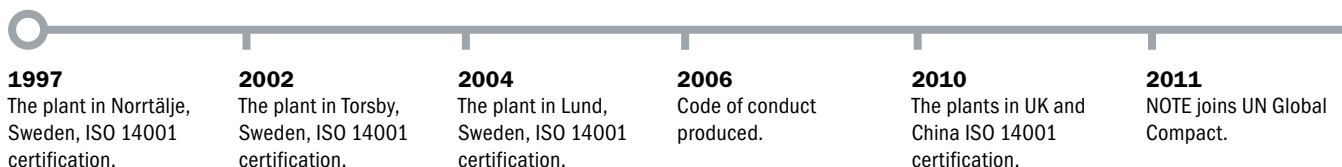


Environmental policy and working methods, page 15.
UN Global Compact, Principle 7–9, page 18–19.



UN Global Compact, Principle 1–10, page 17–19.
Human resources, page 20–23.
Customer satisfaction survey, page 12.

Timeline of NOTE's sustainability work



Global Goals for Sustainable Development

NOTE has been a member of the UN Global Compact since 2011, and supports its ten principles on human rights, labour law, the environment and anti corruption. We have also analysed which of the UN's 17 Sustainable Development Goals NOTE can contribute to through its operations. The connections between these goals and NOTE's activities, targets and strategies are reported on the pages stated in the contents to the left.



NOTE and sustainability

A growing number of stakeholders expect NOTE to make a contribution to sustainable development. These expectations apply to responsible business, transparency and good business ethics, but also to NOTE developing environmentally adopted production processes. NOTE's sustainability work involves all group companies, covering everything from appropriate conduct towards the company's stakeholders and helping customers choose components and technologies with good environmental and quality performance, to locating manufacture close to final markets, and limiting the environmental impact of transportation as far as possible.

In tandem with improving our impact on the environment and wider society, NOTE endeavours to act responsibly on those markets where it is active. Sustainability issues are included in our yearly customer satisfaction surveys, to identify segments that customers consider important to focus on.

NOTE's sustainability objective

The objective is to contribute to, and improve, the societies where NOTE operates, by developing sustainable initiatives in our business. The group's shared values and policies are intended to lead, influence and direct the group's activities. NOTE complies with international standards and directives in the sustainability segment.

Environmental policy and working methods

NOTE endeavours to achieve long-term, sustainable development by manufacturing with the minimum possible environmental impact. NOTE endeavours to comply with, or exceed, applicable environmental legislation, and pursues continuous improvement in the environmental segment. NOTE's environmental work complies with international ISO guidelines, under the ISO 14000 family of standards.

The group's manufacturing units hold ISO 14001 environmental certification and are audited by internal and external resources. In 2018, NOTE acquired a plant in Windsor, UK, which had already been working on environmental issues pursuant to ISO 14000 for many years and was certified in January 2020. NOTE was one of the earliest companies in its sector to receive ISO 14000 environmental certification, back in 1997.

Despite differences in environmental legislation between countries, NOTE has the consistent ambition of all its plants following a consistent line of environmental work. Its manufacturing units exchange best practice, best-in-class actions and proposals for improvement.

Manufacturing units sort the waste from consumables at source and monitor energy consumption continuously. NOTE also applies environmental consideration in other parts of its business, through channels including discussions with its

2012

The plant in Finland ISO 14001 certification. The plant in Estonia receives sustainability award from the Estonian Chamber of Commerce & Industry.

2013

The plant in Estonia ISO 14001 certification. OHSAS 18001 implemented at the plants in Estonia and China. Human rights and Anti corruption policies produced.

2014

For the fifth consecutive year, the plant in Estonia is awarded the Silver Sustainable Business Index Award by the Responsible Business Forum.

2015

The plant in Finland OHSAS 18001 certification.

2017

Equality policy produced. The plant in Norrtälje, Sweden, nominated for Samhall's Visa vägen ('Show the Way') award.

2018

Privacy policy produced in order to handle personal data in accordance with GDPR.

customers on sourcing materials and production setups.

