



ENVIRON-

MENTAL

CODE OF CONDUCT

FOR EMPLOYEES AND SUPPLIERS

INTRODUCTION

HighTech Nordic AB is committed to conducting its business in an environmentally responsible manner. This Environmental Code of Conduct expresses our commitments and expectations for both employees and suppliers.

We strive to continuously reduce our environmental impact, comply with applicable environmental legislation and contribute to a sustainable future. Environmental work is an integrated part of our business strategy.

All employees and suppliers are expected to be familiar with and comply with this code. Managers and leaders have a particular responsibility to drive environmental work forward and lead by example.

Violations of this code or applicable environmental legislation must be reported immediately. HighTech Nordic reserves the right to take action in the event of violations, including terminating business relationships with suppliers.

1. COMPLIANCE WITH LAWS

All employees and suppliers must comply with applicable environmental laws, regulations and regulatory requirements. If uncertain about what applies, the nearest manager or environmental officer should be contacted.

2. CLIMATE AND ENERGY

Emissions reduction

HighTech Nordic measures and actively works to reduce its greenhouse gas emissions. Employees and suppliers are expected to contribute by minimising unnecessary transport and choosing climate-smart alternatives.

Energy efficiency

We expect both employees and suppliers to actively work to reduce energy consumption in operations, choose energy-efficient solutions and encourage the use of renewable energy sources.

3. RESOURCE USE AND WASTE

Resource efficiency

Materials, raw materials and other resources shall be used efficiently and responsibly. Unnecessary consumption shall be avoided. We prioritise reuse and recycling over disposal.

Waste management

Waste must be sorted and handled according to applicable regulations. Hazardous waste requires special handling and must never be managed incorrectly. Suppliers are expected to have documented waste management procedures.

4. HAZARDOUS SUBSTANCES AND CHEMICALS

Identification and phase-out

Hazardous substances in products and processes must be identified, documented and phased out to the extent technically and economically feasible. We comply with applicable chemical regulations such as REACH and RoHS.

Safe handling

Chemicals and hazardous substances must be handled safely in accordance with safety data sheets and applicable legislation. Emissions to air, soil and water must be prevented and minimised.

5. BIODIVERSITY AND WATER

Biodiversity

Operations must be conducted with consideration for local biodiversity. Negative impacts on ecosystems, natural environments and species must be prevented and minimised throughout all aspects of the business.

Water use

Water is a limited resource. Employees and suppliers are expected to use water efficiently, prevent pollution and establish plans to reduce water consumption in their operations.

6. SUSTAINABLE PROCUREMENT AND TRANSPORT

Sustainable procurement

Environmental aspects must be considered when purchasing goods and services. We prioritise suppliers with documented environmental practices and products with a low environmental impact throughout their lifecycle.

Transport and travel

Unnecessary transport and travel should be avoided. Digital meetings are preferred over physical travel where possible. When business travel is required, climate-smart alternatives should be chosen first.

7. REPORTING AND CONTINUOUS IMPROVEMENT

Environmental targets and follow-up

HighTech Nordic sets annual environmental targets and monitors these regularly. Suppliers are encouraged to measure their environmental impact and report progress towards their own environmental targets.

Incidents and non-conformances

Environmental incidents, near-misses and deviations from this code must be reported immediately to the responsible manager or environmental officer. Incidents must be investigated and addressed promptly.

HighTech Nordic AB

Questions regarding this code are answered by our Environmental Officer or HR.

Contact us: info@hightechnordic.com | www.hightechnordic.com

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