

Sustainability policy

- To contribute to sustainable development, SAS employees must, in their day-to-day work, take the Group's financial performance into account as well as its environmental and social impacts on the community.
- For the SAS, sustainable development means a simultaneous focus on financial growth, environmental improvements and social responsibility. The Group's task, based on its core values, is to create long-term growth in shareholder value. This requires integrating environmental and social responsibility into business activities. Maintaining and developing human resources is vital for the Group to reach its goals.

Eco-political vision

SAS's eco-political vision is for all four transport sectors, road, rail, sea and air, to pay for both investments and for their infrastructure, other costs to society (such as accidents) and environmental impact according to the polluter pays principle. Subsequently they should compete in a competitively neutral transport system, based on a holistic approach.

Environmental Policy

- SAS will contribute to sustainable development by optimizing resource use and minimizing its environmental impact in all its operations.
- SAS's environmental goals are based on constant improvement and on each subsidiary setting specific targets and working to reach them.
- SAS will seek to use renewable energy.
- SAS will have an environmental program as good as or better than leading industry competitors' that attracts customers and capital.
- SAS's environmental goals and activities are to be coordinated and harmonized with other production, quality and financial targets and will comply with applicable legislation and other requirements.

Environmental targets

In line with IATA's vision, the overriding long-term objective of SAS's environmental work is to make it possible to fly without greenhouse emissions by around 2050.

Principal strategic targets

- 20% lower emissions by 2020 with traffic growth included
- 50% lower emissions per unit produced by 2020

Goals for 2008–2011

SAS aims to

- be seen as the most environment-conscious airline in Europe
- have certified environmental management systems in accordance with ISO 14001
- have the industry's most efficient fuel saving program
- be among the first airlines to blend in alternative fuel when it is approved and commercially available
- have a long-term plan for its aircraft fleet that leads to a significant reduction of greenhouse emissions
- have reached the target for SAS's eco-efficiency index.

Strategies for sustainable development

SAS aims to

- create a culture among its employees based on interest in and commitment to environmental work
- actively influence political decision-making to counteract distortion of competition within as well as between various sectors.
- have documented sustainability appraisals as a basis for all decisions
- engage in strategic environmental communication and formulate an environmental slogan
- promote tomorrow's solutions, build alliances and support relevant R&D projects.

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SAS Group Policies

Work Environment Policy

The aim is to develop SAS into one of the industry's leading companies in work environment.

We shall create a safe work environment that meets the company's own criteria as well as those of various national legislation and regulations.

Work must be designed to enable employees to function optimally.

Work environment operations are conducted at all levels and in all units, and enhance environmental awareness throughout the organization.

It is the responsibility of management to ensure that there are goals and preventive plans of action to create a safe work environment. Annual work environment studies shall be conducted.

Diversity Policy

SAS bases all external recruitment, internal recruitment, promotion, skills development and other contacts between company and employee on the concept of the equality of all persons. All employees and job applicants shall be treated in a proper and impartial manner, where work competence and conformity with the safety and security requirements of the SAS Group are of primary importance. All employees and applicants for vacant positions also have the right to be treated on an impartial and formal basis and not on the basis of what, on proper or improper grounds, might be thought of as characteristic for the gender or group to which he or she belongs. All employees are responsible for behaving and acting in the workplace in a manner that is in accordance with the values expressed by this policy.

Action plans

To achieve diversity in the long term, without compromising competence, qualifications and security, within the various business operations of the Group and at various job levels within these operations, the respective business unit shall prepare an annual action plan for certain prioritized activities with the purpose of increasing diversity.

Purchasing Policy

(sustainability-related part of ...)

In choosing suppliers, the value of long-term and continuous access to the best product/service at the lowest total life cycle cost must be taken into account.

Suppliers holding environmental certification according to the ISO 14000 series or who are able to demonstrate their utilization of an Environmental Management system, EMS, and who operate in conformance with UN declarations on human rights and terms of employment, and the Rio Declaration on the environment and development, must be given priority.

All suppliers of strategic importance must be regularly monitored and evaluated.

All purchasing agreements must be signed by two duly competent persons.

Each purchasing activity must be satisfactorily documented from specifications up to a signed agreement. This is in order to permit subsequent review and to guarantee the availability of documentation in the event of any claim and/or legal dispute.

Any agreement at variance from SAS General Terms & Conditions must be approved by SAS Corporate Legal Affairs before being concluded.

Contracts must be filed in accordance with the applicable filing rules.

All purchasing activities must be conducted in a professional manner, demonstrating sound ethics, high moral standards and in accordance with applicable legislation.

All information concerning purchasing, potential tenderers or suppliers must be held confidential in the interests of competition.

Entertainment may be accepted provided that it is motivated and modest in scale.

Personal gifts or benefits worth more than SEK 500 must never be accepted. In case of any doubt as to whether or not to accept, an immediate superior must be consulted and decide on the matter.