

# SUSTAINABILITY POLICY

## PURPOSE

The purpose of this policy is to provide guidance on how sustainability work should be conducted, of which sustainability must have a clear link to business development and value-creating processes within the group.

Our vision and values are the foundation of this policy. The target group for the policy is our stakeholders, such as owners, employees, customers and suppliers.

## BACKGROUND

Surewood Industries contributes to sustainable development. We consciously and responsibly integrate economic, social and environmental aspects, both strategically and operationally, in order to uphold Surewood Industries values, respect for people, society and our environment / natural resources.

## MAIN AREAS

Surewood Industries has chosen to focus on the following main areas of sustainability:

- Environment
- Human Rights
- Diversity
- Equality
- Business ethics
- Anti corruption
- Working Environment

## STRATEGY FOR SUSTAINABILITY

Sustainability should be permeated throughout the business and integrated into the business plan for each company. The strategic direction has been developed for each company with the support of the UN Global Goals, Agenda 2030. An activity plan with defined goals has been developed with the support of Agenda 2030's processes, current situation analysis, stakeholder needs analysis, and business development plan. The work is to be run by each company's management team. The companies' sustainability plan with agenda 2030 is approved and followed up by the respective board.



# SUSTAINABLE RESPONSIBILITIES

## **FINANCIAL RESPONSIBILITY**

For Surewood Industries, it is a fundamental principle to conduct a responsible business with a sound and balanced economy. The company avoids financial decisions that involve risks to the companies' long-term survival.

The company values honesty, openness and high ethics in all business relationships. Employees see both customers and suppliers as important business partners who should be treated with respect. The company actively combats all forms of bribery and corruption that can affect business relationships.

In the market, Surewood Industries strives for sound, honest and open competition and adheres to good marketing practices. The company's information to the market should always be clear, transparent and never deliberately misleading.

## **ENVIRONMENTAL RESPONSIBILITY**

Surewood Industries shall proactively strive to reduce environmental and health-related risks from its operations and the products and services that the Company uses and provides. Surewood Industries will also work actively to minimize the impact on the environment through low resource consumption, comply with laws and other regulatory requirements, develop competence managers and employees who have delegated environmental responsibility, work actively with suppliers and customers in product and process development and prevent the occurrence of pollution or anything else that can pose a risk to health and the environment.

## **SOCIAL RESPONSIBILITY**

Surewood Industries should be a good social actor. The company must respect human rights, distance itself from corruption and bribery as well as money laundering. The company must also strive to create good health and well-being regardless of whether it is for employees, customers, owners or other stakeholders. The company must be active in social issues and promote social belonging for children and youth with the aim of contributing to a healthier and more safe society. The Company shall not make direct or indirect contributions to political parties or political organizations.



## **LEGISLATION RESPONSIBILITY**

Surewood Industries shall comply with applicable legislation and international conventions in the markets in which the company operates. The company must comply with work environment and environmental legislation, agreements, safety requirements and other binding laws, requirements and regulations.

## **SUPPLIER RESPONSIBILITY**

Surewood Industries will include suppliers in promoting sustainable development. Suppliers should be part of the sustainability strategy that exists in each company. The company shall formulate the quality, environmental, work environment and safety requirements that shall apply to its own operations as well as to the procurement of goods and services. It is incumbent on every responsible person in contact with suppliers to ensure that they comply with set requirements.

## **WORK OF LIABILITY**

Within the framework of work environment responsibility, Surewood Industries shall ensure a good organizational and social work environment by jointly building a safe, trusting and secure workplace. In addition, processes will be created where employees' ideas and initiative are stimulated. The company must strive for a good work-life balance for the company's employees. Clear and well-communicated guidelines and policies regarding equality, diversity and abusive discrimination must be in place.

The company should support and encourage employees' social involvement. Emphasis should be placed on promoting employee health and well-being through a zero-vision on occupational injuries.

The company will allocate resources for the employees' further development and skills development to retain committed and motivated employees, which contributes to the development and profitability of the entire business. Surewood Industries lives up to current legislation and works actively with risk management and the improvement work through systematic environment work. The working environment work shall be carried out in collaboration between employers, employees and safety representatives.



## **CUSTOMER AND QUALITY RESPONSIBILITY**

The customer relationship and the customer's needs and expectations should guide the systematic quality work. A high degree of transparency, dialogue and clarity should characterize the company's relationships with customers, both internally and externally. Surewood should be and remain the customer's first choice. Customer satisfaction, deviation management, improvement work and support should be efficient, thorough and handled with care. A continuous improvement of the quality work must be carried out through a personal commitment and participation of all employees. By; train other staff in the business, work systematically with customers and suppliers, revise and develop value-creating processes and routines, work with risk-based thinking and continuous improvements so that the employees contribute to the business development and profitability.

## **RESPONSIBILITY**

The company's managers are responsible for ensuring that all employees within the company are familiar with the company's sustainability policy, but it is the individual's responsibility to follow it. Violating the company's Sustainability Policy can lead to disciplinary sanctions. All employees have an obligation to work together to create and maintain a sustainable business climate.

HR Manager and Sustainability Manager are responsible for maintaining the policy.



## CONTACT

Do you have questions about this policy contact one of the following persons.



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