

## Beamex Sustainability Policy

*Through talented people and long-term partnerships, we run a responsible business assuring transparency and sustainability for our employees, customers, partners and owners.*

Sustainable development is about five key principles: quality of life; fairness and equity; participation and partnership; care for our environment and respect for ecological constraints - recognizing there are environmental limits; and thought for the future and the precautionary principle.

At Beamex this translates into:

People; We value and respect diversity – and that is why we employ people with very diverse skills, backgrounds and ambitions. We believe in equal opportunities and we want to support our employees in finding their own path within Beamex. That is why we offer a range of personal development possibilities, such as training and development, career advancement, and opportunities for job rotation, to support our employees throughout their career and help them remain highly motivated and engaged.

Partnerships; Collaboration is one of the keys for unlocking sustainability. Beamex actively pursues long-term transparent partnerships with customers, suppliers and NGO's working for ways to advance sustainable business.

Responsible business; at Beamex, we aim to do the right thing – to make us a better workplace, a better partner for our customers and suppliers and a better member of the community.

Environment; We at Beamex has taken the steps to reduce environmental impact by measuring, analyzing and implementing:

- Educated research & design choices made at an early phase
- Optimization of our processes to minimize waste
- Long product lifespan through design, service and product upgrade possibilities
- Energy consumption, emissions and waste from our operation
- Recycling and end-of-life process impact
- Impact of product use for our customers and the environment

Beamex will continuously improve our understanding and reporting of these areas to reduce the impact on the environment where possible, and will systematically document, set targets and follow-up on our goals. We commit to follow applicable regulations and Finnish environmental legislation.

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Jan-Henrik Svensson, CEO