

## ENVIRONMENTAL AND ENVIRONMENTAL PROTECTION POLICY

The top management has determined that the business must have openness and commitment to environmental issues and create trust in our business with customers, owners, employees, the general public and authorities.

Environmental issues must be incorporated into all parts of our business.

We apply a holistic perspective and a life cycle perspective for environmental issues in our operations

We prioritize travel, environmental and energy issues when purchasing and using goods and services.

We divide our environmental work into four main areas:

- Emissions
- Resource use
- Renewable
- Biodiversity

### Organisation

The business management has the overall responsibility for the environmental work and establishes environmental and environmental protection policy, methodological support and guidelines for the environmental work.

Following environmental legislation, laws, and binding requirements that affect our organization.

At all levels of the company, we will work with continuous improvement in environmental work and continuously report the results at the management's review.

Operations management has delegated administrative responsibility for the environmental management system to the operations' environmental and environmental protection strategist.

This responsibility includes collaboration, advisory, management and development responsibilities.

Environmental and environmental protection strategists must ensure that the business complies with environmental and environmental protection policy, action plans and current environmental legislation.

The environmental controller has operational responsibility for the environmental work.

Environmental representatives are responsible for reporting environmental issues in forums and representing collectives in these issues.

Department, unit heads and other employees are responsible for complying with the existing environmental regulations.

### Goal

We will strive to have a minimal impact on the environment and climate.

All staff have knowledge of environmental risks in our operations, which should contribute to increased environmental protection and support for employees and partners.

To achieve our environmental goals, we must:

Strive for a holistic view of the environment, have measurable environmental goals and work with environmental protection and continuous improvements

Comply with applicable environmental legislation and the laws, ordinances and regulations that affect us

Work preventively regarding environmental risks and manage natural resources and energy

Analyze in advance the environmental impact of new or changed processes

Educate, inform and engage our staff for participation and responsibility in environmental work

Set environmental requirements for suppliers, contractors and partners

Openly report our environmental work and our environmental impact.

Follow-up, reporting and evaluation shall take place on an ongoing basis to monitor that:

- Decided measures have been implemented and periodic targets have been met
- Rules and agreements are followed

Go Virtual Nordic AB	ENVIRONMENTAL AND ENVIRONMENTAL PROTECTION POLICY
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