

Sustainability Policy

Adopted by the group board on 30
January 2020

The future is built with wood



MJØSTÅRNET

Photo: Moelven

MOELVEN®

Policy for sustainability

Moelven respects people and the environment. Our business is based on renewable resources, and we have made sustainability and long-term commitment our competitive advantage, and have a strong determination to take responsibility for our environment.

To Moelven, sustainability is about making choices that contribute to create long-term value for the company, while also making the right choices out of consideration to the outside world.

Sustainability is thus a natural part of the company strategy, through its vision, values and policies.

Moelven takes responsibility for the environment through sustainable and long-term utilisation of renewable resources. Our goal is continuous environmental improvement in our projects, products and services. We actively seek opportunities to reduce negative environmental impacts in a life cycle perspective. Moelven shall conduct its business in compliance with applicable statutes, regulations and rules. Moelven works towards a sustainable development of society and to constantly improve the business's impact on the internal and external environment.

Moelven has defined four focus areas and one basic premise for sustainability, where the basic premise is based on the code of conduct that applies to the entire group. The four key focus areas are linked to four of the UN sustainability goals. The focus areas in combination with the UN's sustainability goals, the basic premise for sustainability at Moelven and the code of conduct, all form the basis for identifying the most important aspects for the outside world and for long-term value creation in the Group. This comprises the foundation for sustainability at Moelven.



Climate-smart products and services

AMBITION:

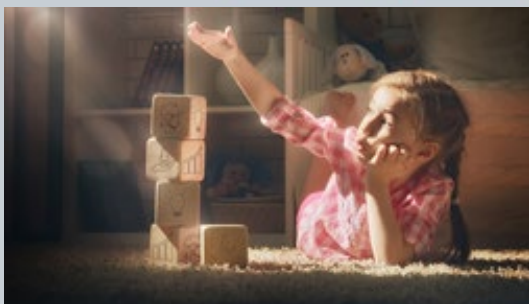
We and the materials we produce shall be climate positive



Safeguarding natural resources

AMBITION:

We shall use renewable resources and utilise the entire resource



Focus on people

AMBITION:

We shall be an attractive and safe workplace



Local assets

AMBITION:

We shall create green workplaces



We are a reliable partner

**Focus area: Climate-smart products and services****Ambition:** *We and our products shall be climate-positive***The UN's SDG:** **13 Stop climate change****Relevant sub-goals:** **13.3** *Strengthen the ability of individuals and institutions to counter, adapt and reduce the consequences of climate changes and their ability for early warning, and strengthen knowledge and awareness of this.***Moelven's policy:**

- Moelven shall actively work to reduce its climate and environmental footprint.
- The environmental impact of transport shall be minimised through coordination and optimisation of the product flow. The environment shall be considered in the choice of transport method and the group's current objectives for environmental standards shall be taken into account when choosing partners.
- Moelven shall have a good understanding of its role in the carbon cycle and demonstrate that Moelven is climate positive.
- Moelven shall actively participate in technology and market developments in the bioenergy sector, and investigate alternative energy sources at those plants who use fossil fuel for heating.
- Moelven's products shall have environmental assessments and certifications that meet the customers' and market's needs.

**Focus area: Safeguarding natural resources****Ambition:** *We shall use renewable resources and utilise the entire resource***The UN's SDG:** **15 Life on land****Relevant sub-goals:** **15.2** *Promote implementation of sustainable management of all types of forest, halt deforestation, restore degraded forests and to a significant degree increase forest reconstruction and replanting at a global level by 2020.***Moelven's policy:**

- Moelven shall utilise the entire timber log, including all by-products
- Moelven shall optimise raw material utilisation to improve resource efficiency and to maximise the value of the raw material
- All timber Moelven buys must as a minimum comply with FSC® Controlled Wood or PEFC™ Controlled Sources. Purchase of certified timber must as a minimum be adapted to needs based on the group's sales of certified finished products.
- Purchased raw materials must not originate from:

- Illegal harvests.
- Forests with a high preservation value.
- Forests where time-honoured or social rights are violated.
- Forests with genetically manipulated trees.
- Natural forest that has been cut for the purpose of using the area for crops.
- Moelven shall design products that focus on resource efficiency, and assess the need for and environmental impact of packaging.
- Moelven shall actively work to reduce waste and have a minimum sorting rate of 90% for residual waste.
- Moelven shall actively work to minimise the use of plastic, and work to find alternative and sustainable materials to plastic.



Focus area: Focus on people

Ambition: *We shall be an attractive and safe workplace*

The UN's SDG:

**3 and
4**

Good health and well-being

Quality education

Relevant sub-goals:

3.9

Significantly reduce the number of deaths and cases of disease caused by hazardous chemicals and polluted air, water and soil by 2030.

4.4

Achieve a significant increase in the number of young people and adults with skills, including in technical and vocational subjects, that are relevant for employment, decent work and entrepreneurship by 2030.

Moelven's policy:

- Moelven has a vision of zero injuries, and believes that all injuries are preventable
- All of Moelven's employees must complete HSE training and have a personal copy of the HSE manual
- Moelven shall have committed and competent employees, and will conduct regular appraisal interviews and employee surveys to actively meet the employees' needs and wishes
- Moelven shall create Good Rooms by conducting customer satisfaction surveys and responding to the customers' needs



Focus area: **Local values**

Ambition: *We create more green jobs
economic growth*

The UN's SDG: **8** ***Decent work and economic growth***

Relevant sub-goals: **8.2** *Increase economic productivity through diversification, technological modernisation and innovation, including with emphasis on profitable and work-intensive sectors.*

8.8 *Protect labour rights and promote a safe and secure working environment for all employees, including migrant workers and in particular female immigrants, as well as employees in difficult employment situations*

Moelven's policy:

- Moelven shall be a natural part of the local community and contribute to economic value creation
- Moelven shall actively work to reduce its local environmental impact by focusing on continuous improvement
- Moelven must not violate the Pollution Act or similar legislation



Basic premise: **We are a reliable partner**

Moelven's policy:

- Moelven must be a company one 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 work with anti-corruption 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 others who in any way represent the group.
- 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 results and progression towards this policy through an annual sustainability report.



SUSTAINABLE DEVELOPMENT GOALS

