

# CSR • SUSTAINABILITY POLICY

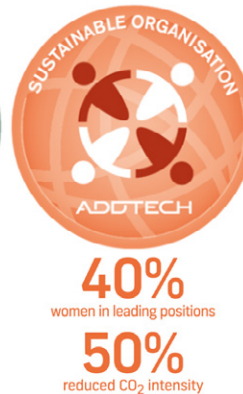
**PrismaTibro AB is a part of the technical solutions group Addtech AB.**

**Addtech has formulated ambitious sustainability goals in three areas – see illustrations.**

**PrismaTibro AB's sustainability policy demonstrates how the company works with the three dimensions of sustainability: ecological, social, and economic sustainability.**

**As part of the group, we support the goals and activities communicated by Addtech AB.**

**PrismaTibro AB's sustainability policy includes several points derived from other policies, such as our environmental policy and health and safety policy.**



## SOCIAL AND ECONOMIC SUSTAINABILITY

### WE SHALL

- Be an attractive workplace.
- Adhere to current European legislation, regulations, and requirements.
- Provide employees with equal opportunities regardless of gender, age, ethnic background, religion, political opinions, sexual orientation, disabilities or similar.
- Ensure a good working environment from physical, physiological, and social perspectives.
- Engage in inclusive, receptive, and representative decision-making.
- Prevent injuries and accidents in our premises through a systematic incident and accident system.
- Work with clear rules to ensure a safe and healthy workplace.
- Ensure sustainable working conditions in the supply chain through supplier evaluations and audits.
- Not accept any form of corruption, bribery, or anti-competitive actions.
- Support associations focusing on physical activity, in line with SDG 3: Good Health and Well-being.
- Support initiatives focusing on traffic safety, in accordance with our vision:  
"Traffic safety today and for future generations" and SDG 3.6 on reducing the number of deaths and injuries in traffic.
- Develop products that increase accessibility and inclusion in society, in line with SDG 10.2 on social inclusion.

### GOALS

- By 2023, suppliers of 80% of the purchasing volume should have signed the code of conduct.
- 50% of the purchasing value should be evaluated in Kodiak by March 2025.
- Evaluate the top list twice a year regarding what creates an attractive workplace.
- The average score of the employee survey should exceed Addtech's average score.

# CSR • SUSTAINABILITY POLICY

## ECOLOGICAL SUSTAINABILITY

### WE SHALL

- Adhere to current European environmental legislation, regulations, and requirements.
- Take responsibility for our producership.
- Be certified according to ISO14001 and ISO9001.
- Continuously evaluate our significant environmental aspects.
- Consider environmental aspects early in our decision-making processes.
- Aim for a circular economy.
- Reduce climate impact by optimizing transportation.
- Improve energy usage and increase recycling.
- Ensure that our suppliers, subcontractors, and collaborators adhere to our code of conduct and environmental policy.
- Contribute to an increased understanding of how our products affect biodiversity.

### GOALS

- 80% of our suppliers should be based in Sweden.
- 50% of our transports should be sent using the transport companies' environmentally friendly alternatives.
- By 2027, 50% of our personal transports should be fossil-free.
- By 2027, we should have reduced our energy consumption by 10% relative to floor area.
- By 2028, 3000 units of Prisma Daps should replace those older than 2016.
- By 2023, 1400 luminaires older than 10 years should be replaced with more efficient models from Prisma Light.
- By 2024, there should be life cycle assessments (LCA) for all models of Prisma Button and all main models of Prisma Light.

### RESPONSIBILITY

The company's management.

Employees are expected to act in accordance with the policy.

Tibro 2023-09-19



Malin Buss, MD