
CSR POLICY

Sweco's responsibility in society

Sweco's commitment to CSR (Corporate Social Responsibility), defined as the company's responsibility in society, is based on the overall promise underlying the company's business – "Sustainable engineering and design". Through the employees' combined knowledge and expertise, Sweco makes it possible for the clients to carry out their projects with high quality, good economy and the best possible conditions for sustainable development.

The company's long-term profitability and growth are driven by solutions that contribute to sustainable development of society from an ecological, social and economic perspective. This means that Sweco is continuously committed and actively influences development both indirectly through client projects and directly through its own initiatives.

As consultants, Sweco's employees are often deeply involved in the client projects, frequently at an early stage, which gives them an opportunity to exert an influence but also an obligation to take responsibility for any aspects within their control. Sweco's CSR policy functions as a source of guidance for the employees. Sweco's vision and mission are cornerstones in this context.

Vision: To become Europe's most respected knowledge company in the fields of consulting engineering, environmental technology and architecture.

Mission: To actively contribute to sustainable development of society.

Sweco monitors and complies with the applicable laws, regulations and other requirements applicable to operations in the countries where Sweco is active. Sweco also follows the Code of Ethics formulated by the International Federation of Consulting Engineers (FIDIC), and works according to the principles in the UN's Global Compact and the UN Declaration of Human Rights.

About the policy and compliance with its content

The CSR policy covers the areas of business ethics, quality and environment, employee development, human rights, equality and diversity, and occupational health and safety. In addition, there are group-wide and local guidelines that specify responsibility on a detailed level.

All managers are responsible for ensuring that they and their employees comply with the policy and guidelines. All employees are obligated to familiarise themselves with the contents of the policy and guidelines and to follow them, and to encourage external business partners to also apply these principles. The CEO has ultimate responsibility for ensuring that the policy is adhered to. Compliance with the policy is monitored among other things through internal and external audits.

Business ethics

Sweco's business model is based on simplicity and client focus, where the idea is that it should be easy for clients to do business with Sweco. The Group therefore has a decentralised and client-driven organisation in which the individual consultants form the hub of operations. The business model means that each employee has far-reaching responsibility for both Sweco's and the client's business.

Sweco does not accept corruption, bribes or unpermitted competition-restricting practices. No one at Sweco may, directly or indirectly, request or accept improper payment or other types of improper gifts, nor may anyone at Sweco, directly or indirectly, offer payment or other types of compensation that can be regarded as improper to individuals, organisations or companies.

The employees may not engage in activities where there is a risk for conflict with Sweco's interests. No employee may exploit his or her position for personal gain at the expense of the company, the customers or business partners.

Confidential information received by Sweco from clients and other external parties is treated and protected in the same manner as Sweco's own confidential information. Handling of confidential information is regulated by the company's corporate communications policy, the information security policy, and in certain cases by a contract with the client.

Sweco undertakes correct and accurate accounting and reporting in accordance with the accounting rules in each country. Transactions are reported correctly and in a true and fair manner.

Quality and environment

Sweco is a knowledge company and the services offered to its clients most often affect society in some way. In view of this, the employees always carefully weigh the quality and environmental impacts of the assignments. The working methods are continuously improved and developed with the support of the business system sweco@work, which is certified according to the ISO 9001 and ISO 14001 standards.

Sweco has a decentralised organisation with delegated responsibility for implementation of the assignments. Each individual employee is responsible for delivering client-adapted solutions that are of the right quality and environmentally sound. The business system is centred around the assignment process and is accessible to the employees at all times.

Strategic skills development programmes are used to meet the employees' need for ongoing education and training. The knowledge and experience that they gain in the assignments is preserved and developed for future use, which leads to continuous improvements.

Sweco strives to conduct its operations in an optimal manner and with the lowest possible environmental impact. The employees are encouraged to continuously seek the new knowledge needed to ensure this. Through structured internal activities, training and effective contract negotiation processes in which Sweco sets high environmental criteria, Sweco strives to

achieve the best possible energy performance and uses the most suitable technical systems in its own office environments.

Employee development

The individual employees are the core of Sweco's business and the company's success is dependent on their expertise. Sweco therefore strives to be the most attractive employer for consulting engineers and architects, with ample opportunities for professional development. The focus is on growth, performance, skills, knowledge sharing and leadership. Implementation and development in these areas is ensured primarily with the help of the annual performance review Sweco Talk and within the framework of Sweco Leadership Compass, in which the company's leadership culture is defined.

Human rights, equality and diversity

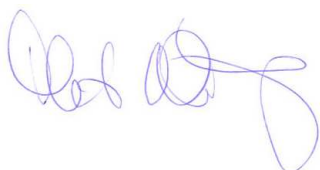
Sweco promotes the equal rights and opportunities of employees in the workplace regardless of their gender, ethnic origin, nationality, religious beliefs, sexual orientation, etc. Salary disparities may not exist for identical or equivalent work unless objectively motivated, and all employees are given equal opportunities for professional development both within their existing fields and in new areas. Internally, these issues are monitored with the help of tools such as the employee survey Sweco Barometer.

Sweco promotes diversity as an asset both within the company and in its relationships with clients and other external stakeholders. Violations of human rights are never permitted. Sweco does not tolerate child labour in any part of its own operations or in the operations of any business partner, and does not permit illegal or forced labour.

Working environment

A good working environment and business success go hand in hand. Sweco strives to maintain a working environment where our employees can develop and thrive in a climate of physical and emotional well-being. Sweco works systematically to investigate, conduct and monitor operations in such a way as to prevent illness and accidents on the job and continuously improve the working environment. The annual performance review Sweco Talk and the regularly recurring employee survey Sweco Barometer are important tools in this process, as are the efforts of all employees and managers to create a good working environment.

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Mats Wäppling, President and CEO of Sweco