

Sustainability Policy for the Rottneros Group

As decided by Rottneros AB's Board on 24 August 2023



Responsible conduct

Our responsibility stretches beyond the limits of the company; from employees and our financial position to surrounding locations and the environment. We strive to achieve transparent and good communication with all those affected by our activities.

We perceive our sustainability work as a central part of our operations and as important for our long-term value creation. We shall demonstrate sustained profitability over a business cycle by running our operations in a sustainable and responsible manner and by making investments that are financially, environmentally and socially sustainable. We shall set and follow up relevant, prioritised and clear targets for our sustainability efforts.

Rottneros' sustainability policy covers the following areas:

- Environmental responsibility
- Social conditions and personnel
- Ethical rules

Environmental responsibility

Our wood-based products are part of a natural and sustainable ecosystem originating in the forest. That is why responsibility for the environment is reflected in all activities at Rottneros. We place great value on reducing our environmental impact and the ambition is to conduct business in a sustainable manner.

We help our customers in their sustainability initiatives through our customised, renewable and recoverable products that strengthen their profitability and market position. Our ambition is to develop new areas of application for our products that contribute to more sustainable development in society.

See also:

Environmental and energy policy of the Rottneros group

Social conditions and personnel

In order to be a sustainable and successful business, our employees must experience job satisfaction and personal growth at work. We therefore work on an ongoing basis on safety, management and competence development. The safety of our employees is paramount and we emphasise safety in every situation.

Rottneros' mills have strong ties to the local communities, which are usually based on traditional industrial culture, where we are the major employer in the area. We believe it is important to take responsibility in the local communities and to collaborate with the municipal authorities where we operate, among other things by offering apprenticeships and study visits.

We ensure equal opportunities within our business activities. All employees are of equal value and must be treated fairly and with respect.





The right to organise is a given at Rottneros. All the Group employees are covered by collective union agreements.

See also:

Code of Conduct of the Rottneros Group

Occupational environment policy of the Rottneros Group

Ethical rules

We shall always comply with the applicable laws, regulations and ethical norms. We respect and promote human rights and free competition, and reject all forms of corruption. It is important that we have common ethical norms both within the Group and in relation to our suppliers. We shall not enter into business relationships with companies or individuals that deliberately and systematically violate laws, regulations, human rights or other ethical norms.

When choosing suppliers or contractors and in the procurement process, we shall aim to choose alternatives that are sustainable in the long term, provided that they fulfil our requirements for quality and profitability.

See also:

Code of Conduct of the Rottneros Group

Ethical Rules for Suppliers to Rottneros

