

# GROUP POLICY

GROUP SUSTAINABILITY POLICY

ADOPTED BY THE EXECUTIVE MANAGEMENT TEAM

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# Group Sustainability Policy

This policy sets out what we expect from ourselves. It defines the principles that all business units and functions within Hultafors Group must follow to create long-term value for people and the planet. Sustainability is part of our daily work, our strategy, and decisions on partners, investments, and acquisitions.

Our sustainability work is based on this policy, our other internal policies and standards, recognized international frameworks, and relevant legal and stakeholder requirements. Together, these guide us throughout our value chain – from product development and sourcing to production, distribution, use, and end of life.

We integrate sustainability into daily decisions and procedures. Managers are expected to lead by example, and all employees can make a difference. Together with suppliers, customers, and other partners, we work to reduce our footprint and increase our positive impact.

## Our commitments

### **Circular and safe products and business models**

We aim to offer circular products and solutions by designing for durability, repair, reuse, and recycling. We consider the full life-cycle in product development and material choices. We comply with applicable chemical legislation, phase out substances of concern, and improve product safety. We are striving for circular business models that create value while reducing impact.

### **Reduced environmental and ecological impact, towards net zero**

We work to reduce our climate, environmental, and ecological impact and contribute to a net zero future in line with the Paris Agreement. We prevent and reduce emissions to air, water and soil, use energy and resources efficiently, prioritize renewable and recycled materials when appropriate, and minimize waste by reducing, reusing and recycling. Our net zero climate targets are approved by the Science Based Targets initiative (SBTi), and we are committed to achieving these science-based targets and continuously reducing our greenhouse gas emissions.

### **Human rights, diversity and inclusion, and responsible partners**

We respect internationally recognized human rights, promote fair, safe, and inclusive workplaces, and do not tolerate discrimination or harassment. We work with partners who share our standards on human rights, working conditions, environment, and business ethics, and we act when these standards are not met.

### **Transparency, compliance and continual improvement**

We act with integrity and openness, seek transparency in our supply chain, and report on our sustainability performance. We comply with applicable laws and other binding requirements, set clear objectives, and drive continual improvement. All employees are expected to raise concerns and help us improve together as a Group.