Electronic scrap, glass, plastic and paper are recycled. NOTE conducts improvement projects to reduce waste, energy consumption and CO2 emissions. Corrugated board and combustible waste are compacted to minimise the amount of waste transports, which affect the environment. In its transport, NOTE also coordinates its freight agreements to optimise transportation, and thus limit energy consumption and CO2 emissions.

NOTE conducts regular environmental audits of strategic suppliers.

Social conditions and human resources

NOTE endeavours to be an employer offering everyone equal opportunities to work and develop. The group's collective competence is based on diversity, which helps bring dynamic and different perspectives to work.

NOTE is opposed to all forms of discrimination. One tool for working on this and other issues is its whistleblower function, which had one reported case resulting in action being taken in the year. NOTE implemented a Privacy policy in 2018, which regulates the management of personal data. This policy is written according to the EU GDPR (General Data Protection Regulation).

All NOTE employees are entitled to collective bargaining agreements, and to form and join trade unions. Collective bargaining agreements are in place at most NOTE plants. Three plants also use OHSAS 18001 to guide their work. This far-reaching, global and verifiable standard in occupational health and safety involves with external auditing and certification. 14 work-related incidents were reported in 2019, and 2 work injuries, which resulted in a total of three and a half days' sick-leave. NOTE conducts an annual employee

satisfaction survey, and in 2019, the response frequency was 80% (82% in 2018).

Respect for human rights and anti corruption

NOTE respects human rights and its conduct prevents them being infringed. In addition to responsibility for its own operations, this also implies a responsibility for respecting human rights in business relations with the company's stakeholders. NOTE's Human Rights policy has principles and standpoints that apply in labour law and equal opportunities, for example.

NOTE's Code of Conduct formalises how the company expects its suppliers to conduct themselves within human rights, labour law, child labour, corruption and the environment. This is conveyed through the supply chain and monitored in supplier audits.

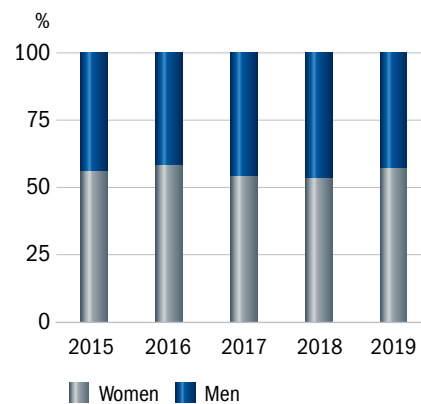
NOTE's Anti Corruption policy includes principles stating the group's standpoint on corruption. The policy also reviews segregation of duties, how internal controls are conducted, and stipulates a whistleblower procedure.

Within the auspices of its internal controls, NOTE has a documented process for evaluating risk and compliance with policies. In 2020, NOTE intends to continue policy work and encourage positive social progress in the locations where NOTE has a presence.

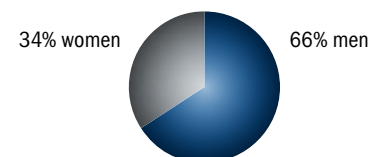
Full versions of NOTE's Code of Conduct, Human Rights, Equality and Anti Corruption policies are available at www.note.eu.

For more information on NOTE's business model and risk management, see the operational review on pages 8 and 13.

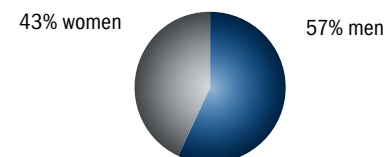
Gender division group



Gender division managers



Gender division Board of Directors



UN Global Compact

NOTE has been a member of the Global Compact, which was started on a UN initiative, since 2011.

The Global Compact's ten principles

The Global Compact has formulated ten principles affecting human rights, labour law, the environment and anti corruption. Member companies have undertaken to comply with these principles.

Each year, NOTE reports its COP (Communication on Progress) to the UN. This is a framework that defines how sustainability work is conducted within the group, and towards external stakeholders. The COP reviews its actions, approach and goals. NOTE has been at the Participant level since 2019. Each year, NOTE makes a sales-based donation to the UN Global Compact.

