

TITLE Sustainability Policy	CONFIDENTIALITY Public	DOCUMENT NR Prevas-411	VERSION 1.0
TYPE OF DOCUMENT Policy	ISSUED BY Helena Lundin		DATE 2024-06-25

# Sustainability Policy

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## 1 Introduction

Prevas is a development hub with ingenuity at its core. With high technical expertise and deep business understanding, we help customers from chosen industries to benefit through continuous technological innovation.

The world is faced by a number of global challenges and we want to contribute to a more sustainable world, primarily through technical achievements and by participating in assignments that make a difference, but also by ethical and sustainable business practices.

Our collaborative and friendly approach creates strong bonds, both between ourselves and with our customers and partners. Together we can solve complex problems with cutting-edge technology, intuitive thinking and pure creativity.

This sustainability policy contains Prevas commitments, principles, priorities and ambitions for those sustainability issues that are most important for us and for our stakeholders: sustainable solutions and services, our own workforce, responsible business conduct and the environment.

By committing to these principles, we aim to fulfil Prevas vision that “ingenuity will save the world” and our mission to co-create technological advancement for the betterment of all; people, planet and profit.

The sustainability policy will regularly be reviewed and updated to reflect the evolving needs of our company, stakeholders and the broader sustainability context.

## 2 Sustainable solutions and services

Industry has a crucial role to play in the transition to an environmentally sustainable economy. We believe that the best way we can contribute to a sustainable future is by enabling our customers to solve their sustainability challenges.

Prevas has a unique opportunity to contribute actively to reducing our customers' environmental impact due to our technical excellence and our focus on product- and production development. Therefore, we have taken a clear strategic step to help our customers to accelerate their sustainability journey.

To achieve this, we commit to the following strategic priorities:

- We will integrate sustainability risks and opportunities into our business strategy and decisions.
- We will strive to develop our own skills so that they are in line with our customers' long-term sustainability goals and plans.
- We will strive to use our ability to solve complex technical problems to address the challenges of sustainability.
- We will strive to develop our customer offerings and find new ways of working with our customers and partners to enable greater use of technology; process development and encourage new types of collaborations to accelerate the industrial transition.

## 3 Attractive and responsible workplace

Our employees are our most valuable asset, and therefore, sustainability issues such as well-being, health, safety, skills development and a good working environment are crucial to our long-term success.

Being able to offer a work environment that allows creativity, personal development and advanced assignments is central to a skills-intensive company. Our ambition is to attract the best talent in order to ensure that we are as competitive tomorrow as we are today.

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At Prevas we strive to reach the highest standards for a great workplace for all our employees and subcontractors. We are committed to fulfil all legal requirements related to work environment conditions. Furthermore, we continuously develop our quality management system (QMS) to set a standard of excellence for our employees, subcontractors, customers and for other interested parties.

## 3.1 Health and safety policy

We prioritize the health and safety of our employees. Prevas' employees should have a work environment that functions well, both physically and psychosocially, and ill health should be prevented as far as possible.

We strive to provide a safe and supportive work environment, promote work-life balance, and offer wellness initiatives to enhance the physical and mental health of our staff. We strive to prevent stress, illness and injury through good planning, risk analysis, wellness activities and health management.

Work environmental issues are an integrated part of the daily activity. All offices have a systematic approach to health and safety at work (SAM), led by the managers, in cooperation with safety representatives and local employee representatives.

All managers and safety representatives must be trained in health and safety. Continuous monitoring of risk identification, risk assessment, sickness rates and incidents with action plans is part of our management system.

At Prevas, we commit to the following principles:

- we all are contributing with a positive and open attitude and good atmosphere in the workplace. We show respect and mutual trust.
- we prevent stress, illness and injury through good planning, risk analysis, wellness activities and health management.
- we all are contributing to have a safe, stimulating, and healthy workplace, psychological, social, and physically.
- we are inspiring and challenging each other through continuous improvements.

## 3.2 Policy for diversity, equality and inclusion

At Prevas, we are committed to equal conditions without discrimination. We are convinced that diversity, equality and inclusivity are important success factors. Bringing together people with different backgrounds and perspectives contributes to greater creativity, a better working environment and higher profitability.

We are dedicated to fostering a diverse and inclusive workplace that values and respects individuals of all backgrounds. Our commitment to diversity extends to our value chain through hiring practices, employee development initiatives, and supplier relationships.

Prevas strive to increase the proportion of women, both in managerial positions and in the rest of the business. We have targeted efforts and training to improve inclusive recruitment and communication, culture and leadership to promote more women in the industry and at Prevas.

At Prevas, we commit to the following principles:

- there should be no unjustified differences in pay for similar positions or jobs;
- there should be equal opportunities for everyone in terms of employment, training, development and promotion at work;
- all employees should be evaluated by their knowledge and skills;
- there should be no unfavourable treatment based on gender, gender identity or expression, ethnicity, religion or other beliefs, disability, age or sexual orientation.

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- it should be equally easy for everyone to combine work and parenthood, a natural part of an employee's career;
- Prevas endeavours to be as flexible as possible, so that the individual employee can combine this in the best possible way;
- Prevas has zero tolerance for victimization and harassment and works with preventive measures.

All our managers undergo training to understand the context in which problems can arise and what our action plan looks like. Managers must investigate the risks of victimization and harassment and take measures to minimize the risks.

An action plan for victimization and harassment at Prevas is also available for Prevas employees.

