

Group Policy Sustainability

With engineering, design, digital and advisory services 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 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 steering documents, including the Code of Conduct, the Health & Safety, Environment and Quality Policy, the Compliance and Ethics Policy the People Policy, the Sourcing Directive, the Travel Directive and the AFRY 1.5°C Roadmap.

Principles

We commit to:

- Apply to a holistic understanding of sustainability, which is reflected in the 2030 Agenda and the UN Sustainable Development Goals (the SDGs). We aim

to apply this holistic mindset into everything we do – in strategy, operations, business conduct, people practises, business development, assignments, partnerships and in cooperation with civil society.



The UN Sustainable Development Goals (the SDGs).

- Embrace the responsibility and the possibility to increase positive impact and mitigate or eliminate negative impact and by this maximise our net positive impact.
- Continuously challenge the way we work and raise the standards for ourselves, by identifying opportunities, risks and improvement possibilities in our entire value chain.
- Actively transform our company and offering in line with the global challenges and the best available technologies.
- Take active responsibility for selecting business partners, clients and assignments. We seek to act as a role model and source of inspiration to our business partners and clients.
- Increase our employees' knowledge and awareness of how they can contribute to sustainability through their daily work and assignments.
- Share our knowledge and expertise through investments in cooperation and partnerships.

- Align our sustainability efforts with our stakeholders' expectations and apply a science-based approach in decision making.
- Set our emission targets in line with the Paris Agreement, including the 1.5°C ambition.
- Monitor, report and share our progress in a transparent manner.

In relation to our sustainable solutions, we commit to:

- Actively seek out transformative, innovative assignments that accelerate the sustainability transition.
- Develop engineering, design, digital and advisory solutions that contribute to the UN Sustainable Development Goals (the SDGs) and strive towards solutions with a net positive impact on people and planet.
- Encourage clients to adopt solutions that promote a sustainable development, including but not limited to, 1.5°C aligned solutions.
- Increase the sustainability performance of our solutions by identifying, integrating and monitoring 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 (the SDGs) 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 10 principles in 2009 and we have been a signatory since 2014, reporting our efforts and progress annually to the UN. The 10 principles within 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 and is responsible for maintaining and updating this Group Policy, as well as ensuring that it is properly published.

Division Management is responsible for communicating and implementing this Group Policy, and for ensuring that all employees within their 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 sustainability e-learning.