

Environmental and Diversity Policy for Emendion AB

Introduction

At Emendion AB, we are convinced that sustainability and diversity are critical factors for both our business success and for building a company with positive social impact. This policy describes our commitment to environmental sustainability and our work to promote diversity and equality within our operations.

Part 1: Environmental Policy

Our Environmental Vision

Emendion AB actively works to minimize our environmental impact throughout the entire product lifecycle, from design and manufacturing to use and recycling. We strive to continuously improve our environmental performance and contribute to a more sustainable future in line with the UN Sustainable Development Goals (Agenda 2030).

Goals

1. Reduce our direct and indirect environmental impact
2. Integrate environmental considerations into all aspects of our operations
3. Comply with and exceed applicable environmental legislation and standards
4. Communicate our environmental work transparently to all stakeholders
5. Contribute to the fulfillment of Agenda 2030, particularly Goal 12 (Responsible Consumption and Production), Goal 13 (Climate Action), and Goal 9 (Industry, Innovation and Infrastructure)

Concrete Actions

- **Design and Development:** Develop software and electronics with a focus on energy efficiency and long-term sustainability.
- **Material Selection:** Prioritize environmentally friendly and recyclable materials in the manufacturing of plastic components.
- **Supplier Collaborations:**
 - Systematically evaluate suppliers based on their environmental work and performance.
 - Give preference to suppliers that can document active environmental work and environmental certifications.
 - Conduct annual evaluations of key suppliers.
 - Seek local suppliers where practically possible to reduce transport-related emissions.
- **Energy Use:** Optimize energy use in our own operations and choose renewable energy sources where possible.
- **Waste Management:** Implement systems to minimize waste, especially electronic waste and plastic scrap, and ensure proper recycling.

- **Responsible Resource Use:** Implement circular economy principles by designing products for longevity, reuse, and recycling.
- **Climate Impact:** Work systematically to reduce carbon emissions related to our operations and set clear goals for reduced climate impact.
- **Innovation:** Prioritize the development of products that contribute to more sustainable societal development.

Responsibility and Follow-up

- All founders/employees are responsible for compliance with this policy.
- Environmental performance is evaluated annually with the aim of continuously improving results.
- Environmental aspects shall be a standing item when making strategic decisions about product development and supplier selection.

Part 2: Diversity and Equality Policy

Our Vision for Diversity and Equality

At Emendion AB, we value differences and see diversity as a strength. We strive to create an inclusive work environment where all employees, regardless of gender, age, ethnicity, religion, disability, or sexual orientation, feel respected and can develop to their full potential.

Future Vision

At Emendion AB, we are aware of the importance of actively working toward a diversified workforce as the company grows. We see diversity as a success factor for innovation and development.

Goals

1. Work actively towards a more balanced gender distribution in the company during future recruitments.
2. Create an inclusive corporate culture characterized by openness and respect.
3. Promote equal opportunities for development and advancement for all employees.
4. Integrate the diversity perspective in our product development to better meet different customers' needs.

Concrete Actions

- **Recruitment Process:**
 - Design gender-neutral job descriptions.
 - Actively seek candidates from underrepresented groups.
 - Ensure an objective selection and interview process.
 - When qualifications are equal, prioritize candidates who contribute to increased diversity.
- **Work Environment:**
 - Zero tolerance for discrimination and harassment.

- Create flexible work arrangements that facilitate balance between work and private life.
- Regularly evaluate the work environment from an equality and diversity perspective.
- **Competence Development:**
 - Offer equal opportunities for competence development for all employees.
 - Include diversity issues in the introduction for new employees.

Responsibility and Follow-up

- All founders/employees are responsible for compliance with this policy.
- Annual follow-up of diversity and equality work with concrete key figures.
- The diversity perspective should be considered as a valuable aspect in relevant business decisions.

Implementation and Continuous Improvement

This policy shall be communicated to all employees and relevant partners. It should also be available on our website to demonstrate our commitment to environment, diversity, and equality.

The policy shall be reviewed and updated annually to ensure it remains relevant and ambitious. Follow-up of goals and actions takes place in connection with the company's annual business planning.

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