



SUSTAINABILITY & CSR POLICY

Background

Hot Screen AB is guided by the fundamental principle of actively and responsibly contributing to sustainable development. This is achieved by conducting business operations in a manner that upholds the values of Hot Screen AB, demonstrating respect for people, society, and the environment/natural resources. Hot Screen AB aims to meet the expectations that stakeholders have for its operations.

By making decisions that fairly balance the demands of various stakeholders, Hot Screen AB seeks to contribute to sustainable development and fulfill its responsibility for the shared economic, social, and environmental aspects in its external environment. Stakeholders of Hot Screen AB in terms of responsible business conduct include customers, owners, employees, collaborators, suppliers, the environment, and society (including civil society and the public sector), as well as other stakeholders affected by the operations.

Purpose

The purpose of this policy is to provide guidance to all employees on how sustainability efforts are conducted and the values that Hot Screen AB stands for. The company's core values are expressed in the Code of Conduct and Purchasing Policy. Sustainability work is closely linked to the business operations and the value-creating processes within the company.

Guidelines

Everyone within the company has a responsibility to comply with laws, regulations, and internal policies. If anything in this policy were to conflict with the law, the prevailing law in each respective country takes precedence over the principles described in the company's Sustainability/CSR policy.

Core Principles

Hot Screen AB has defined the following core principles based on ISO 26000 (guidance standard for social responsibility). Additionally, the company's sustainability report will be inspired by the Global Reporting Initiative (GRI) and aligned with the United Nations Sustainable Development Goals.

- Responsibility
- Transparency
- Business Ethics
- Respect for Stakeholders' Interests
- Respect for the Rule of Law
- Respect for International Conduct Norms
- Respect for Human Rights



Sustainable Areas of Responsibility

Financial Responsibility

For Hot Screen AB, a fundamental principle is to conduct a responsible business with a sound and balanced economy. The company avoids financial decisions that pose risks to its long-term survival.

The company values honesty, transparency, and high ethics in all business relationships. Employees uphold promises and view both customers and suppliers as important collaborators to be treated with respect. The company actively opposes all forms of bribery, kickbacks, and corruption that may affect business relationships.

In the market, Hot Screen AB advocates for fair, honest, and open competition and observes good marketing practices. The company's information to the market should always be clear, transparent, and never intentionally misleading.

Environmental Responsibility

Hot Screen AB shall proactively strive to reduce environmental and health-related risks arising from its operations and the products and services it provides. Primarily, this involves preventing the occurrence of pollution and, secondarily, minimizing negative environmental impact. Hot Screen AB aims for continuous improvement concerning climate impact and resource utilization.

Climate Impact

Workplaces and facilities should be environmentally friendly and practice energy and resource conservation, both in the internal and external environment.

Travel and transportation should, to the greatest extent possible, utilize eco-friendly alternatives to minimize climate impact.

The company should maintain a modern and energy-efficient technological infrastructure, and any renewal of technical equipment should contribute to a continual upgrade toward more environmentally friendly technology.

Electronic meetings should replace physical ones whenever possible without compromising quality.

Resource Utilization

Hot Screen AB aims to minimize waste of the Earth's resources. Services and products should be environmentally adapted with resource-efficient product manufacturing. All stages, from raw materials and product consumption to transportation and waste, should be managed in the most environmentally friendly manner possible.

Waste management should align with the so-called waste hierarchy. For more information on environmental practices within the business, refer to the company's environmental policy.



Social Responsibility

Hot Screen AB is committed to being a responsible corporate citizen. The company shall respect human rights, distance itself from corruption, bribery, and money laundering. Additionally, the company should strive to promote good health and well-being for employees, customers, owners, and other stakeholders. Hot Screen AB aims to be actively involved in societal issues and promote social inclusion for children and youth to contribute to a healthier and safer community.

The company shall not provide direct or indirect contributions to political parties or political organizations.

Legislative Responsibility

Hot Screen AB is committed to adhering to applicable legislation and international conventions in the markets where the company operates. The company shall comply with environmental legislation, agreements, safety requirements, and other binding demands and regulations.

Employer Responsibility

Within the framework of employer responsibility, Hot Screen AB is committed to ensuring a good organizational and social work environment and a secure and safe workplace. Moreover, the company shall stimulate employees' ideas and initiative. Hot Screen AB aims to promote a healthy work-life balance for its employees. Clear and well-communicated guidelines and policies regarding gender equality and diversity are in place.

The company supports and encourages employees' community engagement. Emphasis should be placed on promoting employees' health and well-being. Hot Screen AB should allocate resources for the continued development and skills enhancement of its employees. The company is dedicated to leveraging the resources within the organization in terms of knowledge and skills, helping our employees reach their full potential.

Supplier Responsibility

Ensuring good working conditions for Hot Screen AB's own employees is essential. However, it is equally important that the suppliers we engage with provide satisfactory working conditions for their employees and have control over their subcontractors. Hot Screen AB aims to collaborate with suppliers who share our commitment to social responsibility and sustainability. The company's Sustainability and CSR policy is an ongoing improvement process, and we are determined to promote a positive impact on society and the environment in collaboration with our suppliers for a sustainable future.

An important aspect of this policy is our commitment to ensuring that our suppliers adhere to the same high standards and values as we do. Common sustainability goals should be discussed with significant suppliers, who are also expected to comply with this policy. Hot Screen AB shall formulate environmental and quality requirements applicable to its own operations as well as in the procurement of goods and services. Goods and services delivered should be produced under conditions that are compatible with:

- The Universal Declaration of Human Rights (1948)
- ILO's eight core conventions: No. 29, 87, 98, 100, 105, 111, 138, and 182
- UN Convention on the Rights of the Child, Article 32
- Occupational health and safety legislation applicable in the manufacturing country
- Labor law, including legislation on minimum wage, and social insurance protection applicable in the manufacturing country
- Environmental protection legislation applicable in the manufacturing country
- UN Convention against Corruption



Customer and Quality Responsibility

Customer relationships and customer needs should always be at the forefront. A high degree of transparency, dialogue, and clarity should characterize the company's relationships with its customers. Complaint handling and customer support should be efficient, thorough, and handled with care. Continuous improvement in quality work is a focus area that should be prioritized.

Follow-up and Reporting

The management of Hot Screen AB shall annually follow up on the work based on the policy in a sustainability report.

Contacts

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Responsibility

The department heads of the company ensure that all employees are thoroughly familiar with Hot Screen's Sustainability and CSR policy. However, it is the individual's responsibility to adhere to it. Violating the company's Sustainability and CSR policy may result in disciplinary actions. All employees have an obligation to work together to create and maintain a sustainable corporate climate.

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