



ROL

Code of Conduct

Message from the CEO



The foundation of our responsibility

At ROL Group, we believe that the character of our organization is not only measured by our performance or position in the market, but by the principles that guide our actions and the standards we uphold. In an increasingly complex and interconnected world, it is essential that our conduct remains grounded in integrity, mutual respect, and a strong sense of responsibility.

This Code of Conduct provides a clear and comprehensive framework that outlines the expectations we hold for ourselves and for each other. It reflects the values that define ROL Group and reinforces our commitment to ethical business practices, compliance with laws and regulations, and the cultivation of a respectful, caring, and inclusive workplace. These values must be evident in the way we approach our work, in our interactions with colleagues and external stakeholders, and in every decision we make on behalf of the company.

Every employee, regardless of role, function, or geographic location, contributes to our culture and carries the responsibility of upholding these standards. Observing the Code is not simply a matter of following rules; it is about building trust, acting with consistency,

and protecting the integrity of our business. Through this commitment, we strengthen the confidence placed in us by customers, partners, shareholders, and the communities we serve.

As representatives of ROL Group, we must each remain mindful of the broader impact of our behavior and the importance of leading by example. I encourage you to read this Code with care, reflect on its relevance to your role, and apply its principles thoughtfully and consistently. When questions arise, seek clarification. When concerns emerge, raise them.

Our collective conduct defines our identity as an organization. By embracing the standards set forth in this Code, we ensure that our actions align with our values and contribute to a culture of integrity, accountability, and respect.

Regards,
Stefan Lager
CEO ROL Group

The Code

Our contract

The code is our contract on how we express our passion for what we do, how we run our business, and how we interact with each other, our customers, suppliers, and peers. It serves as our guiding principle for creating an environment that aligns with our vision for the future.

With the code we also want to demonstrate our commitment to run a responsible and sustainable business and align with international frameworks such as:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- UN Global Compact
- International Labour Organization (ILO) Conventions
- United Nations Sustainable Development Goals
- Relevant national and local laws and regulations

You are important

At ROL we invite you to be a part of our journey towards future environments with greater circular economy and more sustainable use of resources and as a foundation we also welcome you to enjoy our common culture. For Us, culture is what binds us together and a way to build trust in our effort to run our business in an ethical and sustainable way and leave the world a better place than when we started.

Purpose with the code

We have created the code to provide guidance in how we run our business and to clearly state what our expectations are when acting as a representative for our company.

Who should follow the code

This Code applies to all ROL employees and representatives acting on behalf of the group, including permanent and temporary staff, consultants, contractors, senior management, and board members of ROL Group companies. It is mandatory for all employees and representatives to comply with this Code. Furthermore, employees should consult the appointed policies and directives for additional guidance and details. These documents are accessible on the intranet.

Breaching the contract

Employees who act unethically or violate this Code, Group Policies or applicable laws and regulations may face disciplinary action, including dismissal. Many rules in the Code of Conduct and policies are based on legal requirements; failure to follow them can result in both disciplinary and legal consequences for you and ROL.

Risk management

Running a business is always exposed to risk situations of different kinds. It is our expectation that everyone continuously evaluates and act accordingly to minimize risks connected to all relevant areas mentioned in The Code.

Speak Up

Building a culture where individuals feel empowered to speak up is considered essential for our success. External parties, including business partners, customers, suppliers, dealers, consultants, and former employees, are also encouraged to report concerns through the ROL Group Whistleblower system.

If you are aware of any activity that appears inappropriate, criminal or violates The Code, you are encouraged to report it. Reports should be honest and made in good faith, based on facts and observations believed to be true. Always remember that ROL has a strict non-retaliation policy which means that there are no adverse work-related consequences for any employee who, in good faith, alerts possible violations of The Code.

