



Åre, 8 May 2017

Åre 2019 is committed to promoting sustainability and responsibility and assumes a leadership role as champions of the environment. We incorporate this holistic sustainable approach in all of our activities and consequently adopt in our office (at Årevägen 180, 830 13 Åre, Sweden) the following Green Office principles:

- Minimize energy and water consumption
- Minimize waste generation
- Reduce the overall negative impact on the environment
- Enhance the sustainability of all office and transportation activities
- Provide a healthy and transparent atmosphere for our team
- Involve entire team to raise awareness and to improve our sustainability efforts

In order to achieve the above mention Green Office principles in practise we will implement the following Green Office policies:

- Switch off lights and office equipment that are not in use and pull chargers and other equipment out of the socket when not in use
- Collect recyclable waste (at least paper, plastic, glass, aluminium/metal, bio/compost)
- Ensure optimal setup of heating & cooling systems (off in the evening and over the weekend)
- Use high energy efficient lighting and light bulbs (e.g. LED)
- Purchase recycled or FSC paper and green office stationary
- Use reusable towels in the office bathroom rather than paper towels
- Purchase materials in bulk instead of individual packages, with minimal packaging
- No printing unless absolutely necessary, using non-hazardous ink and implementation of double sided printing as default, as well as use of scrap paper for internal notes;
- Use reusable beverage containers and tap water (eliminate plastic cups / bottled water)
- Encourage cycling or other green transport for work commute or business travel, including prioritizing train over airplane when possible
- Provide free local produce (fruit or vegetables) for staff on a weekly basis
- Use of non-hazardous and eco-friendly cleaning and hygiene products
- Implement Video and Skype meetings to reduce transport impact

**Niklas Carlsson, CEO**

**Ville Bylin, CFO**