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SUSTAINABILITY POLICY

1. BACKGROUND AND PURPOSE

Cynca Nordic AB (publ), reg. no 556578-2496 (“**Cynca**”) has developed governing documents, including this policy, and processes to ensure that Cynca is complying with applicable laws and regulations and that Cynca’s values and desired ways of conducting business are communicated and followed throughout the entire organization.

The object of this policy is to define how Cynca shall conduct business in a sustainable way. Cynca support the UN Global Compact and the ten principles, and also the 17 Global Sustainable Development Goals.

2. AUDIENCE

This policy applies to Cynca, and all legal entities controlled by Cynca (“Cynca Group”). Accordingly, the policy applies to all employees and temporary staff within Cynca Group and it is everyone’s responsibility to adhere to, and act according to, the principles set out in the policy.

3. CYNCA SHALL CONDUCT ITS BUSINESS IN A SUSTAINABLE WAY

Key principles

This policy stipulates Cynca Group’s approach to sustainability. Cynca Group strives to continuously improve its – and its customers – efforts within sustainability, and to take responsibility for its impact. Sustainability consequences should be considered in all business, investments and supplier decisions. Additionally, it is of high importance to have a transparent and constructive dialogue with stakeholders, covering both environmental and social aspects to be able to develop better and more sustainable processes, products and services.

Based on an initial material analysis, Cynca Group has identified focus areas that will guide the sustainability work. These areas are:

- Sustainable Growth
- Business Ethics
- Environmental Responsibility
- Social Responsibility

For the identified focus areas there are formulated targets, identified risks and opportunities, and also potential KPI’s for development and monitoring of the progress within the area.

Sustainable Growth

Sustainable growth focuses on Cynca Group’s ability to build long term growth, and to expand the business in a sustainable and controlled manner. This also includes building long term trust with stakeholders, which is an essential part of Cynca Group’s sustainability work as well. Additionally, Cynca Group shall aim for developing sustainable products and services based on a close dialogue with its customers.

Business Ethics

To make business in a fair, trustworthy and sustainable manner it is critical to be able to build and keep long term relationships with Cynca Group’s stakeholders. Cynca Group’s principles and guidelines regarding business ethics are stipulated in Cynca’s Code of Conduct, which also includes information regarding the whistleblower service that should be used if any deviations are suspected. Cynca Group collaborate with suppliers that comply with Cynca’s Supplier Code of Conduct.

Environmental Responsibility

Cynca Group shall take environmental responsibility to reduce and optimize the use of resources, with a main focus on greenhouse gas emissions, energy, material, water and waste. It is of high importance that Cynca Group conducts business in accordance with applicable environmental regulations. Cynca Group shall reduce its greenhouse gas emissions to achieve the objectives of the Paris Agreement.

Social Responsibility

Cynca Group’s employees shall take social responsibility with focus to protect and support diversity and gender equality. Cynca Group’s employees shall be able to influence decisions and Cynca Group believe that being curious, taking initiative and acting responsible is at the core.

Cynca Group shall also have a strong and committed health and safety approach in place, where leaders are expected to lead by example. Therefore, Cynca Group has safety standards in place that aim to minimize the number of workplace incidents and ensure the well-being of Cynca Group’s employees.

Respect for human rights is of high importance for Cynca Group’s business and the requirements of Cynca Group’s suppliers are stipulated in Cynca’s Supplier Code of Conduct. Cynca Group supports the UN Guiding Principles on Business and Human Rights.
