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## Sustainability policy

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## Sustainability Policy, Balco Group

The sustainability policy has been developed in collaboration between the Group Management of Balco Group and the company's Board of Directors. The policy covers the operations of the parent company and its subsidiaries.

### 1. Introduction

For Balco Group, sustainable business is a prerequisite for creating a business that grows, is profitable and that creates value for the company's customers, employees, owners and other stakeholders. Balco Group shall strive for sustainable business and comply with the areas included in the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights.

Balco Group's approach to issues related to sustainable business is defined in the company's sustainability policy. The policy serves as an important framework for Balco Group's actions in operational decisions, but also when the company evaluates and decides on issues relating to the long-term strategic development of the company. The Sustainability Policy describes Balco Group's position on sustainability issues, the company's values and its preventive work in this area.

Balco Group's operations are based on the basic values of **Pride, Entrepreneurial Spirit and Quality**. The company's ethical values and social responsibility are described in the company's Code of Conduct.

### 2. Responsibilities

The Group Management of Balco Group is responsible for ensuring that the sustainability policy is complied with, developed and is part of the daily work of the parent company and its subsidiaries. Group management, the subsidiaries' CEOs and other managers shall work together to ensure that sustainability work is integrated in a natural way into the day-to-day work and in the strategic decisions.

### 3. Vision

Balco Group's vision is that sustainable development should permeate the entire company, with all wholly owned subsidiaries, in decisions, planning, investments, production, purchasing and in matters relating to the company's customers and employees. In this way, the long-term development of Balco Group's business and society at large is promoted. Through a safe and engaging working environment, Balco Group will provide sustainable, attractive and innovative balcony solutions that contribute to reduced energy consumption for our customers, an improved quality of life for the residents and a safer and more aesthetically pleasing

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local environment. Balco Group's stated vision is "Balco Group shall be the obvious choice for balcony solutions and contribute to a better living environment".

#### **4. Environmental sustainability**

Balco Group cares about the environment and takes environmental responsibility. For us, this means reducing greenhouse gas emissions and protecting water, air and soil. We do this by making an efficient use of resources, reducing the company's need for non-renewable resources and, as far as possible, choosing environmentally friendly alternatives and technologies.

We have a strong focus on reducing the environmental impact of our products. We do this by streamlining our processes and using materials and methods that reduce environmental impact. Balco Group's main product (glazed balcony) in its entirety means reduced energy consumption for the customer, which contributes to a reduced environmental impact in society.

#### **5. Social sustainability**

Balco Group shall be an employer that works to provide its employees with long-term and sustainable employment in a good and safe working environment. All employees within Balco Group shall lead by example, show respect and contribute to developing good relationships with customers, partners and colleagues that strengthen Balco Group's brand. In relation to customers, Balco Group shall maintain a high level of integrity, act independently and professionally, and comply with the Group's rules that do not allow bribery/corruption. All employees, potential employees, customers and partners must be treated equally regardless of gender, transgender identity or expression, ethnicity, disability, sexual orientation and age. Discrimination and harassment should not occur. The company's ethical guidelines, values in external business relationships and position as an employer are described in more detail in the company's Code of Conduct.

#### **6. Economic sustainability**

Balco Group's financial responsibility means that the company's focus is to conduct a qualitative business that creates long-term value for all stakeholders. The vision is to be an innovative company that creates products that are in demand in the market and that contribute to an increased quality of life for the customer. An appreciated and long-term sustainable product is central to continuing to be a company with good profitability, a solid balance sheet and a low financial risk. A growing and profitable business contributes to value creation and creates security for both employees and customers.