

Sarah E. Nash  
Chairman, CEO & President

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Dear All Novagard Colleagues,

I want to thank you all again for the resilience you have shown and gained in the face of much uncertainty and change not only at Novagard but in every aspect of your lives. Covid-19 has upended our whole world requiring lots of personal change and please know how much I appreciate all the hard work you have done and continue to do to take care of yourselves, our customers, our families, our communities and each other.

This unparalleled moment in our history has reinforced that each person is precious and deserving of equal dignity, respect and treatment. Across many US communities, horrifying incidents such as in Minneapolis, remind us of the ugliness of racism that continues to infect our society. During this time of social unrest and a global pandemic, the wide range of emotions around us and in each of us requires us to lean on our values of trust, dignity and respect.

Our values, Novagard's values, are rooted in the fair and equitable treatment of each and every person in every interaction each and every day. The word INCLUSION makes us and Novagard stronger. HATE AND INTOLERANCE OF ANY KIND HAVE NO PLACE IN OUR SOCIETY AND THEY ARE NOT ACCEPTABLE AT NOVAGARD.

I know that each of you share my deep personal commitment to living out our values of dignity, respect, and inclusion, combined with the strength to do what is right. Be kinder and listen to each other with even more understanding. Each of us must ask ourselves what we can do to condemn prejudice and promote inclusion.

The support we give one another and the opportunity to learn from one another are as important as the business we do at Novagard each day. Please remember that every INCLUSIVE action we take, large or small, makes a difference in the lives of our colleagues and our communities and at Novagard. We are together as one INCLUSIVE Novagard.

*Sarah E. Nash*



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ISO 9001:2015 (QMS with Design), IATF 16949:2016 (QMS with Design)