

Sustainability Policy

Eleda Group



Table of contents

1 Purpose 3

2 Scope and responsibility 3

3 Climate change 3

4 Biodiversity and ecosystems 3

5 Circular economy 4

6 The workforce 4

7 Responsible business 4

8 Conclusion 4

Appendix 1. Glossary 5

1 Purpose

Eleda wants to take leadership in sustainability by integrating sustainability into all parts of its operations. We strive to reduce our environmental impact, promote social responsibility and maintain the highest standards of responsible business. This sustainability policy is intended to help us make daily decisions and develop long-term strategies that are consistent with our sustainability goals. By following the policy, we can effectively work towards these goals and continuously improve our sustainability.

2 Scope and responsibility

The policy is based on a double materiality assessment where we have identified the most relevant impacts, risks and opportunities. The priority areas are climate change, biodiversity and ecosystems, circular economy, the workforce within the company and in the value chain, and responsible entrepreneurship.

The needs and wishes of our stakeholders have been considered when designing the sustainability policy. It applies to all employees within the Eleda Group, as well as our subcontractors and suppliers.

The Group CEO has the ultimate responsibility for the implementation of the policy, but the CEO of each company is responsible for its implementation and compliance. The policy is updated and adapted in accordance with our governance policy.

3 Climate change

We are committed to reducing our carbon footprint by optimizing our processes, using renewable energy and sustainable materials. We are working to meet the Paris Agreement and the 2030 Agenda and have set climate targets that are in line with these. We continuously monitor our climate impact and report our progress in Eleda's annual sustainability report.

4 Biodiversity and ecosystems

We comply with laws and regulations to protect and conserve biodiversity where we operate. We strive to minimize adverse impacts on species and habitats by managing disruptive activities according to best practices and collaborating with customers and regulators on precautionary measures. We maintain open communication with stakeholders to resolve any issues during projects.

5 Circular economy

We implement circular principles in our operations by minimizing waste and maximizing the reuse and recycling of materials. We will work with our suppliers and partners to promote sustainable purchasing and develop innovative solutions for material management.

We work to ensure that all purchases of materials and services meet our sustainability requirements. This means, among other things, that:

- Purchased materials do not contain environmentally hazardous substances and meet relevant environmental standards and certifications.
- Suppliers are selected based on sustainability criteria, which include their environmental performance, social responsibility and ethical business practices.

We prioritize suppliers who share our commitment to sustainability and who actively work to reduce their environmental impact and improve social conditions in their operations. All suppliers to Eleda must sign the Supplier Code of Conduct.

6 The workforce

We strive to create a safe and inclusive working environment for both our employees and partners throughout our value chain. By following the OECD Guidelines for Multinational Enterprises and the UN Declaration of Human Rights, we ensure that our operations are conducted in a responsible and ethical manner with respect for human rights.

We continuously work to identify, prevent and mitigate risks that may affect human rights and labour rights, both within our own organization and in our value chain. We expect our customers and suppliers to also share this responsibility and work in the same direction.

Our sustainability policy is supported by and closely linked to other central policies within the organization, such as our Code of Conduct and our Supplier Code of Conduct.

7 Responsible business

We work to maintain the highest standards of business ethics and transparency in all our business relationships. Eleda has a Code of Conduct that is based on several international frameworks, including the UN Global Compact.

As part of our sustainability policy, we recognize the importance of protecting whistleblowers and combating corruption and bribery. We have a whistleblower policy available on our external website, reports are initially handled by an external independent party, which provides employees and other stakeholders with a safe and confidential channel to report suspected irregularities without fear of retaliation. Our measures against corruption and bribery are integrated into our Code of Conduct, where we establish clear guidelines and expectations to ensure that all business activities are conducted with the highest integrity and transparency.

8 Conclusion

By following this sustainability policy and continuously improving our practices, we work towards creating long-term value for customers, employees, communities and the environment.

9 Appendix 1. Glossary

Dual materiality analysis – Dual materiality analysis is a process that identifies and evaluates both how an organization's operations impact the external environment and how external factors impact the organization's ability to create value.

Biodiversity – Biodiversity refers to the variety of life forms found within different ecosystems, species and genetic levels, and is essential for maintaining ecosystem functions and services that support life on Earth.

Ecosystem – An ecosystem is a dynamic system consisting of living organisms, such as plants, animals and microorganisms, and the non-living environment with which they interact, including air, water and minerals, where these components interact and influence each other through energy flows and nutrient cycles.

Value chain – A value chain is a series of steps and processes that a company undergoes to create and deliver a product or service, from the collection of raw materials to final distribution to the consumer, where each step adds value to the final product.

Paris Agreement – The Paris Agreement is an international climate agreement adopted in 2015 at the United Nations Climate Change Conference (COP21) in Paris, with the goal of limiting global warming to well below 2 degrees Celsius above pre-industrial levels and pursuing efforts to limit the temperature increase to 1.5 degrees Celsius.

Agenda 2030 – The 2030 Agenda is a global action plan with 17 goals adopted by the UN member states in 2015, aimed at promoting sustainable development by the year 2030.

Science Based Targets initiative – a collaboration that helps companies set science-based targets to reduce greenhouse gas emissions in line with the Paris Agreement's goal of limiting global warming.

OECD guidelines – The OECD Guidelines for Multinational Enterprises are recommendations from governments to companies on responsible business conduct, covering areas such as human rights, labour law, the environment, anti-corruption and consumer interests, with the aim of promoting sustainable development and ethical business practices globally.