

Group Policy Sustainability

AFRY provides engineering, project management and advisory services that enable the energy and industrial transition, and we have made it our mission to unlock transitions towards a sustainable and resilient society. For AFRY, sustainability means turning our mission into reality by actively contributing to sustainable development through our solutions and continuously improving our sustainability performance. In doing so, we generate long-term value for our shareholders, our clients, society and the planet.

Purpose

The purpose of this Policy is to describe the management commitment to sustainability in relation to the material impacts, risks and opportunities along our value chain. This Policy applies to all employees of AFRY and to all AFRY entities.

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

Sustainability is integrated in AFRY’s business strategy, values and culture. 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 as well as AFRY’s overall governance. Therefore, this Policy is complemented by other AFRY steering documents, including the Code of Conduct, Supplier Code of Conduct, the Risk Management Policy and applicable Sector Directives, the Health & Safety, Environment and Quality Policy, the Compliance and Ethics Policy, the People Policy, Human Rights Statement, the Human Rights Directive, the Sourcing Directive, the Travel Directive and the AFRY 1.5°C Roadmap.

Principles

We commit to:

- Applying a holistic approach to sustainability, as outline in the 2030 Agenda and the UN Sustainable Development Goals (the SDGs). We strive to apply this holistic mindset into everything we do – including strategy, operations, business conduct, people practises, business development, assignments, partnerships and in cooperation with civil society.



The UN Sustainable Development Goals (the SDGs)

- Embracing the responsibility and the possibility to increase positive impact and mitigate or eliminate negative impact and by this maximise our net positive impact.
- Challenging the way, we work and raise the standards for ourselves, by continuously identifying, assessing and managing our impacts, risks and opportunities throughout our value chain including our upstream and our downstream activities.
- Aligning our sustainability efforts with our key stakeholders’ expectations and apply a science-based approach in decision making.
- Taking 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, clients and our industry.
- Increasing our employees’ knowledge and awareness of how they can contribute to a sustainable development through their daily work and assignments.

- Setting our emission reduction targets in line with the Paris Agreement and the 1.5°C target.
- Ensuring that environmental and social aspects are considered in procurement, office operations including waste management, business travel, and IT infrastructure.
- Monitoring, reporting and sharing our progress in a transparent manner.
- Sharing our knowledge and expertise – promoting sustainability including alignment with the 1.5°C target – through external engagement activities, cooperations and partnerships, and participation in trade and business associations.

In relation to our solutions, we commit to:

- Actively transforming our company and offering in line with the global challenges, emerging technologies and the best available technologies.
- Actively seeking out transformative, innovative assignments that accelerate the sustainability transition.
- Encouraging clients to adopt solutions that promote sustainable development, including but not limited to, 1.5°C aligned solutions.
- Developing 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.
- Increasing the sustainability performance of our solutions by identifying, integrating and monitoring sustainability aspects throughout the assignment lifecycle. This includes to assess and manage the key sector risks associated with our assignments, as outlined in the applicable Sector Directives and the Responsible Business Due Diligence process.
- Applying the precautionary approach in relation to 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 collect inspiration and guidance from other relevant initiatives and frameworks, including: the 2030 Agenda for Sustainable Development, the Paris Agreement and the 1.5 degree target, the OECD Guidelines for Multinational Enterprises, the eight fundamental conventions in the International Labour Organization's (ILO's) Declaration of Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights (UNGP) and the 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 are integrated into our business practices.

Roles and Responsibilities

AFRY's Board of Directors and Executive Team shall incorporate sustainability related matters into the overall decision process. Sustainability aspects shall also be integrated into existing support functions and core processes as relevant, ensuring their execution. Each Head of Division is responsible for promoting AFRY's sustainability approach in their operations and in all their assignments.

The Head 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 on AFRY Portal and on afry.com.

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 for following 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.