


# **CHARTER** **FOR COMPANIES IN** **THE NOVO GROUP**



The 'Charter for companies in the Novo Group' describes the common set of values for companies in the Novo Group.

# CHARTER

## FOR COMPANIES IN THE NOVO GROUP

**Present as well as future companies in the Novo Group must demonstrate willingness, ability and resolve to meet the following criteria:**

- Company products and services make a significant difference in improving the way people live and work.
- The company is perceived to be an innovator – in technology, in products, in services and/or in market approach.
- The company is among the best in its business and a challenging place to work.
- The company delivers competitive financial performance.

**Companies in the Novo Group commit to:**

- Value-based management
- Open and honest dialogue with its stakeholders
- Continuous improvement of
  - financial performance
  - environmental performance
  - social performance
- Reporting in accordance with relevant, internationally approved, conventions.