If you are uncomfortable or unsuccessful in directly addressing individual conduct or for matters involving serious misconduct or fraudulent behaviour, you have a responsibility to report your concerns by any one of the following methods (either verbally or in writing):

- To your direct manager (assuming such manager is not involved in the potential misconduct).
- To any member of People and Competence.
- WhistleB, Whistleblowing Centre - <https://report.whistleb.com/en/rol>



Walking the path

For employees

Working at ROL we want you to be an ambassador and support the company in building trust in how we run business in an ethical and sustainable way according to The Code.

- Always remember to
- Make sure that you understand the information in The Code and how it applies to your work.
 - Follow the law and make sure you understand relevant laws relevant to your role.
 - Be honest and transparent and always take decisions that follows our values.
 - Make choices that contribute to our sustainable ambitions.
 - Always act in the best interest for the company and Speak Up if you see or hear anything violating The Code or any other policies.

If you ever feel unsure or have questions about anything in The Code, don't hesitate to reach out to your manager or the appropriate subject matter owner for guidance.

For managers

As a manager at ROL our expectation is that you lead by example and ensure compliance with laws and regulation, appointed policies and The Code. We are also relying on you to guide your employees and create an environment where they can thrive and grow.

- We expect you to always
- Ensure employees are properly trained and equipped and have a clear understanding of The Code and relevant policies.
 - Create an environment of psychological safety and open communication where employees feel comfortable sharing ideas, feedback, and concerns without fear of retaliation.
 - Ensure that your employees understand that business results can never be more important than compliance with The Code and appointed policies.
 - Ensure that all actions within your team align with the company's values and principles.
 - Emphasize the importance of diversity and inclusion, ensuring that all employees are treated with respect and have equal opportunities for growth and development.
 - Have the skills to handle conflicts effectively and fairly, ensuring that any issues are resolved in a manner that upholds the company's standards and values.

The People

Our company, colleagues, values and workplace

Commitment to open workplaces free of harassment

At ROL, we believe diversity, equity, and inclusion strengthen our teams and organization. We aim to ensure everyone feels welcome and empowered to be their authentic selves. We do not tolerate workplace discrimination or harassment of any kind. This commitment extends to our suppliers and partners, requiring leaders to promote diversity and inclusion, while team members respect and value each other.

We are committed to creating a workplace free from harassment. Harassment includes any unwelcome behaviour that creates an intimidating, hostile, or offensive work environment. By promoting respect, embracing diversity, and maintaining clear communication, we ensure a safe and inclusive workplace for everyone.

Always

- Report any harassment or inappropriate conduct you witness or experience.
- Respect the personal boundaries and privacy of colleagues.
- Avoid behaviour that could be deemed offensive or inappropriate.
- Evaluate candidates based on talent, skill and experience.
- Secure that requirements for positions and employment-related decisions are based on legitimate business reasons and not discriminating.
- Secure that employment decisions are not based on irrelevant personal factors such as gender, age, race, nationality, religion, disability, sexual orientation, or union affiliation.
- Always act and report if you witness or experience discrimination.
- Respect colleagues, customers, suppliers, or partners based on their diverse backgrounds or characteristics.

Harassment

Harassment includes any conduct or comments that foster an offensive or intimidating environment. This covers verbal or physical harassment, bullying, sexual harassment, power harassment, racism, inappropriate humour or actions causing distress.

Discrimination

For the purposes of this Code, discrimination occurs when qualified individuals are penalized at work due to unrelated personal factors, including:

- Gender, identity or expression
- Age
- Racial and ethnic origin
- Nationality, skin colour or cultural background
- Religion or beliefs
- Disability, functional impairment, genetics or health information, including pregnancy
- Sexual orientation or expression
- Union affiliation

Remember that

Incident of harassment shall always be reported, even if you only witnessed it. Encourage the affected individual to speak up and report the incident. This policy also applies to our third-party partners.

Human rights and ethical working conditions

We respect internationally recognized human rights, complies with employment laws regarding working/resting hours and compensation, and opposes modern slavery, forced labour, and child labour. We support employees' rights to unionize or when choose not to.

