

Sustainability Policy

We contribute to our shared future

Söderenergi is an energy producer influenced by weather conditions and rapidly changing external factors, which presents challenges on several levels.

Guided by our values, we work together to contribute to the United Nations Sustainable Development Goals in the areas of:

- climate and environment (ecological sustainability)
- occupational health and safety and social sustainability
- economic sustainability

At the same time, we comply with all applicable laws and regulations. Söderenergi's Sustainability Policy applies to all employees within the company, and each employee has a responsibility to contribute to fulfilling the commitments set out in this policy. The policy also applies to suppliers, consultants, and business partners.

Our certified environmental and occupational health and safety management system provides a structured and systematic framework for our work.

Climate and Environment

Söderenergi works towards circular flows within the energy and waste management system. We prioritise recycled and renewable fuels wherever possible to minimise the use of finite natural resources. In our production, we invest in solutions that improve energy efficiency and reduce environmental impact, such as emissions to air and water. Söderenergi strives to ensure that residual materials are reused or recycled. We deliver reliable and competitive energy with minimal environmental and climate impact, enabling our customers and owner municipalities to achieve their environmental and climate targets.

Occupational Health and Safety and Social Sustainability

Söderenergi's most important resource is everyone who works within our operations. A safe, secure, and well-functioning working environment is essential for both wellbeing and performance. Our occupational health and safety work covers physical, organisational, and social working environments, with a clear focus on safety, health, and preventive measures.

We work systematically with occupational health and safety through:

- collaboration and dialogue between employees, managers, and safety representatives – everyone plays a role in creating a safe working environment

- shared responsibility for one's own safety and that of others – safety always comes first
- timely identification and management of risks, both in daily operations and during planning and implementation of changes
- zero tolerance for alcohol, drugs, discrimination, and abusive behaviour

We are all role models in how we treat one another and how we follow procedures and safety regulations. Through Söderenergi's values and our behaviour, we build a strong safety culture and a sustainable working life.

We respect human rights across our supply chain, within our operations, and in the communities in which we operate. We strive for a workplace where diversity is seen as a strength. We actively seek diverse perspectives in recruitment and work to ensure fair and equal working conditions. This applies both within our organisation and in our supply chain, where we collaborate with partners who share our values and comply with our Supplier Code of Conduct.

Economic Sustainability

Söderenergi upholds principles of openness, trust, and respect. We strive for transparency in how we describe our operations and financial position. This means that our activities must be verifiable throughout the value chain, and that business is conducted in an ethical manner where bribery and corruption are not tolerated. We require all suppliers of goods and services to share our approach to ethics and sustainable development. Procurement processes are conducted transparently, and we follow up on our supplier requirements.

Söderenergi works towards long-term financial sustainability through careful cost control, efficient use of resources, and diversified revenue streams. Investments are made with consideration for long-term returns and sustainable development. Risk management is central to ensuring Söderenergi's stability and ability to meet future challenges.