

## Eboss AB Environmental Policy

Eboss is a solution-oriented company with excellence in production and enacts responsibility in the local community and for its inhabitants. The company strives to be at the forefront in its industry by being an active component in the transition towards a sustainable future. To create an active participation in this transition, Eboss wishes to actively collaborate with companies that are part of this transition.

The purpose of this Environmental Policy is to act as a compass in the daily and operational environmental work for all employees. Furthermore, it shows the direction and forms the basis for Eboss's environmental work by:

- Complying with legal requirements that affect Eboss's operations
- Reducing climate impact, by for example reducing the dependence of fossil fuels
- Resource-efficient production
- Secure that waste from production is 100% recycled
- Mapping energy consumption by measuring certain key processes
- Reducing energy consumption based on target actions
- Consciously only choosing electricity providers with renewable origin sources
- Aim for continuous improvement in energy management through consultation and by regular follow-up on certain KPI:s.
- When upgrading the company vehicle fleet, hybrid or electric car are the only options
- In terms of traceability of production material, we aim to follow the value chain as far as possible.
- Actively reduce chemical use and do not use fire or environmentally hazardous chemicals
- Encouraging employees to always be mindful about their impact

It is the management's responsibility to ensure that the Environmental Policy is complied with and updated on an ongoing basis. The management team distributes the work to relevant key people. All employees have a responsibility to always act responsibly.

Policy adopted by management team  
Responsible person: Thomas Eliasson  
Date: 2023-01-03

Stefan Eliasson  
Chairman