

# Sustainability Code for Suppliers

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Adopted by: Board of Directors

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Last updated: [Date]

Updated by: [Role]

## SUSTAINABILITY CODE FOR SUPPLIERS

This policy is applicable to all employees of Nordiqus AB and Nordiqus AB:s group companies, hereinafter referred to as the "Company". When this policy refers to the company, if nothing else, Nordiqus AB and its group companies are mentioned.

### 1. Introduction

The purpose of the code is to define the company's position and guidelines for engagement in sustainable societal development. The company's sustainability work is based on the company's vision for 2030, a continuous dialogue with stakeholders and the company's values of long-term and reliable ownership and management. All suppliers and business partners are responsible for keeping themselves informed on both the Sustainability Code and other applicable policies within the company, as well as regarding applicable legislation.

The company shall govern its operations in line with the international climate agreement (Paris agreement) with the overarching target of climate neutrality by 2030 and a property portfolio adapted to minimize climate related risks. The company shall apply a life cycle perspective on its operations and adopt a responsible use of natural resources and promote biodiversity. The company management shall procure that strategies and action-plans are developed as well as concrete targets and key performance indicators to govern the company operations in line with the overarching targets. The key performance indicators and target fulfilment shall be disclosed publicly on an annual basis.

The concept of sustainability includes the dimensions:

- Financial
- Ecological
- Social

### 2. To whom does the Sustainability Code apply?

Sustainability permeates all work within The Company. The Sustainability Policy covers all employees and all parts of The Company's operations, including partners, and all third parties acting on the company's behalf.

All suppliers have a responsibility to stay informed about the company's Sustainability Code, Code of Conduct and requirements, regulations and legislation applicable to the business.

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The Sustainability Code is supplemented by the Code of Conduct, which defines guidelines on how to act on matters including anti-corruption, professional action, the working environment, gifts, bribes, insider information, communications, integrity, discrimination, and compensation.

To ensure that the company's employees and suppliers act in accordance with the company's ethical guidelines, an externally administrated whistle-blower service provided. Guidelines for the whistle-blower service can be found in the company's whistle-blower Policy.

All suppliers bear a responsibility to:

- Work to minimize the company's environmental impact and energy consumption in new production and property management
- View environmental impact from a lifecycle perspective
- Minimize the environmental impact of transport
- Strive towards never using materials that are classified as environmentally hazardous. Every deviation from this shall be registered in a follow-up system and approved by an appointed employee with responsibility for quality management
- Minimize waste and use of waste and resources responsibly
- Comply with laws and regulations and to ensure that The company's environmental work is arranged in accordance with the environmental objectives of society

## 3. Vision and Targets

All of the company's sustainability visions and goals are prepared in dialogue with stakeholders with research-based knowledge of their operations' sustainability-related risks and opportunities.

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operations in line with the overarching targets. The key performance indicators and target fulfilment shall be disclosed publicly on an annual basis.

All of the company's employees and suppliers are required to be familiar with and understand the vision and targets, understanding how they relate to their own role and contributing to achieving them by applying and further developing the company's approaches and methods for sustainable community building.

## 4. Review

The company must be transparent in how it reviews and reports environmental targets, impacts, and risks.

The CFO responsible for each target continuously follow up on the sustainability targets in consultation with the CEO. Target fulfilment is compiled quarterly and reported to the Board of Directors' Sustainability Committee and annually to the Board of Directors, as well as in the Annual Report. The Board of Directors' Sustainability Committee is responsible for reviewing and monitoring the continuity and progress of work on sustainability objectives, management of sustainability risks, and compliance with the Sustainability Code and with the Code of Conduct.

The company's environmental impact and environmental risks are monitored and reported on annually in the Annual Report. The CFO is tasked with safeguarding transparency and reliability in the sustainability reporting. The indicators of relevance for reporting are determined in dialogue with stakeholders that have research-based knowledge of the sustainability- related risks and opportunities in the operations.