

Ventim AB Sustainability Policy

The sustainability policy covers all employees, the board and all parts of Ventim's operations, as well as management, sales and development.

PURPOSE

The main purpose of the policy is to set guidelines for how the sustainability work at Ventim is to be conducted in accordance with the Group-wide work. The work must contribute to sustainable development and be an integrated and natural part of the business based on participation and commitment.

Commitments

A responsible supply chain

Ventim checks that all products are manufactured responsibly. Laws, rules and high business ethics must be complied with throughout the value chain. There is a developed code of conduct that is communicated with our suppliers in new procurements, collaborations or the like. Focus on:

- Requirements we place on our suppliers and how they are complied with
- Encourage and promote sustainable development.

A sustainable customer meeting

All our employees who meet our customers must be able to help and guide the customer to sustainable choices and solutions. We have an important role to play in educating all our customers in quality and maintenance so that they make smart choices in products with a long service life. Going forward, a focus will be on raising awareness of sustainability issues internally and to maintain a clearer dialogue with our customers to follow up developments on sustainability and our own brand. Focus on:

- Sustainable consumption and production
- Management and management

Attractive and sustainable employer

At Ventim, it is important that we offer a stimulating job, a safe and inviting work environment. Together, we work to ensure that our employees feel physically and mentally well and feel community, job satisfaction and meaningfulness. Focus on:

- Ensure good health and safety
- Promote ideas and initiatives from your employees
- Recruitment processes and boarding
- Internal training
- Policy and code of conduct for employees

To ensure compliance with laws and regulations and high business ethics

The Code of Conduct and our business ethics guidelines define how employees, partners and freight forwarders are expected to live up to Ventim's policy and guidelines for how we should act and conduct business from a sustainability perspective.

- High quality products
- Good working conditions
- ISO certifications