

Sustainability policy

Forfatter	Marianne Tveter	Revisjonsnummer	2
Revidert dato	man. 05 mai 2025	Kvalitetsnummer	1130624
Godkjent av	Tarje Braaten	Neste revisjon	tir. 05 mai 2026

Purpose and area of application

Sustainability is not just a concept but a commitment to balance environmental, social, and economic factors for present and future generations. Dynea's sustainability policy is integral to its strategy, encompassing environmental stewardship, social responsibility, and economic viability across its value chain.

Vision Statement

“A winning growth company recognized for its innovative quest towards more sustainable customers solutions.” Dynea envisions a future where our growth is synonymous with environmental stewardship and social progress. Our aim is to lead by example, inspiring industries towards more sustainable practices, in alignment with the UN's Sustainable Development Goal 8: Decent Work and Economic Growth.”

Main Principles

- **Management:** The CEO, supported by management, holds ultimate responsibility for setting and integrating sustainability targets throughout the organization.
 - An internal Sustainability Advisor shall support management in integrating policies and targets into daily operations and ensure alignment with international standards.
 - Dynea is committed to integrity, transparency, and compliance with all applicable laws.
- **Ethics:** Dynea maintains a zero-tolerance stance on corruption, bribery, and anti-competitive practices.
 - We shall follow fundamental principles for processing personal data, in accordance with our Privacy Policy.
- **Innovation and Development:** Dynea's commitment to innovation extends beyond product performance to include environmental and social impact considerations. We prioritize the development of sustainable solutions that minimize waste, reduce carbon footprints, and promote circularity in product life cycles.
- **Supply Chain:** All suppliers must comply with Dynea's Sustainability Supplier Code of Conduct and in line with Dynea's Procurement Policy, addressing both environmental

and social requirements. We commit to conducting annual supplier assessments and collaborating to improve performance.

- **Environment:** Compliance with environmental regulations is non-negotiable for Dynea. We commit to, in accordance with Dynea's HSEQ Policy:
 - Reducing GHG emissions through efficiency, renewable energy, heat and steam recovery and wherever possible use raw materials with less footprint.
 - Preventing and/or reducing local air, water and noise pollution.
 - Safely handling hazardous chemicals, minimizing waste generation and improving recycling rates.
- **Labor & Human Rights:** Upholding human rights in line with the UN Declaration and ILO Core Conventions is non-negotiable for Dynea. We ensure to maintain a prohibition on child labor, forced labor and discrimination, while ensuring 100% of employees work under documented fair and safe conditions and are paid a fair and living wage.
- **Customers & Society:** Recognizing our role as a catalyst for sustainable growth in the wood-based industry, Dynea is committed to partnering with customers to promote responsible resource utilization, circular economy practices and carbon reduction strategies. We ensure customer health and safety through communication and transparency, in line with Dynea's HSEQ Policy

Relation to Other Processes and Documents

Dynea's Sustainability Policy is dynamic and subject to annual review by management. This iterative process ensures alignment with evolving sustainability objectives and regulatory requirements.

The HSEQ policy ensures that operational sustainability practices are implemented, covering health, safety, environment/energy and quality in our own operations in line with accordance with ISO 9001, ISO 14001, ISO 50001 and ISO 45001.

The Procurement Policy ensures that procurements are aligned with Dynea's Sustainability Supplier Code of Conduct.

Quantitative sustainability KPIs, objectives and targets are defined in Dynea's KPI & Objective document, which is reviewed annually by management.

Monitoring and Compliance

Accountability for implementing and adhering to the sustainability policy rests with all managers across the organization. Regular monitoring and reporting mechanisms are established to track progress towards sustainability goals and identify areas for improvement.

By incorporating these enhancements, Dynea can further solidify its commitment to sustainability, driving positive impact within its operations and across its value chain.
