

Document name QEHS Policy	Document type Policy	Document owner Quality assurance manager		Version 2026-06-25
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Wästbygg Gruppen AB

Quality Policy

Purpose: 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. Through our Quality Policy, we aim to create high awareness regarding our way of working. We also expect all of our stakeholders to comply with these requirements. The aim is for each completed construction project to be able to be used as a good reference.

Business concept and core values: The Wästbygg Group is a listed construction and development partner, specializing in logistics, industrial, residential, commercial and public-sector buildings. We are an experienced and long-term partner who, regardless of what we build, builds trust. The group companies Wästbygg, Rekab 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:

- Build long-term relationships where our customers trust us and we colleagues trust each other.
- Keeps our promises and 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.
- Are sensitive and responsive to customers' requirements, quality goals, needs and expectations.
- Deliver the end product on time with excellent service, meeting expectations as well as functional and quality requirements.
- Comply with our decided working methods, internal guidelines and policies.
- Strive to get things right from the outset and take responsibility for the details as well as the overall result.

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

Continuous improvement: Through our management system, we work to constantly improve quality performance. We will use the results of CSI surveys, 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. Compliance with environmental, occupational health and safety laws is regularly checked via the Group's law enforcement service.

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Environmental and Sustainability Policy

Purpose: 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. Through our Environmental and Sustainability Policy, we aim to create high awareness regarding our way of working. We also expect all of our stakeholders to comply with these requirements. The aim is for each completed construction project to be able to be used as a good reference.

Business concept and core values: The Wästbygg Group is a listed construction and development partner, specializing in properties within logistics, industrial, residential, commercial and public-sector buildings. We are an experienced and long-term partner who, regardless of what we build, builds trust. The group companies Wästbygg, Rekab 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. Our primary sustainability objectives are to achieve climate neutrality across our value chain by 2045 and to increase the share of taxonomy-aligned revenue on an annual basis.

Our Environmental and Sustainability Policy means that we:

- Keeps our promises and work towards established environmental targets and share experiences and knowledge.
- Are sensitive and responsive to customers' requirements, environmental objectives, needs and expectations.
- Endeavour to choose materials and methods that promote a resource-efficient, circular economy.
- Striving to increase reuse and sorting rates and reduce the amount of waste.
- Complies with the UN Global Compact, the ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises.
- Measures and publishes sustainability reports in accordance with the Corporate Sustainability Reporting Directive (CSRD) and reports in line with the EU Taxonomy Regulation.
- Carries out climate impact calculations for all projects.
- Strives 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, and responsibility for the management of chemical substances and residual products such as waste or emissions to air, soil and water.
- Strive to choose renewable energy sources in the business to reduce greenhouse gas emissions.
- Strives to protect ecosystems and biodiversity through the choice of responsibly sourced goods.
- 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 clear governance and to our responsible and committed employees.

Continuous improvement: Through our management system, we work to continuously improve environmental and sustainability performance.

Legal compliance: We regard the requirements imposed through laws and regulations as minimum requirements. Compliance with environmental, occupational health and safety laws is regularly checked via the Group's law enforcement service.

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Wästbygg Gruppen AB

Health and Safety Policy

Purpose: 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. Through our Health and Safety Policy, we aim to create high awareness regarding our way of working. We also expect all of our stakeholders to comply with these requirements. The aim is for each completed construction project to be able to be used as a good reference.

Business concept and core values: The Wästbygg Group is a listed construction and development partner, specializing in logistics, industrial, residential, commercial and public-sector buildings. We are an experienced and long-term partner who, regardless of what we build, builds trust. The group companies Wästbygg, Rekab 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. LC's management shall encourage active reporting and follow-up of work environment related incidents in order to strengthen safety performance and reduce the number of workplace accidents. A safe work environment shall be promoted, with conditions in place to prevent injury and ill health.

Our Occupational Health and Safety Policy means that we:

- Work to ensure injury-free and healthy workplaces.
- Build long-term relationships where our customers trust us and we colleagues trust each other.
- Keeps our promises and work towards established targets and share experiences and knowledge.
- Uses personal protective equipment and complies with occupational safety and health regulations on site.
- Ensure the right resources and expertise for the tasks at hand.
- Ensure the implementation of work environment plans, risk assessments, and task-specific work preparations for activities involving special risks.
- Ensures emergency plan and fire protection plan to be able to handle an emergency on site.
- Use machinery and equipment safely to reduce the risk of accidents or ill health.
- Ensures the storage and handling of chemical and biological substances in accordance with current regulations.
- Implement ergonomic adjustments to reduce strain, fatigue and injuries.
- Create a good working environment through adherence to our management and employee principles.
- Encourage and praise desirable safety behaviours to achieve a stronger safety culture.
- Always report risk observations and accidents.
- 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.

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

Continuous improvement: Through our management system, we work to continuously improve health and safety performance.

Legal compliance: We regard the requirements imposed through laws and regulations as minimum requirements. Compliance with environmental, occupational health and safety laws is regularly checked via the Group's law enforcement service.