Always

- Respect human rights in line with our commitments that are founded on UN Guiding Principles on Business and Human Rights and OECD Guidance on Responsible Business Conduct for International Businesses.
- Get clear and transparent information about your employment terms.
- Reject non-compliant employment conditions.
- Collaborate and provide support to unions and employee representatives.
- Secure that union decisions are not interfered with.

Modern Slavery

Human trafficking involves recruiting, harbouring or transporting people into a situation of exploitation through the use of violence, deception or coercion and forcing them to work against their will. Forced labour is any work or service that people are forced to do against their will, under threat of punishment and for which the person did not volunteer.

Secure that you never use options considered to be modern slavery such as

- Confiscating identity papers, passports, or certificates
- Withholding wages
- Withholding official employment status
- Creating abusive work conditions
- Using physical and sexual violence
- Utilizing debt bondage (loans that must be repaid before contract end)
- Using recruitment fees (working to repay job-related debt)
- Restricting movement (not allowed to leave premises)

Act with integrity

Acting with integrity means that we consistently uphold the highest standards of ethical behaviour in all our actions and decisions. We must be honest, transparent, and fair, ensuring that our conduct reflects our commitment to doing what is right. By acting with integrity, we build trust with our colleagues, customers, and stakeholders, and we protect our reputation as a responsible and ethical organization.

Always

- Be honest and transparent in all communications and transactions.
- Respect and adhere to company policies and legal regulations.
- Report any unethical behaviour or violations of company policies.
- Show respect and fairness towards colleagues, customers, and stakeholders.
- Take responsibility for your actions and decisions.
- Make sure that individuals who report unethical behaviour are not retaliated against.
- Secure that confidential information is not disclosed to unauthorized persons.

Our Core Values

Progress begins with curiosity and the courage to welcome change. At ROL, we build our future through continuous learning, embracing fresh perspectives and trying new things. This is what **Creative** means to us. Not just thinking differently but daring to explore smarter and more effective ways to work, every day.

A healthy work environment grows from kindness, active listening and the willingness to learn from one another. **Care** is how we treat each other and the world around us. Respect, appreciation and openness are our way of working together. Contributing to the culture and making space for people to be themselves is part of what makes collaboration real and care genuine.

With **Commitment** comes the trust that each of us takes responsibility for delivering on what we promise. It is about being ambitious, following through and staying consistent even when things get tough. Positive energy and presence are just as important as skill. When responsibility is shared and ownership taken, goals become achievable and results meaningful.

This is who we are.
Creative. Caring. Committed.



United Nations Sustainable Development Goals

Occupational health and safety

ROL is committed to ensuring a safe and healthy workplace for our associates, customers, and visitors. We all share the responsibility to take necessary precautions to protect ourselves and others from unsafe conditions. We believe accidents, injuries, near misses, work-related illnesses, and unsafe conditions are preventable. Prioritizing safety in our planning and operations ensures compliance with health and safety laws.

Always

- Take responsibility for your own safety and the safety of others.
- Remove ourselves from situations where our health and safety are jeopardized.
- Promptly report any hazards or unsafe behaviours.
- Follow all safety requirements, including the use of personal protective equipment.
- Make sure not to use or possess illegal drugs at work or work while intoxicated or under the influence of drugs or alcohol.

Freedom of association

We recognize the fundamental right to freedom of association and are committed to ensuring all employees feel supported in their ability to form, join, or participate in labour unions, worker organizations, and collective bargaining efforts. By creating a respectful and open environment, we uphold this principle and promote a collaborative workplace culture. If local laws restrict these rights, we provide alternate forms of worker representation and bargaining.

Always

- Respect each employee's right to join or form organizations of their choice.
- Encourage open and respectful dialogue about union activities and collective bargaining.
- Provide clear and accessible information regarding employee rights.
- Secure that union members are not discriminated due to their union involvement.

