



Policy for sustainability and social responsibility

Veidekke shall create value through sustainable development. Sustainability encompasses the entire ESG concept: environment, social conditions and governance.

To achieve this, attitudes and actions must be guided by the following principles:

Attitudes

- Veidekke follows the UN Global Compact's 10 principles for human rights, anti-corruption, working life and the environment
- Veidekke supports the UN's 17 Sustainable Development Goals, the world's priorities and ambitions by 2030. Veidekke shall contribute where we can make a difference
- Veidekke's work involving social responsibility and sustainability is based on laws, internationally recognised frameworks, the company's strategy and risk profile
- The Norwegian recommendation for good corporate governance forms the basis for Veidekke's business management and shall comply with the Oslo Stock Exchange's guidance for reporting social responsibility

Actions

- Sustainability is integrated in the company's business model, through the group's governance system and document management, and is reflected in investments, procurements, skills development and stakeholder relations
- Veidekke reinforces positive side effects, externalities, of our operations, and limits and stops negative ones
- Veidekke ensures that it makes relevant materiality assessments that identify which sustainability topics are most important to the stakeholders and that the company can impact the most
- Veidekke sets specific goals in the areas identified by the materiality assessments
- Veidekke makes it easy for customers to choose sustainable solutions
- Veidekke includes sustainability as an evaluation criterion when choosing suppliers and subcontractors, and follows up performance in projects
- Veidekke enables employees to identify opportunities and influence choices so that the company offers the most sustainable solutions in the value chain and life cycle
- Veidekke works systematically with risks and opportunities related to sustainability
- Veidekke places demands on its suppliers and partners in order to ensure that the environment, social conditions and ethical business practices throughout the entire value chain are safeguarded
- Veidekke facilitates innovation in processes, products and business models
- Veidekke communicates in a way that reflects the company's real impact on climate, nature and people
- Veidekke reports annually in accordance with recognised standards and selected investor surveys

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