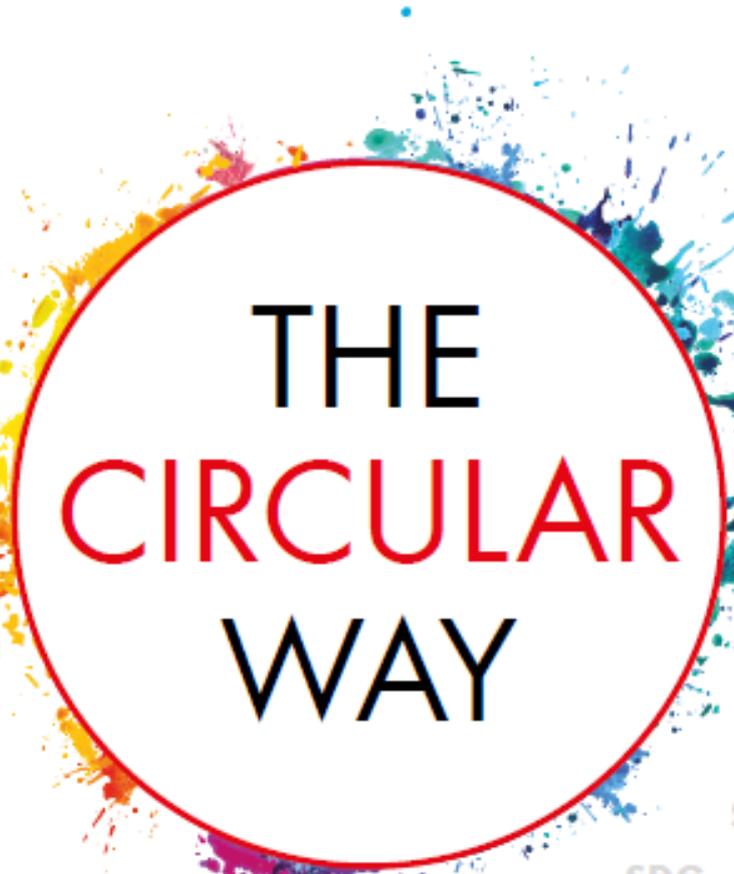


*Version 2025*

# **POLICY FOR SUSTAINABLE- AND ENVIRONMENTAL BUSINESS PRACTICES**



**THE  
CIRCULAR  
WAY**

GROWTH

INNOVATIONS

CLIMATE NEUTRALITY

E-MOBILITY RESOURCES

ZERO EMISSIONS

RENEWABLE ENERGY

POSITIVE ENERGY BUILDINGS

CIRCULAR ECONOMY

MATERIAL HEALTH

STAKEHOLDER DIALOGUE

SDG EMPLOYEE HEALTH

GRI EDUCATION TALENT ACQUISITION

GLOBAL COMPACT FAIR SUPPLY CHAINS

HUMAN RIGHTS EQUAL OPPORTUNITIES

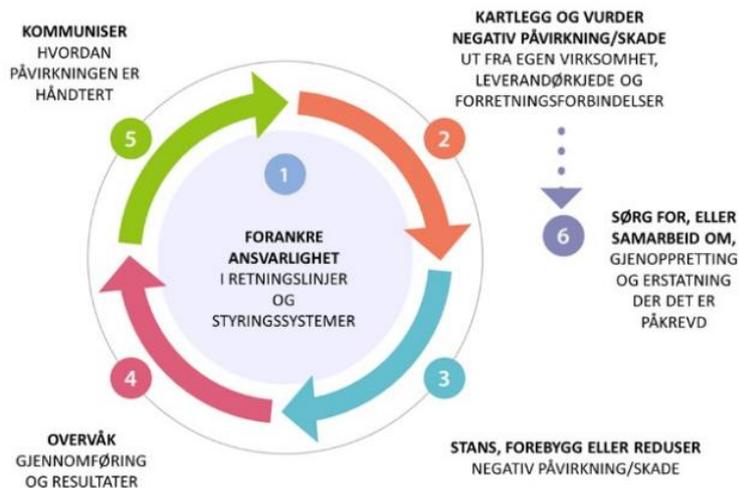
DIVERSITY

## Policy for sustainable and environmentally friendly business practices

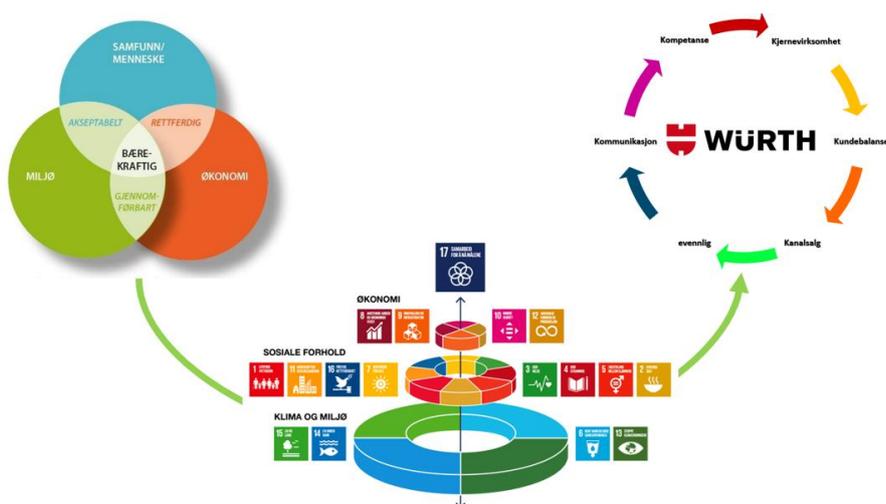
Adopted by Würth Norge AS. Last modified 07.02.2025.

### Introduction

Würth Norge AS jobsto have sustainable business practices that respect people, society and the environment. This policy document, including principles for sustainable business practices and our Code of Conduct, forms the basis for our sustainability work and is built around the following implementation practices:



Würth Norge AS further considers sustainable business practices as a prerequisite for sustainable development, which means that today's generations have their needs met without destroying the opportunities of future generations. The UN's Sustainable Development Goals are to be considered the world's common action plan for sustainable development. As part of our sustainability work, we are therefore working to implement the UN Sustainable Development Goals into our existing "foundation" for strategic development. We call these our 6 K's, which together form the circular whole of our business model:



The goal is to ensure that sustainability is a core value and a tool that works together with our existing strategy to further improve and develop our deliveries in the market while also wanting to make a positive impact on both society and the environment.