Remember that

Always notify your manager or the People and Competence department if you are taking prescription medications that may affect your ability to perform your job safely.



United Nations Sustainable Development Goals

The Business

Our customers, suppliers and partners

Fair competition

We support free and fair competition and comply with antitrust and competition laws globally. We do not engage in collusive or deceptive practices, choose suppliers based on objective criteria and treat them with professionalism, as outlined by both national legislation and the OECD Guidelines.

Always

- Avoid dialogues and agreements with competitors on prices, collusive tenders, quotas or market shares.
- Refrain from sharing any information with competitors that can be commercially sensitive.
- Always follow all relevant antitrust and competition laws.
- Respect the confidential information of competitors and avoid any unauthorized use.
- Exercise caution in activities involving competitor contacts.
- Provide accurate and truthful information in all business communications.
- Engage in fair procurement practices, giving all suppliers a fair chance.
- Ensure that deceptive or misleading tactics are not used to gain a competitive advantage.
- Secure that you are not involved in price-fixing, bid-rigging, or any form of collusion with competitors.
- Ensure that our market position is not exploited to unfairly limit competition.

Competitors

A competitor is any company that competes or could compete with the ROL Group in any given market. Examples could be suppliers, customers, private dealers or OEMs that operate on the same market.

Ethical business practices

We adhere to anti-bribery and corruption laws, ensuring our business practices align with the OECD Guidelines. We prohibit bribery, kickbacks, or unethical payments, including excessive gifts or hospitality, to influence business decisions or gain unfair advantages.

Maintaining our organization's integrity and trustworthiness is paramount. We must be vigilant about potential conflicts of interest, which arise when personal interests could improperly influence professional decisions. By identifying and managing these situations, we ensure our actions are always in the best interest of the organization and its stakeholders.

Always

- Avoid giving, offering, promising, or accepting gifts to influence a decision improperly.
- Report any offers of gifts or bribes to your supervisor immediately.
- Enhance transparency and foster a culture of integrity within the organization.
- Document and report any gifts received or given as per company policies.
- Prioritize the organization's interests over personal gain in all professional activities.
- Excuse yourself from decision-making processes where a conflict of interest is identified.
- Disclose any personal, financial, or familial relationships that could influence your professional decisions.
- Seek guidance from your manager when in doubt about a potential conflict.
- Remember that it is not legal to give gifts or hospitality to public officials.
- Regularly monitor and reassess risks to adapt compliance measures effectively.
- Verify that engagement in outside employment or business activities doesn't conflict with your responsibilities to the organization.
- Secure that your position isn't used for personal benefit or to benefit friends or family.

Remember that

A bribe can include giving or receiving any item of value (e.g., cash, gift cards, gratuities, gifts, rewards, unauthorized rebates, meals, entertainment, trips, favours, loans, contributions, or donations. If you are unsure if a gift (received or given) is unethical, talk with your manager.

Ensure responsible sourcing practices and trade

It is essential to ensure responsible sourcing practices that avoid conflict minerals, which are extracted in areas of armed conflict, while also protecting nature and upholding human rights. Understanding and adhering to ethical sourcing practices ensures that our activities do not contribute to violence and exploitation.

At ROL, we do not use or buy minerals, raw materials, or products financing armed groups involved in the mining and trading of 'conflict materials', connected to regions at risk of deforestation or considered as biodiversity-sensitive, or are associated with human rights abuses. Employees are expected to be vigilant and proactive in ensuring responsible procurement.

We also comply with trade regulations and laws governing the transfer of goods and technology. Transactions must adhere to customs, import/export control regulations, and trade sanctions. Violations can lead to serious consequences, including loss of trade privileges, shipment delays, negative publicity, or criminal prosecution.

