

Document name QEHS Policy	Document type Policy	Document owner Risk, quality, health & safety manager	Version 2024-06-05
Adopted by CEO	Person responsible for the document Johan Gustafsson	Department Risk, quality, health & safety	Version update 2025-03-31
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Wästbygg Gruppen AB

Quality Policy

Business concept and core values: The Wästbygg Group builds and develops residential and commercial buildings, community service properties and logistics and industrial facilities. With strong commitment and focus on sustainability, we aim to enhance productivity, profitability and quality of life for our customers. Everything we do is based on our core values wisdom, creativity and heart. On this basis, we create living environments for the future where people want to work and live. The group companies Wästbygg, Rekab Entreprenad and LC are certified according to ISO 9001 and 14001. Wästbygg and LC are also certified according to ISO 45001.

Overarching goals: The Wästbygg Group's overarching goals and business strategies guide our operations towards sustainable business, long-term growth and strong profitability. In order for the Wästbygg Group to maintain the market's confidence, consistent high quality is crucial in all aspects of the company's business.

Our Quality Policy means that we:

- Work towards established targets and share experiences and knowledge.
- Adhere to our core values wisdom, creativity and heart as well as our Code of Conduct.
- Conduct our business with maximum value enhancement and customer focus.
- Deliver cost-effective solutions at the leading edge of technology.
- Are sensitive and responsive to customers' requirements, quality goals, needs and expectations.
- Deliver the end product on time with excellent service, correct function and the right quality.
- Strive to get things right from the outset and take responsibility for the details as well as the overall result.
- Build long-term relationships and sustainable living environments for customers and for the future.

We fulfil our Quality Policy primarily thanks to our responsible and committed employees.

Continuous improvement: We shall continuously improve the suitability, adequacy and effectiveness of our operations management system. We will use the results of audits, management review inputs and experience feedback to determine whether there are needs or opportunities for continuous improvement.

Legal compliance: We regard the requirements imposed through laws and regulations as minimum requirements. This Quality Policy, our Code of Conduct and other internal governing documents are intended to provide our employees with support and guidance on how to treat each other and the surrounding world.

Stakeholders: Through our Quality Policy, we aim to create high awareness regarding our way of working. We also expect all of our stakeholders - i.e. the individuals, groups, or organisations with which the company has a relationship, or which have a relationship with the company - to comply with these requirements.

The aim is for each completed construction project to be able to be used as a good reference for both our company and our contribution to sustainable development.

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Wästbygg Gruppen AB

Environmental and Sustainability Policy

Business concept and core values: The Wästbygg Group builds and develops residential and commercial buildings, community service properties and logistics and industrial facilities. With strong commitment and focus on sustainability, we aim to enhance productivity, profitability and quality of life for our customers. Everything we do is based on our core values wisdom, creativity and heart. On this basis, we create living environments for the future where people want to work and live. The group companies Wästbygg, Rekab Entreprenad and LC are certified according to ISO 9001 and 14001. Wästbygg and LC are also certified according to ISO 45001.

Overarching goals: The Wästbygg Group's overarching goals and business strategies guide our operations towards sustainable business, long-term growth and strong profitability. The Wästbygg Group aims to promote economic, social and ecological sustainability and development. By 2030, our operations will be fossil-free in the areas of electricity, heating, transport and waste. By 2024, 80 percent of our order backlog will be classified as green in accordance with our green framework.

Our Environmental and Sustainability Policy means that we:

- Work towards established environmental targets and share experiences and knowledge.
- Endeavour to choose materials and methods that promote a resource-efficient, circular economy.
- Are sensitive and responsive to customers' requirements, quality goals, needs and expectations.
- Adhere to our core values wisdom, creativity and heart as well as our Code of Conduct.
- Integrate the six environmental objectives of the EU Taxonomy, the CSRD and the climate risks defined by the TCFD into our work processes.
- Strive to reduce negative impact on the environment and climate. This includes the use of natural resources, choice of materials, choice of energy type and energy use, as well as responsibility for management of residual products such as waste or emissions to air, soil and water.
- We treat all people equally and value diversity among our employees.
- Comply with the business ethics guidelines designed to maintain healthy market competition and fair working conditions. Misconduct can be securely reported through our whistleblower function.

We fulfil our Environmental and Sustainability Policy primarily thanks to our responsible and committed employees.

Continuous improvement: We shall continuously improve the suitability, adequacy, and effectiveness of our operations management system by continuously improving environmental performance.

Legal compliance: We regard the requirements imposed through laws and regulations as minimum requirements. This Environmental and Sustainability Policy, our Code of Conduct and other internal governing documents are intended to provide our employees with support and guidance on how to treat each other and the surrounding world.

Stakeholders: Through our Environmental and Sustainability Policy, we aim to create high awareness regarding our way of working. We also expect all of our stakeholders - i.e. the individuals, groups, or organisations with which the company has a relationship, or which have a relationship with the company - to comply with these requirements.

The aim is for each completed construction project to be able to be used as a good reference for both our company and our contribution to sustainable development.

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Wästbygg Gruppen AB

Health and Safety Policy

Business concept and core values: The Wästbygg Group builds and develops residential and commercial buildings, community service properties and logistics and industrial facilities. With strong commitment and focus on sustainability, we aim to enhance productivity, profitability and quality of life for our customers. Everything we do is based on our core values wisdom, creativity and heart. On this basis, we create living environments for the future where people want to work and live. The group companies Wästbygg, Rekab Entreprenad and LC are certified according to ISO 9001 and 14001. Wästbygg and LC are also certified according to ISO 45001.

Overarching goals: The Wästbygg Group's overarching goals and business strategies guide our operations towards sustainable business, long-term growth and strong profitability. The Wästbygg Group's vision on occupational health and safety is that everyone should come home unharmed at the end of each working day. Creativity and a safe work environment must be encouraged, while creating conditions that ensure no one is injured or suffers ill health in our workplaces.

Our Health and Safety Policy means that we:

- Work towards established targets and share experiences and knowledge.
- Ensure the right resources and expertise for the tasks at hand.
- Adhere to our core values wisdom, creativity and heart as well as our Code of Conduct.
- Create an attractive, safe work environment through employee-oriented leadership.
- Encourage and praise desirable safety behaviours to achieve a stronger safety culture.
- Adopt a preventive, long-term approach to prevent accidents and illness.
- Always report risk observations and accidents so that it becomes a learning experience for the organization.
- Conduct systematic health and safety efforts with clear organisation and division of tasks.
- Endeavour to offer all employees a corporate environment that stimulates personal development.
- Engage all stakeholders involved in the construction process in complying with the established health and safety requirements.
- Adhere to work and safety regulations in accordance with the rules in the health and safety plan.

We fulfil our Health and Safety Policy thanks to our responsible and committed employees.

Continuous improvement: We shall continuously improve the suitability, adequacy and effectiveness of our operations management system by continuously improving health and safety performance.

Legal compliance: We regard the requirements imposed through laws and regulations as minimum requirements. This Health and Safety Policy, our Code of Conduct and other internal governing documents are intended to provide our employees with support and guidance on how to treat each other and the surrounding world.

Stakeholders: Through our Health and Safety Policy, we aim to create high awareness regarding our way of working. We also expect all of our stakeholders - i.e. the individuals, groups, or organisations with which the company has a relationship, or which have a relationship with the company - to comply with these requirements.

The aim is for each completed construction project to be able to be used as a good reference for both our company and our contribution to safe, secure and sustainable development.