

Spar Nord Bank

Environment and climate policy



1. Vision and viewpoint

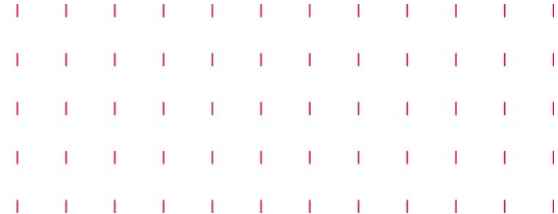
Spar Nord Bank's vision is to contribute to a sustainable environment and climate.

Spar Nord Bank recognises the global environment and climate agenda and that, as part of the financial sector, we have a responsibility to ensure a sustainable future. For this reason, environment and climate considerations are a natural element in sustainable development and a sound business at Spar Nord Bank.

We aim to incorporate the environment and climate into our activities across Spar Nord Bank and to utilise our knowledge and resources to achieve the most responsible results for the bank, our customers and society in a wider context.

Our impact on the environment and the climate can be attributed to the day-to-day operation of the Bank, our resource consumption, and staff behaviour, and we have an important responsibility with regard to the financial products and services we offer our customers.

In practice, we will base our work to reduce our environmental and climate impacts on a prudence principle, and we will proactively promote environmental responsibility and sustainable technologies in relevant areas of our work.



2. Purpose and objectives

Our overall objective is that day-to-day operation of Spar Nord Bank is to be carbon-neutral in scopes 1 and 2 by no later than 2021.

Furthermore, the following overall goals and principles have been set for climate and environment initiatives:

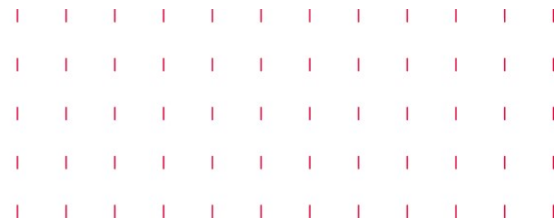
- we are committed to promoting environmental and climate considerations in our financial products and services for our customers and the outside world
- we will reduce our waste volumes and further develop circular use of resources in our day-to-day operations, for example in areas such as water consumption, food waste, energy consumption, furniture and IT
- we will develop an environmentally focused employee culture that supports our visions and goals in the environment and climate area through cross-functional activities
- our work on climate and the environment must be visible and familiar to all employees at Spar Nord Bank, and as far as possible we will share our knowledge and results with our customers and the outside world.
- we will obligate the bank's suppliers and cooperation partners to exercise the necessary care for the environment and climate through responsible procurement and responsible supplier management at Spar Nord Bank.

3. Principles for implementation of the policy in practice

In order to ensure that the environment and climate policy is realised in practice, it is important that we have the right organisation, and that there are effective systems and procedures that continuously help monitor, register and act on incidents, risks and improvement opportunities.

Specifically, this means that we will:

- involve employees at Spar Nord Bank to ensure commitment, results and knowledge-sharing so that good ideas for the environment and climate are heard, and assessed
- gather data to prepare carbon emissions accounts for "scope 1" (company cars), "scope 2" (electricity and district heating consumption) and "scope 3" (air travel, transport by own cars, waste)
- set goals for reducing environmental and climate impacts from day-to-day operations at Spar Nord Bank
- establish procedures for responsible procurement in order to minimise the adverse impacts in the value chain and to promote environmentally friendly technologies and solutions in bank operations



- assess the possibilities to promote environmental and climate considerations in our financial products and services for our customers and the outside world
- be transparent for our employees, customers and the outside world with regard to our environment and climate results, risks and opportunities
- comply with relevant legislation, and we will also consider leading standards conventions and principles for climate and environment work in the sector in general.

4. Focus areas

We will focus on activities in the following areas:

- **Transport**

We collect data and seek to reduce the environmental and climate footprint of our work-related transport (employees' own cars and the bank's cars, air travel and transport of goods. Methods include more use of video conferences, guidelines on in-person meetings, increased focus on car-pooling and procurement of more friendly vehicles.

- **Building maintenance**

We work on energy optimisation of the Bank's properties (cooling, climate, insulation, insulated glazing units, solar shading), heat pumps, water savings, photovoltaic modules, as well as optimisation of how we use the bank's premises.

- **Waste and use of resources**

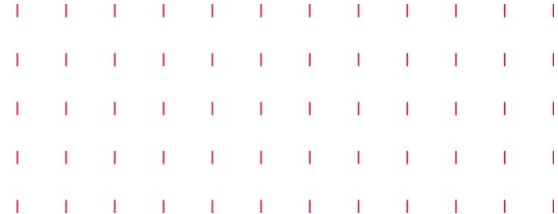
We collect data and seek to improve our practices in areas such as consumption, recycling and disposal of resources such as paper, plastic and electronic equipment. Furthermore, we focus on initiatives to reduce food waste.

