



SUSTAINABILITY POLICY

Sustainability is a prerequisite for the success of AGES.

We are continuously working on improving our business activities with regard to the environment, working conditions and ethics. Our aim is to reduce risks while simultaneously cutting our costs and meeting the expectations of our stakeholders.

Environment

AGES is working to minimise the environmental impact of our business activities and to ensure that we comply with applicable legislation.

Important goals:

- reduce consumption of natural resources
- minimise waste products from manufacture
- achieve the lowest possible level of energy consumption
- reduce emissions of carbon dioxide from transportation

The measures we are taking to achieve our goals include:

- making environmental issues an integral part of daily operations
- actively trying to prevent pollution and other environmental impacts
- investing in new, environmentally friendly production technology
- performing regular controls to ensure that shortcomings – as well as future risks – are detected, reported and rectified
- selecting materials that present the lowest level of risk to health and the environment
- using 100 per cent recycled aluminium in our production
- introducing environmental management systems in all operations
- evaluating and conducting a dialogue with our suppliers to ensure that they meet our environmental standards
- making our transportations more efficient

Social climate and staff

AGES should be an attractive place to work. We respect our employees and their rights. We ensure that we comply with laws and other regulations relating to working environment.

Important goals:

- no employee should be exposed to injury or psychological ill health due to their work
- an equal workplace where everyone is treated equally and fairly
- continuing professional development for staff
- compliance with legislation and international conventions in the field of labour legislation. In this field we comply with international conventions and recommendations issued by ILO (International Labour Organization)
- acting in a socially responsible manner where we are established and prepared to conduct a dialogue with representatives of local interests
- maintaining open and accessible communication and as far as possible providing factual information about the business

Instruments to achieve our goals include:

- established procedures in every company to ensure a good working environment and compliance with legislation
- equality plans and actively working to promote equal rights



- AGES's ethical guidelines, which give more details of our responsibilities towards customers, suppliers, employees, owners and society
- requiring our suppliers to comply with ethical guidelines
- evaluating employees' need for training and continuing professional development

Human rights

Human rights must be respected in AGES and in our supply chains. To safeguard this, we require:

- compliance with national legislation in this field
- internationally established conventions on human rights to be adhered to
- AGES's ethical guidelines in this field to be adhered to
- suppliers to meet our requirements and expectations. If this is not the case, we will change suppliers

Anti-corruption

We have zero tolerance towards corruption and take a proactive approach to prevent bribes.

- Our ethical guidelines contain regulations for staff relating to bribes, gifts and conflicts of interest
- Suppliers are obliged to comply with these guidelines. Suppliers who do not comply with the guidelines will be replaced

Responsibility

Ultimate responsibility for this policy lies with AGES's senior management and Board of Directors. Responsibility for ensuring compliance with the policy in daily operations lies with the managers of the various divisions.

International regulations observed by AGES:

UN Global Compact

OECD guidelines for multinational enterprises.

ILO conventions and recommendations.

Halmstad, 10 May 2019

AGES INDUSTRI AB and its subsidiaries

A handwritten signature in blue ink, appearing to read 'Anders Magnusson', written over a dotted line.

Anders Magnusson
CEO