NOTE's Code of Conduct is based on the Global Compact's ten principles and the full version is available on its website. A summary of our plants' executed and forward-looking work on Global Compact principles follows.

APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006. NOTE endeavours to develop business with companies that have the corresponding ethical rules on accountability.

RESULT 2019

NOTE works actively and continuously to ensure compliance with its Code of Conduct.

In the year, NOTE encouraged existing and new customers and suppliers to join, or support, the UN Global Compact by communicating the significance of these issues. NOTE signed agreements with another three strategic or contracted suppliers (three in 2018), who accepted NOTE's Code of Conduct or have their own, equivalent code.

NOTE conducted follow-up audits on 24 suppliers (35 in 2018) that had previously accepted NOTE's Code of Conduct and the ten principles of the UN Global Compact.

The form used for supplier audits included questions regarding human rights.

The share of sourcing from strategic and contracted suppliers is approximately 56% (55% in 2018).

In 2019, NOTE supported WaterAid, an organisation whose mission is to improve living conditions for the world's poorest and most marginalised people by improving access to clean water, toilet and hygiene facilities. Access to clean water is critical to reduce poverty. It increases equality by freeing up time for women for work and education. It also reduces infant mortality and improves public health by improving the prospects for maintaining good hygiene.

GOALS 2020

Influence suppliers to accept NOTE's Code of Conduct and encourage customers and suppliers to join the UN Global Compact or support its ten principles. Continuously follow up on NOTE's Code of Conduct and the ten principles of the UN Global Compact in supplier audits.

Increase the share of sourcing from strategic and contracted suppliers by two percentage points.

Work to help children and uphold their rights, by donating to development organisations.

PRINCIPLE 2: BUSINESSES SHOULD ENSURE THAT THEY ARE NOT COMPLIANT IN HUMAN RIGHTS ABUSES

APPROACH

NOTE has been applying its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

NOTE's Human Rights policy has been implemented in all plants' business systems.

RESULT 2019

NOTE works actively and continuously to ensure compliance with its Code of Conduct internally. Internal audits were conducted to ensure compliance with relevant policies, laws and ordinances.

In the year, NOTE's customers demanded for materials analysis, and continued its work on reducing the usage of conflict minerals by helping customers select materials, to avoid this type of material.

GOALS 2020

Continue to promote human rights internally and towards the company's stakeholders.

APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

All NOTE employees are entitled to collective bargaining and to form, and join, trade unions. Collective bargaining agreements are in place in most NOTE plants. NOTE's Human Rights policy states the group's internal standpoints on this principle.

Three plants also use OHSAS 18001/ISO 45001 as guidance for their work. This is a far-reaching, global and verifiable standard in occupational health and safety, with external auditing and certification.

RESULT 2019

NOTE works actively and continuously to ensure compliance with its Code of Conduct.

In the year, NOTE encouraged existing and new customers and suppliers to join, or support, the UN Global Compact by communicating the importance of these issues.

A fourth plant has decided to affiliate to the updated health & safety standard ISO 45001 (previously OHSAS 18001) and will begin the certification process in 2020.

NOTE signed agreements with another three strategic or contracted suppliers (three in 2018), who accepted NOTE's Code of Conduct or have their own, equivalent code.

NOTE conducted follow-up audits on 24 suppliers (35 in 2018) that had previously accepted NOTE's Code of Conduct and the ten principles of the UN Global Compact.

The results of audits indicate that suppliers are complying with relevant laws and regulations.

The share of sourcing from strategic and contracted suppliers is approximately 56% (55% in 2018).

In the year, NOTE continued its work on reducing the usage of conflict minerals.

GOALS 2020

Influence suppliers to accept NOTE's Code of Conduct and encourage customers and suppliers to join the UN Global Compact or support its ten principles.

One plant secured ISO 45001 certification, and those plants with OHSAS 18001 certification will continue their work on converting to the new, updated ISO 45001 standard.

