

### **Investments within the environment**

**Here is what we are already doing, which contributes positively to - or reduces negative impact on - the environment and climate.**

Energy consumption:

- We are working on making ours more efficient energy consumption.
- We are aware of our energy consumption, and we measure it.

Waste and resources:

- We sort our waste into fractions for optimum recycling.
- We reuse use our waste.
- We incorporate sustainable materials into our product development.
- We make our products easier to reuse and/or recycle.

CO<sub>2</sub> reduction

- We are working to minimize our CO<sub>2</sub> discharge.
- We measure and document emissions from the consumption of electricity and origin.

### **Contributions within social relations**

**Here is what we already do that has to do with social relations**

Health, safety and environment

- We actively do something to prevent work injuries.
- We know how many work-related injuries we have.
- We have tools to handle stress, if that accuses
- We actively promote work-life balance.
- We measure about the employee satisfaction.
- We have a policy for our work with health and safety.

Diversity and inclusion

- We have targets for the number of women or men in top management and the board.
- We offer flexible working conditions as far as possible.
- We promote social responsibility by contributing to education.

#### Supplier guidelines

- We have introduced a mandatory Code of Conduct for suppliers, which they must sign.
- We have a policy for our work with suppliers.
- We keep track of whether suppliers handle and correct violations in the collaboration if they arise.

#### Responsibility towards our customers

- We are in dialogue with our most important customers about the ESG areas that occupy them.
- We have a process to ensure quality and safety in our customer deliveries.

#### **Contributions within management**

**Here is what we that it already is doing in management.**

#### Business strategy

- We have anchored the responsibility for sustainability in our top management.
- We have identified where we have the biggest impact - positive and negative.
- We have integrated sustainability in our business strategy.
- We have defined roles and responsibilities for our work with sustainability

#### Law enforcement and compliance

- We continuously ensure that we comply with them applicable requirements and rules.
- We keep up with legislation that affects us directly or indirectly.

#### Risk management

- We are in dialogue with our stakeholders about, which risks they consider to be essential.

#### Business ethics

- We have a policy for the handling of personal data (GDPR).
- We have a policy for data ethics.
- We have an anti-corruption policy.
- We have a policy for ethical behaviour.