

Environmental Sustainability Policy

Intent

ALIARO is committed to protecting the environment, the health and safety of our employees, and the community in which we conduct our business. It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by conserving energy, water and other natural resources; reducing waste generation; recycling and; reducing our use of toxic materials.

We are committed to environmental excellence and pollution prevention, meeting or exceeding all environmental regulatory requirements, and to purchasing products which have greater recycled content with lower toxicity and packaging, that reduce the use of natural resources. This Environmental Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

Our approach is in keeping with ALIARO's Environmental Sustainability Policy and a proud member of UN Global Compact Act (<https://www.unglobalcompact.org/>).

We are there for compliant with the United Nations Guiding Principles on Sustainable Management Practise and the United Nations Global Compact

The aim of our Environmental Sustainability Policy is to:

- implement environmental actions within the company
- monitor the environmental actions and improvements internally
- communicate environmental initiatives internally and externally.

Environmental Management System

Our EMS covers our processes, activities and products that have a potential to impact on the environment. The EMS ensures compliance with our legal obligations and provides the framework for driving environmental and heritage requirements throughout our leadership, planning, support, operation, performance evaluation and improvement actions.

Implementation of our EMS:

- Enhances our environmental performance;
- Ensures we meet our compliance obligations; and
- That we achieve our environmental objectives.

Improvement

- Nonconformity & corrective action
- Continual improvement

Performance Evaluation

- Monitoring and evaluation
- Internal audit
- Management review

Operations

- Operational controls
- Emergency preparedness & response



Leadership

- Top management
- Environmental policy

Planning

- Risks & opportunities
- Obligations
- Planning action

Support

- Resources
- Competence
- Communication

Environmental Assessment of Projects

We take a systematic approach to the environmental management of our products and solutions. All proposed works are screened for potential environmental and heritage impacts.

Where the impacts are unavoidable and rated as low impact, the activity is implemented using standard management measures. If the potential impacts are not rated as low, then the activity is subject to further investigations such as;

- Consultation with stakeholders
- Field inspections
- Environmental Impact Assessments.

Environmental and heritage management requirements for maintenance activities are communicated via contract documentation and implemented and managed via environmental management documentation.

Scope

This policy and associated procedures apply to all directors, staff and contractors working for the company.

Our approach is in keeping with ALIARO's Code of Conduct and aligned with the United Nations Guiding Principles on Sustainable Management Practise and the United Nations Global Compact.

Policy

ALIARO respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems.

ALIARO commits to the following principles and practices:

Legal Compliance

ALIARO is committed to complying with all applicable legal requirements.

Discrimination and harassment

ALIARO must provide equal opportunity in employment, and we do not tolerate any discrimination or harassment or any type from abuse. No direct or indirect discrimination shall take place based on any professionally non-relevant trait or circumstance, like gender, marital status, age, national or social or ethnic origin, colour, religion and political opinion, disability, sexual orientation, employee representation, property, birth or other status. Any kind of discriminatory behaviour, harassment, bullying or victimization is prohibited.

Human Rights and Working Conditions

No person shall be employed who is below the minimum legal age for employment. It is forbidden to use children under the minimum legal working age or fifteen (15) years old; whichever is higher, as labour. Employees under eighteen (18) years of age shall not carry out hazardous work.

ALIARO shall not engage in or support the use of any form of forced compulsory or illegal labor. Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work.

ALIARO shall apply the working hours according to the laws and regulations in the country where the work is performed.

As a minimum, statutory wages must be paid and applicable working time legislation must be followed.

Employees shall be free to form and join, or not to join, trade unions and to bargain collectively.

No employee shall be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, or disability.

Health & Safety

ALIARO shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented, and necessary measures shall be taken to prevent accidents from reoccurring.

ALIARO shall ensure that all employees are provided with necessary instructions, training, and personal protective equipment free of charge necessary for facilitating safe work methods.

Fair competition and business conduct

Our relationships with business partners are built upon trust and mutual benefits compliant with competition law. We are dedicated to ethical and fair competition, as we sell products and services based on their quality, functionality and competitive pricing. We will make independent pricing and marketing decisions and will not improperly cooperate or coordinate our activities with our competitors. We will not offer or solicit improper payments or gratuities, nor will we engage or assist in unlawful boycotts of particular customers. We commit to comply with all applicable trade controls, restrictions, sanctions and import-export embargos.

We do not allow any violence of the fairness of any tendering process in any way. We refrain from damaging competition and the reputation of any business partners and any behaviour that harms competitor's creditability.

We do not hold back maliciously, unlawfully or unduly payments towards our partners, and we do not allow such practices in our supply chain, we fight the unethical practice of "debt chain".

Our staff is responsible for ensuring fair business during their job and adhere to every competition, consumer protection and fair marketing rule. Customers and business partners shall be treated fairly and equally, products and services shall be displayed in a manner that is fair and accurate (fair marketing and advertising), and that discloses all relevant information.

Confidentiality, information security, proprietary information and intellectual property

ALIARO are committed to business information confidentiality, integrity and accessibility, we implement proper technical security measures this and it is our staff's obligation to uphold this. Proprietary information includes all non-public information that might be harmful to the company or its customers, business partners if disclosed to unauthorised parties. All staff must handle any such information as secret. It also covers that, no one is entitled to trade with securities while in possession of non-public information or deliver non-public information to others that could have impact on the securities. Every rule ensuring information security must be followed all times.

