

Document type:		Document id:		Approved by:	
<i>Policy</i>		<i>Sustainability Policy</i>		<i>ICA Gruppen's Board of Directors.</i>	
Document owner:	Valid for:	To be revised:	Information class:	Date:	Version:
<i>Chief Corporate Responsibility Officer</i>	<i>All OpCos within ICA Gruppen</i>	<i>Q2 2020</i>	<i>S3</i>	<i>2019-05-28</i>	<i>1</i>

Bilaga 15 till styrelsens arbetsordning



Sustainability Policy

Approved by ICA Gruppen BoD 28 May 2019

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1 Introduction

1.1 Background and purpose

For ICA Gruppen, a commitment to sustainability work and strong community engagement go hand in hand with long-term profitability. Sustainability work is a strategic priority and is integrated into all the Group's operations. Customers and other parties should feel secure and have confidence in ICA Gruppen and its business.

ICA Gruppen has signed the UN Global Compact and has committed to its ten principles covering human rights, labour conditions, the environment and anti-corruption. Together with the UN's sustainability goals and ICA Gruppen's policies and guidelines, they form the framework for ICA Gruppen's sustainability work. The sustainability work is based on the three keywords transparency, credibility and traceability. ICA Gruppen's guiding principles when working with sustainability are: the interests of the customer, the employee, the child and the environment.

The Sustainability Policy and Guidelines describes ICA Gruppen's overarching position on sustainability matters i.e. within the areas of local, environment, health and quality. .

The areas Tax, Business Ethics and Diversity are subject to separate policies and guidelines.

1.2 Scope

The Sustainability Policy is applicable for all operating companies (OpCos) within ICA Gruppen.

1.3 Communication and implementation

Chief Corporate Responsibility Officer ensures that the latest version of the Sustainability Policy is published on the group intranet.

OpCo CEO:s are responsible for the implementation of and compliance with the Sustainability Policy.

2 Sustainability Policy

The products and services sold or otherwise made available by ICA Gruppen shall comply with applicable legislation.

We aim to develop our business with the customers and long-term sustainability in focus. We shall be responsible and progressive in matters of quality, environment, health and social compliance and shall be perceived as such. To continually improve we seek out new knowledge and technologies and then implement them, step by step, in the operations. In this way, our common resources are used to the benefit of society.

Products and services shall live up to the expectations of our customers and other stakeholders, in the markets where we operate, in terms of function, safety, social compliance, health and impact on the environment. We take a positive view on local production.

In our real estate activities, we consider energy, material and function in buildings and premises related to ICA Gruppen, as well as the environment around the buildings.

In our operations we shall maintain a high standard of quality while constantly reducing the environmental impact.

We shall meet society's expectations on openness and honesty. We shall have a good customer relation interface and shall listen to customers and other stakeholders, using their opinions to help promote business growth. Our objective is to provide factual, reliable and relevant information and communication that enable customers to make their own choices.

3 Roles and responsibilities

Each member of ICA Gruppen's Management Team is responsible for ensuring, within his or her areas of responsibility, that work within ICA Gruppen is conducted in accordance with this policy. This responsibility includes assurance that there is adequate competence and resources available. Every manager is responsible for communicating this policy to their employees. Every employee is responsible for acting in accordance with this governing document and thereby contribute to ICA Gruppen's ambition to be a leader in corporate responsibility. Our employees shall possess the knowledge required to enable us to live up to this policy.

There shall be a Sustainability Committee, which duties are grounded in the Corporate Governance Code's instructions on a board's responsibility for setting the framework for the company's role in society. Among other duties, the committee will draft policies for business ethics and sustainability, set the structure for the company's sustainability reporting (annual and quarterly), and monitor the company's work with business ethics and sustainability. It is the responsibility of ICA Gruppen's Board of Directors to approve new versions of the Sustainability Policy.

4 Exemption management

Exemptions to the Sustainability Policy shall be approved by ICA Gruppen's Board of Directors.

5 Compliance

CR Group Management shall monitor ICA Gruppen's risk profile and actions and report to ICA Gruppen's Management Team and the Board of Directors on their view including any non-compliance with this policy.

6 Annual review

The Sustainability Policy's annual review is managed by Chief Corporate Responsibility Officer and submitted to the Board of Directors for approval.