



Policy - Sustainability

Arelion AB

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1 Introduction

The Group (Arelion AB and the Subsidiaries) recognizes the importance of sustainable development in creating a better future for all. We are committed to minimizing our environmental impact, conserving natural resources, and promoting sustainable practices in all areas of our operations. This policy outlines our commitment to sustainability and our strategies for achieving our sustainability goals.

Digitization is moving fast and as a leading light in connectivity, Arelion works tirelessly to connect a brighter future. This means much more than simply running a great network. The fight against climate change - actively working to limit global warming to 1.5 degrees in accordance with the Paris Agreement – is at the very top of our agenda. And why? It's simple. Without a sustainable network, there won't be a sustainable future.

Sustainability also means conducting our daily work ethically and with the highest level of integrity. With robust processes and sound working practices, we ensure that our own operations, as well as those of our suppliers and partners, are conducted in a responsible manner.

We strongly believe in an equal and inclusive society, where everyone has the right to be themselves, and this belief lies at the heart of our culture and organization. Arelion is a company where everyone can thrive and develop their full potential, and where we proudly celebrate our diverse and welcoming workplace.

The CEO of The Group has ownership of the Sustainability Policy.

The Sustainability Policy applies to all of us: employees, directors and members of the boards.

2 Sustainability Focus Areas

The Group defines sustainability according to UNs 17 Sustainable Development Goals and intends to follow UN Global Compacts ten principles. Our sustainability ambition is to enable freedom of expression & transparency through the greenest network. The group identified three sustainability focus areas with clear targets and goals.

The focus areas are:

Minimizing Environmental Impact:

- Set targets, reduce, and measure CO2 emissions.
- In our own operations we aim to reduce our energy consumption
- Reduce Waste
- Protection of biodiversity and ecosystems



- Protection of water resources

Social responsibility:

- Our workforce will reflect all the diversity of the markets in which we operate.
- We care about every individual's right and opportunity including their safety and wellbeing.
- We follow ILOs principles:
 - ✓ Effective abolition of child labor.
 - ✓ Elimination of discrimination in respect of employment and occupation.
 - ✓ Elimination of all forms of forced or compulsory labor.
 - ✓ Freedom of association and the right of collective bargaining.

Ethical Business:

- Ensure public access and actively work against corruption and bribery.
- We protect and value our customers cyber security and data protection.

3 Our Commitments

Environmental Impact

We are committed to reducing our environmental impact by reducing our greenhouse gas emissions through energy efficiency, renewable energy, and transportation management.

Conserving natural resources through efficient use of water and materials, sustainable sourcing, and waste reduction.

Promoting sustainable practices in all areas of our operations, including procurement, product development, and supply chain management.

Complying with all relevant environmental laws and regulations.

Social Responsibility

At Arelion, we stand up for diversity and respect every person's uniqueness. **Diversity, Equity, Inclusion & Belonging (DEIB)** makes Arelion a more fun, interesting, and rewarding company.

Bringing people in, who have unique experiences, diverse backgrounds, and individual differences, creates a dynamic and innovative workplace that improves our sense of belonging and acceptance. This, in turn, boost engagement, innovation and performance but also enhance our business and culture.



DEIB is an ongoing work that requires everyone's responsibility and, as part of this ongoing commitment, we are working towards.

Ethical Business

The Arelion Code of Responsible Business Conduct provides guidelines and ethical standards for employees worldwide and it reflects our commitment to ethical and responsible corporate conduct.

Our core values – Empower, Excite and Excel – guide how we act and behave on a day-to-day basis. The values require us to empower colleagues, customers, and everyone around us through trust, friendship, and mutual respect. They require us to excite others by showing our genuine passion for what we do, and for the world around us. And they require us to excel with our ability to focus, get things done and assume full accountability for the result.

The Code of Responsible Business Conduct applies to all of us: employees, management team, and Board members. All contractors, consultants and free-lancers working as part of our operations must also follow the Code.

3.1 Sustainability Goals:

Our sustainability goals include:

Environmental impact

- Reducing our greenhouse gas emissions, scope 1 and 2 by 50% by 2030
- Achieving 100% renewable energy usage by 2030
- 100% of our operational waste is either recycled, reused or resold
- Achieving Net Zero no later than 2040

Social responsibility

- Work toward achieving gender balance (50/50) by 2040
- Achieving at least 40% women leaders by 2025

Ethical Business

- Zero tolerance for Bribery and Corruption
- 100% employees trained in Bribery and Anti-corruption awareness.

3.2 Sustainability Strategies:

To achieve our sustainability goals, we will implement the following strategies:

- Conduct regular environmental assessments to identify opportunities for improvement
- Invest in energy-efficient technology and renewable energy sources
- Implement sustainable transportation practices, such as carpooling, cycling, and public transportation
- Promote sustainable procurement practices, including sustainable sourcing and reducing waste in the supply chain
- Implement sustainable product development practices, including product design for sustainability and end-of-life management
- Promote sustainability through education and public awareness campaigns
- Collaborate with other organizations and stakeholders to promote sustainable practices
- Improving processes such as talent management, recruitment, performance evaluation, etc. by eliminating bias and integrating diversity and inclusion perspectives into everything we do.
- To continuously raise awareness of DIB by celebrating some of the many aspects that make us different.
- Align everything we do with the UN Sustainable Development Goals

4 Monitoring and Reporting

We will monitor our progress towards our sustainability goals and report our results regularly to stakeholders. We will also review and update this policy regularly to ensure that it remains relevant and effective.



5 Conclusion

Arelion is committed to creating a sustainable future for all. By implementing sustainable practices in all areas of our operations, we aim to minimize our environmental impact, conserve natural resources, and contribute to a better world for future generations. We aim to achieve this by implementing sustainable business practices within our organization, fostering equality, and embracing a holistic responsibility for the world we inhabit.