Transfer Your Brand™

2026-11-26

SUSTAINABILITY & CSR POLICY

Background

Hot Screen AB is guided by a commitment to contribute actively and responsibly to sustainable development. The Company shall conduct its business in a manner that upholds its values and demonstrates respect for people, society, the environment and natural resources. Hot Screen AB shall meet its stakeholders' expectations of its operations.

By making decisions that fairly balance the interests of different stakeholders, Hot Screen AB shall contribute to sustainable development and fulfil its responsibilities in relation to the economic, social and environmental issues it shares with the wider community. For the purposes of responsible business conduct, Hot Screen AB's stakeholders include customers, owners, employees, business partners, suppliers, the environment and society, including civil society and the public sector, as well as other stakeholders affected by its operations.

Purpose

The purpose of this Policy is to provide all employees with guidance on how Hot Screen AB approaches sustainability and the values the Company upholds. These values are set out in the Code of Conduct and the Purchasing Policy. Sustainability is closely linked to the Company's business operations and value-creating processes.

Guidelines

Everyone within the Company is responsible for complying with applicable laws, regulations and internal policies. If any provision of this Policy conflicts with applicable law, the law of the country concerned shall take precedence over the principles set out in this Sustainability and CSR Policy.

Hot Screen AB maintains a whistleblowing system for reporting suspected irregularities, breaches or other serious misconduct within its operations. Such matters shall be reported in accordance with the Company's Whistleblowing Policy.

Core Principles

Hot Screen AB has defined its core principles on the basis of ISO 26000, the guidance standard on social responsibility. The Company's sustainability report will also draw on the Global Reporting Initiative (GRI) and be linked to the United Nations Sustainable Development Goals.

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- Accountability
- Transparency
- Ethical behaviour
- Respect for stakeholder interests
- Respect for the rule of law
- Respect for international norms of behaviour
- Respect for human rights

Areas of Sustainability Responsibility

Economic Responsibility

A fundamental principle for Hot Screen AB is to conduct business responsibly and maintain a sound and balanced financial position. The Company avoids financial decisions that could jeopardise its long-term viability.

The Company values honesty, openness and high ethical standards in all business relationships. Employees honour their commitments and regard both customers and suppliers as important business partners who shall be treated with respect. The Company actively opposes all forms of bribery and corruption that could influence business relationships.

Hot Screen AB promotes fair, honest and open competition and observes good marketing practice. The Company's communications to the market shall always be clear and transparent and shall never be deliberately misleading.

Environmental Responsibility

Hot Screen AB shall proactively seek to reduce the environmental and health risks arising from its operations and the products and services it provides. Its primary approach shall be to prevent pollution and, where prevention is not possible, to minimise adverse environmental impacts. Hot Screen AB strives for continual improvement in its climate impact and use of resources.

Climate Impact

Workplaces and premises shall be environmentally sound and use energy and resources efficiently. This applies to both indoor and outdoor environments.

Wherever practicable, travel and transport shall use environmentally preferable alternatives to minimise climate impact.

The Company shall maintain modern, energy-efficient technology and equipment. All equipment replacement shall contribute to a progressive transition towards more environmentally sound technology.

Virtual meetings shall replace in-person meetings wherever this is possible without compromising quality.

Resource Use

Hot Screen AB seeks to minimise the waste of the Earth's resources. Products and services shall be environmentally adapted, with resource-efficient production. All stages, including raw materials, product consumption, transport and waste, shall be managed in the most environmentally sound manner practicable.

Waste shall be managed in accordance with the waste hierarchy. Further information on the Company's environmental activities is provided in its Environmental Policy.

Responsibility to Society

Hot Screen AB shall act as a responsible corporate citizen. The Company shall respect human rights and reject corruption, bribery and money laundering. It shall also strive to promote good health and well-being for employees, customers, owners and other stakeholders. The Company shall engage in community matters and promote social inclusion among children and young people, contributing to a healthier and safer society. The Company shall not make direct or indirect contributions to political parties or political organisations.

Legal Compliance

Hot Screen AB shall comply with applicable legislation and international conventions in the markets in which it operates. The Company shall comply with environmental legislation, agreements, safety requirements and other binding requirements and regulations.

Employer Responsibility

Hot Screen AB's approach is based on the principles of the International Labour Organization's (ILO) eight core conventions, Nos. 29, 87, 98, 100, 105, 111, 138 and 182. These provide a foundation for the Company's work on human rights and fair working conditions. All employees are expected to respect and comply with these principles and to contribute actively to their implementation throughout the business.

As part of its responsibilities as an employer, Hot Screen AB shall ensure a positive organisational and social work environment and a safe and secure workplace. Employees' ideas and initiative shall be encouraged. The Company shall promote a healthy work-life balance for its employees. Clear, well-communicated guidelines and policies on gender equality and diversity are in place. The Company supports and encourages employees' community involvement, with particular emphasis on promoting employee health and well-being.

The Company shall allocate resources to employees' continuing development and skills enhancement. Hot Screen AB is committed to making the most of the knowledge and skills within the business and helping employees develop their full potential.

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Supplier Responsibility

Good working conditions for Hot Screen AB's own employees are a fundamental requirement. It is equally important that the suppliers the Company engages provide satisfactory working conditions for their employees and maintain oversight of their subcontractors. Hot Screen AB seeks to work with suppliers that share its commitment to social responsibility and sustainability.

The implementation of Hot Screen AB's Sustainability and CSR Policy is a process of continual improvement. The Company is committed to working with its suppliers to make a positive contribution to society and the environment and support a sustainable future. A key element of this Policy is the Company's commitment to ensuring that its suppliers uphold the same high standards and values as Hot Screen AB.

Shared sustainability objectives shall be discussed with significant suppliers, who are also expected to comply with this Policy. Hot Screen AB shall establish environmental and quality requirements for both its own operations and the procurement of goods and services. Goods and services supplied shall be produced or provided under conditions consistent with:

- The United Nations Universal Declaration of Human Rights (1948).
- The ILO's eight core conventions, Nos. 29, 87, 98, 100, 105, 111, 138 and 182.
- Article 32 of the United Nations Convention on the Rights of the Child.
- The occupational health and safety protections and legislation applicable in the country of manufacture.
- The labour legislation, including minimum wage legislation, and social security protection applicable in the country of manufacture.
- The environmental protection legislation applicable in the country of manufacture.
- The United Nations Convention against Corruption.

Customer and Quality Responsibility

Customer relationships and customer needs shall always be central to the Company's activities. Relationships with customers shall be characterised by a high level of transparency, dialogue and clarity. Complaints handling and customer support shall be efficient, thorough and managed with care. Continual improvement in quality management shall be a priority.

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Monitoring and Reporting

Hot Screen AB's management shall review the Company's work under this Policy annually and report on it in a sustainability report.

Contacts

Role	Name	Telephone / Email
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Chief Executive Officer	Adam Andersson	+46 761 731 540 adam.andersson@hotscreen.se

Responsibilities

Department managers shall ensure that all employees are thoroughly familiar with Hot Screen AB's Sustainability and CSR Policy. Each individual is responsible for complying with it. Breaches of this Policy may result in disciplinary action. All employees have a duty to work together to create and maintain a sustainable business culture.

Fjärås, November 2026
Adam Andersson, Chief Executive Officer
Hot Screen AB

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