



# EET ESG Policy

## Purpose and Definition

The overall purpose of this policy is to clearly state our ESG ambition.

EET defines ESG as the conformance and continuous improvement of issues related to Environment, Social and Governance topics relevant to our industry and business including also being a great place to work.

## Scope

The policy covers EET business scope which is the supply, advice and training in IT related third party products (OEM and private labels) and services to B2B (retailers, resellers, integrators) customers in Europe.

## Aligned with strategy

The Vision of EET is to be the preferred and most efficient value added niche IT distributor in the European market with the strongest assortment and the deepest know-how within our lines of business.

We operate in two main areas; Components and Solutions and we supply and service our B2B customers. EET offers added value within four areas:

1. Prime logistics services
2. Strategic sales services (local presence, advice and training)
3. Industry know-how
4. Intelligent digital services

## ESG policy statements related to our customers, our employees, our community, the environment, and our quality

At EET we aim to

- ensure safe and satisfied customers and consumers
- Be responsible and active in managing our up- and downstream supply chain
- be a trusted and ethical business partner
- be a great place to work
- minimize environmental impacts through the value chain

## ESG objectives

Our objectives align with five of the twelve UN sustainable development goals



### 5. Gender equality

- We actively promote anti-discrimination, diversity and fair treatment

### 8. Decent work and economic growth

- We measure and work with results of employee engagement surveys as well as health and safety and workplace surveys
- We measure and work with absenteeism
- We measure deliver-to-promise quality (accuracy)
- We measure customer satisfaction
- We continuously improve quality of data in our web store with the support of PIM (product information management system)



## 12. Responsible consumption and production

- Our systems are set up to prevent sourcing of products with conflict minerals and of dual-use as well as sales to sanctioned countries
- We actively work with vendor quality assurance through incorporating Supply Chain Code-of-conduct requirements in agreements as well as managing quality/ethics/environment self-assessments and audits
- We uphold a dialogue with our vendors about climate friendly alternatives

## 13. Climate action

- We actively work to improve circularity end-of-life management of products, however we are limited by our OEM vendor agreements
- We actively work to reduce energy consumption and waste
- We actively measure and work with our GHG (CO<sub>2</sub>) emissions

## 16. Peace, justice and strong institutions

- We actively address anti-corruption and integrity
- We always comply with national and international tax and trade legislation

### **Communication of policy as well as objectives, targets, KPIs and performance**

This policy is shared and available internally (blog) and externally (website).

Performance is shared and available internally (blog) and externally (website, owners, auditors) once a year in our ESG report (going forward called Q&ESG report) and annual accounts.

Adopted by Group Executive Management, November 2020