

## Policy on Sustainability

Randek is dedicated to conducting its business in an environmentally friendly and sustainable manner while providing innovative automation solutions for our customers in the prefabricated wood house manufacturing business. We recognize that the health and safety of our employees, customers, communities, and the environment are vital to our success. Our sustainability work is integrated into all parts of the business, guided by the principle of "continuous improvement" with a long-term focus. We pursue sustainability from a holistic standpoint that includes ecological, social, and economic sustainability.

By implementing eco-friendly practices and technologies in our production, distribution, and administrative processes, Randek is dedicated to reducing the adverse effects of our activities on the environment. In compliance with ISO 14001 guidelines, we have established and uphold an Environmental Management System to methodically handle our environmental obligations. At all times, we aim to go above and above the minimum criteria set forth by any applicable environmental laws and regulations. Our top focus is resource efficiency; to that end, we carefully choose resources, give preference to eco-friendly materials, and work to eradicate waste from our supply chain. We proactively stop environmental degradation by using the precautionary principle in our assessments. Through frequent audits and evaluations of our environmental goals and targets, we track, evaluate, and enhance our environmental performance over time. We include sustainable methods into our operations, such as reducing waste, conserving energy, and water, and preventing contamination. To support environmental responsibility programs and raise public knowledge of environmental issues, we interact with our stakeholders, including neighborhood associations and groups. We integrate sustainable practices into our operations, such as reducing waste, minimizing the environmental impact of goods transportation to and from the company, conserving energy and water, and preventing pollution. To support environmental responsibility programs and raise awareness of environmental issues, we engage with our stakeholders, including neighborhood associations and groups.

Randek is committed to providing a safe and healthy work environment for its workers and promoting their personal and professional growth. Ensuring a safe and healthy work environment by adhering to occupational health and safety standards and continuously improving our safety practices is fundamental. We promote the personal and professional growth of our employees through training, development programs, and career advancement opportunities. Creating an appealing, equal, and inclusive workplace that values diversity and the well-being of its employees is central to our mission. We make a positive contribution to our community through corporate social responsibility activities, including supporting local groups and organizations.

Randek conducts its business in a financially responsible and sustainable manner by being a profitable, stable, and competitive company. We foster ethical and transparent business operations and uphold high corporate governance standards. Ensuring financial stability and sustainability by managing our resources effectively and maintaining a strong financial performance is crucial. Building and maintaining long-term relationships with our customers, suppliers, and partners based on trust, mutual benefit, and shared values is essential to our success.

The Managing Director of Randek AB is responsible for implementing and monitoring this, Policy. However, all employees and people working on our behalf must share these commitments. Everyone is empowered to speak up and act to ensure that these commitments are met. Regular training and communication ensure that all employees are aware of their roles and responsibilities in achieving our sustainability goals.

This Policy will be reviewed periodically to ensure it remains relevant and effective in addressing our environmental, social, and economic impacts.



Ola Lindh, CEO, Randek AB