

GROUP POLICY CORPORATE SOCIAL RESPONSIBILITY

Purpose

This document shall govern all of SERODUS's work with sustainable development and corporate social responsibility.

- Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.
- SERODUS regards its corporate social responsibility as a shared responsibility towards achieving sustainable development in the areas and business sectors where the Group operates.

Scope

The policy and the appurtenant guidelines and documents apply to the Group's total operations, independent of geographical location, customer groups and organizational affiliation. In addition, they apply to wholly-owned subsidiaries and partners when they carry out assignments for SERODUS or act as representatives for the Group.

Targets

SERODUS takes account of environmental, social and governance-related aspects in product and service development, advisory and sales activities, investment and credit decisions, as well as production and operations, including relations with suppliers.

Such responsible business practices can contribute to reduced risk and lower costs, new business opportunities, proud and motivated employees and a sound reputation. Thus, the work on corporate social responsibility promotes sustainable development and helps create added value in relations with customers.

Principles

SERODUS's corporate social responsibility is based on internationally recognized guidelines, including:

- the OECD's guidelines for multinational companies,
- the IFC's guidelines for environmental and social standards,
- the UNEP FI principles,
- the UN Principles for Responsible Investments (PRI),
- the UN Global Compact,
- the UN guiding principles on business and human rights.

Main principles:

1. SERODUS shall not contribute to the infringement of human or labour rights, corruption, serious environmental harm or other actions that could be regarded as unethical.
2. SERODUS shall seek to promote sustainable development in the areas and business sectors where the Group operates.

The principles apply, among other things, to the areas governance, environment and society:

Governance:

1. SERODUS shall be characterized by high ethical standards and sound corporate governance.
2. SERODUS shall have regular discussions with stakeholders (customers, employees, the authorities, other public bodies and owners) regarding environmental, social and governance-related matters. Such discussions shall also be held with companies in which SERODUS has an ownership interest.

3. All communication to all target groups shall be open, clear and truthful.
4. SERODUS shall take account of environmental, governance-related and social aspects in analyses, in investment and credit decisions and in agreements with suppliers.

Environment:

1. SERODUS shall operate as energy efficiently as possible, which means that the Group shall use its resources in an optimal manner while causing minimal harm to the environment.
2. SERODUS is committed to promoting continual environmental improvement and to meeting requirements from the authorities and internal requirements concerning the external environment.
3. SERODUS shall minimize its indirect impact on the external environment in its capacity as owner/investor, lender and purchaser.
4. SERODUS shall promote greater environmental responsibility and encourage the development and distribution of environmentally friendly technology and solutions.

Society:

1. SERODUS shall respect human and labor rights both in its own operations and in its capacity as owner/investor, lender and purchaser.
2. SERODUS shall not invest in nor extend loans to companies that produce weapons¹ whose normal use violates basic human principles.
3. SERODUS shall promote a high level of diversity among its employees. Discrimination on the basis of factors such as ethnic origin, religion, sexual orientation, functional ability or gender shall not occur.
4. SERODUS shall, through systematic HS&E efforts, ensure good working health and a sound working environment, safeguard the employees' physical security and promote professional and personal development.
5. SERODUS shall support sporting and cultural events, charitable organizations and other non-profit causes.

Overall process and organization

The group management team determines principal targets and measures within this field. The work on sustainable development and corporate social responsibility is affirmed by the Board of Directors on a regular basis.

All managers are responsible for implementing approved measures related to corporate social responsibility within their own area of responsibility.