

# BTS Sustainability Policy

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## Revision History

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## Document Control

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## 1. Purpose

The purpose of this document is to describe and communicate how BTS Group AB ("BTS") works with sustainability in its operations. The basis is found in BTS vision, business purpose and values.

BTS has the ambition to help customers and employees achieve success and thus bring about a better society. The sustainability activities include employees, customers, owners and the Board of Directors, suppliers and other interested parties – wherever BTS is active. The sustainability work concerns economic, social and environmental aspects. "Employees" in this context include cooperating partners and sub-contractors.

Priority shall be given to areas with the greatest opportunity to make a difference. Such areas shall be a natural part of the operations, including the involvement and participation of BTS employees.

## 2. General

BTS as a fundamentally people driven enterprise is defined by its employees. Employee behaviour towards customers and other stakeholders and among themselves must therefore be characterized by high business ethics, compliance with laws and regulations and adherence to good business practice in an environment of honesty, integrity and respect for human rights.

## 3. Economic responsibility; sustainability in operations; improper benefits

- BTS shall aim for long-term, sustainable economic growth with good profitability under balanced operational and financial risks.
- What BTS undertakes for customers shall be implemented. If BTS does not consider itself able to perform a task or meet a customer requirement, such shall not be undertaken. Business agreements with customers or other counterparties shall be fulfilled – or terminated – following their terms.
- BTS aims to increase its share of sustainable yet profitable business agreements, which, for example, save costs or energy, or otherwise lead to reduced use of finite resources.
- BTS aims to provide employees, customers, shareholders and other stakeholders with accurate and relevant information providing an updated and accurate picture of BTS and its operations.
- BTS shall not offer payments or similar benefits, contravening laws or other regulations or being incompatible with good business practice. Nor shall employees accept third party compensation that may affect, or be perceived to affect, objectivity in making business decisions.

## 4. Social responsibility

- BTS shall be an attractive employer capable of attracting highly skilled and professional employees.
- BTS shall strive for employees to understand their roles in the business and to be able to feel job satisfaction and well-being.
- BTS shall offer a workplace characterized by gender equality, diversity and respect for the individual employee.
- BTS does not tolerate discrimination, bullying or harassment on any ground. This relates among other to age, sex, national descent, education and professional background.
- Employees shall be entitled to a safe and healthy work environment, whether in BTS or customer workplaces. BTS shall also work actively to prevent ill health and work injury, including activities that promote job satisfaction and well-being as well as efficiency.
- Through its employees, BTS shall contribute its specialist business skills to create a better society.

## 5. Environmental responsibility

- In its own operations, BTS shall limit its negative impact on the environment and climate by using appropriate products and services, complying with laws and regulations, and making demands on its suppliers.
- BTS operations shall encompass the principles of efficient resource use (optimized use of non-renewable resources) and circularity (resource recycling).

## 6. Sustainability goals

BTS shall set sustainability goals for follow-up by the Board of Directors and management, including work plans within prioritized areas.

## 7. Implementation and distribution of the Sustainability Policy

This policy shall by management be made known to all employees and regularly monitored.

## 8. Review of policy

The policy shall be reviewed by the Board of Directors regularly, at least annually

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