Always

- Conduct thorough due diligence on suppliers and their sourcing practices.
- Engage with suppliers to ensure traceability in the origin of raw materials.
- Verify the original source of minerals to ensure they are conflict-free.
- Report any suspicions or evidence of conflict mineral use to the appropriate department.
- Stay informed about current regulations and standards regarding conflict minerals.
- Collaborate with industry partners to promote transparency and ethical sourcing.
- Ensure all goods traded comply with local and international laws and regulations.
- Maintain accurate and complete records of all transactions and transportation details.
- Verify the legitimacy and credibility of trading partners and transportation providers.
- Stay informed about changes in trade and transportation regulations and adjust practices accordingly.
- Provide customs authorities with complete and accurate import documentation, including detailed product descriptions.
- Ensure that you check export license requirements prior to exporting products or sharing technical information or software across international borders.
- Only engage with suppliers that have understood and signed ROL Supplier Code of Conduct.
- Only source materials from regions that do not risk deforestation or are considered as biodiversity-sensitive.
- Follow up discrepancies or red flags in supplier audits or reports.

Remember that

All of us is responsible for securing compliance with applicable environmental rules and regulations where we do business. ROL guidance and processes related to sourcing activities shall be followed in all times to ensure responsible sourcing practices. As part of that, all suppliers shall understand and have signed ROL Supplier Code of Conduct.



United Nations Sustainable Development Goals in this section

Working with reputable business partners

We always ensure that our business partners uphold the highest standards of integrity, reliability, and ethical conduct. By carefully selecting reputable partners, we protect our company's reputation and foster long-term, mutually beneficial relationships. This involves thorough due diligence, continuous monitoring, and adherence to our core values.

We never tolerate or facilitate money laundering, which enables criminals to conceal the origins of illegally obtained funds. These funds may support activities such as human trafficking, drug trafficking, terrorism, blackmail, or fraud.

We do not work with or engage with partners, suppliers or companies that are either direct or indirect under sanctions, embargo or trade restrictions or have a history of unethical behaviour or legal issues.

Always

- Conduct comprehensive background checks on potential partners.
- verify the financial stability and legal compliance of partners.
- Ensure partners adhere to ethical labour practices and environmental standards.
- Regularly review and assess the performance and conduct of partners.
- Document all agreements and interactions with partners thoroughly.
- Secure that our value chain prevents use of conflict minerals and materials.
- Know your customer, understand all transaction terms, and be vigilant for signs of money laundering.
- Report any suspicious transactions including third-party payments, large cash purchases, or the use of cash equivalents.
- Secure that funds have a known and valid origin.
- Secure that financial records and documents are legal and valid.

Remember that

Sanctions

Sanctions are vital tools used by the international community to maintain peace and security, prevent terrorism, and uphold human rights. Adhering to these regulations not only protects our organization from legal and financial risks but also reinforces our commitment to ethical business practices.

Donations, sponsoring and political involvement

Donations and sponsorships should align with our company's values and ethical standards. By carefully evaluating each opportunity, we can support causes that reflect our mission and positively impact our community. We make a clear distinction between donations, which are made without self-interest, and sponsorships, which support company-relevant goals.

We maintain neutrality regarding political parties and candidates. Company names and assets must not be used to promote political interests.

Always

- Maintain transparency in all donation and sponsorship activities.
- Seek approval from relevant authorities before finalizing any commitments.
- Document all transactions and agreements related to donations and sponsorships.
- Secure due diligence of receiver before giving any donation.
- Avoid coercing or pressuring colleagues to support or engage in political activities.
- Disclose any potential conflicts of interest relating to political activities.
- Make sure that involvement in political work is done on spare-time.
- Avoid displaying political symbols or slogans in the workplace.
- Secure that company's social media channels are free from political content.
- Always follow the company's policies regarding political activities and endorsements.
- Avoid illegal political contributions and ensure compliance with national laws and public disclosure requirements.
- Respect the diverse political views and ensure that personal political beliefs do not influence professional decisions.

