



Sustainability Policy

Balco Group



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Purpose

The sustainability policy has been drawn up as a collaboration between Balco Group AB's (Balco's) management and the company's board of directors. The policy covers the parent company's activities and those of the company's subsidiaries.

For any company within the group a sustainable business is a prerequisite for creation of a business that grows, is profitable and creates value for the company's customers, employees, owners and other stakeholders. We will endeavour to be a sustainable company and adhere to the content of the UN Global Compact, the OECD guidelines for multinational companies and the UN's guiding principles regarding companies and human rights.

The group's approach to issues concerning sustainable entrepreneurship is defined in the company's sustainability policy. The policy acts as an important framework for our actions concerning operational decisions, as well as when the company evaluates and decides on issues regarding the company's long-term strategic development. The sustainability policy describes our stance concerning sustainability issues, the company's values and its preventive work within the field.

Our business is based on the basic :

-  Pride
-  Entrepreneurial Spirit
-  Quality




The company's ethical values and social responsibility are described in the company's Code of Conduct.

Roles and responsibilities

Balco Group AB's management is responsible for adherence to the sustainability policy, and for it being developed and being a part of the everyday work within the parent company and the company's subsidiaries. Group management, the subsidiaries' managing directors and other managers shall together seek to naturally integrate the sustainability work into ongoing work and strategic decisions.

Adherence criteria

For it to be deemed that this policy is being adhered to, the following criteria must be met:

-  All employees must be aware of the sustainability policy.
-  The sustainability policy must be available to all employees.
-  Business goals have been set in accordance with the sustainability policy.

Vision

Our objective is for sustainable development to permeate the whole company, including all wholly owned subsidiaries, as regards decisions, planning, investments, production and buying, and concerning matters concerning the company's customers and employees. This will benefit the long-term development of our business and society at large.

Through a safe and inspirational work environment we will provide sustainable, attractive and innovative balcony solutions that contribute to reduced energy use, improved quality of life for residents and a safer and more aesthetically appealing local environment.



BALCO



Environment

We care about the environment and assume responsibility for it. For us that means reducing greenhouse-gas emissions and protecting water, soil and the air. We are doing this by utilising resources efficiently, reducing the company's need for non-renewable resources and as far as possible selecting environmentally friendly options and technologies.

We place a great emphasis on reducing our products environmental impact. We are doing this

by streamlining our processes and using materials and methods that lower the environmental impact. As a whole, our main end product (glazed balconies) means reduced energy use for the customer, thereby contributing towards a reduced environmental impact within society.

People

Within the group we strive to be an employer that seeks to provide its employees with long-term, sustainable employment in an excellent and safe work environment. All employees within Balco Group will set a good example, show respect and contribute towards good relations with customers, partners and colleagues that strengthen our brands. In dealings with customers we will maintain a high level of integrity, act independently and professionally and adhere to the group's regulations, which do not allow bribery/corruption.

All employees, potential employees, customers and partners shall be treated equally, regardless of gender, transgender identity or expression, ethnicity, disability, sexual orientation and age. Discrimination and persecution shall not occur. The company's ethical guidelines, its values in its external business relationships and its stance as an employer are described in greater detail in the company's Code of Conduct.





Sustainable governance

Our financial responsibility means that the company's emphasis is on operating a high-quality business that creates long-term value for all its stakeholders. The vision is to be an innovative company that creates products that are in demand in the market and that contribute to a better quality of life for our customers. A product that is appreciated and is sustainable in

the long term is crucial if we are to continue to be a growth company exhibiting a good level of profitability, a healthy balance sheet and a low financial risk. A growing and profitable business contributes to creating both value and security – both for employees and for customers.

