

Sustainability Policy

This policy forms the basis of our approach to sustainable and ethical business practices. For us, sustainability is a concept that combines Ecological, Social, and Economic responsibility under an overarching strategy in the striving for a healthy business and environment. We aim to achieve this by:

1. Taking responsibility for how our business impacts our environment, now and in the future. Taking responsibility for developing our business and our employees in a sustainable way.
2. Not only complying with existing laws and regulations but also being proactive in our sustainability efforts.
3. Being attentive to our stakeholders' sustainability demands and goals.
4. Developing and marketing sustainable solutions in our business offerings.
5. Ensuring that social factors, ecosystems, biodiversity, and human rights are respected in our supply chain through proportional procurement requirements and collaboration.
6. Collaborating with industry, interest organizations, and partners to strengthen collective development and contribute to shared goals.
7. Working strategically to ensure that our sustainability efforts deliver results and achieve set goals. Aligning our goals with globally established sustainability goals.
8. Educating ourselves and promoting knowledge-based decisions. Our employees and our customers shall have the possibility to make sustainable choices.
9. Having leaders and role models within the organization act as ambassadors for good sustainability.
10. Encouraging initiatives that have a positive impact on, or contribute to reducing the negative impact on, people, society, and nature.
11. Being clear in our communication, and reporting our sustainability work and results with transparency and facts.

Education and knowledge are a basis for making informed choices. Good ambassadorship is a basis for creating positive ripples. When the promotion of ecological, social, and economic sustainability is constantly present in our daily lives, we make a difference.

Related policies

Within our sustainability umbrella, there are several subordinate policies and guidelines, including those for Environment, Work Environment, Anti-Corruption, and Codes of Conduct. These are available on our website [hemsida](#).