



Global Sustainability Policy

Our position

We at Ellab have a strong purpose: *Together we build confidence in consumer safety*, and we do so through validation and monitoring solutions, field services and consulting as well as calibration services. For our purpose to remain true, we, together, are committed to do our part to make the world a safer and better place both now, and for future generations.

The Sustainability framework at Ellab includes:

- Environment: addressing global challenges related to climate change and waste
- People: ensuring safe and healthy workplaces for all employees
- Business conduct: ensuring a transparent and accountable company

Every employee at Ellab has an important role in our sustainability efforts. Together we succeed. Our governance for sustainability is clear with organizational anchoring in the Group Management and through our Global Sustainability Committee. We set global sustainability standards and objectives, operational targets and we achieve transparent tracking of performances reviewed by relevant management at all levels across our global organization. Hereby we ensure that evaluation of sustainability is included in decision-making processes throughout the organization.

Our commitments

Based on our position, we are committed to continually improve our sustainability management and support UN's Sustainable Development Goals. Furthermore, we are committed to:

Environment:

- Protect the environment and minimize our environmental footprint through evaluation of our impact and targets set via Science Based Targets Initiative (SBTi)
- Minimize the environmental impact of our products over its lifetime
- Maximize resource efficiency and increase reuse/recycle of products and waste

People:

- Ensure safe and healthy working conditions and prioritize the mental health of our employees
- Eliminate hazards, reduce risks and prevent occupational injuries and diseases
- Respect human and labor rights
- Consult and encourage employee participation in continual improvements

Business Conduct:

- Lead with transparency, through ethical business practices and strong governance principles
- Meet our applicable obligations including statutory and regulatory requirements
- Ensure transparent ESG reporting (Environmental, Social and Governance)
- Communicate our sustainability position to relevant stakeholders
- Prioritize local suppliers and support their approach towards sustainability performance

Our ambition

It is our ambition to be among the leading companies in our industry in terms of sustainability: environment, people and business conduct. We at Ellab have committed to near-term company-wide emission reductions in line with climate science with the SBTi and we will continue to rely on 100% renewable electricity market based solutions.

Location	<i>Approved by</i>	<i>Valid from</i>
Global	Ludvig Enlund	2024-06-17