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Sustainability Policy

**Approved by:**

Staffan Sahlström

**1 Summary**

First Wellness Testing (FWT) takes responsibility for its role in the global society, environment, local communities and all people that we work with.

We strive to operate a socially, ethically and environmentally sound business with focus on People (Human Capital/Community), Planet (Natural Capital) and Profit (Economy). Our agenda for sustainability is an essential part of our strategy to meet customer challenges and local market needs.

FWT Sustainability Programme incorporates environmental and social (“non-financial”) goals. Activities are carried out in collaboration with our stakeholders, business partners and other parties involved in the delivery of our services.

**2 Vision**

FWT is dedicated to improve global health and wellbeing by providing convenient, economical, and high quality on-site health and wellness services to employer groups and consumers globally.

**3 Scope and Objective**

This Policy is valid for FWT, our subsidiaries and joint operations (jointly “FWT”) and applies to employees, consultants and agency personnel who work at FWT's premises or under the direction of FWT (all referred to in this policy as “employees”).

This Policy provides FWT's employees with an overview of our commitment to sustainability. The objective is to support and enable employees at all levels to act in line with our values, rules and expectations.

We acknowledge that we have limited influence over third parties such our clients or subcontractors. While we cannot control the decisions of these parties, we are committed to inform them of our policy and encourage them to align operating practices with our policy objectives.

FWT expects every employee to support the Sustainability Policy and to continuously improve initiatives defined and anchored throughout the organisation. FWT's Sustainability Programme has three main focus areas identifying the scope of FWT's sustainability approach, including:

1. Good Health and Wellbeing
2. Responsible Production and Consumption
3. Decent work and economics

## 4 Principles

### Commitment and Expectations

FWT is committed to running a sustainable and sound business. We also recognise that Sustainability is a key competitive advantage and is becoming increasingly important to achieve success in a global environment.

### FWT's Sustainability Approach

| Service Specifics  | Environmental Footprint   | Corporate Social Responsibility   |
|--|---|---|
| <ul style="list-style-type: none"><li>• Global approach and local delivery</li><li>• Sustainable planning to optimise resources</li><li>• Travel and Expense Policy</li><li>• Hazardous materials &amp; waste</li><li>• Electronic solutions</li></ul> | <ul style="list-style-type: none"><li>• Environmental considerations in all activities</li><li>• Local providers reduces travel and CO2 emissions</li><li>• Employees' personal responsibility</li><li>• Distance working when possible</li></ul> | <ul style="list-style-type: none"><li>• Employer engagement, sustainable workplace</li><li>• Business ethics</li><li>• Corporate and local engagement</li><li>• Gender equality</li><li>• Work-life balance</li><li>• Health &amp; Safety at work</li></ul> |

### Good Health and Wellbeing

Poor health impacts not only the wellbeing of an individual, but it also burdens family and public resources. The health and wellbeing of people of all ages lies at the heart of sustainable development. Health and wellbeing are closely linked with the quality of our environment.

FWT provides companies worldwide with health and wellness tests through biometrics and blood testing. Our services help employees to evaluate the health risks that they may face. A clear strategy for health programs is becoming mainstream in companies around the world. These programs increase wellbeing and productivity.

FWT commitment and focus on Good Health and Wellbeing will support companies and organisations worldwide and have a significant impact in several of the UN targets, and it is worth mentioning in particular the following:

- Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol
- Strengthen the implementation of the World Health Organisation Framework Convention on Tobacco Control
- Increase health financing and the recruitment, development, training and retention of health workforce

- Achieve universal health coverage, including access to quality essential health-care services

### **Responsible Production and Consumption**

Responsible consumption and production is about doing more and better with less. FWT recognises that business can have a negative impact on the environment. We are committed to find ways in which we can reduce the impact of our work both in the office and when we plan and carry out our work at our client's premises. In particular, FWT takes reasonable and appropriate steps to minimise environmental footprint, including:

- purchasing and procuring environmentally responsible products and services. FWT programs can significantly reduce the cost of corporate personnel services and health care.
- Purchasing material locally when possible to avoid transportation. Planning the logistics to make the transport efficient and avoid unnecessary shipments of material.
- taking the necessary steps to reduce waste and properly handling waste. Waste includes, but it is not limited to, electronic devices, paper, glass, plastic and hazardous waste. When disposing of waste, employees must comply with applicable law, and the instructions given by FWT in the SOP.
- Avoid the use of paper whenever possible. For example, we send our invoices by email and have developed electronic booking and reporting tools.
- Avoid unnecessary travel by making use of instant messaging, video and audio, conferencing, telephone and email.
- Our teams visit customers on site to perform health test during given dates. This way each individual is tested at his/her workplace and does not need to travel to a Clinic or medical practice. We encourage our employees to use low impact transport for travel to and from work and travel for business. For example, we use public transport when possible and available and we encourage our team to travel by car together.

By observing the above mentioned steps, FWT commitment will contribute in particular to achieve the following targets:

- achieve the sustainable management and efficient use of natural resources
- reduce waste generation through prevention, reduction, recycling and reuse

### **Decent Work and Economic Growth**

Social responsibility including internal employer engagement, business ethics, gender equality, compliance as well as external corporate and local programmes giving back to the communities.

FWT aims to employ and contract local personnel therefore contributing to improving the work

conditions in the local markets.

FWT commitment will contribute to achieve the following targets:

- achieve higher levels of economic productivity through technological upgrading and innovation
- promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalisation and growth of micro-small- and medium-sized enterprises
- Productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for equal value
- protect labour rights and promote safe and secure working environments for all workers, i

## 5 **Roles and Responsibilities**

All FWT employees are individually responsible for reading, understanding and complying with this Policy. Each employee is responsible for acting in line with the sustainable values expressed in this Policy and FWT's Code of Conduct.

Violations against this Policy may result in disciplinary action, up to and including terminating our business relationship.

## 6 **Framework**

This Policy is part of FWT's Governance Framework, which includes:

- SOPs, Code of Conduct, Management Responsibility, Policies approved by the Managing Director (MD) or direct reports to the Managing Director as well as local instructions
- Decisions made by the MDi or otherwise under the delegation of authority approved by the MD
- This Policy will be reviewed as needed
- The original language of this Policy is English

## 7 **Breaches against the policy**

Do not hesitate to raise a concern. Any employee who suspects violations of this Policy is encouraged to speak up and raise this issue with their line manager or MD.

Any employee who is requested to undertake an activity which he or she believes is in violation of this Policy must report his or her concerns to her manager or the MD.

## 8 Reporting

Management reviews and externally reporting on our progress against these goals will be conducted as needed.

## 9 Revisions

| Revision | Date | Modified by      | Reason for Change |
|----------|------|------------------|-------------------|
| 1.0      |      | Melania Balseiro | Initial Version   |