

MAFI GROUP ENVIRONMENTAL POLICY

1. PURPOSE

As a corporation with a global footprint, MAFI Group AB and its subsidiaries ("MAFI" or the "Group") have the responsibility to continuously reduce its impact on the environment as well as influence stakeholder to do the same. MAFI is characterized by preventive and recurring environmental work which is to be seen as an ongoing process of improvement in environmental performance. MAFI shall be a pioneer in environmental work, which shall be conducted systematically and in a structured manner.

2. OBJECTIVE

The purpose is to describe MAFI's environmental work based on which areas of the work are important, such as who is responsible for what, what goals there are for the company's environmental work and what structure the environmental work has.

3. SCOPE

The Policy applies to all personnel (employees and contractors) at MAFI. All personnel within the Group shall take responsibility and have the possibility to take initiatives to improve our environmental performance.

4. ADHERENCE

This Policy shall be adhered to by all personnel at MAFI.

5. THE POLICY

MAFI will conduct a systematic environmental work where goals to reduce the environmental impact are set and reconsidered annually. Measurement and follow-up are done regularly and form the basis for the improvement work. As an aid in the environment work, MAFI uses the international environmental standard ISO 14001.

Internal environmental work must be carried out that leads to continuous improvement of our environment.

Business operations will be conducted in such a way that opportunities and risks are considered from an environmental perspective.

MAFi has identified three areas in which the environmental work is focused around:

Own emissions

- Minimize travel and transport by having regional offices and supply chain.
- Travel and transport shall, as far as possible, take place with environmentally friendly alternatives to minimize climate impact.
- Online meetings shall replace physical whenever possible without compromising quality.
- We use digital tools that help our customers to optimize their solutions.
- Continuously reduce the emission of our facilities and sorting of waste within its own recycling centre in the area (recycling contract will be issued for the waste to be disposed of properly).
- Using eco-labeled products.

Product development

- Production and design are selected for life cycle thinking, functionality, quality, production methods, health, CO2 emissions and economy.
- Use steel as the primary material in our products which is fully recyclable.
- Optimizing our products and working methods.

Compliance

- As a minimum, we will comply with the environmental laws, regulations, and other requirements applicable to the business.

All Managers's and the Group CEO shall be responsible for ensuring that personnel is informed of what the policy entails and give personnel the opportunity to comply with it. They should also aim to make personnel feel responsible and work for preventive environmental work. Personnel shall be encouraged to contribute with creative solutions in the environmental area. The ultimate responsibility lies with the Board and the Global Management Team.

6. POLICY SIGN-OFF AND OWNERSHIP DETAILS

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Approved by: Group CEO

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Reviewed by: The global management group.

Date for Review: 2021-06-28

Policy owner: Group CEO

Document Location: MAFI operating system and website

Related Policies/Procedures: MAFI Group Code of Conduct

7. REVISION HISTORY

Version	Date	Revision description/Summary of changes	Owner
V.3	2021-06-28	Policy revised and updated structure according to new template	Group CEO