

## **Sustainability Policy for the Rottneros Group**

As decided by Rottneros AB's Board on 21 August 2024



## Responsible conduct

Our responsibility stretches beyond the limits of the company; from employees and our financial position to shareholders, customers, suppliers, surrounding locations and the environment. We strive to achieve transparent and good communication with all those affected by our activities.

We perceive our sustainability work as a central part of our operations and as important for our long-term value creation. We shall demonstrate sustained profitability over a business cycle by conducting our business in a sustainable and responsible manner and by making investments that are financially, environmentally and socially sustainable. We shall set and follow up relevant, prioritised and clear targets for our sustainability work.

Rottneros' sustainability policy covers the following areas:

- Environmental responsibility
- Social conditions and personnel
- Ethical rules

## Environmental responsibility

Our wood-based products are part of a natural and sustainable ecosystem originating in the forest. That is why responsibility for the environment is reflected in all activities at Rottneros. We place great value on reducing our environmental impact and the ambition is to conduct our business in a long-term sustainable manner.

We help our customers in their sustainability initiatives through our customised, renewable and recoverable products that strengthen their market position and profitability. Our ambition is to develop new areas of application for our products that contribute to more sustainable development in society.

See also:

Environmental and energy policy for the Rottneros group

## Social conditions and personnel

In order to be a sustainable and successful business, our employees must thrive and be able to develop in their workplace. That is why we work continuously with safety, leadership and competence development. The safety of our employees is paramount and we emphasise safety in every situation.

Rottneros operates in industrial cultures with strong ties to the locations where we operate, and where Rottneros is a major employer. For us, it is important to take responsibility in the local communities and collaborate with the municipalities where we operate, including by offering internships and study visits.

We care about gender equality issues in our operations. All employees are of equal value and must be treated fairly and with respect.



The right to organise is a given at Rottneros. All employees are covered by collective union agreements.

See also:

Code of Conduct for the Rottneros Group

Work environment policy for the Rottneros Group

## **Ethical rules**

We shall always comply with the applicable laws, regulations and ethical norms. We respect and promote human rights and free competition, and reject all forms of corruption. It is important that we have common ethical norms both within the Group and in relation to our partners. We shall not enter into business relationships with companies or individuals that deliberately and systematically violate laws, regulations, human rights or other ethical norms.

When choosing suppliers or contractors and in the procurement process, we shall aim to choose alternatives that are sustainable in the long term, provided that they fulfil our requirements for quality and profitability.

See also:

Code of Conduct for the Rottneros Group

Ethical Rules for Suppliers to Rottneros