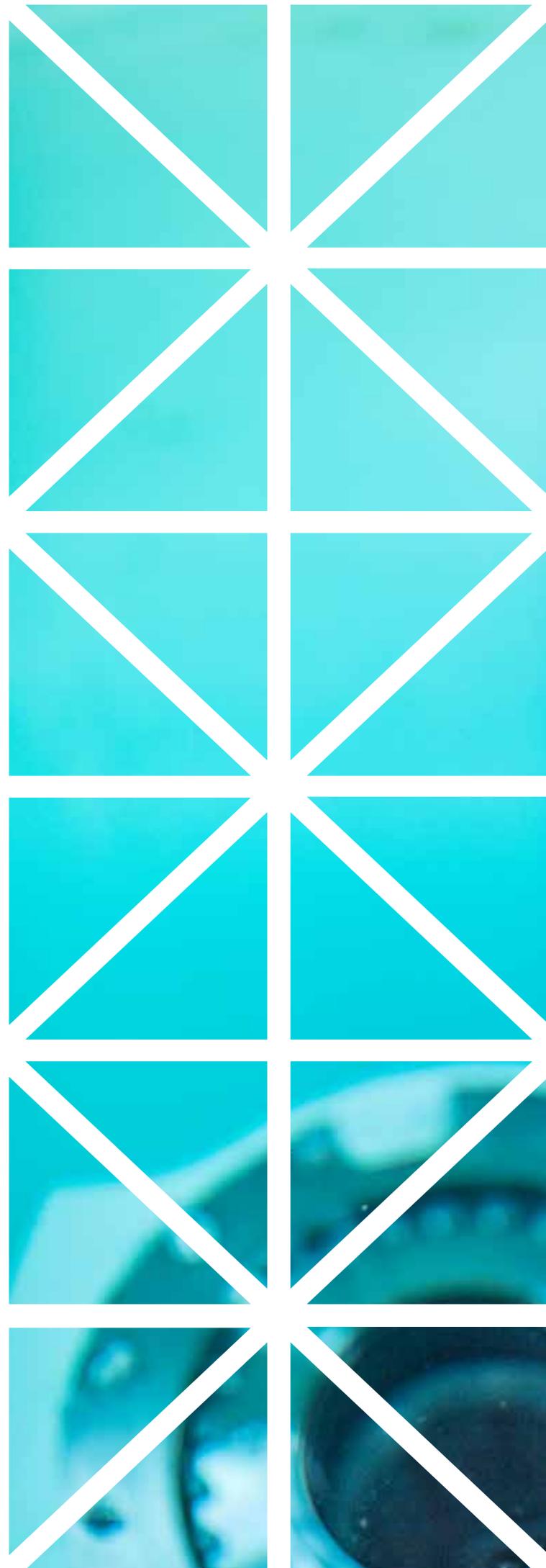


Studsvik

***SUSTAINABILITY
POLICY***

Issued 2021



STUDSVIK'S SUSTAINABILITY POLICY

The aim of this policy is to support us achieving our ambition of contributing to a more sustainable and safe nuclear industry, nuclear innovation, satisfied and healthy employees and economic return.

Studsvik shall develop sustainable solutions for the nuclear industry, be an attractive employer for potential and existing employees and take responsible economic decisions that benefit our owners and, in that way, contribute to UN's global goals for sustainable development. Sustainable development for Studsvik is the simultaneous focus on financial, environmental and social aspects.

Being an actor in the nuclear power industry entails specific risks that are regulated and supervised by national authorities and international organizations. We therefore have well-established procedures for systematic risk management. They are formulated based on requirements and expectations from relevant authorities that take a position on our risk assessment. Risk dialogs are frequent and documented, which is a necessity to be able to maintain and extend our licenses. Our risk assessment includes all parts of the operations.

Develop sustainable solutions for the nuclear industry

Product development

Studsvik aims to improve profitability, safety and sustainability for our customers and for the society in the whole.

