



SUSTAINABILITY POLICY

2026

JERNBRO



At Jernbro, sustainability is an integral part of our mission – not something added on afterwards. By combining knowledge, technology, and people, we take responsibility for the development of industry and for a long-term sustainable society. This sustainability policy serves as the foundation for our work in the areas of environment, social responsibility, and corporate governance.

Scope

This policy applies to the entire Jernbro Group and covers all employees as well as individuals acting on behalf of Jernbro. We take responsibility throughout the value chain and place the same demands on our suppliers as we do on ourselves.

Environment

We contribute to the green transition through our services in maintenance, repairs, and industrial solutions that promote a circular economy.

We are committed to:

- **Reducing our climate impact** through efficient energy use and an increased share of renewable energy sources.
- **Monitoring greenhouse gas emissions** and working to halve our direct emissions by 2030 and achieve net zero by 2045, in line with national targets.
- **Preventing pollution** through safe handling of hazardous materials and chemicals, and ongoing substitution initiatives.
- **Using resources efficiently** by reducing material consumption and implementing structured waste management.
- **Protecting water resources** through responsible management of process and wastewater.
- **Safeguarding biodiversity** through responsible sourcing of materials and equipment.

Social responsibility

We strive for a safe, inclusive, and secure work environment where no one should come to harm. We take responsibility throughout the value chain and set high standards for our suppliers and partners.

We are committed to:

- Ensuring a **workplace with zero accidents** as a long-term vision.
- Identifying and minimizing risks that may affect employees, customers, and partners.
- Promoting **equality, diversity, and inclusion with zero tolerance for discrimination** based on gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age, political opinion, or pregnancy.
- Strengthening competence and development through continuous training and individual development plans.
- Respecting **human rights** and prohibiting all forms of child labor, forced labor, and human trafficking.



- Respecting all **employees' right to join a union** and to participate in collective bargaining, should they so choose.
- Offering **fair working conditions in accordance with law and collective agreements**, including salaries, benefits, working hours, rest, leave, and – where applicable – accommodation, as well as maintaining regular and constructive dialogue with unions.
- **Ensuring structured skills development** through training, onboarding programs, and individual development plans, as well as providing fair and transparent opportunities for career advancement within the organization.

Corporate governance

We operate our business with integrity, transparency, and high ethical standards – in line with our role as a knowledge leader and partner to industry.

We are committed to:

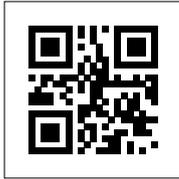
- Maintaining a **certified management** system and working with continuous improvement.
- Conducting **regular stakeholder analyses** and ensuring structured dialogue with our key stakeholders to understand expectations, impact, and material issues.
- Integrating sustainability into business strategy, objectives, and governance, with clear management of impact, risks, and opportunities across the organization.
- **Delivering services with high professionalism, business ethics, and integrity.**
- **Ensuring open and trusting communication** with employees, customers, and other stakeholders.
- **Counteracting money laundering, fraud, corruption, and bribery** through clear guidelines and training.
- Setting requirements throughout the supply chain and following up on compliance.
- **Ensuring high information and cybersecurity** through well-protected systems, clear requirements, and continuous training.
- **Encouraging whistleblowing of misconduct** via internal reporting or through an external anonymous whistleblowing function, with full protection against retaliation.

Laws and regulations

We comply with all applicable laws, rules, and regulations in the countries where we operate. In the event of a conflict between this policy and local regulations, we always apply the strictest requirement.

In addition, we follow:

- The principles of the UN Global Compact,
- The Universal Declaration of Human Rights,
- The ILO Core Conventions,
- Agenda 2030 and the Sustainable Development Goals.



Visit Jernbro online

The Jernbro Group is Scandinavia's leading knowledge partner in industrial services for sustainable operational reliability.

By bridging knowledge, technology and people, we ensure that industrial production and critical infrastructure do not stop – around the clock.

When facilities need to grow or change, we lead and deliver each industrial project with tailored solutions that strengthen reliability and efficiency.

Through industrial solutions, optimization initiatives and ongoing maintenance, we make sure that the full operation functions as intended and that our customers' businesses can continue to develop over time.

Jernbro has annual revenue of SEK 2.5 billion and employs approximately 1,300 specialists.

We operate locally from around 35 strategic locations across Sweden, Norway and Denmark, where our local presence and deep understanding of our customers' processes contribute to improved efficiency, long-term competitiveness and sustainable value creation.

Jernbro – ensuring a thriving Scandinavian industry.