



Instruction

Environmental Policy



Document Information

Policy Holder (name and title)	Henrik Lampa, Head of Corporate Responsibility
<u>Governing</u> and Related documents:	<u>Dustin Code of Conduct</u>

Distribution, Confirmation and Implementation

This policy shall be distributed to the following groups of persons and shall be confirmed in accordance with the table below.

Confirmation required for this Policy	Read	Implemented
Board of Directors	X	
Leadership Team	X	X
Extended Leadership Team	X	X

By confirming that the policy document has been READ, the recipient acknowledges having read and understood the contents of the policy.

By confirming that the policy document has been IMPLEMENTED, the recipient

- has informed all pertinent persons within his/her respective unit of the contents of the policy
- has established a process to ensure that the principles and the minimum requirements of the policy will be followed within his/her respective unit

Versions

This policy has been updated since implementation and the most important changes are listed below.

Version	Major changes since last version
2019:1	General Review
2020:1	General Review

Environmental Policy

Introduction

Dustin Group's Environmental Policy outlines our commitment to environmental protection and prevention of pollution.

Through efficient and environmentally sound business practices, we aim to reduce the adverse environmental impact and use resources efficiently. We utilize a life cycle thinking in our work to continuously improve our own environmental performance but also to more holistically work with the environmental impact of the products and services we offer our customers and consumers.

Dustin Group follows national law in all countries where we operate. The applicable legislation in the respective country of operation sets the minimum standards required by Dustin Group.

Dustin's Environmental Policy applies to all employees, in-house working consultants, officers and board members of Dustin Group, in all markets and at all times. In addition, Dustin Group expects its suppliers and other business partners to adhere to this policy document at all times when conducting business with or on behalf of Dustin Group, directly or indirectly.

Environmental Principles

Our commitment to environmental protection supports the following environmental principles:

- The most significant environmental aspects of our own operations are identified and measured
- Improvement programs are set for key environmental aspects, to increase efficiency with which we use resources and minimize our impact on water, land and air
- Ensure compliance with applicable environmental legislation and regulations in the countries where we operate
- Integrate environmental management into our business operations and processes
- Strive to continuously improve our environmental performance
- Raise internal awareness on environmental protection and encourage employees to act upon opportunities to save energy and use less resources in the areas where they work
- Impose environmental requirements on manufacturers and together with our stakeholders try to minimize the environmental impacts throughout the product life cycle
- Strive to ensure that the services and solutions we offer are characterized by environmental thinking and circular economy
- Pursue regular dialogue with our stakeholders and customers, to ensure that our work leads us forward

Guidance, Compliance and Reporting

The President & CEO has ownership of this policy document and performs annual content and compliance reviews.

Enforcement and compliance follow-up is **part of every manager's responsibility**. All employees are responsible for familiarizing themselves with the content and for acting in accordance therewith, and are encouraged to voice concerns with their immediate manager and to highlight examples of good practice. All operations covered by the policy document will be regularly reviewed.

If you have any questions regarding this policy, please consult with Head of Corporate Responsibility.

Dustin Group AB

Att: Head of Corporate Responsibility

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Updates and Reviews

This policy shall be reviewed and updated annually or as needed based on the recommendations of Head of Corporate Responsibility.