Quality and safety

As a supplier to nuclear power and other industries and being an operator of nuclear facility Studsvik's operations are subject to legislation, regulations and licensing. It is in Studsvik's interest to actively contribute to their development in dialog with the authorities.

Complete customer satisfaction is one of Studsvik's goals. Competent, motivated and correctly trained personnel, as well as well-functioning facilities ensure that operations are run with the quality level required to meet customers' quality expectations.

Studsvik wants to prevent accidents through well-functioning safety procedures, high requirements on facilities and competent personnel. Safety must always come first in all parts of the operations. This applies both to nuclear safety and radiation protection as well as conventional safety.

Climate impact

To offer sustainable solutions to the nuclear market, we must ensure that our own operations are environmentally justified. In our own operations it is Studsvik's ambition to set a good example in the environmental area and use the best possible technology that is economically justified in order to minimize the environmental impact of operations.



Satisfied and healthy employees

All employees must be given the opportunity to become acquainted with the goals and visions of the operations, to understand their own role in the organization and the significance of their own work. Employees must receive the necessary authority to enable them to take responsibility for their duties. It is expected, from all employees, to take that responsibility, contributing to bringing the business forward.

Employees who are assigned stimulating tasks stay longer, become more productive and are better equipped to take on professional challenges all strengthening the sustainability.

Managers at Studsvik shall work to establish good conditions for collaboration and sharing knowledge and are responsible for making the most of each individual person's knowledge and skills, to motivate and support employees to reach Studsvik's goals. The managers are to review the performance development with the employees, delegate authority and responsibility, work with feedback, establish confidence, trust and co-operation in the organization. Our managers shall lead by example.

We are a learning organization where we develop our employees, and everyone contribute to internal knowledge transfer. The responsibility of our own competence development lies with the employee and Studsvik will support and stimulate initiatives that enable the development. We learn from both failure and success.

Studsvik has an individual and differentiated wage setting which must be consistent and clear. This aims to stimulate employees to increase their engagement, to make commitment and to develop themselves in their professional role within Studsvik.

As a knowledge-intensive service company, our employees are our most important asset and to fulfill our goals we need to attract the right skills to the company. Therefore, we must live up to the expectations our potential employees have of their future employer. We must adapt our communication, offer freedom with responsibility and give our employees the possibility of working flexibility as well as training and education.

Work environment

The physical as well as organizational and social work environment must be suitable for all employees.

Studsvik aims to prevent occupational injuries and work-related ill health for its personnel. Part of this is

acting promptly on early indications of potential work-related ill-health. It is also fundamental to good health to be motivated at work. We evaluate job satisfaction, perform employee surveys, to take relevant measures to develop our employees in health and safety.

Equal opportunity and diversity

We want to contribute to strengthening values that support the growth of a working life characterized by diversity and gender equality. We are convinced that with this approach we benefit all stakeholders.

We encourage diversity in our organization that reflects the diversity in our markets, and it is important that we ensure that everyone, regardless of differences, has the same opportunities regarding employment, working conditions and development. To achieve this, we must take responsibility at all levels and focus on the following aspects which we consider important to achieve a balanced gender distribution, diversified and inclusive organization:

- Ensure that recruitment, promotion and pay increase are based on qualifications and experience.
- Improve the opportunity to combine working life and family life.
- Encourage women to take leading positions.
- Fulfill our zero tolerance for any form of discrimination or harassment.

Substance abuse/drug-free workplace

We are committed to provide a safe working place. Abuse of substances can impair our employee's ability to work safely and effectively, putting themselves and others at unnecessary risk. The use, possession, transportation, promotion or sale of illegal drugs or alcohol by anyone at work are strictly prohibited. If employees recognize that they have a drug or alcohol abuse related problem they shall be entitled to treatment.

Economic return

Stable economy

Studsvik has a long-term economic strategy and our aim is a sustainable business. We value long-term economic stability above decisions characterized by short-term profit. This is important for our stakeholders, not least our employees. The aim is to be sustainable in all economic decisions.



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