

Policy for social responsibility and environmental work

Overall principles

Indutrade is a technology sales company in the area of industrial components, systems and services. Operations are decentralised through four business areas and some 150 subsidiaries. Indutrade's CEO is responsible for ensuring compliance with this policy for social responsibility and environmental work, while the presidents of the respective subsidiaries are responsible for ensuring compliance and follow-up of this policy at the subsidiary level.

Indutrade shall strive for sustainable development, which entails that consideration be given to long-term environmental aspects and maintaining a balance between social and economic demands.

Indutrade shall develop and maintain a profitable and ethical business operation that is sustainable over the long term. The company has a heritage of responsible business to which it is bound in its future endeavours. In our various operating environments we will work in concert with our employees, business partners and society at large. Our business mission and our strategies shall foster good environmental work and social responsibility.

Indutrade's business is conducted according to the following principles:

- We work in accordance with the laws that apply in the countries in which we work.
- Our ambition is to conduct business with good ethics; we shall conduct legally correct business in all aspects.
- Our ambition is to conduct our business in close dialogue with our employees, our business partners and other players who affect and are affected by our business.
- Our employees shall adhere to Indutrade's principles and take responsibility for their actions and for Indutrade's products and services.

Indutrade shall be regarded as a reliable and responsible company that always lives up to its commitments. Indutrade has long-term business relationships as a platform for creating customer and shareholder value.

Social responsibility

Indutrade's business is based on long-term, strong relationships with customers and suppliers. Our employees' motivation and aspiration to deliver good results and work in concert with our business partners and the world at large are critical for our success. Our business must be based on good ethics and great respect for all individuals within the company as well as with external contacts.

Indutrade's business is conducted according to the following principles:

- We shall always act in such a manner that the company's interests on the one side and the employees' interests on the other do not come into conflict. If such conflicts of interest or uncertainty regarding such an issue should arise, the matter shall immediately be referred to the immediate superior or the chairman of the respective company.
- We respect and honour obligations to employees as laid down by national laws and agreements on social protection. Employee rights to organise in labour unions of their choice and to engage in collective bargaining shall be respected. We repudiate child labour and forced labour.
- We offer our employees equal opportunities regardless of age, race, skin colour, gender, nationality, faith, sexual orientation or ethnic origin.
- We do not tolerate discrimination or harassment.
- We offer a safe and healthy work environment and conduct systematic improvement work.

Indutrade's environmental work

Environmental aspects are integrated into Indutrade's operations. Through environmental plans and systematic work, continuous improvements are made in these respects.

We align ourselves with a view that leads to long-term sustainable development. This means that we strive to achieve a high level of efficiency our use of energy and natural resources, that we give priority to systems for reusing and recycling material and energy, and that we prevent and limit pollution to the environment. We regard statutory rules as minimum requirements.

We shall be responsive to customers' and suppliers' preferences and strive to meet the environmental demands made by the market. Our choices of raw materials, semi-finished products, etc. shall result in high product safety.

Environmental impact

Indutrade shall work continuously to reduce its environmental impact.

Indutrade's principal businesses consist of trading and distribution. Only a few of the Group's companies conduct own manufacturing. Indutrade's environmental impact is therefore minimal and arises in connection with transports of finished products, business travel and waste handling. Environmental aspects are taken into account throughout the entire production chain, entailing that the products' constituent parts shall be as environmentally adapted as possible.

Our goal is to reduce water and energy consumption associated with our products. Waste shall be handled in a safe and effective manner.

Environmental management and certification

Environmental targets shall be quantifiable, and targets as well as plans shall be followed up.

Certification shall be conducted where warranted by market demands; however, all subsidiaries conduct systematic environmental work aimed at gradual improvement.

Follow-up of environmental work is reported in Indutrade's annual reports.