

## ENVIRONMENTAL POLICY

Nordic Interim offers solutions for our clients' needs, based on solid competence and a long experience of leadership. Our clients turn to us in situations when they need qualified managers and experts who at a short notice can operationally implement strategies and action plans and thereby create lasting results. This applies in situations where a key role is vacant and needs to be filled as soon as possible, when a process, function or business unit must be improved, when a radical change of the company or organization must be carried out or when a company or organization is in serious crisis.

Our work is based on our core values – Sustainability, Simplicity, Team spirit, Ambition and Innovation.

Our mission and vision are to deliver the right solution for every business-critical challenge through our own expertise, competence, and experience, in collaboration with the best interim managers on the market, and a global network.

Nordic Interim's environmental work is characterized by a holistic view of the environment, both in terms of nature and human resources. The environmental work is based on a vision where Nordic Interim collaborates with its customers, suppliers, and staff with a long-term goal of protecting the environment and preventing pollution to promote a better living environment for future generations.

This means, among other things, that we:

- Strive for constantly improved environmental performance and resource management with the current legislation as the lowest level of ambition.
- Strive to reduce our transports by car. We aim to travel by public transport or rail traffic.
- Strive to reduce material consumption and the use of environmentally harmful products in our offices.
- Prioritize recycling and manages our resources. Furthermore, we sort our waste as far as is practically possible.
- Continuously communicate internally about our environmental work and implementation changes to meet binding requirements placed on us by our stakeholders.

The policy is incorporated into everyday life to emphasize its importance and everyone's responsibility. It is our conviction that our environmental work is of the utmost importance for our business and our future competitiveness.

Stockholm, October 12, 2020

Björn Henriksson

  
CEO and Managing Partner