External communication and reporting

External communication is vital for maintaining our organization's reputation and building strong relationships with stakeholders. We aim to report transparently, accurately, and promptly, presenting a true view of our performance. We should ensure that our communication is clear, accurate, and consistent with our values and policies. By doing so, we safeguard our image and promote a positive public perception. Accurate and reliable records are key to the integrity of our business.

Always

- Ensure that information shared externally is truthful, respectful, accurate and up to date.
- Report financial transactions in a timely manner.
- Ensure submitted or approved expenses reflect actual transactions and comply with company policies.
- Maintain documentation to support all financial transactions and environmental data.
- Communicate with respect and professionalism.
- Follow the organization's guidelines and policies when sharing information.
- Seek appropriate approvals before releasing sensitive or strategic information.
- Consider how the communication might affect the organization's reputation.
- Make sure that your personal opinions are not shares as official statements of the organization.
- Use official channels and platforms for external communication.
- Always address feedback and inquiries from external parties and do so in an appropriate manner.
- Ensure that your language is written in a professional, non-discriminatory and non-offensive way.
- Follow appointed and established protocols for communication if a crisis occurs.

Remember that

Only a designated ROL spokesperson may make public statements on our behalf or publicly disclose proprietary or confidential Company information.

Social media

Social media is increasingly important. Use good judgment and personal responsibility when posting online. Do not share confidential or trade secrets. Respect all copyright and intellectual property laws. Only post on behalf of ROL if you have written authorization.



United Nations Sustainable Development Goals in this section

The Products

Our products, assets and intellectual property

Responsible product lifecycle and innovation

Responsible product lifecycle and innovation is essential to ensure that we create products that are safe, ethical, and sustainable. At ROL we should always consider the impact of our innovations on society and the environment and strive to design with safety and quality in mind. By adopting responsible practices, we can secure a positive future for our customers, our company, and the world.

When developing products the entire lifecycle should be considered ensuring that products are developed, used, and disposed of in a way that minimizes resource use and environmental impact. This includes using sustainable materials and promoting recycling and reuse.

Always

- Design products with sustainability in mind, minimizing environmental impact.
- Conduct thorough research and risk assessments before developing new products.
- Prioritize user safety and product reliability in every stage of the innovation process.
- Use sustainable and eco-friendly materials whenever possible.
- Promote the use of reusable components and recycled materials in the product lifecycle.
- Ensure that our products do not contain conflict minerals or materials.
- Engage with diverse stakeholders to gather feedback and improve product design.
- Promote transparency and honesty in all communications about product features and limitations.

Product compliance, quality and safety

We are committed to ensuring that all products meet the highest standards of compliance, quality, and safety. This means that our products must adhere to all applicable laws and regulations, maintain exceptional quality standards, and be safe for our customers to use. By prioritizing these aspects, we protect our customers, our brand, and our company's reputation.

Always

- Ensure products meet all regulatory and compliance standards prior to release
- Conduct rigorous quality checks throughout the production process.
- Provide clear and accurate product information and labelling.
- Report any quality or safety concerns immediately to the relevant department.
- Stay informed about changes in laws and regulations related to product compliance.
- Evaluate and consider customer feedback about product safety and quality in our improvements.
- Make sure that when making any changes to our products, they should remain compliant to relevant regulations.

Information assets, data privacy and Intellectual Property (IP)

We must protect information assets that are crucial to maintaining the integrity and confidentiality of our business. This involves safeguarding all forms of information, whether physical or digital.

Digitalization is crucial to the ROL Group strategy, emphasizing effective data use while protecting customer, business partner, and employee data. Handling personal data securely and lawfully following regulations such as GDPR builds trust and good relationships with stakeholders. A preventive attitude towards IT security should always be considered.

Misuse or inappropriate disclosure of Intellectual Property (IP) such as inventions, patents, copyrights, and trade secrets etc. should always be avoided and respecting others' intellectual property is essential.