***"Würth wants to make sustainability a fundamental value that works alongside, and not alongside, our existing business model."***

### **Governing principles**

As part of our sustainability work, Würth Norge AS also uses several recognized certification schemes and standards as the basis for our environmental management system. Under this, our system manual is built according to ISO-9001, ISO-14001 and ISO-45001, and improvement work and goals are set in accordance with expectations through, among other things, the Environmental Lighthouse. As a result, annual goals are set that are based on the following principles:

- The business shall continuously strive to reduce its environmental impact.
- The business must comply with all regulatory requirements that apply to the business, as well as its own requirements.
- The business shall also strive to reduce environmental impacts, beyond regulatory requirements.
- The company shall continuously improve its environmental management system to improve its environmental performance.

To operationalize these principles, Würth Norge AS annually prepares an action plan that sets out specific environmental goals and measures. This plan covers key environmental aspects of our operations and includes both qualitative and quantitative objectives – for example, related to greenhouse gas emissions, energy consumption and waste management. Results and progress are documented, among other things, through an annual Climate Account.

Responsibility for sustainability work is clearly divided within the organization. The highest responsibility for sustainability is the Director of Quality, HSE and Sustainability in consultation with the company's management team. Furthermore, relevant department heads are responsible for implementing and following up on measures within their areas. We have also established mechanisms for regular evaluation where our sustainability goals and measures are reviewed annually in the management review and through internal audits and action plans on an ongoing basis. This ensures that we continuously assess progress, implement corrective measures when necessary, and update our sustainability strategy for continuous improvement.