We respect the property rights of others. We will not acquire or seek to acquire trade secrets or other proprietary or confidential information by improper means. We will not engage in unauthorized use, copying, distribution or alteration of software or other protected intellectual property.

Conflict of Interests

Our decisions shall be based on objective and fair assessments avoiding the possibility of any improper influence. A "conflict of interest" exists when a supplier employee's personal interest (that can be linked to e.g. friends, family, or customer, competitor, supplier, contractor entity, as well) interferes or potentially interferes with the best interests of ALIARO. Determining whether a

conflict of interest exists is not always easy to do, thus anyone with a conflict of interest question should seek advice from management.

Bookkeeping, true reporting and financial integrity

Our books, records, accounts, and financial statements must be maintained in appropriate detail, must truly and properly reflect our transactions. We condemn all forms of money laundering, so we are committed to do business with partners involved in legitimate business activities with funds derived from legitimate sources.

Anti-Fraud / Counterfeit

Fraud – the act or intent to cheat, steal, copy deceive or lie – is both unethical and, in most cases, criminal. Fraud in every form, (including e.g. submitting false expense reports; forging or altering financial documents or certifications; misappropriating assets or misusing company property; making any untrue financial or non-financial entry on records or statements) is prohibited

Responsible Sourcing of Materials and Product Sustainability

We source responsibly and take steps to ensure that materials used in our products do not directly or indirectly provide funding to conflicts or human rights abuses. We expect the same from our suppliers.

ALIARO recognizes the UN Declaration on the Rights of Indigenous Peoples and the value of Free, Prior and Informed Consent (FPIC) of indigenous peoples for property or land negotiations. No form of land grabbing is allowed.

We are expected to adopt best practices not only limited to production processes and securing the supply of materials and components, but also addressing environmental, social, and product safety aspects.

Animal Welfare

ALIARO's commitment to the highest standards for ethical behavior extends to the treatment of animals. We require compliance with all legal requirements, as applicable, and we expect our suppliers to implement industry-leading policies and practices related to the ethical treatment of animals. ALIARO supports and expects its suppliers to promote a belief in the humane treatment of animals, including freedom from thirst and hunger, freedom from discomfort, pain, injury and disease, freedom to express normal behavior, and freedom from fear and distress.

Environmental Sustainability

ALIARO are focused on conservation of natural resources, including but not limited to:

- Decarbonisation i.e. Carbon Reduction
- Energy Efficiency
- Reduced Water Usage
- Air Quality Improvement
- Recyclability and Waste Reduction

- Hazardous Material and Chemical Management and Control
- Protecting Biodiversity
- Employee and Supplier Training

Chemical treatment

ALIARO don't work with any chemical subjects but will follow the legal regulations to protect employees and impact on nature if this will happen in the future.

Soil quality

ALIARO do not work with any activities which will impact the soil and we are requesting our suppliers to follow the UN Global Compact and the local legal laws and regulations to protect the nature.

Resource Efficiency

By taking account of the complete life cycle of our products and our industrial operations, we shall:

- minimize the consumption of natural resources;
- minimize and responsibly manage waste and residual products

Whistle-blower protection

ALIARO must encourages our employees to speak up and bring their concerns to light so that problems can be resolved before any harm occurs The purposes are intended to prevent and detect improper or illegal activities. ALIARO is not only encouraged but required to report any violations or suspected integrity violations.

Trade compliance (exports, imports and sanctions)

As a global company, we have policies and procedures in place to comply with applicable international trade rules, by which countries regulate the movement of products, technology, software and technical information across national borders. Violations can lead to criminal prosecution for the companies and individuals responsible, along with bad publicity, delayed shipments or loss of import and export privileges.

Resource Efficiency and Energy Consumption

ALIARO shall monitor, track and document its consumption of natural resources such as water and raw materials, as well as sources of energy in order to be able to identify aspects that supplier can control and can influence fostering opportunities for improvement and minimized consumption. Consumption shall be monitored, tracked and documented on both the site and corporate level..

Emissions and Waste Management

We shall monitor, track and document its emissions to air, water and soil from its facilities and transports as well as the wastewater and solid waste generated by its operations in order to be able to identify aspects that we can control and influence fostering opportunities for

improvement and minimized emission. All output shall be monitored, tracked and documented on both the site and corporate level and be provided to the ALIARO Group upon request..

Preventing Bribery and Corruption

ALIARO conducts business ethically throughout the world. Lear prohibits suppliers from giving or promising to give anything of value to any third party for the purpose of obtaining or retaining business, or to otherwise induce them to act improperly. Suppliers must conduct business with integrity and in full compliance with all applicable laws pertaining to bribery and corruption.

Land, Forest and Water Rights and Forced Eviction

Our approach is in keeping with ALIARO's Code of Conduct and aligned with the United Nations Guiding Principles on Business and Human Rights and the United Nations Global Compact.

Responsibility and Review

This Environmental Sustainability Policy is the responsibility of the Management of ALIARO. This policy was last updated 2023-02-14 and will be reviewed latest 2023-03-31.

Mölnådal, 2023-02-14



Mikael Bedemo, CEO