

## Sustainability Policy

### Purpose

NCC's way of conducting business is based on our shared values, Code of Conduct, Star behaviors and the strategic direction.

NCC's purpose is to take our customers through the construction process to a positive end result for all stakeholders. This requires the business to be managed in a responsible way, using our expertise and knowledge to mitigate negative impact, manage risks and create positive impact and opportunity, and to continuously improve and take data-informed decisions.

### Target group

This Group policy applies to the entire NCC Group and to all employees, subcontractors and suppliers and are aligned with the individual responsibility that are addressed in Code of Conduct, Supplier Code of Conduct, Policy for Health and Safety, Policy for Environment and Group Compliance Directive.

### Scope

NCC's Sustainability Policy is the foundation for the Sustainability Framework that is created to show direction for the company in material impact areas.

The framework describes the strategy and direction for NCC's work within Sustainability, i.e. Environmental (E), Social (S) and Governance (G), including a responsible business conduct."

### NCC commits to:

- as far as possible operating in a manner that is economically, socially, ethically and environmentally sustainable, taking into account the needs of both current and future generations.
- to use its expertise to live up to expectations from customers and other stakeholders. Compliance obligations in laws and regulations provide the minimum standards.
- the UN Global Compact's principles on human rights, labor rights, the environment and anti-corruption, as well as the International Labour organization's fundamental conventions on rights at work and OECD Guidelines for Multinational Enterprises

### Responsibility

The head of the Business Areas and Group Functions is responsible for implementing the Policies and the sustainability framework with the related processes, procedures and targets as part of the respective management system relevant to the context of its business.

Business Areas should be certified or aligned with ISO9001 and ISO14001.

The responsibility includes ensuring the right mandates and resources, and training of NCC employees to fulfill NCC's commitment to the sustainability framework.

<b>Producing unit</b>	CFO		
<b>Approved by</b>	CEO		
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