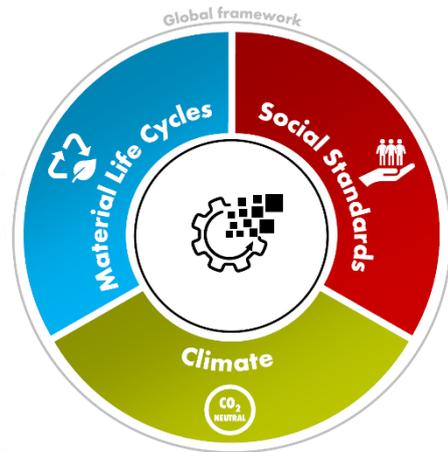
As a member of Ethical Trade Norway, Würth Norge AS is committed to working actively with sustainability assessments for sustainable business practices and in accordance with Ethical Trade Norway's Statement of Principles for Members\*. Sustainability assessments are a risk-based approach to respecting and safeguarding people, society and the environment in our own business and in our supply chain. Because Würth Norge AS only engages in resale and not production, we believe that we have a shared responsibility to ensure that fundamental values and attitudes are also safeguarded by our partners and suppliers. We expect them to follow the same approach to sustainable development and circular value creation as we do.

***Würth Norge's ambition is to be a principal for ourselves, as well as our partners, in sustainable and environmentally-oriented initiatives.***

\* The statement of principles for members can be read in full here: [Statement of Principles-Updated-01.06.2022.pdf](https://www.ethicaltrade.no/Statement-of-Principles-Updated-01.06.2022.pdf) ([ethicaltrade.no](https://www.ethicaltrade.no))

### Requirements for your own business

Würth Norge AS believes that trading activities can have a potential negative impact on people, society and the environment. We therefore work actively to contribute to positive development and transparency throughout all stages of our supply chains. Based on this, we have developed the following principles and requirements for our own operations as a first instance with the aim of safeguarding the interests, safety and values of our employees, which are then passed on to our partners:



### Diversity and equality

#### *Diversity and equality as a driver for change, inclusion and development.*

Diversity in perspectives, points of view and opinions leads to increased creativity, innovation and new solutions. At Würth Norway, we therefore want to support diversity and inclusion, and ensure that this actively contributes to developing our company to an even greater extent in the future.

In order to exploit the great potential offered by diversity in Würth Norway, we will work actively to ensure that all employees are involved and heard. For this reason, we work for a working environment with basic working conditions that are free from prejudice and intolerance. Our employees should feel seen, valued, accepted and respected. Then they will feel safe to contribute and say what they think. With this as a basis, any form of discrimination based on gender, sexual identity, sexual orientation, physical or mental disability is not tolerated.



disabilities, social or ethnic background, age, academic background, nationality, language, skin color and religion. At the same time, we will support awareness-raising to promote the diversity of all our employees. Our management is central to the implementation to promote this development. An important priority for the path towards more diversity in Würth Norway is also a focus on a higher proportion of women in general and especially in management positions. Diversity and equality in Würth Norway will continue to be a fundamental value, and will therefore also be promoted in all our recruitment processes.

### Health, Environment and Safety (HSE)

Würth Norge AS works systematically with health, environment and safety to ensure a safe, health-promoting working environment. Our HSE management system is based on recognized standards and certifications, including ISO 45001 for the working environment. We conduct regular risk assessments of the working environment and implement necessary measures to prevent injuries, accidents and health risks. All employees receive training in relevant HSE procedures and guidelines, the use of protective equipment and routines for reporting and following up on undesirable incidents.

We also have a strong focus on customer safety related to our products and services. Through the Würth Group's product control procedures, we ensure that all products meet applicable health and safety requirements before they are offered on the market. This includes checking that products are correctly classified and labeled, and that the necessary safety data sheets (SDS) are available for chemical products. We provide our customers with clear information and guidance on the safe use, storage and disposal of the products through associated documentation and guidance material. In this way, we safeguard health and safety both internally in our own business and externally for our customers.

