

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.

Principles for Management and Governance

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