

Environmental Policy

We shall, through our daily work reduce our impact on the environment and thereby help to ensure a clean and healthy environment.

By:

- In all business activities promote a good environment to conserve natural resources such as raw materials, materials, energy and water and also prevent pollution
- Minimize the use of non-renewable materials and fuels
- Create interest and commitment among employees for performance through active participation, information and education
- Monitor research and development in the area and ensuring our own environmental efforts in the prevention of pollution in the strive for continuous improvement
- Openly recognize our environmental work and develop the business so that environmental laws and demands for the business are the minimum level of our actions
- Demand of our suppliers that they are active in the preservation of natural resources and that they comply with the environmental laws and regulations.
- Consider the environmental impact and sustainability in all our purchases.

Our Four Focus areas

We are aware of that we have a direct impact on the environment in our own operations and indirectly also through our suppliers. Therefore we have divided our environmental goals and key figures in 4 focus areas.

1.Transport

- Transport of goods
- Transport of staff

2.Reduce content of environmentally damaging substances in products (goods and consumables)

3.Introduce environmental management in procurement

4.Other

We measure and evaluate on a frequent basis:

- Batteries, Quantity of waste according to waste plan
- Carbon Dioxide emissions from transports
- Waste Source sorting
 - Recycled waste. Listed in kg / variety of sorted waste
 - Quantity of hazardous waste according to waste plan

Our environmental responsibility

- We ensure that all laws and regulations are monitored and followed. (Our environmental work is also based on and governed by laws and regulations and of what is economically viable, technically possible and ecologically justified.)
- We work to minimize the environmental impact through a systematic improvement process.
- We encourage innovation and give priority to development of technologies that help reduce environmental impact.
- We shall, as far as possible, avoid all substances and materials that can be harmful to the environment.
- We shall minimize the use of energy, water and other resources in our operations and to make maximum reuse of materials in all our

operations

- We shall minimize waste in our operations and recycle as much as possible
- We encourage all employees to be involved in the development of environmental goals.
- We enhance understanding and knowledge about environmental impacts of our employees and provide information and training where appropriate.

This means that; we strive for an ongoing sustainable development and our hope is that we can do this together with our customers and suppliers to achieve a greater impact on the environment.

REPA

According to the law "Ordinance of Producers' responsibilities for packaging" all companies that produce, import or sell packaged goods are subject to a number of obligations.

The company shall:

- ensure that a collection system exists, through which customers and other end consumers can return used packaging
- ensure that customers receive the information they need about the collection of used packaging
- ensure that collected packaging is recovered, recycled and put to good use as either new raw material or energy.

To resolve our responsibilities as a producer we are affiliated with REPA.

REPA:s role is to provide all companies with access to the nationwide recycling system, which is designed to simply and efficiently meet producer obligations.

This entitles us to use the "Green Dot" symbol. This symbol is used in a large number of European countries as proof that a company meets its obligations as a producer.

