



ENVIRONMENTAL POLICY

On this day, 2022-07-26, the following policy has been established for 3TEMP AB.

Background

The environment is the surroundings of an organization, where it resides, including air, water, land, natural resources, flora, fauna, man and the interaction among these. Its business activities shall be characterized by preventive and recurring environmental measures and shall be viewed upon as process of continuing improvement. The business activities shall to the extent possible adhere to applicable environmental laws and regulations. The business operations shall be seen as a forerunner in the environmental work and shall be carried out in systematic and structured manner.

Purpose

This policy is addressed to company employees and the purpose of the policy is to describe the company's environmental activities based on which areas of work that are important, for example, who is responsible for what, what objectives are for environmental issues and the structure of environmental work.

Guidelines

Principles and requirements

One of the principles is the principle of exchange, for example that bad technique is exchanged for better and more environmentally adapted technique on a continuous basis. Prudence shall govern choices of business operations that involve large risks and principle of recycling shall be observed. The waste hierarchy, which is based upon the EU waste framework, is the underlying principle of this.

Laws, regulations, and other requirements applicable to the activities are to be followed.

Pollutions caused by the company, are to be constantly reduced and new pollutions are to be prevented.

Environmental goals

Goals should be set as well as reviewed annually. Measurement and reporting is done regularly and form the basis for improvement.

Ongoing environmental work

- Environmental activities should be reported and documented, so that it is possible to monitor and evaluate by comparing previous environmental studies.
- Clear guidelines and routines shall be put together such that the staff can make as environmentally friendly decisions as possible.
- Environmental work shall be part of day to day work and the environment shall be considered in every decision that is taken.
- The ambition that our environmental policy is a good example to customers and suppliers.
- The business operations shall have a close interplay with customers and other parties on environmental matters.
- Internal environmental work shall be carried out in such way that it leads to continuous improvements.
- The business operations shall be carried out such that all possibilities and risks regarded from an environmental perspective are considered.

Competence

- The staff shall be knowledgeable in environmental issues and be given opportunity to participate in environmental trainings.
- The company should have a training program for to maintain and develop the skills on the environmental area.

Use of resource

- Services (Brewer-as-a-service) and products shall be adapted to the environment.
- All parts, raw materials product consumption, transports and garbage, shall be handled as environmentally friendly as possible.
- The waste issue (WEEE) will be handled in line with the so-called waste hierarchy.
- Chemicals must be avoided wherever possible and we are working on the basis of the exchange principle which involves replacing hazardous chemicals with equivalent chemicals that are less hazardous.

Climate impact

- The workplace and the premises shall be environmentally friendly and save energy and resources, both with regard to the inner and the outer environment.
- Traveling and transportation should as far as possible be done with environmentally friendly options to minimize environmental impact.
- The company must have a modern and energy efficient product park. Any renewal of technical equipment shall lead to a permanent upgrade to greener technologies.
- Electronic meetings should replace physical if it is possible to do so without quality suffers.

Execution and follow-up

Environmental work is a continuous process, an environmental study should be carried out that results in an environmental report. The investigation may include the following:

- How do we look upon the environment? (Environmental policy)
- What can be improved? (Environmental goals)
- How shall we proceed? (Environmental program like Brewer as a Service)
- Who does what? (Organization)
- Review of environmental work? (Environmental review)
- What can we do better? (New environmental goals)

Review of environmental work can be made annually.

Areas of responsibility

The management shall be responsible for informing the staff about the policy and give the staff the opportunity to adhere to the policy. Management shall also aim to make the staff feel responsible and work for preventive environmental measures. The staff shall be encouraged to contribute with creative solutions within the environmental area. The ultimate responsibility lays with the board / management.

Arvika, 2022-07-06

Douglas Wedenberg

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