



Sustainability program

INSTALCO

sustainable installations

Instalco's sustainability program

01

Safe and modern work environment

- Vision of zero workplace accidents
- Happiness, health and safety
- Development opportunities

02

Sustainable installations

- Sustainable Instalco Project
- Customer satisfaction
- Benefits to society

03

Mature leadership

- Business ethics
- Social responsibility



Focus area 1: Safe and modern work environment

Vision of zero workplace accidents

Instalco shall have a safe, secure workplace that is healthy, promotes good health and is drug-free. The work environment shall help prevent the risk of ill health or accidents.

Focus area 1: Safe and modern work environment

Happiness, health and safety

Instalco shall offer a stimulating work environment. One important part of that is Instalco Club, which is an employee fund aimed at encouraging and sponsoring employee activities that promote social interaction and health/well-being.



Focus area 1: Safe and modern work environment

Development opportunities

Working at Instalco should be stimulating, such that our employees develop their skills and expertise. Employees should have assigned tasks and training that are challenging, stimulating and help them grow.

Focus area 2: Sustainable installations

Sustainable Instalco Project

Our classification system, Sustainable Instalco Project, serves as a stamp of quality for the project, customer and Instalco.



Focus area 2: Sustainable installations

Benefits to society

Instalco aims to, every single day, generate benefits to society via its climate-smart, energy-efficient installations that lead to lower consumption of resources.



Focus area 2: Sustainable installations

Customer satisfaction

Our goal is to always offer the best possible service to our customers. Satisfied customers are repeat customers and a high level of customer satisfaction is a driving force for growth.

Focus area 3: Mature leadership

Business ethics

Instalco forbids all forms of discrimination within the Group. One basic requirement is that every employee complies with the applicable laws and regulations. Instalco also takes responsibility for applying the highest ethical standards and business morale in all of its business dealings and activities.

Focus area 3: Mature leadership

Social responsibility

Instalco is striving to recruit staff from a wide spectrum of society. At all levels, Instalco shall strive for openness and an accepting climate, free of prejudice. Instalco shall offer, regardless of gender and ethnicity, the same opportunities for career and skill development.



SUSTAINABLE

INSTALCO

PROJECT

Sustainable Instalco Project

1. Review of the Instalco program, **Safe employee**
2. Suppliers are required to have signed the **Instalco Code of Conduct for Suppliers**
3. The project generates **benefits to the climate**
4. A **delivery plan** has been prepared
5. Routines in place for **waste management and sorting at the source.**
6. The customer has been offered at **sustainability agreement/service agreement**



Instalco's contribution to the UN Sustainable Development Goals



Instalco runs the business via value-based leadership that promotes equal rights and opportunities for all employees. We contribute to the SDG 5 by ensuring that all employees, regardless of gender or ethnicity, have access to development opportunities, via further education, apprenticeships and similar initiatives.



Our core business is based on making both air and water cleaner, along with saving energy. Through our installations, we contribute to SDG 6, Clean Water and Sanitation, by making water consumption more efficient, safeguarding the water supply, improving sewage systems and more reuse/recycling.



Our core business is based on making both air and water cleaner, along with saving energy. Through our installations, we contribute to SDG 7, Affordable and Clean Energy, via access to electricity supply and modern energy, a higher percentage of renewable energy and Target 7.3 on higher rate of improvement in energy efficiency.



Through our values and installations, we contribute to SDG 9, Sustainable Industry, Innovation and Infrastructure. We contribute to the goal by enabling more efficient use of resources and promoting the use of environmentally friendly technologies at installations.



Our core business is based on making both air and water cleaner, along with saving energy. Through our installations, we contribute to SDG 11, Sustainable Cities and Communities.



We believe that change is most easily achieved via cooperation. We therefore believe that partnerships and collaboration with other stakeholders in society (SDG 17) is the best way to contribute to the UN Sustainable Development Goals, 5, 6, 7, 9 and 11.

World-class, sustainable installations



Because of our size, we are able to promote change in our industry. In its role as member of society in the Nordic countries, Instalco aims to, every single day, generate benefits to society via its climate-smart, energy-efficient installations that lead to lower consumption of resources.

Within these three main areas, there are eight sustainability targets that will be measured and followed up on each year. Instalco's overall aim is to thereby achieve improvements each year in all areas.