

Tapflo Group Sustainability Policy

Introduction and Scope

Tapflo believes in sustainable and responsible business. Tapflo's business activities impact the environment, society with the foundation of this document being based on the Tapflo Way and Group Code of Conduct. Tapflo's boards have adopted the Tapflo Group Sustainability Policy to clarify what we expect and require of both ourselves and those we work with. Transparency and sustainability are basic workplace principles.

Governance

Tapflo works for financial, environmental, and social sustainability by actively contributing to the UN Global Sustainable Development Goals, the UN Global Compact principles, and national environmental quality goals. It constitutes an important framework integrating the three dimensions of sustainability in our strategies, daily work, and governance. Tapflo's actions work to achieve them and, in this way, Tapflo contributes to long-term, sustainable, societal development, locally & globally. Sustainability must be a basic and guiding principle for all activities within Tapflo with it reporting a few easily understood quantitative indicators on related CSR topics.

Financial responsibility

Fiscal responsibility means that the organization takes measures to secure the company's financial position. This means that the financial resources are governed so that Tapflo's future is secured in the best way possible, and that Tapflo lives up to the set requirements in strategies and plans, thereby taking responsibility for the owners. Tapflo takes responsibility to follow the highest standards of business ethics, including its sales agencies.

Environment

Tapflo strives to develop and provide products that limit the harmful impact on the environment. This includes products and logistic services from suppliers and to customers. Tapflo employees must have an open dialogue with our business partners and suppliers about our ever-evolving environmental and sustainable work. The Tapflo environmental policy further clarifies what we expect and demand of ourselves as well as those we work with.

Environmental responsibility

Tapflo shall support a precautionary approach in its development and activities that the company participates in which shall be characterized by a safe, healthy, and sustainable environment. Tapflo's operations and processes shall be following appropriate environmental laws, regulations, and standards. Tapflo considers the use of resources such as energy consumption, climate impact, and waste management. This includes Tapflo's services, logistics, solutions, and its business model supporting customers' environmental focus and deliveries.

Social

Tapflo conducts its business responsibly in a way that characterizes good citizens. This means, among other things, that Tapflo takes health and well-being into account, regardless of whether they are employees, suppliers, subcontractors, and their employees, customers, or are otherwise affected by Tapflo.

Labor environments and human rights responsibility

For Tapflo, a safe and healthy workplace is a success factor and therefore, is a high priority in the entire business we conduct. The care applies to all forms of work environments and non-employee or person who works on *our* behalf and shall not risk being subjected to discrimination, physical or mental illness at their workplace. The internationally recognized human rights are the basis for all Tapflo business relationships, not participate in human rights violations.

In doubt or questions regarding Tapflo Group Sustainability Policy, please contact your superior manager, Tapflo Group's CEO Per Antonsson per.antonsson@tapflo.com – March 2022