



Title:  
Sustainability Policy  
Responsible role:  
Sustainability Manager  
Approved:  
2025-03-26

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Valid until:  
2026-12-31  
Version:  
2.0

# Sustainability Policy

Wall to Wall Group offers market-leading solutions that actively support property owners in their efforts to transition to sustainable properties. This policy aims to describe our commitment to the environment and sustainability, which extends across our entire group and is characterized by a clear responsibility to reduce our negative environmental impact, always comply with the legal requirements and regulations imposed on the group and all subsidiaries, and constantly strive to improve.

## Policy statements

- We take responsibility for reducing our negative environmental impact and strive to be leaders in sustainability. This permeates our decisions and processes, from procurement and production to operation and recycling.
- We set high standards for our suppliers and choose materials produced under good working conditions without negative environmental impact. By having the highest standards, we aim to create a sustainable value chain and positively influence change within the industry.
- We commit to respecting human rights and actively combating corruption. This commitment permeates all our areas of operation and business decisions.
- We strive to prevent incidents, nonconformity, and negative environmental impacts before they occur. By working proactively, we can minimize our footprint and create a more sustainable operation.
- Our employees are the key to our success. We promote a culture of engagement and continuous improvement in the field of sustainability. Through education and awareness, we aim to create a workforce that shares our commitment to the environment.
- We strive to be a positive force in society through active engagement. Through strategic initiatives and support for social issues, we aim to contribute to a better and more just world.

## Responsibilities

This Sustainability Policy applies to all employees in all companies within the Wall to Wall Group AB. All managers and employees within the group are responsible for understanding and adhering to this policy. Specific responsibility means that:

The **Sustainability Manager** is responsible for ensuring that the Sustainability Policy is updated and follows developments in the field of sustainability and relevant legislation. The Sustainability Manager is responsible for ensuring that the group's managers understand the policy and provide overall knowledge in the field of environment and sustainability.

**Managers** are responsible for understanding, following, and communicating this policy to their employees. It is the manager's responsibility to ensure that the latest version of the policy is communicated to their part of the business.

**Employees** are responsible for understanding and following this policy. Each employee is responsible for informing their immediate manager of any knowledge gaps regarding the environment and sustainability.



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## Objectives

The objectives of our Sustainability Policy are to:

- Ensure responsible and transparent economic, avoiding decisions that threaten the long-term survival of the group and proactively combating corruption.
- Proactively reduce the group's environmental risks, prevent pollution, improve power consumption, and water use, and streamline waste management.
- Respect human rights, contribute to health and well-being, and actively engage in social issues.
- Ensure full compliance with laws and international conventions.
- Influence suppliers to promote sustainable development through common goals and requirements.
- Ensure a good and safe working environment where we strike a balance between work and personal life, and support equality, diversity, employee development, and employees' societal engagement.
- Focus on customer relationships, maintain effective complaint handling, and continuously improve to offer high-quality services that result in high customer satisfaction.

## Related governance documents

Wall to Wall Group has implemented a set of guidelines covering occupational health and safety, equality and diversity, compensation, recruitment, substance use, harassment and inappropriate conduct, rehabilitation, whistleblowing, and quality management. These guidelines are central to our efforts to uphold our core values and achieve our long-term objectives. They apply to all employees across the Group and reflect our ongoing commitment to fostering a responsible and sustainable organization.

## Revision

We commit to regularly review and improve our Sustainability Policy to ensure that it keeps pace with developments in the field of sustainability and meets the expectations of our customers, owners, employees, and society. The Sustainability Manager is responsible for ensuring that the policy is updated and complies with applicable legislation.

## Approval

The Sustainability Policy is approved by the Board of Directors of Wall to Wall Group AB.