

# Group Policy Sustainability

As an engineering, design and advisory company within infrastructure, industry and energy, we have made it our mission to accelerate the transition towards a sustainable society. For AFRY, sustainability means turning this mission into reality by actively contributing to sustainable development, continuously improving our sustainability performance and integrating a holistic sustainability mindset into everything we do.

## Purpose

The purpose of this Policy is to describe the management commitment to sustainability in all our operations. This Policy applies to all employees of AFRY.

In this Policy, the term sustainability should be understood from a holistic perspective, including the environmental, social and economic aspects.

Due to the broad topic, responsibility lays with several functions within the organisation (as stated in Roles and Responsibilities) and forms an integral part of the AFRY Management System. Sustainability is closely integrated in AFRY's business strategy, values and culture. Therefore, this Policy is complemented by other AFRY policies, including the Code of Conduct, the Health & Safety, Environment and Quality Policy, the Compliance and Ethics Policy and the People Policy.

## Principles

### Our Operations - We commit to:

- Through our operations, we embrace the responsibility to increase positive impact and mitigate or eliminate negative impact: environmentally, socially and economically.

- Continuously challenge the way we work and raise the standards for ourselves by identifying opportunities, risks and improvement possibilities in our entire value chain.
- Increase our employees' knowledge and awareness of how they can contribute to sustainability through their daily work and assignments.
- Actively strive to pioneer a more sustainable future through transforming our company and offering in line with the global challenges and the best available techniques.
- Share our knowledge and expertise through investments in cooperation and partnerships.
- Apply a science-based approach in decision making.
- Set our emission targets in line with the Paris Agreement and the 1.5°C ambition.
- Monitor, report and share our progress in a transparent manner by disclosing our sustainability performance.

### Our Sustainable Solutions – We commit to:

- Develop engineering, design and advisory solutions that contribute to the UN Sustainable Development Goals (SDGs). We see the SDGs as an interwoven network of sustainable solutions and we have a holistic perspective in connection with customer assignments, in business development, strategy, partnerships and cooperation with civil society.



*The UN Sustainable Development Goals*

- Take active responsibility for selecting partners, clients and assignments. We seek to act as a role model and source of inspiration to our partners and clients.
- Actively seek out transformative, innovative assignments to accelerate the sustainability transition.
- Encourage clients to adopt solutions that promote sustainable development.
- Increase the sustainability performance of our solutions by identifying and integrating sustainability aspects in our assignments.
- Applying the precautionary approach that ensures identification of environmental and social risks in assignments.

## Foundation

Our sustainability work is based on universal principles and guidelines as well as following relevant laws and regulations.

We seek to integrate the UN Sustainable Development Goals in business development and planning.

We collect inspiration and guidance from other relevant initiatives and frameworks, including: the OECD guidelines for multinational companies, ILO's Human Rights Guidelines, UN Guiding Principles on Business and Human Rights (UNGP) and Principles for Responsible Investment (PRI).

AFRY adopted the UN Global Compact in 2009 and we have been a signatory since 2014, reporting our efforts and progress annually to the UN. The 10 principles of the Global Compact in human rights, labour, the environment and anti-corruption have been integrated into our business practices.

## Roles and Responsibilities

AFRY's Board of Directors and Group Executive Management shall incorporate sustainability topics into the overall decision process. Sustainability initiatives shall also be integrated into existing staff functions, ensuring their execution. Each Head of Division is responsible for promoting AFRY's sustainability approach in their operations and in all their assignments.

The Director of Sustainability is the document owner of this Group Policy. He/she is also responsible for maintaining and updating this Group Policy, and for ensuring that it is properly published.

Division Management is responsible for communicating and implementing this Group Policy, and for ensuring that all employees within his/her area of responsibility are familiar with and follow this Group Policy.

All employees are responsible to follow this Group Policy and related procedures. Employees are encouraged to ask questions and discuss compliance to this Group Policy with their managers and relevant support functions. As an employee, you are required to complete the mandatory web-based sustainability e-learning.