



# POLICY

The following policy has been established for CryoIQ global AB.

## Purpose

The purpose of this policy is to provide guidance for all employees on how our sustainability efforts are to be carried out and what values CryoIQ stands for. The company's values are described in the documents Code of Conduct Policy and Policy for ethical business principles. The sustainability efforts must be clearly linked to business activities and the value-creating processes at the company.

## Background

CryoIQ wants to contribute to a sustainable development. CryoIQ guiding principle is to actively and responsibly contribute to a sustainable development by ensuring that our business activities are carried out in a manner that maintains CryoIQ's values and with respect for people, our society and the environment/natural resources. CryoIQ shall meet and exceed the expectations that the company's stakeholders have for CryoIQ's business activities.

By making decisions that fairly balance the claims of various stakeholders, CryoIQ shall contribute to a sustainable development and assume its share of responsibility for the common financial, social and environmental aspects of the world around us. In terms corporate responsibility, CryoIQ's stakeholders include clients, owners, employees, partners, suppliers, the environment and society as a whole (such as civil society and the public sector), as well as stakeholders affected by our business.

## Guidelines

### Key principles

CryoIQ has defined the following key principles regarding sustainability based on the SS ISO 26000:2010 standard for social responsibility and the UN's Global Compact initiative:

- Responsibility
- Transparency
- Business ethics
- Respect for stakeholder interests
- Respect for the rule of law
- Respect for international standards of conduct
- Respect for human rights



## Strategy for sustainability efforts

The strategic direction for CryoIQ's sustainability efforts shall be determined by the board of directors based on the management's strategic planning and business planning processes. The management is drafting policies for ethics, sustainability, codes of conduct, sustainability reports and other documentation, while planning and performing follow-ups regarding the sustainability efforts. The strategy shall be based on relevancy analyses, analyses of the current state of affairs, stakeholder maps and stakeholder dialogues. The sustainability report shall take place annually in connection with the annual report, according to the GRI G4 standard.

## Sustainable areas of responsibility

### Financial responsibility

One of CryoIQ's fundamental principles is to conduct business in a responsible manner with healthy and balanced finances. The company seeks to avoid financial decisions which would endanger the company's long-term survival.

The company values honesty, openness and high moral standards in business relationships. Employees keep their promises and view both clients and suppliers as important partners that must be treated with respect. It should go without saying that the company actively works against all forms of bribery, payoffs and corruption which may affect business relationships.

As a market actor, CryoIQ strives for healthy, honest and open competition while observing good marketing practices. The information provided by the company to the market must always be clear, transparent and never intentionally deceptive.

### Environmental responsibility

CryoIQ shall proactively strive to reduce environmental and health-related risks as a result of its business activities and of the products and services the company provides. This is done primarily by preventing the emergence of pollutants and secondarily by minimising negative environmental impact. Factors such as energy consumption, water consumption and waste management shall be at the centre.

### Social responsibility

CryoIQ shall be a good social actor. The company shall respect human rights, denounce corruption, bribery and payoffs, as well as money laundering. The company shall also strive to create good health and well-being regardless of whether this pertains to their employees, customers, owners or other stakeholders. The company shall actively participate in social matters and promote social inclusion for children and young people in order to contribute to a healthier and safer society. The company shall not make any direct or indirect contributions to political parties or political organisations.

### Legal responsibility

CryoIQ shall comply with applicable legislation and international conventions on all markets where the company is active. The company shall comply with environmental legislation, agreements, safety requirements and other binding requirements and regulations.



### Supplier responsibility

CryoIQ shall influence suppliers to promote sustainable development. Shared sustainability goals shall be formulated with suppliers. The company shall formulate environmental requirements which are applicable to both our own business activities and to the procurement of goods and services.

### Employer responsibility

As part of its employer responsibility, CryoIQ shall ensure a good organisational and social work environment and a safe and secure workplace. Processes shall also be created to stimulate our employees' ideas and initiatives. The company shall strive for a healthy balance between work and personal life among the employees. Clear and well communicated guidelines and policies regarding equality and diversity shall be put in place. The company shall support and encourage its employees' civic participation. Emphasis shall be placed on promoting the employees' health and wellbeing. The company shall allocate resources to further develop and enhance its employees' competences.

### Customer. And quality responsibility

The customer relationship and customer needs shall always be at the forefront. A high degree of transparency, dialogue and clarity shall permeate the Company's relationship with its customers. Complaint management and customer support shall be efficient, thorough and handled with care. Continuous improvement efforts regarding quality work is a focus area which shall be prioritised.

### Follow-up and reporting

The management at CryoIQ shall perform annual follow-ups based on the policy in conjunction with its annual report and through internal reviews. This work includes developing a systematic approach to carrying out follow-ups. The board and management shall make an annual report regarding responsible business conduct in a separate report for external use and/or in CryoIQ's annual report.

### Contacts

An employee who has questions or concerns about this policy should initially turn to his/her line manager. Alternative contact the following person.

Function	Name	Telephone number	E-mail
CSR Manager	Stefan Skafte	+46 70-663 07 63	Stefan.skafte@cryoiq.com

### Responsibility

The company's managers are responsible for ensuring that all employees within the company are familiar with the company sustainability policy, but it is each individual's responsibility to comply with it. Violating the company's sustainability policy may lead to disciplinary consequences. All employees have an obligation to work together to create and maintain a sustainable business climate.