Always

- Make sure that you work according to the ROL IT Policy.
- Collect only necessary personal data and use data solely for its intended purpose.
- Delete data once it has fulfilled its purpose and store it in dedicated systems.
- Report any suspected misuse of third-party intellectual property.
- Ensure you are authorized and have a valid business reason before sharing confidential information externally.
- Store physical documents containing sensitive information in secure, locked locations.
- Verify the identity of individuals requesting sensitive information and use non-disclosure agreements when sharing confidential information.
- Remember that your obligation to protect confidential information continues even after leaving the company.
- Classify information according to classification framework.
- Protect Confidential and Strictly Confidential information when working on- and off-site and only use approved services for storing information.
- Avoid assumptions that someone has authorization to access sensitive information without proper verification.
- Secure that others' intellectual property is only used with appropriate approval and permission.

Intellectual Property (IP)

Intellectual property (IP), including inventions, patents, copyrights, know-how, trade secrets, designs, trademarks, licenses and similar, are valuable assets. Always be extra careful when working with this type of information to prevent misuse or inappropriate disclosure.

Security routines and incident management

Security routines and incident management are fundamental aspects that we prioritize to safeguard our organization's assets and information. We need to establish robust security protocols, consistently follow them, and be prepared to address any incidents promptly and effectively.

Always

- Follow established safety protocols and emergency procedures.
- Report any suspicious activities or unusual occurrences immediately.
- Make sure that physical security measures, such as locks and access controls, are secure and functional.
- Participate in regular safety drills and training sessions for employees.
- Ensure that all safety equipment and facilities are well-maintained and accessible.
- Replace malfunctioning safety equipment directly when discovered.
- Document and review all incidents thoroughly to improve future response strategies.



United Nations Sustainable Development Goals in this section

The Environment

Our planet, resources and community

ROL is committed to conducting business in an environmentally responsible manner. We continuously strive for improving our performance to benefit our associates, customers, communities, shareholders, and the environment.

Minimize environmental footprint

Minimizing the environmental footprint requires implementing practices that reduce environmental impact and promote sustainability. Therefore, efficient resource utilization and responsible product lifecycles are crucial for sustainable environmental management. This includes considering the entire lifecycle of the product from design to end-of-life, using resources efficiently, and promoting circular and sustainable practices. We want our employees to recognize the significance of minimizing waste and resource usage, conserving energy, and making informed decisions that lower our environmental impact. By adopting these perspectives, we contribute to a healthier planet and a more sustainable future.

Always

- Support and participate in company sustainability initiatives.
- Consider the environmental impact of business decisions and actions.
- Consider the environmental impact during the design and development phase of products.
- Explore innovative solutions and opportunities to enhance resource efficiency in product lifecycle management and in manufacturing processes.
- Look for opportunities to reduce, reuse and recycle resources.
- Use resources like materials, energy, and water efficiently to minimize overall consumption.
- Strive to recycle and properly dispose of waste to minimize landfill use.
- Educate yourself and others about sustainable practices and their importance.
- Dispose of hazardous materials in a proper and responsible way.
- Empower company policies aimed at promoting environmental sustainability.
- Promote and use suppliers or partners that comply with environmental standards and regulations.

Support and empower local communities

We recognize the importance of supporting and empowering local communities as a key element of our social responsibility. By building sustainable practices and community engagement, we can contribute to the well-being of the environment and the people who depend on it. Our commitment involves active collaboration, resource sharing, and promoting environmentally friendly initiatives that benefit both the community and the ecosystem.

Always

- Promote and purchase from local businesses to boost the local economy.
- Volunteer time and resources to local projects and charitable organizations.
- Collaborate with community members to develop sustainable solutions to address local challenges.
- Consider the socio-economic impacts of company activities on the local community.
- Be collaborative with universities and impact organizations (i.e. WWF or similar).
- Respect and regard local customs and traditions.
- Secure fair compensation or benefit to the community when using local resources.

Remember that

Each of us is responsible for complying with all applicable environmental rules and regulations where we do business.



United Nations Sustainable Development Goals in this section



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