

## **ENVIRONMENTAL POLICY FOR LIGIST AB**

### **INTRODUCTION**

#### **ABOUT LIGIST'S ENVIRONMENTAL POLICY**

This document constitutes the environmental policy for Ligest AB. The environmental policy comprises the following two parts:

1. Policy regarding external environment such as e.g. limiting emissions and managing the earth's resources.
2. Policy for psychosocial work environment at Ligest and Ligest's subcontractors and customers.

#### **PURPOSE OF THE ENVIRONMENTAL POLICY**

The purpose of Ligest's environmental policy is to:

1. The company works in the environmental field in a way line with Ligest's endeavor to achieve social benefit.
2. Be a governing instrument regarding the processes, functions and routines applied within Ligest.

Both parts of the environmental policy aim at the following:

- The best care for the external and internal environment.
- That customers with a high level of ambition in the environmental field should be comfortable hiring Ligest.
- That everyone who works at Ligest must be stimulated to environmental awareness.

Ligest is not certified according to any environmental certification. However, this environmental policy covers applicable parts of various standards with a demarcation suitable for Ligest's size and area of operation.

In order to be able to achieve Ligest's high demands for environmental awareness, it is important that in addition to this environmental policy produced in paper form, there is also a common value base within the company and those the company cooperates with, which implies a high moral responsibility for all environmental issues between all cooperating parties.

## **ENVIRONMENTAL WORK TOGETHER WITH CUSTOMERS AND COLLABORATION PARTNERS**

Ligist's environmental policy must be seen as a starting point from Ligist's side in the joint work together with customers and partners. In all types of work, it is important to have a cohesive environmental work by the parties who must cooperate. One of the first measures in all types of assignments towards the customer is therefore to coordinate the customer's environmental policy with both Ligist's and any additional collaborating party's environmental assurance system in order to achieve the best possible overall environmental policy.

The environmental policy itself can also entail different costs depending on the level of ambition. Ligist is prepared to bear significantly increased additional costs if this can correspondingly contribute to a better environment. However, Ligist cannot make this decision on behalf of its customers or partners. Therefore, it is important to have a dialogue between the customer and Ligist to determine the level of ambition and investment for the environmental work in each project.

## **POLICY FOR EXTERNAL ENVIRONMENT**

Environmental issues are one of the most important areas for all companies, organizations and citizens to take joint responsibility for. Below follows a description of how Ligist works with various aspects of external environmental care and consideration.

## **VARIOUS POINTS FOR ENVIRONMENTAL PROTECTION**

Ligist has detected a number of areas where we have an active environmental policy. The work is ongoing with the evaluation of this policy and with finding new areas to improve the environmental policy within.

## **TRANSPORTATION**

All journeys must, as far as possible, be undertaken by public transport.

If a car must still be selected, e.g. for journeys to and from trains, modern vehicles with a high degree of purification must be used. If given the opportunity, Ligist must use vehicles that use alternative fuels, e.g. electric cars or hybrid cars.

Ligist also strives for such effective digital communication that unnecessary travel can be avoided as much as possible.

## **PURCHASE**

In all types of purchases that Ligist makes, the environmental aspect of the purchase must be considered. The following parameters shall be governing:

- How environmentally friendly the production of the product is.
- How far the product has had to be shipped to reach Ligist. Ligist rewards locally produced products.
- How high of a quality product it is. The higher the quality, the longer the lifespan, the better utilization of the earth's resources.
- How well parts of the product can be recycled when discarded.
- How environmentally impactful are the parts of the discarded product that cannot be recycled. The smaller the environmental impact – the better.

## **POWER CONSUMPTION**

Ligist must in all contexts work to consume as little power energy as possible. The following applies:

- Heating of Ligist's premises must be as efficient and environmentally friendly as possible.
- The equipment that Ligist uses must be efficient from an energy point of view.

The following specific areas have been detected:

- Ligist must use low-energy lamps as far as possible.
- Ligist must use rechargeable batteries.
- Ligist must ensure that all equipment is switched off when not in use.
- Ligist must ensure that all lights that are not in use are turned off.
- When aerating, short but effective aeration must be applied.

## **ENVIRONMENTAL COMMITMENT IN ASSIGNMENTS TO CUSTOMERS**

In all work with customers, Ligist must work for solutions that provide the best possible results from an environmental perspective.

Ligist must avoid the type of assignment that can be expected to have a negative impact on the environment.

Ligist must actively contribute to discussions with customers about environmental issues and environmental policy.

## **TRAINING**

All employees who so wish must be continuously offered training in environmental issues and environmentally conscious thinking.

## **PSYCHOSOCIAL ENVIRONMENTAL POLICY**

An awareness of external environmental issues must also go hand in hand with an awareness of the internal environment that we humans must also protect and care for. In today's society, burnout and other stress-related problems are increasingly common. Many do not perceive their work tasks as meaningful or perceive their workload as too high.

Ligist works with a number of areas where the intention is to draw up an all with detailed environment and personnel policy. To the extent that it is applicable, Ligist works with the same policy and orientation towards customers and partners.

Listed below are some areas identified as important:

- Staff workload.
- The staff's experience of influence.
- The staff's experience of meaningful tasks both on a personal level and in relation to society at large.
- Staff development.
- Balance for the staff between work and family/leisure time.

The work with the psychosocial environment will continue and be expanded when time allows and if Ligist grows in terms of personnel.