

Sustainability Policy of Adder Care AB

Established: 20210421 | Updated: 20241015

Purpose

The purpose of this policy is to guide all employees and suppliers in carrying out our sustainability efforts, in alignment with Adder Care AB's values of ethical business, environmental responsibility, and respect for human rights. Our sustainability initiatives are integrated into our business activities and value-creation processes, as detailed in our Code of Conduct and Policy for Ethical Business Principles.

Background

Adder Care AB is committed to contributing to sustainable development by ensuring that all business activities are conducted in a way that respects people, society, and the environment. This commitment extends to our entire supply chain and is grounded in our Code of Conduct. We strive to exceed the expectations of our stakeholders, including clients, employees, suppliers, and the wider society.

Our responsibility for sustainable development encompasses financial, social, and environmental considerations. These responsibilities apply not only to our internal operations but also to how we engage with external partners and the global market.

Key Principles

Our sustainability policy is built on the following core principles, based on the SS ISO 26000:2010 standard for social responsibility and the UN Global Compact initiative:

- **Responsibility** for ethical business practices.
- **Transparency** in all aspects of our operations.
- **Business ethics** that reject bribery, corruption, and other unethical practices.
- **Respect for stakeholder interests**, including those of employees, suppliers, and society.
- **Respect for the rule of law** and compliance with national and international regulations.
- **Commitment to international standards** of conduct, including human rights, labor laws, and environmental protections.

Conditions for Sustainable Supply Chains

In alignment with our Code of Conduct, Adder Care AB requires all suppliers to adhere to the following standards:

- The UN Universal Declaration of Human Rights,
- The UN Convention on the Rights of the Child, Article 32,
- The ILO's ten core conventions on labor rights (including forced labor, child labor, discrimination, and occupational health and safety),
- National labor and environmental laws in the countries where they operate,
- The UN Convention against Corruption.

Sustainability Strategy

Our sustainability efforts are shaped by strategic decisions made by the board of directors, with support from management, who is responsible for drafting relevant policies,

sustainability reports, and follow-ups. The strategy is grounded in stakeholder dialogues, current state analyses, and alignment with our corporate goals.

Areas of Responsibility

1. Financial Responsibility

Adder Care AB conducts business with financial prudence, transparency, and fairness. We value long-term stability and maintain high moral standards in our relationships with clients and suppliers. We are committed to fair competition and reject bribery, corruption, and unethical business practices.

2. Environmental Responsibility

We proactively reduce environmental and health-related risks linked to our business and products. Adder Care AB's environmental efforts focus on minimizing waste, energy consumption, and emissions, while ensuring the sustainability of our products and services. For more details, refer to our Environmental Policy.

3. Social Responsibility

We uphold human rights and work against corruption, bribery, and money laundering. Our efforts extend to ensuring the well-being of employees, customers, and other stakeholders. Adder Care AB also actively participates in social initiatives, particularly those promoting health and social inclusion.

4. Legal Responsibility

Adder Care AB complies with all applicable laws and international conventions in every market where we operate. This includes adherence to environmental, labor, and safety regulations, as well as international standards like the UN conventions.

5. Supplier Responsibility

Adder Care AB demands that all suppliers meet the same high standards of sustainability, ethics, and legal compliance that we uphold internally. We regularly assess suppliers to ensure they promote sustainable development and respect human rights. We aim to maintain an ethical and fair supply chain for all our products.

Goal: To ensure an ethical and sustainable supply chain for all products.

Actions: Conduct supplier assessments, promote human rights, and avoid sourcing from unethical suppliers.

6. Employer Responsibility

We prioritize a healthy and safe work environment, work-life balance, and opportunities for employee development. Adder Care AB encourages diversity, inclusion, and civic participation. We actively invest in the health and well-being of our employees and strive to enhance their competencies.

7. Customer and Quality Responsibility

Adder Care AB places customer needs and satisfaction at the forefront. Transparency, clear communication, and effective customer support are key pillars of our customer relations. Continuous improvement in quality is a priority, and we are committed to providing high-quality products and services.

Follow-Up and Reporting

Management conducts annual reviews of our sustainability work during a management review session and internal audits.

Contacts

An employee who has questions or concerns about this policy should initially turn to his/her line manager. Alternatively, contact one of the following persons.

Function	Name	Telephone number	E-mail
Controller	Inna Cheiser	08-6602280	inna@adders.se
VD	Niklas Hellmer	08-6602280	niklas@adders.se

Responsibility

The company's managers are responsible for ensuring that all employees within the company are familiar with the company sustainability policy, but it is each individual's responsibility to comply with it. Violating the company's sustainability policy may lead to disciplinary consequences. All employees have an obligation to work together to create and maintain a sustainable business climate.