

# Strukton Groep – Sustainability Policy



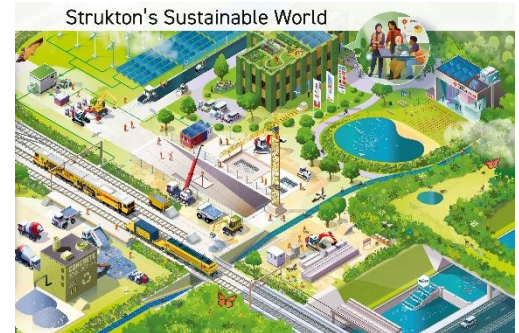
Strukton's Sustainability Policy addresses Corporate Social Responsibility (CSR) strategically, encompassing the entire organisation, and complements the Strukton Code of Conduct. Strukton's home countries and their business units incorporate the Sustainability Policy in their respective Sustainability Policies.

## Vision: A World with a Sustainable Infrastructure

Strukton contributes to sustainable infrastructure for a safe, climate-friendly, future-proof and pleasant world.

## Mission: Responsible Infrastructure Development for a Better Future

We are committed to designing, constructing, and maintaining sustainable infrastructure. We do so by embracing our responsibility across the entire value chain, collaborating with our suppliers, partners, customers and other stakeholders to shape a future that prioritises safety, sustainability and quality. Financial sustainability is integral to our commitment, ensuring that our efforts in sustainable infrastructure development continue to be economically viable and impactful.



## Aligning with International Efforts aiming for a Sustainable Future

We contribute to the Sustainable Development Goals of the UN. Our main impact areas are SDGs 7, 8, 9, 12, 13, 15, 17. They are aligned with our strategic focus and our key activities.



We respect the fundamental human rights based on the universal declaration on human rights by the UN, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the International Labour Standards by the International Labour Organization (ILO).

## Transparency

We communicate on our progress through our public websites ([www.strukton.com](http://www.strukton.com) and the websites of our business units and countries in particular). Here, information on our carbon footprint and energy management plans are disclosed, the progress of actions taken in relation to sustainability and carbon emissions in particular, as well as specific sustainable initiatives and projects.

We are preparing the disclosure of non-financial information in compliance with the requirements outlined in the Corporate Sustainability and Responsibility Directive (CSRD) as from 2025.



### **Strategy: Aiming for Excellence in Sustainable Infrastructure**

Our strategy encompasses five key areas - climate-neutral operations, circular economy, biodiversity & ecosystems, diversity & inclusion as well as health & safety. These focus areas guide our efforts to developing sustainable infrastructure for a future-proof tomorrow.

This Strukton Group policy describes our ambition in the key areas and summarises how we want to achieve these at a strategic level. The business units and national organisations formulate, evaluate and improve measures and actions to achieve the ambitions in a way that fits their organisation and local circumstances.

#### **1. Climate-Neutral Operations: Reducing Emissions for a Greener Tomorrow**

The best emission is 'no emission'. Therefore, it is our ambition to reduce emissions in our operations and in our chain and prevent air pollution.

- Zero and Low-Emission Vehicles and Equipment
- Renewable Energy Sources
- Energy Efficiency

#### **2. Circular Economy: Reusing and Constructing Responsibly**

Circular is the New Normal. We believe that a circular economy is key to solve sustainable development challenges. Circularity therefore is one of our key areas in which we want to improve.

- Design for Disassembly and Reuse
- Material Reuse and Recycling
- Nature-based Infrastructure Practices

#### **3. Biodiversity and Ecosystems: Contributing to a Greener and Vital Environment**

No life without biodiversity. Forest losses, land degradation and species extinction pose severe threats to people and the planet. We therefore want to prevent land degradation, the loss of flora and fauna as well as to restore biodiversity where possible.

- Green Infrastructure Design
- Flora and Fauna Protection
- Environmental Impact Assessment (EIA)



#### **4. Health and Safety: Focusing on Safety & Health Together**

Safety first. We are committed to always working safely, residing safely and travelling safely. The safety of our own employees, those of our partner organisations, visitors and passers-by has top priority. It is our conviction that nothing we do is worth injury. Health and safety at work therefore is an integral part of our people's professional skills, as well as of the people with whom we work.

- Safety as part of daily work
- Continuous improvement

Strukton's business units and national organisations have formulated dedicated safety & health policies that suit best to their operations and circumstances.

#### **5. Diversity and Inclusion: Valuing Unique Perspectives and Backgrounds**

We embrace differences. We are committed to fostering a workplace that values and respects the unique perspectives and backgrounds of all our employees. Diversity and inclusion are essential to our success and are integral to creating a positive and innovative work environment.

Our principles and ambitions as to diversity and inclusion are laid down in the Strukton Diversity & Inclusion policy, which we refer to in this chapter. The Strukton Equal treatment policy sets out a minimum set of rules, principles and goals. Strukton's home countries define measures that fit their organisation and country and regularly measure and review the progress.