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Purpose

The Sustainability Policy is based on:

- The United Nations Principles for Responsible Investment (UN PRI).
- The OECD Guidelines for Multinational Enterprises.
- The Ten Principles of responsible business conduct according to the United Nations Global Compact.

Based on the above, this policy regulates how the company takes ethics and responsibility into account with regard to social, environmental, and corporate governance–related factors. The purpose of the policy is to define how the aforementioned sustainability factors and minimum criteria shall be considered within the company and how they shall be adapted to our operations.

The policy constitutes Ettiketto Group’s minimum requirements for sustainability efforts and shall ensure compliance with the sustainability policy of the owner, Volati AB. It shall also form the basis for governance, monitoring, and reporting within the area of sustainability.

Scope

The overall sustainability efforts within Ettiketto Group are governed by Volati.

This policy applies to all employees within Ettiketto Group, as well as classified A and B subcontractors and suppliers.

The policy shall also be taken into account in acquisitions, investments, and other strategic decisions.

Responsibility

The CEO is responsible for ensuring that this policy, as well as the requirements for reporting and follow-up in accordance with Volati AB’s sustainability policy, are complied with.

The Quality Department is responsible for the distribution of the policy and for the collection of signed policies from suppliers.

All employees are responsible for familiarising themselves with, understanding, and proposing improvements to the policy, as well as for complying with the established policy.

Definitions

N/A

Procedure

Ettiketto Group's sustainability work is based on:

- The United Nations Principles for Responsible Investment (UN PRI – United Nations Principles for Responsible Investment).
 - The OECD Guidelines for Multinational Enterprises.
 - The Ten Principles of responsible business conduct according to the United Nations Global Compact.
- This Sustainability Policy provides an overall description of how Ettiketto Group addresses the issues covered by the above initiatives, guidelines, and principles.

Ettiketto Group's sustainability work shall be based on the Volati Group's established materiality assessment. Identified sustainability-related risks and opportunities shall be taken into account when prioritising actions, targets, and follow-up within the operations.

Acquisitions

Sustainability factors shall be considered in any potential acquisitions. Ettiketto Group does not intend to acquire companies that conduct operations that are not compatible with, or which the company assesses will not be able, after acquisition, to implement measures to ensure compliance with the OECD Guidelines for Multinational Enterprises or the Principles of the UN Global Compact.

Minimum Criteria

Ettiketto Group shall define and implement sustainability criteria within its operations.

Environment

Ettiketto Group shall strive to reduce negative environmental impact by:

- Complying with applicable local environmental legislation.
- Striving for sound resource management and limiting emissions of harmful substances and hazardous waste.
- Implementing closed systems in production that prevent wastewater from being discharged into stormwater drains, thereby reducing water consumption and contributing to a more sustainable environment.
- Striving for energy efficiency and, to the extent that there are no material commercial reasons to the contrary, monitoring other material environmental issues.
- Contributing to the Volati Group's targets for reduced greenhouse gas emissions in Scope 1 and Scope 2 in line with the Paris Agreement's 1.5-degree target.
- Taking into account relevant EU regulations within the field of sustainability, including the EU Taxonomy Regulation.

Corporate Governance Matters

Within the framework of this Sustainability Policy, the following aspects of corporate governance shall be promoted:

- High standards of business ethics.
- Working against corruption in all its forms, including extortion and bribery.
- Compliance with applicable antitrust and competition laws.
- Ensuring compliance with applicable sustainability requirements from owners as well as related internal governing documents.

Human Rights and Business Ethics

With reference to a sound workforce and good practices for human rights and business ethics, the following measures shall be ensured:

- Working conditions comply with laws, regulations, and any applicable collective bargaining agreements.
- High awareness of and compliance with international human rights conventions.
- Processes and procedures to prevent discrimination or harassment.
- Respecting employees' rights to freedom of association and collective bargaining in accordance with local labour legislation.

Child Labour

Fundamental Principles on Child Labour:

Ettiketto Group does not accept child labour.

- All work that is considered hazardous or likely to harm the health, safety, or morals of children shall not be performed by anyone under the age of 18 (or 16 under strict conditions); and
- The minimum age for employment shall not be below the legal age for completion of compulsory schooling and in any case not less than 15 years of age (applicable to suppliers).

Company Principles for Governing That Suppliers Do Not Use Child Labour

As part of the business relationship with Ettiketto Group, Ettiketto Group's suppliers assume responsibility for ensuring that child labour is not used in the production of the products or services offered and delivered. Through contractual agreements, Ettiketto Group requires that the supplier has a documented procedure for preventing child labour, which is continuously implemented.

The supplier's procedure shall specify that any identified child labour at the supplier is addressed immediately. The procedure shall describe the actions required to remove the child from the work situation and ensure that the child is provided with more viable and sustainable alternatives for development. If child labour is identified, the relevant company within Ettiketto Group shall be informed immediately.

Company Principles for Managing Cases Where Child Labour Is Identified at Suppliers

If child labour is identified at a supplier to a company within Ettiketto Group, this shall be addressed immediately. The company shall, together with the supplier, ensure that the child is removed from the work position and that the child is provided with more viable and sustainable alternatives for development.

The company shall, together with the supplier, follow the actions below:

- Notify the relevant company within Ettiketto Group of the incident.
- Document all cases.
- Notify authorities, where applicable.
- Implement plan(s) for all cases where the best interests of the child are in focus, including removing the child from the work position and planning more sustainable alternatives.
- Execute the plan(s) developed.
- Implement updated procedures at the supplier demonstrating how the incident will be avoided in the future.
- Report progress on the above measures on a monthly basis until all actions have been completed.
- Submit a final report on all cases to the relevant company within Ettiketto Group.

Modern Slavery

Ettiketto Group's Principles Regarding Modern Slavery:

- **Employment shall be freely chosen.** Modern slavery is a crime and a violation of fundamental human rights. Modern slavery occurs in various forms, including servitude, forced or compulsory labour, and human trafficking. What these forms have in common is that one or more persons deprive another person or persons of their liberty in order to exploit them for personal or commercial gain.
- Ettiketto Group **has zero tolerance** for modern slavery. We act ethically and with integrity in all our business relationships and will implement systems and controls **promptly, decisively, and resolutely** to ensure that modern slavery does not take place anywhere in our own operations or supply chain.
- Ettiketto Group is committed to ensuring transparency in its own operations and in its approach to addressing modern slavery throughout its network of suppliers.
- Ettiketto Group insists that its supplier partners, at a minimum, meet the same high standards as the company itself. As part of our contractual processes, we therefore include specific prohibitions against the use of any forms of modern slavery and require our suppliers to impose the same requirements on their own suppliers.

Reporting

Ettiketto Group shall annually report relevant sustainability data in accordance with the requirements of Volati AB, including participation in Volati's annual sustainability survey. Reported data shall be accurate, traceable, and documented.

References

Volati Sustainability policy, version 2.1

United Nations Principles for Responsible Investment (UNPRI)

OECD Guidelines for Multinational Enterprises

The Ten Principles of Responsible Business under the UN Global Compact