

This environmental policy applies to the whole of Ventim AB.

Purpose of the programme

Our ambition is to work actively with the environment, looking at the entire value chain of products and services. Through established routines and dialogues, Ventim ensures that environmental work is carried out continuously to ensure the quality of the products. Our attitude is characterised by respect, cooperation and joy in dialogue with our employees, suppliers and partners.

Ventim AB shall comply with current environmental legislation, rules, requirements and standards and work for continuous improvements in its environmental work. We want Ventim AB to be perceived as active and credible in its environmental work:

- **internally**, for a continued focus on environmental and health adaptation of operations
- **externally** to reduce the environmental impact of our services/products.

Objective

Ventim AB will continue to prevent and reduce the environmental impact of its operations through systematic environmental work with a commitment to continuous improvement. Ventim's environmental work and policy are available to all employees and external stakeholders. It is our common responsibility to comply with the policy. The environment concerns us all and therefore co-operation and commitment are required to create a sustainable environment.

Systematic work

Systematic environmental work at Ventim AB means that:

- Applicable environmental legislation, other current rules and requirements constitute the minimum level in Ventim AB's environmental work.
- The management team is responsible for formulating annual concrete goals for Ventim AB's environmental work.
- The management team is responsible for ensuring compliance with this environmental policy and the relevant objectives and targets, and for their progressive revision.
- Workers shall be provided with continuous training and information on current legislation and other regulations, as well as knowledge of concrete activities and environmental improvement measures for the performance of their work.

Starting points and principles

- That we endeavour to improve profitability and streamline operations based on environmental considerations.
- That we follow the 'replacement principle', which means continuously replacing older, less functional technology with newer, more environmentally friendly technology and equipment.
- Environmental work follows the precautionary principle, which means avoiding risky activities and instead finding safer ways of working and methods.
- All employees with external contacts, partners, suppliers and customers, to commit to co-operate with them in order to also increase their environmental awareness and support them in reducing their environmental impact when using our services/products.

Commitments and Actions

Ventim AB's environmental considerations involve the following basic commitments and concrete actions:

- Striving to minimise energy consumption, for example by switching off lights and not leaving computers on standby at the end of the working day.
- Workers using low-impact transport, email and video conferencing instead of their own cars, regular mail and travelling to and from meetings.
- Setting reasonable and relevant environmental requirements for our suppliers and taking environmental considerations into account when making major investments, for example when purchasing new work or office equipment.
- That we take things that can be recycled to recycling and environmental centres, e.g. paper and cardboard, batteries, electrical waste, disposable glass, etc.
- That we take into account the recycling of materials and environmentally safe waste management.
- We only print the necessary documents and, where possible, use double-sided printing.
- To reach net zero carbon footprint in GHG scopes 1 and 2 by 2030, we are working on reducing and mapping our CO2 emissions. We want to reduce our climate impact in all GHG scopes and measure our climate footprint regularly and work actively to achieve our goals.

Objectives for environmental work in the period/fiscal year 2024-2026

Every environmental objective should be SMART, i.e. specific, measurable, achievable, realistic and timed. This means concrete and specific formulations and targets that can be monitored and evaluated.

Objectives for Ventim AB's environmental work during the period/operating year 2024:

- Map all transport generated by the organisation and quantify its environmental impact. 100% identification 2024
- Obtain information on the content of substances hazardous to the environment and health in goods and materials purchased by the company for its own use or for resale. 50% information for purchases for own use and 5% for purchases for resale.
- Reduce greenhouse gas emissions and slow down climate change. Reduce overall fuel consumption by 5%.
- Replacement of all chemicals used and included in the PRIO list. Remove 20% by 2024

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 Management at Ventim AB