

Thule Group Biodiversity Statement

**Thule Group AB and its affiliates (or the “Company”)
(Corp. Reg No. 556770-6311)**

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Issued by Kajsa von Geijer
Approved by Magnus Welander



Biodiversity Statement

Biological diversity or biodiversity commonly refers to the variety of life forms on earth and their components. This is an all-encompassing definition that includes genes and microorganisms to plants and animals and whole ecosystems. Rich biodiversity is important for maintaining life sustaining systems on the biosphere. Keeping such systems functioning in an appropriate manner depends on the sustainable use of biological resources. Biodiversity loss and ecosystems collapse is one of the biggest threats that humanity faces. For the Thule Group, this is not only an environmental issue, but a business issue. We develop and manufacture products with a sustainability perspective, that make it easier for people across the globe to live an active life. Our economic success depends on and has an impact upon biodiversity and the services provided by the biosphere. At Thule, we strive to maintain a responsible approach to environmental matters wherever we operate. Hence, our approach to biodiversity is interwoven with our daily work that is guided by our:

- Code of Conduct
- Supplier Code of Conduct
- Environmental Policy
- Human Rights Policy

This compendium of documents provides the guidelines on the ways we conduct business and includes the eco-design aspects considered in our products, the sourcing of raw materials and parts, the manufacturing methods and processes, the transportation and logistics, the user phase and the end of life of our products. In particular, the work we carry out in relation to our environmental management and protection ensures the continuous monitoring of our impacts and seeks to minimize, reduce and compensate them where appropriate. This includes the possible impacts that our operations, sourcing, and logistics may have upon the environment and its biodiversity. Furthermore, we do not conduct business in High Conservation Value Areas and at our facilities nature protection is a priority, we ensure that animal parts or products that we use in our products are cruelty-free and produced in a sustainable manner, and that plant-based fibres are produced sustainably.

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Thule Group



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