

SUSTAINABILITY POLICY

Jernbro is the market leader in industrial maintenance in Sweden. Every day, all year round, we help Swedish industry to flow more safely, more efficiently and more sustainably. We are located locally where the customer is. Our success lies in being able to handle the industry's increasingly tough requirements for quality, health, safety, working environment and sustainability, and that we can make unique expertise available in a wide range of services that clearly contribute to improving the industry's competitiveness.

Our sustainability policy expresses the overall ambitions in quality, environment and work environment, including social responsibility. We regularly measure our customers' and employees' experience and expectations and act on the results to achieve continuous improvement in our own and in the customers' operations.

JERNBRO WILL CONDUCT HIGH-QUALITY, ENVIRONMENTALLY FRIENDLY AND SAFE OPERATIONS

We will offer our services that meet customers' requirements regarding quality, functionality, economy, safety, environmental impact and development. We achieve this by:

- striving to protect our environment, reduce our environmental impact such as energy use, carbon dioxide emissions from transport and chemical handling
- contributing to our customers fulfilling their environmental commitments and proactively proposing environmental improvement measures
- continuous follow-up of our compliance with relevant legislation and other binding requirements.

JERNBRO WILL BE A RESPONSIBLE AND DEVELOPING EMPLOYER

Jernbro has a zero vision regarding work-related accidents. The work environment must be SAFE and SECURE. Our working methods shall be characterized by RESPECT for and PREVENTION of risks of injuries and accidents that employees, partners, customers and others may be exposed when Jernbro is to perform a job. We work actively with a common corporate culture. Our Code of Conduct contributes to:

- all employees being involved and contributing to a safe, secure and pleasant work environment
- all employees participating in our work environment by continuously identifying risks and reporting accidents, incidents and risk observations
- to close cooperation with our customers and subcontractors in work environment issues

JERNBRO WILL TAKE RESPONSIBILITY FOR SUPPLIERS

Our suppliers must conduct their business in a professional manner that meets all the requirements set applicable legislation, applicable industry regulations and agreements and maintain a high environmental standard. Our subcontractors must act in accordance with our Code of Conduct and be well acquainted with our internal requirements and the requirements set by our customers.

JERNBRO WILL COMMUNICATE WITH ITS STAKEHOLDERS

Jernbro shall have an open and clear dialogue with all relevant stakeholders in each area. It includes employees as well as customers, suppliers, authorities, neighbors and others concerned.