

# Gunnebo Group Sustainability Policy

Gunnebo's vision is to be the leading provider of a safer future and our mission is to create a safer world. In order to be leading, we need to be sustainable. In Gunnebo, we aim to integrate sustainability in all parts of our Business, from our own operations and through all our supply chain, with our focus areas further described in our [Sustainability Approach](#). Gunnebo is strongly committed to sustainable development by taking all three pillars of sustainability into account, Our Business, Our People and Our Impact. Gunnebo commits to:

## General principles

- Address and manage sustainability related risks
- Integrate sustainability in our projects and targets
- Consider our owners exclusionary list when doing business
- Consider sustainability aspects in M&A processes

## Our Business

- High standards of business ethics, including full compliance with relevant legislation on anti-corruption, antitrust/fair competition, and tax (zero incidents)
- Introduce a third-party whistle blower function
- Screening/auditing of new/existing suppliers based on sustainability criteria
- A sustainability strategy and management approach
- Financial and non-financial transparency through accurate external reporting
- Attain ISO 9 001 certification in own operations



Read our business-related policy's Code of Conduct, CoC for Suppliers, Partner's CoC and our Quality Policy.

## Our People

- Aim for zero fatalities and high consequence work-related injuries or ill health in all our operations
- Full compliance with relevant legislation and conventions on human rights (zero incidents)
- Employees' right to freedom of association and collective bargaining
- A living wage in all our operations
- Zero tolerance of discrimination or harassment of any type, including based on age, race, gender, religion, sexual orientation or disability
- Active measures for employee wellbeing
- Actively promote diversity by fair representation (best-in-class), e.g. challenge recruiters to present shortlists with diverse candidates, equal pay for equal work, and work towards 30% of the unrepresented gender in management teams
- Represent the customer's best interests, including customer health and safety, data security and customer privacy, and responsible marketing practices
- Attain ISO 45 001 certifications in all our operations
- Positive community engagement



Read our people-related policy: Health & Safety Policy.

## Our Impact

- Full compliance with relevant legislation and conventions
- Net zero greenhouse gas emissions by 2045
- Attain ISO 14 001 certifications in all our operations



Read our impact-related policy: Environmental Policy.

Stefan Syrén  
President and CEO, Gunnebo AB  
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