

## Sustainability Policy

We at Nova Åkeri AB strive to conduct our operations in a sustainable manner to minimize our impact on the environment and society, and to promote long-term economic growth and social welfare. To achieve this commitment, we have established the following principles and actions:

- **Environmental Responsibility:**

We commit to reducing our environmental impact by continuously monitoring and improving our energy consumption, reducing greenhouse gas emissions, and promoting the use of renewable energy sources. Additionally, we aim to reduce our waste and promote recycling and reuse of materials.

- **Social Responsibility:**

We recognize the importance of social sustainability and commit to following the guidelines of the UN Global Compact and the International Labour Organization's (ILO) core conventions. This means actively working to ensure fair working conditions, respect for human rights, and promoting diversity and inclusion in our workplace.

- **Occupational Health and Safety:**

We are committed to systematically addressing occupational health and safety issues and adhering to national regulations to ensure a safe and healthy working environment for all our employees. This includes regular risk assessments, training and awareness development, and preventive measures to minimize work-related risks.

- **Business Ethics:**

We strive to conduct our business with the highest degree of business ethics and integrity. This means that we do not tolerate corruption, bribery, or other unethical behaviours, and we act with transparency and openness in all our business relationships.

By adhering to this sustainability policy and continuously evaluating and improving our operations, we take responsibility for our impact on the planet and society and contribute to a more sustainable future for future generations.