

Sustainability Policy

Uniogen as a company and the company's management are committed to promoting sustainable development by making their operations as responsible as possible. We believe that by acting responsibly, we improve the value we create for our customers, owners, society, and the environment. At Uniogen, we are committed to developing and producing more sustainable products and constantly reviewing and improving our operations. We want our products to be safe and of high quality, and that they are developed, manufactured, and sold by well-being and professional personnel. We want our stakeholders and partners around the world to benefit from our cooperation in achieving their own sustainability goals.

- Every year, we define and review quantitative indicators and targets that materially contribute to our sustainability. Metrics are constantly developed to review and improve the social, environmental, and administrative sustainability of our operations in accordance with GRI (Global Reporting Initiative) standards.
- Uniogen complies with all applicable laws and regulations concerning its own operations. Where applicable, we also comply with the OECD Guidelines for Multinational Enterprises, i.e., we take into account, prevent, and reduce the adverse impacts of our own operations and supply chains in terms of human rights, labor rights, the environment and corruption. We ensure our operations are not only legal but also fair and ethically sustainable—our Code of Conduct defines the values and practices of our business.
- We will reduce our emissions and strive for carbon neutrality in our operations. In accordance with the Paris Agreement, our goal is to contribute to limiting the increase in the world's average temperature to 1.5 degrees Celsius. By rationalizing the sourcing of materials and reducing waste and wastage, we can ensure that there are also enough natural resources for future generations.
- We comply with the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, which respects the human rights of working people and guarantees ethical working conditions and contracts.
- We require our partners to commit to sustainable business operations, the implementation of which is monitored in the form of stakeholder audits or assessments, as well as in other selection and monitoring processes. Our business relationships are based on mutual respect and mutual benefit.
- Every year, we publish a public sustainability report, in which we openly communicate the progress made in improving sustainability in our company. We regularly review our development and strive to continuously improve our company's operations.

With these measures, we contribute to the sustainable economic, social, and environmental development of Uniogen.



Ilari Antila, CEO

Turku, 23.3.2023

Date