



**SUSTAINABILITY POLICY**





# Sustainability policy.

*HERNÖ GIN aims to contribute to a sustainable future. As an important part of our citizenship and our fundamental values sustainability is essential in everything we do. Hernö Gin supports the UN Global Compact regarding human rights, working conditions, environment and corruption. We reconcile the Global Compacts Principles in our culture and in our everyday business.*

- We respect international human rights and equal value of all people.
- We dissociate ourselves from all forms of forced labor, childwork or discrimination in employment and practice of work.
- We encourage a sustainable accountability.
- We dissociate ourselves from corruption and bribery.
- We comply with laws and regulations.

Hernö Gin aims to make sustainable choices in our daily business respecting the following ten principles for sustainability:

## RESPECT

We are respecting and aim to build good relations to customers, suppliers and employees. Everyone is treated equally regardless of sex, age and background. The physical and psychosocial environment will support the well-being of the employees, enduring the companys long-term prosperity. Prophylaxis and health controls are offered to our coworkers as benefits providing prerequisites for good health.

## COLLABORATIONS

Hernö Gin chooses to work with partners and customers sharing our approach to sustainability.

## PURCHASES

Hernö Gin chooses to buy certified organic products and services as far as possible. We aim to buy only what we need, recycle and if possible sell or give away equipment that we no longer have the use for. We prioritize subcontractors with an active sustainability work. The ingredients used in our production are organic.

## USE OF ENERGY

Hernö Gin aims to achieve the most energy efficient production possible. Recovered heat from the production is used for heating the facilities. We use lighting with low energy consumption and have routines for turning off lighting and computers when leaving the office.

## FACILITIES, CONSTRUCTION AND MAINTENANCE

Constructions, reconstructions, maintenance and cleaning of our facilities is performed as sustainable as possible. Materials and products are eco-labelled.

## TRAVEL, LODGING AND TRANSPORTATION

When travelling, we make an effort to choose the most climate smart alternatives as far as possible.

## USE OF RESOURCES

Hernö Gin aims to minimize the amount of waste. We reuse packaging and pallets, we recycle and source waste. When it is possible to do so we use e-mail and electronic communication instead of traditional mail.

## EDUCATION

Employees at Hernö Gin are educated in sustainability and environmental issues. They are also encouraged to acquire further knowledge within the subject.

## FOLLOW-UP

Our sustainability policy is revised annually by the management team and board.

## ACCOUNTABILITY

Our CEO is overall responsible for sustainability at Hernö Gin, but it is everybodys shared responsibility to act sustainable in our daily operation.

# Corporate Social Responsibility.

*HERNÖ GIN is a responsible employer providing a good working environment and taking the individual's way of life into account. We aim to be an organisation with good values, and an attractive employer in short term as well as long term. A workplace characterized by honesty, justice and openness and where everyone's voice is equally worthwhile.*

Hernö Gin supports organic farming by choosing organic ingredients in the production. Most of the ingredients we use are not available in Sweden and are therefore imported from other European countries. To reduce the environmental impact of the transports we strive to coordinate purchases and buy as much as possible from the same wholesaler. We also optimize the purchases so that we order enough to manage the production during a long time, but not for so long that it will have a negative effect on the ingredients.

## **STRATEGIC PARTNERSHIPS**

Hernö Gin supports and highlights local business through collaborations when arranging activities and events. Through these strategic and economic collaborations we want to contribute to a vibrant community and a region with companies that flourish, where jobs are created and that attracts both domestic and long-distance visitors.

## **RESPECTING DIFFERENCES**

Hernö Gin cooperate all over the world with different customers, suppliers and influencers. It is important to us to respect cultural, social, environmental and legal differences between countries, and where applicable, differences in economic development.

## **SUPPORTING A BETTER HEALTH**

Hernö Gin supports the foundation Aktiv Skola working to achieve better health in Swedish schools. The work includes physical health, mental health, emotional health, psychological health, spiritual health, sexual health, social health och environment.

By supporting local/regional organisations helping vulnerable groups in our society, Hernö Gin as a manufacturer of alcoholic beverages, is taking responsibility for part of the damages alcohol might cause to the society.

## **SUPPORTING CHILDREN AND YOUTHS**

Hernö Gin supports activities for children and youth in the municipality of Härnösand.