

Introduction, scope and applicability

Sustainability is central to Ependion Group's business strategy and operational philosophy. We seek to create lasting value for our stakeholders while minimizing environmental impact and advancing social responsibility.

This policy outlines our approach and commitments to sustainability. It should be read together with other Ependion policies and our Code of conduct. Our policies for sustainability are open, commonly accessible, valid throughout the entire Ependion Group, including Beijer Electronics and Westermo, and for all employees and stakeholder engagement globally.

We believe that continuous improvement of environmental and social performance is a prerequisite for sound business development. Sustainability considerations are part of our daily operations. We are committed to continuously educating and developing the skills of our employees to ensure they are equipped to contribute to our sustainability goals and adapt to evolving sustainability challenges.

We continuously identify impact, risks and opportunities, and improvement possibilities in our value chain from different perspectives: ethics, climate, environment, social impact, health and safety and respect for human rights.

To ensure that our sustainability commitments translate into measurable outcomes, progress is regularly reviewed by management and relevant teams, incorporating feedback from internal and external stakeholders. Findings from this ongoing assessment inform our decision-making and drive continuous improvement efforts.

The most senior level that is accountable for the implementation of the policy are the CEOs of the business entities. There are control mechanisms in place to measure compliance with this policy, such as through audits and management reviews.

Sustainability reporting

We report our sustainability performance yearly in our Annual report according to the European Sustainability Reporting Standards. We are committed to maintaining transparency in our efforts to advance the long-term sustainable development of our operations. We view reporting as a tool for learning, improvement, and dialogue – both within our organization and with external stakeholders.

Our general sustainability objectives

- We actively cooperate with customers, suppliers and partners to continuously improve our sustainability management processes and performance
- We report transparently on our achievements and challenges
- We comply with all applicable legal and regulatory obligations in the countries where we operate.
- We uphold fairness: our code of conduct serves as an ethical guide for our daily business operations
- We engage with our stakeholders to ensure that our sustainability approach is relevant

- We are actively working to strengthen sustainability in our supply chain
- We support customers' sustainability with our energy-efficient products and services, helping to build a low-carbon, resource-efficient society
- We promote accountability and transparency and maintain a whistleblowing channel for stakeholders to report concerns

Our social & environmental objectives

- We are committed to respecting human rights in all aspects of our approach to business
- We are committed to ensuring a safe work environment for all employees and contractors, guided by our zero harm principle* and dedication to the well-being of our people
- We are committed to ensuring the health and safety of our customers by providing products that are designed to operate reliably in demanding environments
- We strive to develop our employees and attract new talents to ensure a diverse and inclusive workforce with the right competencies
- We support climate resilience throughout the value chain by assessing and managing climate-related risks and opportunities
- We are committed to reducing our environmental footprint, with a focus on climate, pollution, resource management and the application of circular economy principles
- We strive to manage our use of chemicals responsibly, and we work to avoid the use of hazardous substances and to protect human health and the environment
- We respect the local environment where we operate

**Our Zero Harm Principle is our commitment to ensuring that all employees, contractors, and visitors experience no harm while engaged in our operations. This principle underscores our dedication to creating a safe and healthy work environment by proactively identifying and mitigating risks, promoting a culture of safety, health and wellbeing, and continuously improving our health and safety practices to prevent accidents, injuries, illness, and ill-health, as well as environmental impacts. Our target is to achieve zero injuries, and this commitment extends to the use phase of our products, ensuring they are safe for our customers and the environment throughout their lifecycle.*

Sustainability commitments

Ependion is a signatory of the UN Global Compact and acknowledges participation in international commitments aimed at promoting sustainable business practices. Ependion supports the following international agreements and frameworks:

International Agreement	Description
The OECD Guidelines for Multinational Enterprises	Recommendations addressed by governments to multinational enterprises. They aim to encourage positive contributions enterprises can make to economic, environmental and social progress, and to minimise adverse impacts.

UN Sustainable Development Goals	The 17 globally agreed goals for 2030 aim to achieve sustainable development for the planet, involving governments, the private sector, and civil society
The Paris Agreement	An agreement between governments to limit global warming to well below 2 degrees compared to pre-industrial levels.
The Universal Declaration of Human Rights	A formal declaration by all United Nations member governments outlining the rights and freedoms to which every individual is entitled.
The eight ILO Core Conventions on Labour Standards	Eight ILO fundamental principles and rights at work should be prioritized for adoption into national laws.
The UN Guiding Principles on Business and Human Rights	A framework guiding states and businesses to prevent, address, and resolve human rights violations in business activities.

Policy Updates and Revisions

To ensure that our sustainability policy remains relevant and effective, it will be reviewed and updated regularly to reflect changes in legislation, industry standards, and our own sustainability goals. We also welcome and value feedback from our stakeholders, and their input will be taken into consideration as we continue to refine and improve our policies and practices.