

# MANAGEMENT POLICY

## Purpose

The Management Policy describes the overarching principles that guide how Unaro Nordic leads, develops, and follows up on its operations. The policy ensures that we operate in a structured, sustainable, and customer-oriented manner, with a focus on quality, safety, the environment, and business ethics. It forms the foundation for our management system and applies to all employees, regardless of function or location.

## Our Management Philosophy

Unaro Nordic shall be run with clear governance, continuous development, and accountability at all levels. Our operations are based on:

- **Client focus** – our products, processes, and decisions are driven by what creates value and security for our clients.
- **Sustainability and long-term perspective** – we act responsibly towards people, resources, and the environment.
- **Continuous improvements** – we work systematically to identify risks, opportunities, and improvements.
- **Facts and data** – decisions shall be based on analysis, measurements, and learning.
- **Clear roles and responsibilities** – everyone should know what is expected of them and the mandate they have.

## Principer för ledning och styrning

### Work environment and Safety

We shall provide a safe, secure, and inclusive work environment for all employees.

Unaro Nordic commits to:

- preventing accidents, ill-health, and risks
- working systematically in accordance with relevant occupational health and safety requirements
- providing employees with proper training and conditions

- promoting well-being, respect, and a healthy workplace culture

## Quality

We shall provide products and solutions that meet customer requirements, relevant legal requirements, and internal standards.

We achieve this by:

- maintaining robust processes and routines
- preventing errors and deviations
- working with learning, improvements, and utilizing experience
- monitoring quality through measurement, analysis, and audits

## Environment and Resources

We shall reduce our environmental impact and work sustainably throughout the entire value chain.

This means that we:

- comply with relevant environmental laws and requirements
- work to reduce resource consumption and use energy efficiently
- minimize waste and emissions
- consider environmental impact in decisions, investments, and development

## Accountability and Business Ethics

We act with integrity and professionalism.

This means that we:

- comply with laws, regulations, and internal guidelines
- act ethically, with transparency and regulatory compliance
- take responsibility for the quality of our business relationships
- govern the business with long-term perspective and stability

## Efficient processes and Clear Governance

We use a shared management system that provides structure, clarity, and predictability.

We ensure that:

- processes are documented, owned and monitored
- documents are current, controlled, and accessible
- roles and responsibilities are defined and communicated
- governing documents and routines are followed by everyone

## **Continuous improvements**

We develop the business by:

- analyzing results and risks
- working systematically with improvement proposals
- implementing corrective actions in case of deviations
- using experience to strengthen quality, safety, and efficiency

## **Responsibility and Compliance**

- The CEO is responsible for ensuring that this policy is established, communicated, and integrated into the business.
- The Management Team is responsible for creating the conditions for compliance and continuous development.
- Process owners are responsible for translating the policy into effective processes and routines.
- All employees must follow the policy and contribute to Unaro Nordic reaching its goals.

## **Validity and Follow-up**

This policy shall:

- be known by all employees
- be reviewed and, if necessary, revised annually in connection with management review
- be published as a governing document in the management system as well as on the external website