Continuously follow up on NOTE's Code of Conduct and the ten principles of the UN Global Compact in supplier audits. Increase the share of sourcing from strategic and contracted suppliers by two percentage points.

PRINCIPLE 4: BUSINESSES SHOULD UPHOLD THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

As part of its business principles, NOTE and its customers' and suppliers' employees should enter employment and contracts of their own free will.

Three plants also use OHSAS 18001/ISO 45001 as guidance for their work. This is a far-reaching, global and verifiable standard in occupational health and safety, with external auditing and certification.

NOTE's Human Rights policy stipulates that employment with the company should always be voluntary. Additionally, work should always be conducted without compulsion or harassment, either physical or psychological.

RESULT 2019 AND GOALS 2020

See principle 3.

PRINCIPLE 5: BUSINESSES SHOULD UPHOLD THE EFFECTIVE PROHIBITION OF CHILD LABOUR

APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006. NOTE complies with relevant laws and ordinances on child labour. NOTE does not employ children and does not collaborate with companies that use children as part of their workforce.

Three plants also use OHSAS 18001/ISO 45001 as guidance for their work. This is a far-reaching, global and verifiable standard in occupational health and safety, with external auditing and certification.

The group's standpoints on this principle are stated in NOTE's Human Rights policy.

RESULT 2019 AND GOALS 2020

See principle 3.

PRINCIPLE 6: BUSINESSES SHOULD UPHOLD THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

NOTE believes in a workplace where all employees have equal opportunities to work and progress. NOTE sees and benefits from all employees' specific competence and developmental opportunities, regardless of sex, ethnicity, sexual orientation, disability, age and social background.

NOTE's Equality policy states the company's principles governing equal opportunities and diversity, which are encouraged in all parts of its business. The company endeavours to achieve equal opportunities in terms of employment and working conditions, as well as developmental opportunities. The company pursues diversity on recruitment. Its working climate should feature respect and tolerance. If any instances of harassment or bullying are reported, the group will take action immediately.

Three plants also use OHSAS 18001/ISO 45001 as guidance for their work. This is a far-reaching, global and verifiable standard in occupational health and safety, with external auditing and certification.

RESULT 2019

NOTE conducted a group-wide employee satisfaction survey in the year, whose results are utilised in NOTE's forward planning and development work.

In 2019, one whistleblower case resulted in action being taken.

NOTE works continuously to ensure compliance with its Code of Conduct.

In the year, NOTE encouraged existing and new customers and suppliers to join, or support, the UN Global Compact by communicating the significance of these issues.

NOTE signed agreements with another three strategic or contracted suppliers (three in 2018), who accepted NOTE's Code of Conduct or have their own, equivalent code.

Follow-up audits were conducted on 24 suppliers (35 in 2018) that had previously accepted NOTE's Code of Conduct and the ten principles of the UN Global Compact.

The results of these audits indicate that suppliers are complying with relevant laws and regulations.

The share of sourcing from strategic and contracted suppliers is approximately 56% (55% in 2018).

GOALS 2020

Conduct a group-wide employee satisfaction survey and use its results in business processes.

Influence suppliers to accept NOTE's Code of Conduct and encourage customers and suppliers to join the UN Global Compact or support its ten principles.

Continuously follow up on NOTE's Code of Conduct and the ten principles of the UN Global Compact in supplier audits.

Increase the share of sourcing from strategic and contracted suppliers by two percentage points.



APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

NOTE's manufacturing units hold ISO 14001 certification and undergo internal and external audits.

NOTE's plants run improvement projects in the environmental segment and measure a series of environmental factors such as electronic scrap, energy consumption and transport. All plants have environmental targets, which are monitored regularly.

NOTE is endeavouring to increase the share of sourcing from strategic and contracted suppliers. NOTE has a good understanding of these suppliers' environmental work and can help them to develop and improve in this segment.

RESULT 2019

NOTE works actively and continuously to ensure compliance with its Code of Conduct.

Selective soldering machines have been installed, reducing tin slag, and enabling a more environmentally friendly process than previously.