- **Procurement**

We focus on using eco-labelled products. We work to promote circular use of resources. A Code of Conduct for suppliers has been drawn up, and suppliers must comply with this.

- **Energy and climate**

We collect the necessary data for the whole bank so that we have a full overview of the bank's current and future carbon emissions. We use an automatic system to collect the data directly from the meters.



5. Key indicators

To follow up on compliance with the policy and the status of focus areas, we monitor the following important indicators:

- Carbon emissions (total and per unit included) for the head office of the bank and the local branches
- Total energy consumption
- Energy intensity
- Waste volumes
- Total recycling rate and rate per main category
- Number of financial products and services with embedded environment and climate considerations

6. Follow-up, reporting and communication

We intend to make work on climate and the environment, as well as the results, visible to employees and, when relevant, also to customers and the outside world. Furthermore, our ambition is for managers, area committees and the health and safety organisation at Spar Nord Bank to be ambassadors for the policy throughout the bank.

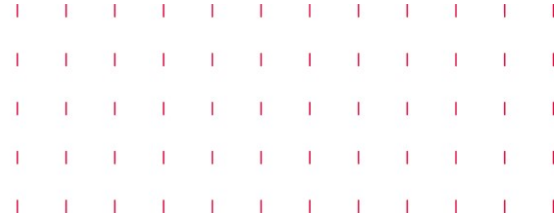
Therefore, we will communicate efforts and results through the following channels:

- The annual ESG report and regularly on the bank's website.
- In meetings with customers when relevant or requested.
- Internally via the Spar Nord Bank intranet and other information channels, including our Facebook page for employees, *Tættre På*.
- Via targeted awareness campaigns for employees and other relevant stakeholders.

7. Responsibility and organisation

The Executive Board is responsible for implementation and compliance with the policy.

In order to ensure effective implementation and compliance with the policy, the Executive Board will ensure that clear and well documented procedures are established to ensure that employees at all levels are familiar with the policy and comply with it. Similarly, the Executive Board will ensure that employees are aware of any updates to the policy.



The Executive Board will ensure that, as part of the onboarding process, new employees at the bank are familiar with the policy and that checks are carried out to ensure compliance with the policy by employees at all levels. The Executive Board will report at least once a year to the Board of Directors of Spar Nord Bank on implementation and compliance with the policy.

The following are responsible for the Spar Nord Bank policy for a responsible working environment and can be contacted regarding questions, interest and reports:

- In the Executive Management: Lasse Nyby
- Routine queries and primary contact persons: Tina Thorup Jacobsen and Ninna Holch
- Steering committee: ESG Steering Committee.
- Reporting and data: Building Committee
- Responsible for updating the policy: Kim Kastrupsen, Executive Board is responsible for ensuring that the policy is implemented and complied with.

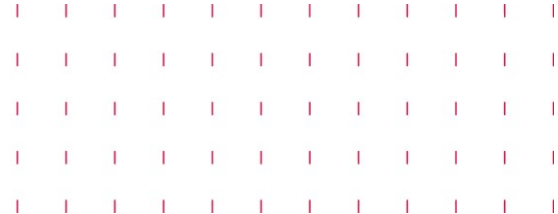
8. Coupling to international principles and conventions

The Spar Nord Bank environment and climate policy has been drawn up with respect for the following internationally recognised principles, standards and conventions:

- UN Global Compact
- UN PRI
- UNEP FI Principles for Responsible Banking
- Greenhouse Gas Protocol
- UN Sustainable Development Goals

9. Coupling to the UN Sustainable Development Goals

Spar Nord Bank recognises the UN Sustainable Development Goals Spar Nord Bank's policy for and work on the environment and climate contributes to the following UN Sustainable Development Goals and targets:



Goal 7: Sustainable energy

Goal: Ensure access to affordable, reliable, sustainable and modern energy for all

Goal 11: Sustainable cities and communities

Goal: Make cities and human settlements inclusive, safe, resilient and sustainable.

Goal 12: Responsible consumption and production

Goal: Ensure sustainable consumption and production patterns

Goal 13: Climate action

Goal: Take urgent action to combat climate change and its impacts.

Goal 17: Partnerships for the goals

Goal: Take part in more strategic partnerships with sector organisations, banks and other stakeholders in order to jointly forge sustainable change in the bank and in society.

10. Updates

The Spar Nord Bank environment and climate policy is regularly reviewed and updated as necessary, although at least once a year. If a review results in an update of the policy, it is ensured that all relevant employees are informed about the update and what it is about.

This policy has been approved by the Executive Board, December 2022.