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## Sustainability Policy

The purpose of this policy is to establish the overall ambitions of Assemblin Financing AB and its subsidiaries (“Assemblin”) in the field of sustainability, which includes the work environment, the environment and quality.

The sustainability policy serves as a broad framework for all operations within the Group and sets a minimum standard.

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# 1 Introduction

Assemblin’s ambition is to run a responsible and value-adding business without compromising the opportunities to continue to do so in the future. This means that Assemblin accepts its far-reaching responsibility for the business activities that are carried out and also for how this affects people, the environment and society at large.



The natural objective of our sustainability activities is to run a profitable and sound business with respect for the world around us and manage our own and others’ resources efficiently. We shall be a responsible player in the broadest sense and add value for our customers, employees and owners as well as society at large. We have chosen to use the stakeholder perspective as a basis for our sustainability work, and with this in mind we have formulated ambitions, strategies and principles, which are developed below in this policy.

Stakeholder group	Ambition	Overall sustainability strategies	Significant sustainability aspects (starting point for our sustainability principles)
Customers	We shall be a responsible and value-adding business partner	We shall offer the market’s best and most attractive solutions, which we deliver in a safe and efficient manner based on our customers’ requirements.	<ol style="list-style-type: none"> <li>1. Efficient and safe methods</li> <li>2. Innovative, value-adding customer solutions</li> <li>3. Good supplier management</li> </ol>
Employees	We shall be a responsible and value-adding employer	We wish to be a developing and responsible employer that offers exciting duties and tasks. We also work actively to create a good, safe work environment, as well as an open and inclusive work climate.	<ol style="list-style-type: none"> <li>4. Development and training for all employees and strong leadership</li> <li>5. Focus on health and safety (the work environment)</li> <li>6. Active work for human rights, diversity and equality</li> </ol>
Owners	We shall be a responsible and value-adding investment object	We shall deliver stable financial development with controlled risks and a sound approach to business ethics.	<ol style="list-style-type: none"> <li>7. Stable growth and good profitability</li> <li>8. Active corporate governance and risk management and correct information</li> <li>9. Sound business ethics</li> </ol>
Society	We shall be a responsible and value-adding member of society	We take responsibility for the environmental impact that our business gives rise to and shall contribute actively to the development of society in the locations where we operate.	<ol style="list-style-type: none"> <li>10. Responsible purchasing, good product control and chemicals management</li> <li>11. Minimal resource utilisation and waste management</li> <li>12. Reduced carbon dioxide emissions (climate and energy)</li> <li>13. Local social commitment</li> </ol>

# 2 Our thirteen sustainability principles

Sustainability is a broad area, covering quality, the work environment, the environment, ethics, human rights, information and social commitment. Complying with legislation and practices in the countries where we operate is a natural starting point, but we have higher ambitions for our business than that. To clarify our objectives in the broad field of sustainability, we have formulated thirteen sustainability principles to which we are committed. These principles are reported from a stakeholder perspective and describe how we take responsibility and add value for our priority stakeholders.

## Assemblin Financing AB (publ)

## 2.1 Taking responsibility and adding value for our customers

We shall offer the market's best and most attractive solutions, which we deliver in a safe and efficient manner based on our customers' requirements. This is accomplished by applying the following principles:

1. *Efficient and safe methods*  
Our products and services shall always be delivered in the right way and at the right time, to the quality and price agreed. We have a structured approach and our deliveries shall always correspond to our customers' requirements and relevant industry standards. All assignments shall be performed by qualified personnel, and we have the necessary certificates for the services we perform and the products we produce.
2. *Innovative, value-adding customer solutions*  
Although we often have limited responsibility in the assignments we perform, we have a strong customer focus and try to add value for our customers by constantly developing, improving and adapting our services and products.
3. *Good supplier management*  
We demand that the suppliers we work with comply with the requirements that our customers set for us and that our suppliers maintain the same ethical standards as ourselves. We have a specific code of conduct for our suppliers.

## 2.2 Taking responsibility and adding value for our employees

We wish to be a developing and responsible employer that offers exciting duties and tasks. We also work actively to create a good, safe work environment, as well as an open and inclusive work climate. This is accomplished by applying the following principles:

4. *Employee development and training and strong leadership*  
We shall offer all employees development opportunities through a comprehensive training system, a structured apprenticeship system and a clear career ladder. Our organisation is highly decentralised and we believe in freedom under responsibility, which contributes to meaningful personal development.
5. *Health and safety*  
We shall work actively to ensure healthy employees and a safe work environment with the goal that our employees shall thrive and not be harmed in their work. We have a clear vision that there shall be zero workplace accidents.
6. *Human rights, diversity and equality*  
We fully endorse human rights and freedoms and we involve employees and their representatives in decisions on the company's affairs. We are working to achieve greater diversity and inclusion and we do not accept any form of discrimination or harassment.

