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Sustainability Policy



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Vision and goals

“Sustainable development” – what is it?

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs” (Brundtland Commission, 1987).

Sustainability for Nobina

Sustainability permeates Nobina’s operations in three areas: ecological, social and economic sustainability. For us, sustainable development means that, through our offering, we enable people, regardless of their background, to travel unimpeded in cities and in rural areas, and work to the greatest extent possible with emissions-efficient alternatives. We have an important responsibility to leave an as small environmental footprint as possible and to assume extensive social responsibility for our own employees, as well as for our suppliers and stakeholders. As a listed company, we have an even greater responsibility to conduct a business that is founded on sound sustainability principles – to live up to our owners’ requirements regarding transparency and to generate as high return as possible.

Every day, one million people choose to travel more sustainably with us. Together with our passengers and clients, we have a unique possibility to make a difference. Through sustainable responsibility and innovation, we contribute to an increase in shared, climate-smart travel. Together, we keep society moving every day.

Our goal

Our goal is to be one of the most environmentally compatible alternatives for public transport, and the most inclusive and secure workplace, while at the same time generating an attractive return for our shareholders. We will achieve our goal by working proactively every day in an integrated manner with sustainability in all of the Group’s areas of operation, with legislation and industry standards always serving as the minimum level for what we must achieve.

Purpose

This Sustainability Policy (“the Policy”) provides general guidelines on how sustainability work is to be conducted in Nobina’s operations. Working continuously and proactively with sustainable development is an integrated part of our entire operation – in everything we do – and is carried out on the basis of participation and commitment.

Target group

The Policy applies to all parts of Nobina’s organisation and operations (Nobina AB (publ) and all affiliated companies) including all employees and consultants, as well as suppliers and other stakeholders.

Our undertaking

Ecological sustainability

Ecological sustainability is integrated in our business model and operations, as it is based upon encouraging increasing numbers of people to choose public transport instead of their cars. This alone is not enough – we also work actively to reduce our environmental impact in all areas of our operations. Our efforts to develop a long-term environmental and climate strategy are based on our ambition of becoming the leading supplier of sustainable and resource-efficient transportation. Accordingly, we work actively to:

- convince more people to use public transport,
- optimise use of resources to minimise the operations' environmental impact,
- reduce the health risk, environmental impact and consumption of our resources and chemicals,
- reduce emissions from buses and other modes of transport by applying eco driving,
- increase the use of more sustainable fuels,
- be a natural partner in the development of alternative fuel for our industry,
- be the industry leader in working together with our customers to develop tender processes and contract terms as well as using public tendering processes as a strategic tool to achieve ecological and social objectives within the area of sustainability,
- implement energy-saving measures across our operations,
- regard commitments contained in legislation, regulations and contractual requirements, as well as commitments pursuant to our certifications (including ISO 14001) as a minimum level. Instead, we want to be industry leader in sustainability and the environment and therefore work constantly and proactively on making improvements to and conducting risk analyses of our own operations and those of our suppliers.
- place clear and effective environmental demands on our suppliers during procurement, and
- when an asset has completed its full lifetime and the second-hand market is not considered an alternative, we will scrap assets in the most environmentally compatible way possible.

Social sustainability

Nobina will be a workplace that is permeated by inclusion, equality and security. We place high demands on our standards and those of the stakeholders we work with. Accordingly, we work actively to:

- offer a workplace where employees can be proud of the product we deliver, have scope to develop, are content to go to work and have the possibility to express themselves,
- increase the proportion of female and non-binary employees (drivers and salaried employees)
- contribute to a more inclusive society, both in terms of our own employees and the service we deliver, and
- place high demands on our suppliers connected with social responsibility.

Economic sustainability

Nobina develops its operations towards profitable and stable growth without compromising ecological and social sustainability, with the aim of generating the highest possible value for our shareholders. We will achieve this by:

- delivering growth in revenue and profitability, stable cash flows to be able to develop the Group, while at the same time offering our shareholders the highest possible return.
- working actively with high business morals, a great sense of responsibility for the Group's results and a high level of commitment to the development of the industry
- work to use our assets across their full lifetime and to retain their value for as long as possible, and
- always ensuring and applying effective solutions and organisations.

Governance, management and regulatory compliance

Effectively governing and managing Nobina's operations and complying with and delivering on our sustainability agenda requires a clear governance, management and regulatory compliance structure. Within the framework of this, Nobina ensures:

- that its work complies with the UN Global Sustainability Goals and, to largest extent possible– the international climate agreement (the Paris Agreement),
- active governance of the operations through effective, clear and challenging sustainability objectives,
- that employees comply with our Employee Policy and that partners comply with our Code of Conduct for Suppliers,
- that the Group has a well-functioning whistleblower system for employees and external stakeholders, where suspected irregularities can be reported and then investigated by Nobina's Compliance function,
- that the Group, through the various responsibility functions, continuously evaluates, conducts risk analyses (both for internal and external operations, such as suppliers), follows up and improves our sustainability work, and
- that it has established procedures to take immediate action to prevent and restrict deviations from the Policy and to implement the correction of identified deviations and discrepancies.

The Policy is to be reviewed annually to ensure its continued appropriateness, integrity and effect. The review must also verify that all parties involved have been informed of the Policy. Amendments are to be made whenever necessary and the updated Policy is then to be communicated to the relevant parties.

Roles and responsibility

All roles and functions within Nobina that have responsibility for a business operation are responsible for ensuring that our sustainability work is conducted according to this Policy and other instructions relevant to Nobina's sustainability work. At Nobina, sustainability work and the operational responsibility for it is distributed as follows:

- Ultimately, the Board of Directors decides on Nobina's overall sustainability agenda and strategy and is the body that approves the Policy.
- After the CEO, the Strategy and Sustainability Director has overall responsibility for the Group's sustainability agenda. Cooperation interfaces with operations can be found through Group management and in the Sustainability Council.

- The managing directors for the operational companies are ultimately responsible for the operational sustainability work and can – when necessary – delegate monitoring and governance if such an organisation is appointed.
- Each manager is responsible within their operational area for ensuring that sustainability work is maintained and for a high level of sustainability competence among employees.
- Each employee must be aware of and comply with the Policy, and adhere to Nobina's internal regulations relating to its sustainability work.
- Each employee has an obligation to report to their immediate manager or Nobina's Compliance function in the event of potential or identified risks and discrepancies in this Policy.

Related documents and amendments

The Policy states our vision and objectives pertaining to sustainability and is the highest level policy document for sustainability. To effectively implement and continuously work with sustainability in the Group's various areas of operation, there are other additional governing documents in the form of, for example, Group instructions and company-specific instructions, which describe in detail how our sustainability work is conducted to ensure compliance with the Policy.

Amendments or additions to the Policy must be resolved by Nobina's Board of Directors while management, in a similar manner, is entitled to resolve on amendments or additions to policy documents under the Policy.