

## Quality, Environmental, Sustainability Policy

Helvar specialises in intelligent lighting solutions, creating Brighter Spaces that enhance wellbeing, save energy, and generate valuable insights through digital services.

Drawing on over 100 years of expertise, Helvar's solutions play an instrumental role in the transition to a more sustainable built environment and can be found in projects all around the world spanning from hospitals, schools, workplaces to cruise ships, airports and stadiums.

This Policy applies to all employees and contractors, both full time, part time and are made aware of the company's policy as part of their onboarding process and when updates are published.

All employees at Helvar understand their roles in implementing this policy and are encouraged to identify opportunities to minimize negative environmental impacts. Additionally, they are urged to promote positive sustainability practices in their way of working.

This policy will be communicated to suppliers, partners, and customers to demonstrate and indicate best practices.

Helvar is committed to comply with all applicable legal requirements and regulations concerning its environmental impacts. Helvar is committed to the protection of the environment, prevention of pollution and the promotion of sustainability.

Helvar is dedicated to the continual improvement of its Quality & Environmental business management system to ensure effective control and compliance with the ISO9001 & ISO14001 framework. This commitment enhances our performance, implements best practices in our business operations, and maintains robust environmental policies, procedures, and systems.

Helvar's relevant sustainability topics are determined in the double materiality assessment. Helvar's sustainability strategy is amended according to the material topics.

Where Helvar determines climate change is a relevant issue, strategies are implemented that reduce the impact, within Helvar's operations, processes, or products (business activities). Climate change is relevant for Helvar through its carbon footprint and carbon handprint. Helvar is committed to reducing its scope 1, 2, and 3 emissions to the levels required to limit global warming to 1.5C degrees. Helvar measures and reports its emissions, and progresses on those emissions, annually in its sustainability report.

Helvar's second relevant topic is circular economy. Helvar promotes circularity in its operations, such as use of recycled raw materials, circular design principles, waste hierarchy and circular business models in its operations. Helvar has set targets to improve the circularity of its products and measures progress on those targets annually.

Sustainability and social issues are central to our business strategy, influencing our activities as we strive to become an organisation that people wish to interact with, whether they are clients, employees or suppliers. We aim to achieve best practice in employee relations, workplace standards, training and development, diversity and disability as well policies for employees.

Helvar is committed to supporting human rights and labour rights in the value chain and requires all direct suppliers to make a direct commitment to RBA's Code of Conduct. Helvar strictly prohibits and disapproves of any violations to human rights or labour rights.

Helvar's Corporate Responsibility is about ensuring that we take into account the social, community and environmental consequences of all of our activities.

Helvar believes that our people are our greatest asset. We are dedicated to attracting, developing, and retaining highly motivated and skilled individuals who are integral to our success. We foster a culture where employees are encouraged to embrace Helvar's core behaviours in their roles and continuously grow their skills. By supporting both personal and professional development, we aim to enhance individual wellbeing and drive the success of our company.

Helvar is committed to providing equal opportunities for all, ensuring that recruitment and career development are based on merit, without discrimination of any kind. We value diversity and strive to create an inclusive workplace where everyone can thrive.

Helvar is committed to continuous development of its products and processes to achieve its goals. All employees at Helvar are dedicated to meeting the established objectives and targets. Continuous improvement is implemented across all business areas and among all employees, ensuring increased benefits for our customers and other stakeholders.

Espoo, October 2024



Kim Långström  
CEO

This policy will be reviewed annually by top management and where deemed necessary will be amended and re-issued.