## Activity assessments

Würth Norge AS carries out sustainability assessments for sustainable business practices based on recognised international principles (UN, OECD). This involves carrying out our own risk assessments of negative impacts on people, society and the environment, as well as stopping, preventing and reducing such impacts. The measures are monitored and the effect is assessed and communicated to those affected. Where our activities cause or contribute to significant negative impacts on people, society or the environment, we will seek to replace this activity and we will seek to restore the damage. Where the supplier is responsible for the negative impact/damage, the supplier is also responsible for restoration, which we set as a prerequisite for cooperation. Integrity Next is also used as a third-party system for mapping, among other things, risks and suppliers' compliance with Würth's requirements and expectations for sustainable business practices.

Würth Norge AS also provides an annual complete report in our member report for Ethical Trade Norway. The report was also approved for the basic level in 2025 according to the requirements and conditions for reporting under the Transparency Act and transparency assessments in the supply chain.

## Responsible purchasing practices

With responsible purchasing practices at the forefront as one of our most important tools in our efforts for sustainable business practices, we continuously work to ensure that our purchasing practices strengthen, and do not undermine, suppliers' ability to deliver on the requirements we set to ensure good conditions for people, society, safety and the environment. We will strive for long-term supplier relationships with suppliers who demonstrate a particular willingness and ability to work with positive developments in the supply chain.

## Supply chain requirements

We expect our suppliers and partners to work purposefully and systematically to comply with our guidelines. This applies to principles for sustainable business practices that cover basic requirements for human rights, labor rights, safety, anti-corruption, animal welfare and the environment. As a result, our **"Supplier Code of Conduct"** as a basis for the requirements we place on our suppliers. In the event of a negative impact, the supplier is also expected to implement corrective measures.

Würth Norway will also at all times avoid trading partners that have activities in countries that have been subject to a trade boycott by the UN, Norwegian authorities and/or through guidelines from the Würth Group.

## Double materiality analysis

Würth Norway's sustainability work continues to build on the principle of double materiality, in line with upcoming requirements from the EU (CSRD). This means that we consider both how our operations impact the environment and society (**impact materiality**), and how sustainability issues such as climate change and resource scarcity affect our business, risk and profitability (**financial materiality**). The results from the materiality analysis are actively integrated into our strategic planning and decision-making and will be published as a separate IMPACT analysis by 2025.

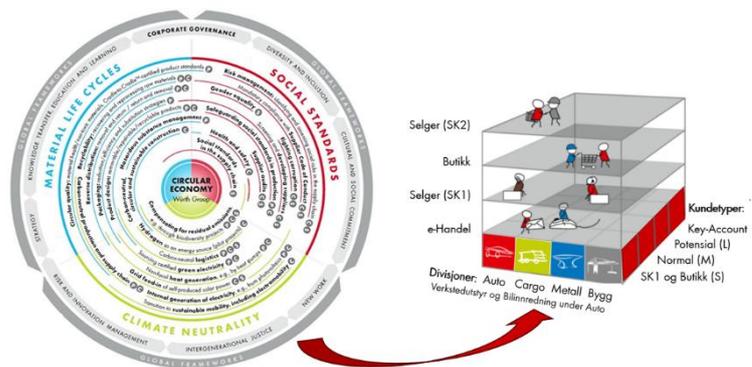
## Customer influence

We believe that our products and services can have some impact on the environment and people, and we therefore have an ambition to guide our customers even more to choose products with the least possible negative impact on the external environment and society, as well as those that are content-wise favorable in connection with reuse and/or circular use. As part of this, Würth carries out targeted campaigns for environmentally friendly alternatives and will further strengthen the focus on this. Furthermore, we also offer various different return services for our customers to make it easier to dispose of, among other things, WEEE waste in the right way.

