



Following policy has been established for Ahréns Åkeri AB, hereinafter referred to as “the company”

## Background

Corporate Social Responsibility (CSR) or social responsibility is about the company taking responsibility for how it affects society in an environmental, social and economic way. CSR is not only positive for the outside world but can also contribute to increased profitability for the company by optimizing its use and reducing the unnecessary consumption of the resources available to the company.

## Purpose

The purpose of the company's CSR policy is to make employees within the company aware of how the company views and works with social responsibility. We are a small part of the whole society, but everyone can and should make their part. We also urge our business partners to act in accordance with this code and we take this into account when choosing who we work with.

## Guidelines

Everyone within the company has a responsibility to comply with laws, regulations and internal policies. If something in this policy would contravene the law, it is the prevailing law in each country that applies above the principles described in the company's CSR policy.

### Environmental responsibility

The business should be permeated with a consistent environmental thinking. We strive for continuous improvement work in terms of climate impact and use of resources.

#### *Climate impact*

Workplaces and premises should be environmentally friendly and economical with energy and resources. This applies to both the internal and the external environment.

Travel and transport should, as far as possible, take place with environmentally friendly alternatives to minimize climate impact.

The company should have a modern and energy-efficient technology park and all renewal of technical equipment will lead to a constant upgrade to more environmentally friendly technology.

Digital meetings should replace physical ones wherever possible without compromising quality.

#### *Use of resources*

We do not waste the resources of the earth. Services and products must be adapted to the environment with a low resource production. All joints, raw material and product consumption, transport and waste must be handled in the most environmentally friendly way possible.



The waste issue must be handled in line with the so-called waste hierarchy. For more information about the environmental work in the business see the company's environmental policy.

### **Social responsibility**

Everyone has a responsibility for how they treat their fellow human beings. The business must be permeated by equality and equal treatment.

#### *Working conditions*

We are committed to utilizing the resources that exist within the company in the form of knowledge and skills and help our employees to develop to their full potential.

It is obvious that the company's own employees have good working conditions. But it is also important that the suppliers we use provide satisfactory working conditions for their employees. We therefore do not work with companies that use, for example, child laborers, who do not advocate equality and equal treatment, as well as companies that allow discrimination and harassment.

#### *Community involvement*

Within the company, we are committed to supporting local associations and businesses. We strive to work with local subcontractors as far as possible and we work with support for non-profit associations in accordance with our current policy in this area.

### **Financial responsibility**

All employees are responsible for not wasting the company's financial resources. This does not mean that we must save on the necessary investments but the resources must be used wisely. For example, a more expensive investment can lead to greater cost savings and thus be more profitable in the long run than a cheaper one.

### **Responsibility**

The company's managers are responsible for ensuring that the employees are informed about what the policy means and giving the staff the opportunity to follow it. The policy must also aim to make employees feel responsible and work for a sustainable business. However, the ultimate responsibility lies with the board.