NOTE's plants work on the basis of individual targets and circumstances in the environmental segment. A variety of initiatives are ongoing, including work lights that have been wholly or partly replaced with LED equivalents at manufacturing units to save energy. Timers have been installed at certain plants to ensure lighting is not used unnecessarily.

In 2018, NOTE acquired a plant in Windsor, UK, which had already been working on environmental issues pursuant to ISO 14001 for many years and was certified in January 2020.

NOTE's complete REACH-EU Regulation policy, stipulating how NOTE works to comply with this EU regulation for handling chemicals, is available at its website.

NOTE encouraged existing and new customers and suppliers to join, or support, the UN Global Compact by communicating the significance of these issues.

NOTE signed agreements with another three strategic or contracted suppliers (three in 2018), who accepted NOTE's Code of Conduct or have their own, equivalent code.

Follow-up audits were conducted on 24 suppliers (35 in 2018) that had previously accepted NOTE's Code of Conduct and the ten principles of the UN Global Compact. The results of these audits demonstrate that suppliers are complying with relevant laws and ordinances.

The share of purchasing from strategic and contracted suppliers is approximately 56% (55% in 2018).

GOALS 2020

Continued progress towards still more environmentally friendly production and environmental transportation. Continue to reduce waste volumes.

ISO 14001 certification of the Windsor plant.

Implement Grön El ("Green Power") from solar, wind, hydro and biogas.

Influence suppliers to accept NOTE's Code of Conduct and encourage customers and suppliers to join the UN Global Compact or support its ten principles.

Continuously follow up on NOTE's Code of Conduct and the ten principles of the UN Global Compact in supplier audits.

Increase the share of sourcing from strategic and contracted suppliers by two percentage points.

PRINCIPLE 8: UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

NOTE's plants hold ISO 14001 certification and undergo internal and external audits.

The group works actively on developing guidelines and methodologies designed to minimise the group's negative environmental impact. Employees are encouraged to participate in this process.

NOTE is endeavouring to increase the share of sourcing from strategic and contracted suppliers. NOTE has a good understanding of these suppliers' environmental work and can help them to develop and improve in this segment.

RESULT 2019 AND GOALS 2020

See principle 7.

PRINCIPLE 9: ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGY

APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

NOTE's plants hold ISO 14001 certification.

NOTE takes a positive view of developing environmental technology and actively supports new manufacturing methods and components that are more environmentally friendly. NOTE conducts environmental audits when introducing new equipment, technology and logistics solutions.

Experience is shared between the group's plants.

An environmental perspective is considered jointly with customers when tailoring product manufacture. A database for identifying RoHS, Reach and conflict minerals in components is being used.

NOTE is endeavouring to increase the share of sourcing from strategic and contracted suppliers. NOTE has a

good understanding of these suppliers' environmental work, and can help them to develop and improve in this segment.

RESULT 2019 AND GOALS 2020
See principle 7.



APPROACH

NOTE has been using its Code of Conduct, which supports the ten principles of the UN Global Compact, since 2006.

NOTE has an Anti Corruption policy, as well as a Whistleblower policy and procedure, which has been implemented in all plants' business systems.

NOTE encourages employees to resolutely counter all forms of corruption, extortion and bribery. Simultaneously, NOTE expects the corresponding attitudes from its customers and suppliers. NOTE does not accept any gifts, whether to customers or from suppliers, other than items of low value.

NOTE's Purchasing policy prohibits of bribery and corruption, with sourcing managed according to ethical rules.

NOTE has group-wide and local authorisation procedures expedient for its business.

RESULT 2019

NOTE works actively and continuously to ensure compliance with its Code of Conduct.

No instances of suspected corruption were reported through the whistleblower procedure.

In the year, NOTE encouraged existing and new customers and suppliers to join, or support, the UN Global Compact by communicating the significance of these issues.

NOTE signed agreements with another three strategic or contracted suppliers (three in 2018), who accepted NOTE's Code of Conduct or have their own, equivalent code.

Follow-up audits were conducted on 24 suppliers (35 in 2018) that had previously accepted NOTE's Code of Conduct and the ten principles of the UN Global Compact.