### 2.3 Taking responsibility and adding value for our owners

We shall deliver stable financial development with controlled risks and a sound approach to business ethics. This is accomplished by applying the following principles:

7. *Stable growth and good profitability*  
We shall ensure stable development by focusing on profitable growth and on financial resources being managed appropriately.
8. *Active corporate governance and risk management and correct information*  
We shall exploit the opportunities that exist on the market by means of active business intelligence and at the same time limit our risks through good corporate governance and a structured approach to risk. Our corporate communications shall be accurate and reliable. All information management shall occur in a secure manner according to the requirements specified in our Communication Policy, IT Security Policy and Privacy Policy.
9. *Sound business ethics*  
Our business shall be characterised by a sound ethical approach as set out in our Code of Conduct. We have a specific code of conduct for our suppliers.

### 2.4 Taking responsibility and adding value for society at large

As a responsible member of society, Assemblin also endeavours to contribute to positive societal development outside its own operations. This means that we take responsibility for the environmental impact that our business gives rise to and that we wish to actively contribute to the development of society, primarily in the locations where we operate. We are committed to minimising the negative effects our business has on the environment and the society, which means responsible sourcing, reducing resource utilisation and energy consumption in our day-to-day work. We shall carry on our business in an environmentally sustainable manner and shall comply with or exceed the requirements laid down in laws, regulations and international agreements concerning the reduction of emissions and discharges into the atmosphere, land and aquatic environment. This is accomplished by applying the following principles:

10. *Responsible purchasing, good product control and chemicals management*  
By integrating environmental and social requirements into the purchasing process we make sure that our suppliers and purchased goods compliance with Assemblin's requirements. In all our assignments we shall avoid raw materials, products, chemicals and methods that entail risks for the environment and society. Purchasing is directed toward approved products through "Assemblin Best Choice" (see more in Assemblin's Procurement Policy).
11. *Minimal resource utilisation and waste management*  
We shall actively reduce the volume of waste and residual products arising from operations by means of recycling and prudent waste management.
12. *Climate and energy (reduced carbon dioxide emissions)*  
We shall endeavour to reduce emissions and discharges by means of lower energy consumption and good planning. In the longer term, we also intend to phase out fossil fuels.
13. *Local social commitment*  
We shall contribute to societal development through local social commitment, primarily in the locations where we operate.

### 3 Our position on international agreements and standards

Assemblin supports the UN's global sustainable development goals and fully endorses the principles of the UN's human rights and freedoms and the definition of a state governed by law. Assemblin has also chosen to follow the principles of the United Nations Global Compact, which also serves as an important basis for the content of our Code of Conduct.

### 4 Stakeholder dialogue and external monitoring

In order to understand how the business affects the outside world and what expectations there are for Assemblin, it is important that Assemblin engages in structured and active dialogue with the most important target groups. This means that Assemblin can identify, analyse and manage society's expectations, but also risks and opportunities in the business. Our dialogue with society is summarised and discussed by the company's sustainability committee, and risks and opportunities are discussed annually by the executive management team.

### 5 Responsibility and governance

Assemblin's CEO has ultimate responsibility for sustainability work. To ensure that the sustainability aspects of Assemblin's operations are addressed, a Head of Sustainability is appointed, who is responsible for coordinating, promoting and following up on sustainability work throughout the Group. The Head of Sustainability is also the convenor for Assemblin's sustainability committee, which also includes the Group's General Counsel and representatives from each business area. The committee is tasked with monitoring legislation, following up on joint sustainability initiatives, conducting an annual target group analysis and identifying risks, channelling and disseminating good ideas and preparing background data for decisions made by the executive management team. In addition, the Head of Sustainability is responsible for following up on and reporting on Assemblin's sustainability work.

### 6 Follow-up and reporting

Assemblin has a structured biannual follow-up process for sustainability work, with selected sustainability indicators being reported in a specific system, Normative, which then calculates relevant key sustainability figures. The results are presented to the Board, which is also continuously informed about ongoing development projects and major sustainability initiatives.

On an annual basis, these key figures are reported externally in a special sustainability report.

## 7 Audit and distribution

The sustainability policy shall be updated when necessary and reviewed by the Group Board annually.

The sustainability policy shall be communicated to and be available to all personnel via Assemblin's intranet.

## 8 References

The sustainability policy serves as a broad framework for all operations within the Group and sets a minimum standard. Within Assemblin, complementary governing documents with higher ambitions may be found in specific projects or service assignments. Other group-wide governing documents that touch on the field of sustainability are:

- Assemblin's Code of Conduct
- Assemblin's Code of Conduct for suppliers
- Assemblin's Bribery and Corruption Policy
- Assemblin's Restriction of Competition Policy
- Assemblin's Procurement Policy
- Assemblin's HR Policy