

ENVIRONMENTAL POLICY

STATEMENT

GaveFabrikken A/S, including all group-affiliated companies, hereinafter called GaveFabrikken, provides corporate gifts to companies in Europe.

GaveFabrikken provides corporate gifts to companies in the Nordic countries.

Corporate Social Responsibility is extremely important to GaveFabrikken and our associates. Our aim is to prevent and control potential risks to the environment.

We strive for sustainable environmental development, and environmental work is therefore an integrated and natural part of our business. Our environmental work is an ongoing process that covers the entire lifecycle of the products, including their transportation, usage and waste disposal. This policy applies to our management and employees, but also to our contract workers and suppliers all over the world.

COMMITMENTS

GaveFabrikken is committed to:

- Comply with applicable laws and regulations.
- Setting targets and objectives within the scope of the environmental management system to achieve continual improvement and sustainable development.
- Focusing on businesses or products that reduce their adverse environmental impact in regards to production, use and disposal.
- Reducing resource consumption, waste and pollution in our operations and within our supplier network.
- Increasing knowledge and awareness of environmental issues among all employees.
- Encouraging suppliers, subcontractors, retailers and recyclers of our products to adopt our environmental principles.
- Planning our future business and investment decisions with appropriate weight to this

environmental policy, as we see environmental measures as investments.

ROLES AND RESPONSIBILITIES

Management

- Ensure that employees are skilled, trained, and motivated to carry out their jobs in the most environmentally responsible way.
- Ensure open communication with staff about the company’s environmental impact to make sure that everyone within the company strives to ensure the best possible co-operation with external stakeholders.

Administration / Sales / Marketing

- Ensure that energy consumption, paper use and traveling are kept to a minimum.
- Ensure efficient recycling and disposal of waste.

Suppliers / Product development / Production

- Ensure selection of materials is as green as possible.
- Ensure minimal use of energy, materials, and water.
- Prevent extensive use of unnecessary chemicals.
- Ensure efficient recycling and disposal of waste.

Logistics / Distribution

- Ensure reduction on packaging materials including wrapping and tape.
- Ensure recycling bags/packeting materials.
- Prevent extensive use of chemicals.
- Ensure efficient recycling and disposal of waste.

END GOAL

By working actively and preventively with environmental issues, we aim to minimize our overall environmental impact.

Name of company _____

Date _____

Signed by _____