

# Sustainability

## **Sustainable development**

AnVa Group's (AnVa) values and engagement in sustainable development have, and will always have, a high priority and will be supported and carried out in follow-up, decisions and actions. It involves a continuous strive for balance between economic development, environment improvements and social responsibility.

Our work on sustainable development is divided in three main synergetic areas.

[Relations](#)

[Environment](#)

[Employees](#)

AnVa is connected to UN's Global Compact [www.unglobalcompact.org](http://www.unglobalcompact.org).

All employees working for AnVa have recieved training in AnVa's Code of conduct. The policy can be found [here](#).

Please contact us at [whistleblower@anva.se](mailto:whistleblower@anva.se) if you would like to report a violation of the AnVa code of conduct or national laws and legislation. Your identity will be protected.

# Relations

## **Business ethics**

We are proud of our long term relations with our customers and suppliers. These relations are a result of good business ethics and mutual understanding.

In every country where AnVa is operating we follow local laws and regulations. In situations where the law does not give sufficient guidance we apply our own standards based on our documented values and culture.

## **Anti corruption**

AnVa does not offer customers, suppliers or representatives for authorities awards or benefits that are in contradiction with the law or good business ethics.

Our employees do not accept payments, gifts or other benefits from third parties that can influence their objectivity in business decisions.

## **Political or religious engagements**

We are neutral in religion and politics. Neither the name AnVa Group nor its assets are used to promote political parties or religious organizations.

## **Conflict Minerals**

AnVa Group is committed to:

- Review the use of Conflict Minerals in our products and to be in a position to fulfill our reporting obligations to the SEC and respond to customer inquiries.
- Working towards ensuring that our products do not contain Conflict Minerals that have been sourced in mines that support or fund conflict within the Democratic Republic of Congo and other adjoining countries.
- Ensure that minerals contained in our products are sourced with due respect to human rights, the need to avoid contributing to conflict, and the desire to support development through our supply chain practices.
- Asking our suppliers to work towards ensuring that any Conflict Minerals contained in the products and material supplied by AnVa Industries AB and its affiliates do not origin from Conflict Mines.
- Continuing to comply with the underlying SEC rules and regulations surrounding "conflict minerals".

# Environment

## **Environment**

Our business and processes are designed in such a way that energy and resources are used efficiently and waste and rest products are minimized over the life cycle of our products.

We support duty of care by avoiding material and methods which can lead to environmental and health risks when suitable alternatives are available.

About 70 % of the group's production units are certified according to ISO 140001. All units are securing that national environmental laws are followed.

## **Quality**

The continuous work to achieve a high quality level and delivery precision are regarded as environmental improvements.

- Quality assured manufacturing means less consumption of material, resources and energy.
- Delivery precision regarding agreed quantity and time prevents unplanned energy consuming activities and extra transports.

# Employees

## **Work conditions**

All employees in AnVa feel part of, and have information about the development in the company. The leadership is characterized by supporting colleagues in their development through active planning and guidance towards defined goals.

We follow national legislation and internal rules to achieve a good and secure work environment, where there is respect and comradery.

## **Human rights**

We support and respect the protection of internationally proclaimed human rights within our areas of interests and we follow up regularly that the organization is not part in any violation against human rights.

## **Equality**

Equality is a matter of course.

AnVa is working for equal opportunities for men and women for education and development and for the same salary for equal work and performance.

We are also striving to have an equal distribution of men and women and to recommend the underrepresented sex when there are candidates with equal qualifications.

## **Diversity**

Diversity is a strength.

Employees are not discriminated against sex, religion, age, disability, sexual orientation, nationality, political opinion, union membership, social or ethnic origin.

# Goals and follow-up

There are global goals for all areas in AnVa's work with sustainability, and these goals are followed up regularly. Results, both positive and negative, give power and energy to our development for a sustainable business now and in the future.

Our reporting on sustainability is integrated with our Annual Report.