The results of these audits demonstrate that suppliers are complying with relevant anti corruption laws and ordinances.

The share of purchasing from strategic and contracted suppliers was approximately 56% (55% in 2018).

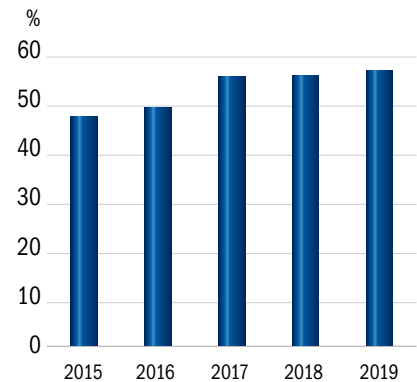
GOALS 2020

Influence suppliers to accept NOTE's Code of Conduct and encourage customers and suppliers to join the UN Global Compact or support its ten principles.

Continuously follow up on NOTE's Code of Conduct and the ten principles of the UN Global Compact in supplier audits.

Increase the share of sourcing from strategic and contracted suppliers by two percentage points.

SHARE OF SOURCING FROM STRATEGIC SUPPLIERS



In dialogue with our stakeholders, we're endeavouring to create a more sustainable business environment. Applying the UN Global Compact and its ten principles guides us in our operations, as described in our Communication on Progress.

Johannes Lind-Widestam, CEO and President

Human resources

NOTE's employees are the key to our successes. Their commitment, inventiveness and desire to help customers creates the strength of our global business.

NOTE possesses a global organisation with operations in Sweden, Finland, the UK, Estonia and China. Consequently, developing the interaction between plants is important. This work is done through channels including a number of functional forums, in segments including quality, sourcing, accounting and sales. NOTE works continuously on harmonising its working methods and monitoring tools, as well as clarifying guidelines. Its improvement and development processes involve many employees group wide. NOTE continuously monitors business-related key performance indicators such as ongoing central and local improvement projects.

The workforce was upsized and downsized in the year to cope with demand fluctuations and to implement rationalisation. The average number of employees was 1,070 in 2019. Staff turnover was 20.7% in the group overall, of which 12.0% was in the European plants.

Training

To assure quality and competence in the electronics assembly process, several NOTE plants maintain long-term collaborations with external partners in soldering and electronics assembly training. Usually, these programmes involve practical work and the certification of qualified electronic assemblers.

NOTE offers opportunities for university and college students to write their dissertations and serve internships.

Employee of the Month

Achieving the goal of being the best collaboration partner in the sector, with leading delivery precision and quality for a competitive overall cost, demands a lot from everyone involved. To recognise the people that have contributed something really special, NOTE has an Employee of the Month award. This might be someone who has 'gone the extra mile,' or been a great ambassador for NOTE. Another ambition of this award is to make an extra contribution to a stronger feeling of solidarity within the group and share real

examples of how our employees conduct themselves when they perform at their best, for customers or colleagues.

A winner is selected each year, and in 2019, the Employee of the Year was awarded to the production team at Stonehouse, UK.

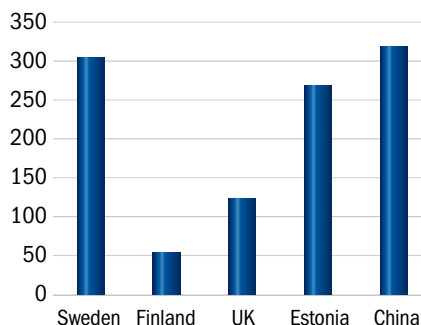
Johnny Goncalves received a special award for his efforts for NOTE's business.

Meet some of NOTE's employees in the next section.

Average number of employees

1,070

Average number of employees by country



Employee satisfaction survey

As in previous years, an employee satisfaction survey was distributed to the group's staff, who responded. It is important that every employee feels that they can deliver value-added to customers, understand how to achieve this, and why. Plans of activities, with a schedule for execution, based on responses was created. The results are also utilised for NOTE's future planning and development work.

