

# Sustainability Policy

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## Background and purpose

**The MilDef Group of companies designs, manufactures, and provides sales and service of rugged IT and specialized electronics and software. We strive to do so with a high level of service, quality and environmental focus.**

MilDef endeavors to continuously develop the business from both a broad and long-term perspective – to operate a profitable and sound business today, without compromising the opportunity to do so in the future. This means that MilDef strives to serve as a good corporate citizen, not only taking responsibility for its own development, but also its impact on humanity, the environment and society in general.

MilDef Management System operated at the MilDef Group of Companies defines the general Quality, Environmental, Occupational health and safety and Information security principles adopted by the MilDef Group of Companies.

With respect to the functional disciplines and operational activities of the MilDef Group, the MMS has been designed to cover every aspect. There shall be no exceptions within MilDef's business activities.

## Policy Statements

MilDef's sustainability work shall be conducted from multiple perspectives, considering business, social and environmental aspects.

Achieving a balance between the Business-, Social- and Environmental Sustainability is considered essential to meet the needs of the present without compromising the ability of future generations to meet their needs. Sustainable development as a goal is achieved by balancing the three pillars of sustainability.

We shall strive to operate in compliance with mandatory requirements, such as applicable laws and regulations, applicable organizational and industry standards, contractual requirements and any codes of practice.

We shall strive to have a sustainable approach to ensure Responsible investments.

## Business Sustainability

The overall ambition shall be to achieve long-term business sustainability, within the business area, by striving for stable and profitable progress over time and by applying good business practice.

### 1. Corporate Governance

To ensure that MilDef is complying with applicable laws and regulations and that MilDef's values and desired ways of conducting business are communicated and followed throughout the entire organization, MilDef has developed a number of governing documents, for more information see our Corporate Governance Policy.

### 2. Financial Governance

This Finance Policy shall regulate what responsibilities to be incumbent within the MilDef Group's management and its employees to ensure that the administration handles relevant risks that the Group's operations are exposed to and that accurate and timely financial reporting is performed.

The policy shall serve as a framework for the financial management of the Group.

### 3. Ethics and morals

We shall value ethics and morals at MilDef. At all levels of the company, all employees shall treat each other with the utmost respect. Customers and other stakeholders shall also be met with the utmost respect and service feeling. Pledges and agreements are to be honored.

### 4. Anti-bribe and corruption

MilDef is strongly committed to comply with applicable antitrust laws that prohibits illegal agreements between competitors that undermine competition. This includes bribes, influence payments, kickbacks or other unlawful payments to any government or similar agency officials. For more information, see MilDef's Antitrust and Fair Competition Policy, Anti-corruption and Anti-bribe Policy and Business Courtesies Procedure.

## Social Sustainability

The MilDef group of companies shall be committed to the continual improvement of our Occupational Health and Safety performance and our Social Sustainability. MilDef shall promote a positive health and safety culture.

The overall ambition within the social area is to strive for a better society by acting as a responsible and respectful employer, as well as contributing to improved social progress within the locations we are operating in, as set out in our Code of Conduct.

### 1. MilDef Charity Foundation

MilDef shall strive to improve social progress by distributing funds to projects aimed at doing good for the vulnerable in our society. This shall be conducted through The MilDef Charity Foundation, which is a non-profit, politically and religiously independent foundation that has the sole purpose of making a difference for the vulnerable.

### 2. Free will

Products and services bought by MilDef, shall be provided by people who are working by their own free will. The conditions of employment offered to employees must meet the minimum requirements in national law and/or collective agreements.

All personnel shall have the right to join any trade union by choice and to bargain collectively.

### 3. Child Labor

MilDef does not accept child labor. MilDef employees and partners shall comply with the UN Child Convention as well as national legislation in the country where the product is manufactured, or the service is performed.

### 4. Health and Safety

MilDef shall strive to ensure that visitors, contractors, and suppliers comply with the relevant Health and Safety Legislation, site rules and procedures in accordance with our Supplier Code of Conduct.

MilDef shall be committed to ensure OHS of our employees in every aspect related to the work. For more information, see MilDef's People & Culture Policy.

## Environmental Sustainability

The overall ambition, within environmental responsibility, is to protect the environment by actively trying to reduce our own and our customers' environmental impact, as well as reducing resource utilization – on both activities carried out in-house and by suppliers.

MilDef shall be committed to protecting the Environment, the prevention of pollution and fulfilling our compliance obligations.

At MilDef we are fully aware that our business has an impact on the environment and by determining and analyzing our significant Environmental aspects we strive to determine actions to reduce or mitigate that impact.

### **1. Facilities**

We shall strive to consider energy, material and function in buildings and premises related to the MilDef group of Companies from a sustainability perspective.

### **2. Waste**

Wherever possible, the generation of waste shall be prevented. Where waste is inevitable every effort should be made to keep waste to a minimum. Re-usage shall be encouraged, throughout the business.

### **3. Production**

Product designs shall be prepared with consideration given; to choice of materials, efficient usage of materials, ease of assembly and deconstruction (for re-cycling potential, in accordance with WEEE requirements) to ensure that the company's environmental ethics are followed. We shall strive to consider the life cycle of products to be considered throughout the process.

### **4. Business travels**

At MilDef, we continually strive to reduce our impacts, including the environmental impacts associated with work-related travel. We recognize that travels, has a direct impact on the environment. We are committed to reduce unnecessary business travel and encourage the use of sustainable forms of transport across our organization.

## Audience

The policy applies to all entities within the Group.

## Roles and responsibilities

The Director of Quality is the owner of this policy.

Every manager is responsible for communicating this policy to their employees.

Every employee is responsible for acting in accordance with this governing document

## Exceptions

There are no exceptions to this policy. Any need of exceptions to this policy must be clearly defined and documented. All exceptions shall be approved by the Board of Directors.

## Monitoring of compliance

The policy is approved by Board of Directors. The policy is reviewed annually and revised if needed.

All employees are required to understand and comply with this Policy, violations may result in disciplinary actions including termination of employment.

## References

Corporate Governance Policy  
Finance Policy  
Code of Conduct  
Supplier Code of Conduct  
People & Culture Policy  
MMS Chemicals Procedure  
Waste Hierarchy  
Antitrust and Fair Competition Policy  
Anti-corruption and Anti-bribe Policy  
Business Courtesies Procedure