

Sustainability POLICY

Bufab is a multinational company that offers full-service solutions for sourcing, quality assurance and logistics for C-Parts. Bufab has a global customer base covering a diverse and broad range of business sectors within the manufacturing industry. Our solutions aim to improve productivity in the customers' value chain for C-Parts, thus reducing total costs and ensuring an end-to-end sustainable value chain. The Bufab Group Sustainability policy applies to all Bufab Companies.

Bufab strives for Sustainable Leadership in all its operations. This means that the three pillars of sustainability: **environmental, economic, and social** are taken into consideration when making decisions.

Environmental: Bufab takes a holistic perspective, from source to consumption and end-of-life to reduce or eliminate adverse impacts to the environment. We implement initiatives that contribute to the resource efficiency of materials, water, energy, and transportation.

Economic: Relevant circular economy strategies help us not only in reducing waste but also in finding innovative and effective solutions to address our customers' needs and strengthen our economic growth by adding value to our products and services.

Social: Social aspects are vital in our sustainability journey. Bufab complies with the UN Global Compact, the UN's Universal Declaration of Human Rights, and the OECD Anti-Bribery Convention. Bufab pursues and strives for a fair and equal treatment of all employees regardless of sex, age, nationality, sexual orientation, disability, ethnicity, or religion. Bufab also fully complies with the Swedish Corporate Governance Code (2020) and local governance codes in the countries in which it operates, including the diversity, health, safety and forced labour principles there stated.

Bufab is committed to:

- **Environmental sustainability** through the science-based targets initiative (SBTi) to account and report greenhouse gas (GHG) emissions from our operations for Scope 1,2 and 3 pursuing efforts to limit global warming to 1.5°C.

- **Economic sustainability** through resource efficiency, ISO standards and best practices. This commitment includes continuous learning, communication and improvement through our Bufab Best Practices, global and local development programs.

- **Social sustainability** through the United Nations sustainable development goals. The most relevant goals for Bufab are #3 Good health and well-being; #5 Gender equality; #8 Decent work and economic growth; #9 Industry innovation and infrastructure; #12 Responsible consumption and production; #13 Climate action; #16 Peace, justice, and strong institutions; and #17 Partnership for the goals.

Related policies to Sustainability are:

The Code of Conduct and Code of Conduct handbook

Anti-Bribery policy and handbook

Environmental policy

Whistle-blower policy and handbook

Quality policy

Human Resource policy and handbook

Financial policy and handbook for the subsidiaries

Procurement policy and supplier Code of Conduct



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