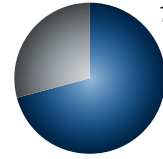
For more information on human resources, refer to page 42 of the formal annual accounts.

NOTE's 20-year anniversary

NOTE celebrated its 20-year anniversary in 2019. A journey that has involved international expansion, and now, a presence in five countries with eight plants.

Division between blue collar and white collar workers

312 white collar workers



758 blue collar workers

“We’ve gradually expanded our global presence, maturing as a business. Now, we have plants that are strong individually, and interact well. We’ve improved our diversity. I’m also delighted to see that based on the results of our employee satisfaction survey; our people think we’re continuing to improve as an employer.”

Johannes Lind-Widestam, CEO and President



Supak Andersson

SMD/Prototype Operator, Lund, Sweden

Supak joined NOTE 22 years ago, and over the years, her duties have become increasingly advanced, which has been a contributor to her personal development.

“What I like most about my job is the opportunity to develop, and the variation of duties,” she says.

Her duties include programming/optimisation and operation of AOI (automated optical inspection), and inspecting, soldering and repairing PCBs in batch production and prototyping. Supak maintains high quality and efficiency, and is always looking to satisfy customer needs, which was a contributor to her winning Employee of the Month in the year.

Supak really appreciates her colleagues, and views them as an important reason that NOTE is a good employer.

“NOTE is also a stable company offering a lot of opportunities, such as continuous development,” she concludes.



Monika Lille

In-house trainer, Pärnu, Estonia

The role as an in-house trainer includes training employees, meaning that Monika develops the programmes for workers, the production of training materials and then manages the training of employees.

“I coordinate a job-based training mentoring programme within my competencies. For example, this includes occupational safety, health and a complete training programme for electronics product developers”, she says.

Monika’s teaching skills have made her a valued colleague. She has worked at NOTE for 15 years. According to Monika, NOTE has many good qualities as an employer.

“NOTE has a competent management team, which helps the employer to become better. A good employer like NOTE values and recognises its employees, by enabling them to develop and grow within the company. A safe working environment is prioritised, which contributes to the employees’ health and security”, Monika says.

What she likes most about her job is the variety in her work, communicating with different people and supporting the employees in their professional development.



Eini Andersson

Production Supervisor, Hyvinkää, Finland

“No two days are alike. Production planning means a lot of work in a short time, so my days are busy. That’s what I like most about my job,” Eini says.

The role involves everything after the SMD process including Through Hole Assembly, Hand Soldering, box build, testing and packing. One of Eini’s most appreciated qualities is that she is not afraid to solve a problem, which is an important part of her role.

New computer systems have changed her job. The learning process involves a lot of thinking, and Eini views it as a part of her development.

“We’ve gained new customers during my 4.5 years at NOTE, and I’ve grown with our customers in my role,” she says.

According to Eini, NOTE is a good employer. It’s a stable company, offering their employees good benefits and flexible working hours.

“My colleagues are nice, and the atmosphere is open. NOTE is so good that I drive 43 km each way every day to come here,” she concludes.





Johnny Goncalves

Technical Project Manager, Norrtälje, Sweden

Johnny has brought his exceptional personal commitment to help one of NOTE's medtech customers to continue development of its product and NOTE's production process to support it in the NPI phase.

Johnny has ensured that we stuck to demanding schedules and critical processes through the project, with his efforts vindicated by an order of some SEK 25 million from the customer. Management wants to say a big thank-you to Johnny for his efforts.



Neville Whitman

Managing Director, Stonehouse, UK

Neville has, in a meritorious and competent way, upgraded the plant in Stonehouse to a level that we as management for NOTE can be proud of. The work has been carried out in an engaging and enthusiastic way with the entire group in Stonehouse being involved in the transformation.

The response from our customers during the relaunch of the plant in September reinforces the image that the upgrade has all the prerequisites to lead to more business, both with new and existing customers. As a result, the entire production team was named employee of the year.



“NOTE is a stable company offering a lot of opportunities for continuous personal development.”

Supak Andersson, NOTE Lund