



## ENVIRONMENTAL POLICY

**BJÖRCKS will have an environmental program on par with industry competitors that attracts employees, customers, and investors and is perceived as positive by other stakeholders.**

BJÖRCKS will contribute to sustainable development by optimizing resource use, seeking the use of renewable energy and minimizing its environmental impact throughout its operations.

BJÖRCKS's environmental programs and activities are based on continuous improvement, with reference to BJÖRCKS's overall environmental goals. Each company and unit is responsible for setting specific targets and working to reach them.

The activities within BJÖRCKS's environmental programs will be coordinated and integrated with production, quality and financial activities and will comply with applicable legislation and other requirements. The overall goal for BJÖRCKS's sustainability programs is to create long-term value growth for its owners and contribute to the Group meeting its goals.

### **Policy focus areas:**

- **Energy consumption and greenhouse gas emissions**
- **Water quality and consumption**
- **Air quality**
- **Natural resources management and waste reduction**
- **Responsible chemical management**
- **Communication plan**

**All policies are locally published and communicated in local languages.**

# ENERGY CONSUMPTION AND GREENHOUSE GAS

BJÖRCKS values an active leadership that:

- Creates a work environment that supports the BJÖRCKS Group's strategies as well as the rules and regulations in each country.
- Creates a culture of pride in Björcks striving for low emissions, since peoples transport is traditionally a high consumer of fossil fuels.
- Plans work in a way that considers organizational needs but also enables employees to be actively involved, in the work and socially.
- Ensures BJÖRCKS's position as a good company within the work environment area.

In order to achieve this it is the responsibility of the management to ensure that:

- Goals and action plans for energy consumption and greenhouse gas are a natural part of the ongoing business planning within each company.
- Leaders and employees at all levels and in all units are actively involved in environment matters.
- Annual relevant studies are carried out.

Local **Policies** are available at all sites of operation in local languages.

# WATER QUALITY AND CONSUMPTION

BJÖRCKS values an active leadership that:

- Creates a work environment that supports the BJÖRCKS Group's strategies as well as the rules and regulations in each country.
- Creates a culture of pride in Björcks striving for low water consumption and low consumption of chemicals in the equipment maintenance process.
- Plans work in a way that considers organizational needs but also enables employees to be actively involved, in the work and socially.
- Ensures BJÖRCKS's position as a good company within the work environment area.

In order to achieve this it is the responsibility of the management to ensure that:

- Goals and preventive plans for water quality and consumption are a natural part of the ongoing business planning within each company.
- Leaders and employees at all levels and in all units are actively involved in environment matters.
- Annual work environment studies are carried out.

Local **Policies** are available at all sites of operation in local languages.

# AIR QUALITY

BJÖRCKS values an active leadership that:

- Creates a work environment that supports the BJÖRCKS Group's strategies as well as the rules and regulations in each country.
- Creates a culture of pride in Björcks striving for low impact on air quality throughout the total service delivery process.
- Plans work in a way that considers organizational needs but also enables employees to be actively involved, in the work and socially.
- Ensures BJÖRCKS's position as a good company within the work environment area.

In order to achieve this it is the responsibility of the management to ensure that:

- Goals and preventive plans for air quality matters is a natural part of the ongoing business planning within each company.
- Leaders and employees at all levels and in all units are actively involved in work environment matters.
- Annual work environment studies are carried out.

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# NATURAL RECOURCES MANAGEMENT AND WASTE REDUCTION

BJÖRCKS values an active leadership that:

- Creates a work environment that supports the BJÖRCKS Group's strategies as well as the rules and regulations in each country.
- Creates a culture of pride in Björcks striving for low consumption of natural resources and a reduction of waste throughout the total service delivery process.
- Plans work in a way that considers organizational needs but also enables employees to be actively involved, in the work and socially.
- Ensures BJÖRCKS's position as a good company within the work environment area.

In order to achieve this it is the responsibility of the management to ensure that:

- Goals and preventive plans for natural resources management and waste reduction are a natural part of the ongoing business planning within each company.
- Leaders and employees at all levels and in all units are actively involved in work environment matters.
- Annual work environment studies are carried out.

Local **Policies** are available at all sites of operation in local languages.

# RESPONSIBLE CHEMICAL MANAGEMENT

BJÖRCKS values an active leadership that:

- Creates a work environment that supports the BJÖRCKS Group's strategies as well as the rules and regulations in each country.
- Creates a culture of pride in Björcks striving for responsible chemical management throughout the total service delivery process.
- Plans work in a way that considers organizational needs but also enables employees to be actively involved, in the work and socially.
- Ensures BJÖRCKS's position as a good company within the work environment area.

In order to achieve this it is the responsibility of the management to ensure that:

- Goals and preventive plans for responsible chemical management are a natural part of the ongoing business planning within each company.
- Leaders and employees at all levels and in all units are actively involved in work environment matters.
- Annual work environment studies are carried out.

Local **Policies** are available at all sites of operation in local languages.

# COMMUNICATION PLAN

BJÖRCKS "ORGANISATION AND EMPLOYEE DEVELOPMENT PLAN, (OED)" is the communication platform for the entire company.

The OED includes the yearly program to communicate plans, strategies, policies and goals related to performance, of all kinds.

Leaders and employees at all levels and in all units are actively involved in workshops.

The OED ensures BJÖRCKS's position as a competitive company.

Please find OED attached.