



Environment, Social and Ethical policy

RDO Aeroproquement's Policy for Sustainability and Corporate Social Responsibility shall be evaluated at least once a year. The CEO is responsible for ensuring the follow up of and compliance with the content of the policy.

Subject-specific responsibility for sustainability and corporate social responsibility, and the routine responsibility for facilitating and coordinating the policy rest with the RDO's corporate social responsibility manager.

RDO's Sustainability and Corporate Social Responsibility Policy is intended to promote the company's long-term business goals. At the same time, the RDO's goals must be compatible with sustainable development.

The long-term consequences of the global megatrends linked to opportunities and risks shall be met by the RDO's regular strategic processes. RDO's operations are not perceived as entailing particularly great challenges as regards environmental pollution. Notwithstanding, the company shall always strive to improve and develop its business activities, not least in this area. We will maintain a proactive attitude to sustainable development and business opportunities. The strategic and business decisions taken within the company are to be considered from the perspective of sustainability.

Business opportunities aimed at promoting a sustainable future will also be part of the business areas' strategic assessments. We will stay abreast of international and national trends. The company's work with sustainability and corporate social

responsibility will be on a par with national and international trends in the field. The importance attached to this work shall be proportional to the potential business opportunities and the expectations of owners, customers and other stakeholders. We will endorse international initiatives and guidelines. RDO endorses the UN initiative Global Compact and will work systematically to comply with the initiative's 10 basic principles within the areas of human rights, workers' rights, environment and anti-corruption. Similarly, the company will strive to comply with the intentions laid down in the ILO conventions, the OECD Guidelines for Multinational Enterprises, the UN's Universal Declaration of Human Rights and UN Convention on Children's Rights.

We will strive to ensure that suppliers and business partners comply with principles for sustainability and corporate social responsibility that are in alignment with RDO's own.

TWO MAIN ELEMENTS

The policy is built up around two main elements:

Opportunity

- Business opportunity - related to sustainable technology in existing markets and products
- Business opportunity- related to sustainable technology in new markets

Risk

- Maintain the right to engage in our business activities; 'License to operate'

Opportunities

'Business as usual' is not an alternative when it comes to resolving the challenges facing the world today. The situation calls for new ways of thinking, new forms of cooperation, political will and a high degree of technological innovation.

As regards the global megatrends, there are business opportunities for RDO in existing markets, as well as in entirely new markets. RDO possesses key expertise in several relevant areas of technology.

○ **Sustainable solutions – existing products**

As regards existing markets and products, priority will be given to improving and developing solutions that will contribute to a sustainable future. Market needs, business attractiveness, and proximity to the existing platform of expertise will be normative.

○ **Sustainable solutions – new products and new business segments**

RDO will also actively consider new market opportunities that open up in response to the global challenges facing the world. This may pave the way for entirely new products and business segments. RDO has a good technological point of departure in several important disciplines that may contribute to such new solutions.

Risk

Maintain the right to engage in our business activities 'License to operate' Society sets standards for enterprises' exercise of sustainable development and corporate social responsibility; this is a prerequisite for obtaining a 'licence to operate.

Without this 'licence', RDO risks losing the opportunity to grow, be innovative and to actually conduct its business. Like all other enterprises, we are dependent on our stakeholders' confidence in us.

In the following, we describe the main areas of importance relative to our 'Licence to operate':

Anti-corruption

Corruption undermines all sorts of business activities and free competition, and it is prohibited by law in all the countries in which we operate. Corruption is destructive for the countries involved and would erode our reputation, exposing the company and the individual employee to considerable risk.

RDO is opposed to all forms of corruption, and in conjunction with our operations, we will actively strive to fight it.

• Human rights

All our operations will strive to comply with the UN's Universal Declaration of Human Rights, the UN's Convention on the Rights of the Child and the ILO conventions. Human rights abuses shall not occur at RDO.

RDO shall have routines for analysis, verification, reporting and follow up of possible violations of human rights linked to our own operations, as well as in respect of business partners in the event of any violation of human rights related to our activities.

• Workers' rights

Our employees shall be treated with respect and given orderly working conditions. All employees will be given equal opportunities. The company recognizes freedom of association and the right to collective bargaining. In cases of conflict with local legislation, local legislation will take precedence. Wages shall as a minimum be enough to live on. Forced labour, child labour and all forms of discrimination are strictly forbidden. Health and safety are high-priority areas.

• Climate and the environment

RDO shall act responsibly with a view to the footprint left by its activities on the climate and the environment. The operation of the company and the development of products are to be approached from a 'green' perspective.

We will focus inter alia on:

- reducing our own direct and indirect emissions of greenhouse gases (GHGs)
- making more efficient use of resources in general, not least by reducing consumption through the more efficient use of energy, water and materials
- increasing the efficiency of waste management
- viewing product development in a life-cycle perspective
- Suppliers

In collaboration with its suppliers, RDO shall strive to ensure that operations are conducted in compliance with internationally recognized principles for business ethics and corporate social responsibility.

In selecting suppliers, one of our assessment criteria shall be the suppliers' work with human rights and workers' rights and anti-corruption, and the supplier's work in the area of climate and the environment.

- Local engagement

Through social investments, we will make positive contributions to the development of the local community in which we operate.

FOLLOW UP AND REPORTING

Our work with sustainability and corporate social responsibility will be planned in a professional manner and integrated into the company's business strategy. These efforts are to be part of business planning and the company's regular follow-up routines.

They shall be further developed systematically, and linked to reporting and measurement criteria associated with sustainability and corporate social responsibility.