### 3.3 Policy for working conditions and training

Good working conditions are a prerequisite for Prevas to be a competitive employer in a highly competitive industry. Salary and benefits are important, but to be an attractive employer where committed employees thrive, we also need to show what we have to offer in terms of soft values. We strive to make our employees grow, as individuals and as team players. We try to find what makes our employees grow, as individuals and as team players. That's why we don't have predetermined career paths.

At Prevas, we commit to the following principles:

- fair and transparent salary setting with competitive levels;
- we promote freedom of choice, where each individual can decide the balance and prioritization of pay and holidays;
- workplace flexibility;
- skill development through experience from assignments combined with targeted training;
- we promote collective engagement and bargaining.

These principles are further detailed in Prevas Compensation policy, Competence development policy and Guidelines for work flexibility. Prevas provides a tool for employees to suggest continuous improvements and for systematically work condition follow up.

## 4 Responsible business conduct

At Prevas we strive to meet the highest ethical standards. We recognize the importance of responsible business conduct in our own operation and in our value chain and we are committed to integrate sustainable practices into our own operations and together with our business partners.

We also recognize that responsible business conduct, business ethics and a sound corporate culture is a prerequisite for business success. As such, Prevas' leaders are important cultural carriers of our core values and commitments to business ethics. They should be good examples for the entire organization.

Prevas Code of Conduct serves as an ethical guide for all business relationships and form the basis of our operations. The Code of Conduct covers all employees, including Prevas' Board of Directors. It also applies to subcontractors and business partners. The Code of Conduct, is based on relevant international sustainability standards and guidelines, such as Global Compact's ten principles for sustainable business, the OECD Guidelines for Multinational Enterprises, the ILO's Fundamental Principles and UN Guiding principles for Human Rights and Business.

All employees, subcontractors, and representatives of Prevas are expected to be familiar with and adhere to the business ethical standards applicable for Prevas as expressed in the anti-corruption and human rights policies below and in our Code of Conduct.

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ESG risk assessments are integrated in Prevas Quality Management System.

## 4.1 Anti-corruption policy

At Prevas, we commit to preventing corruption in all its forms and to maintaining a corruption-free environment and a culture of compliance.

- Prevas strictly prohibits the offering, giving, receiving, or soliciting of any bribes, kickbacks, or corrupt payments in any form, whether directly or indirectly. This prohibition applies to interactions with government officials, clients, suppliers, and any other third parties.
- We comply with all relevant anti-corruption laws and regulations. We will regularly review and update this anti-corruption policy and practices to ensure ongoing alignment with best practices and industry standards.
- We are committed to a healthy and open culture; everyone in the group has a responsibility to comply with applicable regulations and to act ethically.
- Prevas encourages all employees to report any suspected or observed instances of corruption promptly. Reports can be made through established reporting channels or other reporting ways.
- A whistleblowing procedure provides the opportunity to report serious misconduct or irregularities in a reporting solution managed through an external partner. This will ensure anonymity, if desired.
- Prevas is committed to protecting whistleblowers from any retaliation. We strive to ensure a business environment where employees and subcontractors feel safe to report irregularities.
- Prevas will provide training to employees about their responsibilities and the potential risks associated with corruption.

## 4.2 Human rights policy

Prevas supports and respects human rights, as defined by international conventions. We commit to the following principles:

- Prevas has zero tolerance for human rights violations, child labour and inhumane working conditions. Prevas does not permit discrimination or denial of employees' collective bargaining rights.
- Prevas strive to identify and act on adverse human or labor rights impacts in our business operation and value chain.
- The risk of human rights violations within Prevas own operations and in our business partners is deemed to be relatively minor. However, if needed and relevant, we will engage to gather information on adverse impacts and risks.
- Human rights criteria will, if relevant, be included in the assessment of potential business partners and in the merger and acquisition process.

## 5 Environmental policy

As a development hub, Prevas' direct environmental footprint is relatively small, and our environmental impact is mainly associated with our client assignments.

We commit to reduce our greenhouse gas emissions in our operation and in our value chain at least in accordance with Sweden's goal to become climate neutrality in 2045.

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Our own environmental footprint includes business travel, company cars, energy consumption in the form of heating and cooling of office premises, purchase of office equipment, and scrapping of electronics in the form of old computers and phones. We will strive to reduce our environmental footprint in these areas by committing to the following principles:

We will **reduce our carbon footprint** by:

- environment-friendly traveling;
- if possible, replace traveling with digital meetings;
- prioritize the purchase of climate-friendly products and services;
- increase the employee awareness of environmental impacts of our organisation.
- reducing our energy consumption in our offices, where possible and always choose renewable energy alternatives, if available.

We will minimize **waste** generation and support **biodiversity** by:

- encouraging the efficient use of resources in our operations and along the value chain, including products, components and equipment, packaging, office materials and property.
- prioritize the purchase of recyclable and environment-friendly products and services
- support the improvements of traceability of products, components and raw materials with significant actual or potential impacts on biodiversity and ecosystems along our value chain.

## 6 Transparency

We are committed to openness, honesty, and clear communication with our stakeholders. By promoting transparency, we aim to build strong relationships, uphold ethical standards, and contribute to a culture of accountability and integrity.

Our stakeholder engagement involves sharing of relevant information needed for stakeholders to make informed decisions in a format that they can understand and access.

## 7 Revision history<sup>1</sup>

Issue date	Description	Changed by	Approved by
2024-06-24	New Policy	HELU, ANUL, PATR	HELU

<sup>1</sup> Note that a printed copy of this document may no longer be valid. See applicable version on the Intranet.