



Climate and Environmental Policy

Probi Group, Lund, 2022-11-09

Probi Group

This Policy has been adopted on 5 October 2022 by CEO and VP HR & Sustainability

1. Overview

Probi strives to be a leader in climate and environmental sustainability and believes that a successful future for our business and the customers we serve depends on the sustainability of the environment, communities and economies in which we operate.

As a responsible corporation, we bear a responsibility to consider the impacts of our actions and how they affect the climate and the environment both directly in terms of our own operations, and indirectly through our purchasing decisions, the products and services we produce and offer to our customers and the business opportunities we pursue.

We are committed to minimizing the impact of our operations on climate, the environment and to demonstrating leadership by integrating climate and environmental considerations into all our business practices.

2. Scope

The requirements of this policy apply to all entities, direct and indirect employees and board members of Probi.

The primary audience for this policy is Management Team, Leaders and Probi Employees for its implementation.

3. Our commitment

We strive for our products, services, and production to be part of a sustainable society and environment. We are committed to:

a) Avoid harming the environment

* Probi will avoid harming the climate and the environment, including reducing climate emissions and pollution, through responsible management of our operations and value chains;

* Probi will give appropriate weight to this environmental policy when making planning and investment decisions;

* Probi will design and produce products to reduce their adverse environmental impact in production, use and disposal;

* Probi will continuously improve on reducing resource consumption, waste, emissions and pollution in our operations;

b) Compliance:

Probi will comply with, or exceed, our environmental obligations, including taking a proactive approach regarding environmental legislation that affects our business.

4. **Objectives**

Probi has set the following targets and objectives, within the scope of this climate and environmental policy, to strive for continual improvement and sustainable development.

a) Publicly reported goals include:

- * Halve [climate] emissions in our operations and value chain by 2030 from baseline 2019.
- * Reduce energy consumption per product manufactured.
- * Reduce emissions from freight.
- * Encourage climate action in our broader role in society and continue to report targets and results transparently on an annual basis.

b) Internal goals include:

- * Promote efficient use of materials and resources in our premises including water, energy, and others, particularly non-renewable materials
- * Favor eco-friendly effective packaging where possible
- * Favor and use environmentally friendly goods and services.
- * Reduce paper consumption and usage wherever and whenever possible, e.g. by using digital alternatives;
- * Avoid unnecessary use of hazardous materials and products, seek substitutions when feasible, and take all reasonable steps to protect health and avoiding harm to the environment
- * Minimize the usage of transport when possible and favor transport with a lower climate and environmental impact.
- * Reduce CO₂ emissions from commuting and travel by encouraging usage of public transportation and other taking other actions to reduce travel and associated emissions

Probi will attempt to minimize the environmental impacts of our own operations through best practice managements of our use of energy, transportation, material consumption, water use, waste, and emissions.

Probi expects, when possible, our suppliers, subcontractors, retailers, and recyclers of our products to adopt the same environmental principles we continue to strive to implement.

Probi will encourage suppliers in its supply chain to adhere to its environmental standards. Suppliers to Probi are required to sign the Probi "Supplier's Code of

Conduct”, thereby ensuring a shared understanding and communal effort to reduce our impact upon the environment.

c) Purchasing decisions

Probi will consider the climate and environmental performance of our suppliers as well as assess the supply chain of which they are a part of, and the climate impact and environmental attributes of products and services in our purchasing decisions.

5) Engagement and Transparency

Probi will raise employee awareness and support employee creativity and enthusiasm with respect to implementing our climate and environmental policy, guidelines, and proposed programs and initiatives.

Probi will continually promote climate and environmental awareness, responsibility, and best practice, and to support the environmental sustainability culture of our company.

We will remain open about our challenges and achievements.