## Customer delivery

Sustainability is a fundamental foundation of our business model and an integral part of our customer delivery. We offer products and services that help our customers strengthen their competitiveness through responsible and sustainable choices. By guiding our customers to

By providing environmentally friendly alternatives and facilitating circular solutions, we want to be a reliable partner in their work towards reduced environmental impact and increased social responsibility.



## ESR rating

In 2024, Würth Norge AS achieved the Ecovadis Platinum Rating, an award that places us among the top 1% of over 140,000 rated companies globally. This is clear evidence of our commitment to high standards in sustainability, social responsibility and ethical business practices. For our customers, this means that they can trust that our products and services are developed with a focus on reduced environmental impact, responsible use of resources and respect for human rights. The Ecovadis Platinum Rating also strengthens the customer's ability to meet their own sustainability goals and requirements.

**WUERTH NORGE AS**  
 Hagan - Norway | [Wholesale of construction materials, ha...](#)  
 Company size: M | Assessment scope: Entity

Subsidiary of [ADOLF WUERTH GMBH & CO KG \(GROUP\)](#) (Sharing your sustainability profile - stop sharing)

Overall score  
**79/100**

Percentile  
**99th**

### Product labeling (EPD)

Würth Norge AS is continuously working to establish EPDs (Environmental Product Declarations) for our products in close collaboration with the group. This is part of our strategy for sustainable product documentation and to meet customers' demands for insight into the products' sustainability footprint. We prioritize product areas with high demand, and have already prepared EPDs for our ASSY® screw series. More will follow during 2025. The Würth group has routines and systems to effectively handle EPD requests and works purposefully to offer the necessary documentation to customers - so that they can meet their own sustainability requirements. This is a clear expression of our commitment to transparency and continuous improvement in climate work.

### Free trade union organization

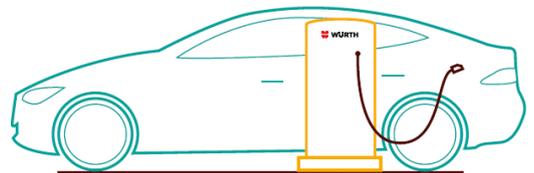
Würth Norge AS requires that the right to free trade union organization and other forms of democratically elected worker representation be respected and enforced. We will involve worker representatives and other relevant stakeholders in our work on sustainable business practices. This is also a requirement for our suppliers, which is clearly stated in our **"Supplier Code of Conduct"**.

### Renewable energy in operation

Würth Norway reduces its climate impact through energy efficiency and increased use of renewable energy. At the head office, our solar cell system (810 panels) produces up to 320,000 kWh annually, and a new well park for ground heating ensures additional sustainable energy supply. This is how we are moving towards the goal of using only renewable energy in our own operations.

### Electrification of the company car fleet

Würth Norway is making a targeted effort to electrify its company car fleet. From 0% electric cars in 2020, the share increased to 55% by the end of 2024. The goal is 100% electric company cars by 2030. Our own charging infrastructure supports the transition and demonstrates our holistic approach to climate work throughout the value chain.



### Community engagement

In addition to generating sustainable and environmentally friendly practices for our business model, Würth Norge AS wants to be a contributor to the society around us, and in that context we make an effort to protect local natural areas, including maintaining the salamander park in Holum forest.

### Gallery Würth

The Würth Group also has an extensive art collection that is exhibited in our own art gallery, which is free for all visitors. The gallery is included in "The Cultural School Backpack", a national scheme that ensures that schoolchildren in Norway experience professional art and culture every year. In this way, we want to contribute to increased competence and education, while at the same time contributing to the development of the local community.

### The Würth Fund

As a major player in our markets, our values include taking social responsibility locally and regionally. As part of this, we want to contribute by providing sponsorship funds to local causes within sports and culture. That is why we have established the Würth Fund, which will be responsible for sponsorship in the local community.

For more information about our sustainability work, see: [Sustainability | Würth \(wuerth.no\)](https://www.wuerth.no/Sustainability)

For Würth Norway AS:



Goran Mago Ramstad

Managing Director



Christopher Granung

Director Quality, HSE and Sustainability

