

SUSTAINABILITY POLICY

Society is transitioning, and Bravida is part of that change. Bravida's vision is to make it possible for our customers to develop the full potential of their properties and lead the way towards a sustainable, resilient society. To this end, we accept the challenge of creating places where people can live more sustainably – today and in the future.

Purpose

This Sustainability Policy provides guidelines on how sustainability management is to be conducted as an integral part of Bravida's business. Systematic sustainability management is crucial to future-proofing and developing our business. If we are to succeed, we need the commitment and involvement of management and staff alike.

Scope, responsibilities and monitoring

The Sustainability Policy applies to all employers within the Bravida Group. Each manager is responsible for ensuring that their staff understand and comply with this policy. The policy also affects our suppliers and partners, primarily through Bravida's Supplier Code of Conduct.

Ultimate responsibility for the policy rests with the President of the Bravida Group. The Sustainability Policy is reviewed annually and its content developed and changed as and when necessary.

Bravida's ambition and commitment

Bravida's stated ambition is to contribute to meeting the global commitment to the Paris Agreement¹ and the Sustainable Development Goals of the UN's Agenda 2030². We intend to do so both through our customer offering and within our own organisation. The long-term objective is to achieve a climate-neutral value chain no later than 2045, so that our customers can also do so.

Bravida shall provide its customers and society at large with more sustainable solutions for technical installations, while simultaneously reducing the negative impact of our operations. Therefore, we need to consider people and the environment in everything we do. This includes both the company's long-term priorities and the choices we make in our day-to-day work. Change also demands that we collaborate with our customers, suppliers and other stakeholders.

Our work is based on our codes of conduct for our employees and our suppliers and partners. These codes of conduct are based on the Ten Principles of the UN Global Compact.³ The company's joint policies and guidelines provide additional guidance on specific issues.

Bravida also strives to comply with:

- The Universal Declaration of Human Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- OECD norms and principles for multinational enterprises
- UN Guiding Principles on Business and Human Rights (UNGPs)
- The principles of the Rio Declaration on Environment and Development

¹ In the 2015 Paris Agreement, the world's countries agreed to the goal of limiting global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.

² Agenda 2030 consists of 17 Sustainable Development Goals aimed at eradicating poverty, halting climate change and creating peaceful and secure societies.

³ The UN Global Compact is an initiative to encourage companies worldwide to act sustainably with corporate social responsibility. The Compact is based on 10 principles in the fields of human rights, labour, environment and anti-corruption.

Bravida's definition of sustainability

We only have one planet, but in the Nordic countries we are living as we have four⁴. Bravida wants to be involved in changing the development by working smart and efficient for improved resource management. The places we create today should not limit the opportunities of future generations.

To achieve this and contribute to meeting the SDGs, we are working purposefully on our environmental, social and economic responsibilities.

Through our sustainability management, we contribute to sustainable social development within the limits of the planet's resources, while at the same time ensuring good social conditions, profitability and long-term economic growth. We continuously strive to identify material sustainability issues in the areas where we can make a difference. We do so through dialogue with our various stakeholders. We also consider the risks associated with our business and operating environment. By doing so we create a strong and resilient company that contributes to the necessary social transformation.

Bravida's environmental responsibility

Bravida is seeking to contribute to environmentally sustainable social development, i.e. social development that does not deplete our natural resources. The places we create today should not limit the opportunities of future generations. As a company, we therefore strive to work within the boundaries of the planet's resources. This implies that we must:

- work towards limiting greenhouse-gas emissions aligned with the Paris Agreement;
- strengthen society's ability to withstand and adapt to climate change;
- ensure that resources are used efficiently; and
- reduce society's waste and emissions of environmental toxins.

With comprehensive service and installation solutions we help our customers to create efficient buildings in which people can thrive and live more sustainably. Our objective is to reduce our customers' climate and environmental impact, increase working life and increase stakeholder value throughout the lifecycle of the building.

At the same time we are transforming our own business: our vehicle fleet will be fossil-free, and we are planning smarter transport, reducing our energy consumption and switching to renewable energy in our offices. The materials we use are another key issue. By choosing the right products, minimising waste, recycling and being better at reusing materials, we save resources.

At Bravida we always comply with applicable legislation and the demands placed on us by customers and society. We participate in research and development in the field of the environment. In our collaboration with customers, suppliers and communities we aim to contribute more innovative installation solutions and services that meet society's environmental and climate challenges.

We measure and monitor our environmental impact on an ongoing basis and strive to constantly improve our environmental performance.

However, if Bravida is to succeed in shouldering its corporate environmental responsibility, the efforts of individuals are key. This is why we train our staff so that they are aware of our most significant environmental impact and can do their jobs in an environmentally responsible manner. Every employee has an individual responsibility, together we can make a difference to the environment and climate.

⁴ <https://www.overshootday.org/about/country-overshoot-days-2020-med>



Bravida's social responsibility

Bravida works towards social sustainability in the communities where we operate, so that society meets the needs of people and recognises everyone's equal worth. It is our corporate social responsibility to create employment opportunities and build teams in which our employees feel secure and are able to thrive and develop. We put health and safety first, and value everyone's opinion. In day-to-day operations and through the Bravida School, we promote good leadership and skills development for everyone. With apprenticeships across the entire Nordic region, we take responsibility for ensuring that the industry and our customers will continue to have access to professionals in the industry.

By working for diversity, inclusion and fair working conditions, we contribute to creating equal opportunities in society. This is also reflected in our supply chain, along which we select partners, suppliers and subcontractors who share our values and commit to following our Supplier Code of Conduct.

Bravida's economic responsibility

Bravida strives to achieve economic sustainability in the form of long-term growth and returns on investment that do not have negative consequences for either the environment or social sustainability. This includes paying our statutory taxes and fees, and conducting our business ethically. We also strive to be transparent and unambiguous when we describe our business, our impact and our financial situation.

How we organise and delegate the sustainability work

The Board of Directors is responsible for approving and monitoring the company's overall strategic direction and goals. Sustainability strategies and goals are set by Group Management. Group Management also ensures that the goals are achieved. Ultimately, the responsibility rests with the CEO.

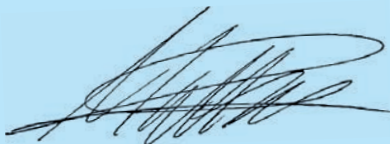
Responsibility for preparing and developing a sustainability strategy, long-term goals and sustainability-related policies rests with the Sustainability Committee, which consists of members of Group Management.

The group-wide function Operations Development supports the Sustainability Committee in preparing the sustainability strategy, monitoring external requirements and conducting stakeholder dialogues, as well as communicating sustainability performance and progress.

The Nordic businesses, with heads of division bearing the ultimate responsibility, ensure that country-specific sustainability strategies, long-term goals and policies are in place and are adapted to the group-wide strategy and goals. National legal, procurement, finance and human-resources staff provide additional support in this work.

Good today – even better tomorrow!

Bravida, October 2023



Mattias Johansson, President and CEO

This policy is in line with Bravida's other policies, its Code of Conduct and its core values.

