



Group Governance Document

Sustainability Policy Moelven

Policy

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1 Sustainability Policy

Sustainability has been at the core of Moelven's operations, ever since Moelven Brug AS was established at Anderkvern in Moelv in 1899. We may not have used that specific term, but we have always been committed to ensuring the best possible management of vital renewable resources.

Sustainability is an integrated aspect of our company strategy through our values, vision, mission, human resources strategy and policies. This means that we should make choices that help create long-term value for the company, while taking social considerations, the environment and the climate into account.

It is our aim to constantly deliver more sustainable projects, products and solutions. To succeed in this goal, all of Moelven Group's employees must commit to actively taking advantage of new opportunities to create competitive jobs and ensuring a safe workplace which cares for and protects both people and the environment. Our aim is to contribute to where we meet the needs of today without harming future generations' opportunities to meet theirs.

Moelven has outlined four priority areas and one basic premise for sustainability. The latter is based on our Code of Conduct, which applies across the Group. Our four priority areas are related to six of the UN Sustainable Development Goals. Along with our Code of Conduct, this helps us to identify the most important aspects for long-term value creation at Moelven and for the world at large. This comprises the basis of our sustainability focus at Moelven.

			
People in focus	Local values	Environment and climate action throughout the value chain	Safeguarding natural resources
Ambition We will be an attractive and safe workplace.	Ambition We will contribute to local value creation.	Ambition Our activities, products and value chain will make a difference in the effort to find sustainable solutions and stop climate change.	Ambition We will use renewable and sustainably managed resources, and utilise them in full.

We are a reliable partner



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Priority area:	Environment and climate action throughout the value chain	
Ambition:	<i>Our activities, products and value chain will make a difference in the effort to find sustainable solutions and stop climate change</i>	
UN Sustainable Development Goal:	12	Responsible consumption and production
	13	Climate action
Relevant sub-goal:	12.6	<i>Encourage companies, especially large and trans-national companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.</i>
	13.3	<i>Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.</i>

Moelven's policy:

- Moelven shall actively work to reduce its climate and environmental footprint.
- The environmental impact of the Group's logistics and transport operations shall be minimised through coordination and optimisation of the product flow. The environment must be considered in the choice of transport method and the Group's current objectives relating to environmental standards must be considered when choosing business partners.
- Moelven shall actively participate in technological innovations and market-oriented developments in the bioenergy sector, as well as investigate alternative sources of energy to replace the use of fossil fuels for heating at our plants.
- Moelven shall have environmental assessments and certifications in place for its operations and products that always meet the applicable legal requirements, as well as widespread and recognised certification schemes in the markets in which the Group operates. Moelven shall actively engage in sustainable procurement practices in order to reduce our environmental footprint throughout the value chain.

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Priority area:	Safeguarding natural resources	
Ambition:	<i>We will use renewable and sustainably managed resources, and utilise them in full</i>	
UN Sustainable Development Goal:	12	Responsible consumption and production
	15	Life on land
Relevant sub-goal:	12.2	<i>By 2030, achieve the sustainable management and efficient use of natural resources.</i>
	12.4	<i>By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.</i>
	12.5	<i>By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</i>
	15.2	<i>By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.</i>

Moelven's policy:

- Moelven shall make use of all timber components, including all by-products.
- Moelven shall optimise its raw material utilisation to improve resource efficiency and to maximise the value of the raw materials used.
- As a minimum, all timber purchased by Moelven should be checked in accordance with applicable requirements for controlled wood set by recognised chain of custody standards (PEFC™ CoC and/or FSC® CoC). Moelven aims to have as much of its purchased timber as possible certified in accordance with recognised standards relating to sustainable forestry (PEFC and/or FSC®). At a minimum, this should correspond to the needs that arise from the Group's sale of certified finished products.
- Moelven shall not be involved, directly or indirectly, in:
 - * Unlawful logging or trade of wood or forestry products.
 - * Destruction of areas with high preservation value during forestry operations.
 - * Forestry involving violations of time-honoured rights or human rights.
 - * Introduction of genetically modified organisms to our forestry operations.
 - * Significant transformation of natural forests into plantations or non-forestry applications.
 - * Violations of ILO fundamental conventions as defined in the ILO Declaration on Fundamental Principles and Rights at Work, 1998.
- Moelven shall actively work to improve the resource efficiency, longevity and circularity of its products.
- Moelven shall continuously assess the need for and the environmental consequences of chemicals, as well as the possibilities of adopting more environmentally friendly alternatives.
- Moelven shall continuously assess the need for and the environmental consequences of

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packaging, as well as the possibilities of adopting more environmentally friendly alternatives.

- Moelven shall actively work to reduce waste and have a minimum sorting ratio of 90% for residual waste.
- Moelven shall actively work to minimise the use of plastic and strive to find alternative and sustainable materials to plastic.

Priority area:	People in focus	
Ambition:	<i>We will be an attractive and safe workplace</i>	
UN Sustainable Development Goal:	3	<i>Good health and well-being</i>
	4	<i>Quality education</i>
Relevant sub-goal:	3.9	<i>By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.</i>
	4.4	<i>By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.</i>

Moelven's policy:

- Moelven has a vision of zero workplace injuries and believes that all injuries are preventable.
- All Moelven employees shall participate in HSE training.
- Moelven shall have active employees that take personal responsibility, develop their expertise and are committed to their day-to-day work.
- Moelven shall have active managers who communicate and act in a trustworthy manner, focus on achieving results and facilitate innovation and development.

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Priority area:	Local values	
Ambition:	<i>We will contribute to local value creation</i>	
UN Sustainable Development Goal:	8	<i>Decent work and economic growth</i>
Relevant sub-goal:	8.2	<i>Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors.</i>
	8.8	<i>Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.</i>

Moelven's policy:

- Moelven shall be a natural part of the local community and contribute to local economic value creation.
- Moelven shall work actively to reduce its local environmental impact by focusing on continuous improvements.
- Moelven shall have an inclusive work culture and shall actively work to ensure a positive working environment that is characterised by equality and diversity. We do not accept any form of harassment or discrimination on the basis of gender, race, religion, age, disability, sexual orientation, political beliefs, national or ethnic origin or other factors.

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Basic premise: We are a reliable partner

Moelven's policy:

- Moelven must be a company people can trust.
- Moelven must always be aware of its stance on anti-corruption. This applies both in dealings with suppliers and customers at the corporate level, and in the individual business.
- Moelven recognises that anti-corruption efforts is an important part of the company's strategy for long-term sustainable development.
- Moelven's code of conduct applies to all of the Group's activities and must be observed by all employees and anyone else who represents the group in any way.
- Moelven shall work actively to ensure that the members of the Group's supply chain comply with the UN Declaration of Human Rights and other requirements set out in the Group's code of conduct.

Moelven is committed to publishing its results and progression towards this policy in its annual sustainability report.

