

# POLICY STATEMENT

## RESPONSIBLE BUSINESS

Axentia shall be developed in a stable and profitable way based on an ethical approach

## ECOLOGICAL SUSTAINABILITY

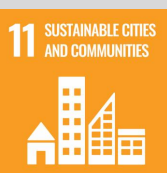
Axentia shall conduct environmentally friendly, professional and safe operations.

## ATTRACTIVE EMPLOYER

Axentia shall be a responsible employer and contribute to a more sustainable society

# SUSTAINABILITY POLICY, SUMMARY

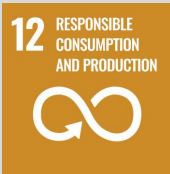
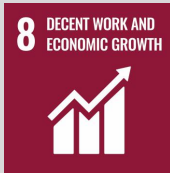
- Axentia takes responsibility for its own operations and the impact it has on employees, our customers' operations, the environment and the society in the longer term. Sustainable development for Axentia include both economic, environmental and social dimensions.
- Our most important sustainability issue is to develop and deliver products and services that contribute to more travellers choosing public transport.
- We support the 2030 Agenda and its principles on human rights, the working environment, the environment and anti-corruption and work actively to contribute to the UN's Global Goals for Sustainable Development.
- We regularly follow the experience and expectations of our customers and employees and act accordingly.



# RESPONSIBLE BUSINESS

## *Financial sustainability (G)*

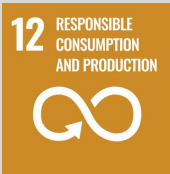
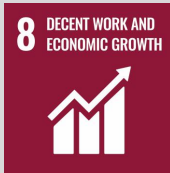
- By offering technically and economically good competitive products and services with excellent quality, long-term customer relationships are ensured, which together with a strong focus on results provides stable economic development. In all relationships, good business practice should be followed.
- Axentia's suppliers shall conduct their business in a professional manner that meets all the requirements of applicable legislation, applicable industry regulations and agreements and maintains a high environmental standard. Axentia shall actively promote suppliers to comply with the principles set out in Axentia's Code of Conduct.
- Axentia also complies with the principles of the 2030 Agenda, the UN Universal Declaration of Human Rights and the ILO Core Conventions on Human Rights at Work and the OECD Convention against Bribery.



# CLIMATE RESPONSIBILITY

## *Ecological sustainability (E)*

- Axentia will conduct a business that is constantly improving, efficient management systems should be used throughout the group of companies. Axentia shall offer its products and services that meet customer requirements in terms of functionality, economy, safety, environmental impact and development.
- This is achieved by developing and delivering products and services that contribute to more travellers choosing public transport, as well as:
  - contribute to our customers meeting their environmental commitments
  - propose environmental improvement measures for our customers
  - strive to reduce or eliminate sources of pollution
  - continuous follow-up that we comply with relevant legislation



# ATTRACTIVE EMPLOYER

## *Social sustainability (S)*

- Axentia shall offer its employees a safe and non-discriminatory working environment with good opportunities for personal development regardless of gender, age, sexual orientation, disability, ethnicity or religion.
- Axentia works actively with a common corporate culture, where our guiding principles and our Code of Conduct play a central role and work to:
  - all employees contribute to a safe, safe and pleasant working environment
  - all employees participate in work environment work by continuously identifying risks and reporting incidents, accidents, etc.
  - all employees shall benefit from professional development through training, duties and responsibilities
- Axentia offers market conditions and benefits and works for good health the opportunity for work-life balance and stimulates professional development. No one should be harmed because of shortcomings in our work environment.

