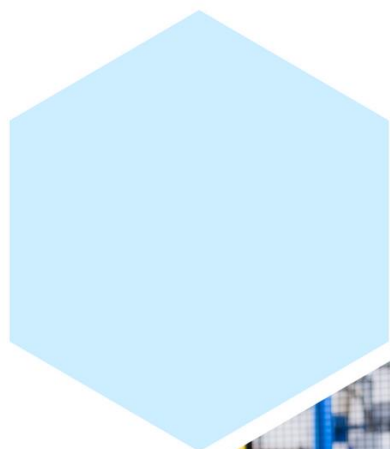




BESLAG & METALL

OUR SUSTAINABILITY WORK

2022



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Beslag & Metall in brief



224 employees



SEK 827 million in
revenue (2022)



Ekenässjön, Småland



Founded in 1938 by Hugo
Carlsson



Complete supplier of
sheet metal products



Steel, aluminium, stainless
steel, and brass



Customers primarily in the
automotive industry:

- Volvo Trucks
- Volvo Cars
- Scania



ISO 14001, ISO 9001,
& IATF 16949



Pressing, welding, surface
treatment, and assembly

*The small family
firm with the big
customers*

Words from the CEO

In 2022, Beslag & Metall took another step forward in our sustainability efforts. Thanks to the dedication and drive of our talented employees, we can now look back on a successful journey - one that has only just begun. Seeing our customers appreciate our sustainability work is a confirmation that we have made the right choices and are on the right path.

How would you describe the past year?

In 2022, we chose to take the next step in our sustainability work. We created and published our first sustainability report and conducted our first climate calculation according to the GHG Protocol. Throughout the process, we realized that we had already laid a solid foundation for our sustainability work. Sustainability has been important to Beslag & Metall in previous generations, but in 2022, it felt crucial for us to develop a more strategic approach.

Which issues have been particularly important to you in 2022?

The year has been characterized by enhanced dialogue, primarily with our customers, where we have presented our work and been able to disclose the climate impact on a product level. Furthermore, we have focused on embedding the work throughout the organization by setting new goals and helping employees understand the importance of working with sustainability.



Can you tell us about some challenges you have faced during the year?

Although we have had good dialogue with our customers, a major challenge in 2022 has been ensuring and monitoring the sustainability efforts of our suppliers and aligning their ambitions with ours. To address this challenge, we have developed a plan for developing our supplier management, including assessment, goal setting, and follow-ups.

What do you see ahead in 2023 and the coming years?

In 2023, we will continue the work we have started—maintaining close dialogue with our customers. However, regarding our challenge in terms of the supply chain, we will also focus on developing our efforts to ensure responsibility and compliance at every level of our operations. Furthermore, we aim to remain an active player in the local community where we operate, with the aim of contributing to a thriving society in the long run.

To continuously develop our work aligns perfectly with our mission: to be an attractive employer for our employees and a long-term partner for our customers.

Marcus Björnsson, CEO



Highlights of 2022

Published our first sustainability report

In 2022, we are proud to have published our first sustainability report. The process of compiling this report helped us establish a structure and identify our strengths and areas for development. It has also served as a support in conversations both internally and externally, with our employees, customers, and suppliers.

Climate calculation

Based on the international standard GHG Protocol, we have also conducted our first climate calculation during the year. Thanks to the calculation, we now have a better understanding of our current situation, including a deeper knowledge of our purchased materials and their impact, as well as the variations between them. Furthermore, we have formulated an action plan with measures to reduce our climate impact.

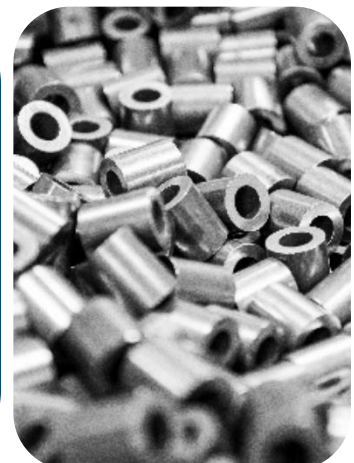


Reported CO₂e to customers

With the help of calculations according to the GHG Protocol, we have been able to present the carbon footprint at the product level to our customers. This has enabled them to make wise and more sustainable choices. It has also opened the door to important and interesting discussions, where sustainable development has been the focus and how collaboration in this area can be strengthened.

Engaging in the dialogue on fossil-free steel

During the year, we have taken an important step in promoting the sustainability transition, by actively engaging in discussions with customers and suppliers about the shift to fossil-free steel. We are aware that this is a long-term endeavor that requires patience, perseverance, and collaboration. Transitioning to fossil-free steel is a significant challenge, but we see it as an essential part of our efforts to reduce our own environmental impact and promote sustainable development.



About Beslag & Metall

Beslag & Metall is a family-owned company located in Ekenässjön, Småland. We manufacture and supply components primarily to the automotive industry. Our operations encompass the processes of pressing, welding, surface treatment, and assembly.

The company was founded in 1938 by Hugo Carlsson. At that time, the business consisted of a small forge that mainly produced horseshoe nails, door handles, boot scrapers, snow shovels, pitchforks, and fittings for the glassworks' boxes. Approximately 80 years later, the family business has evolved into a complete supplier of advanced pressed sheet metal components.

Today, Beslag & Metall is owned and operated by three grandchildren of Hugo: Jonas, Marcus, and Eva. The combination of the family spirit, dedicated employees, and the ingenuity of Småland has contributed to the company's investments and growth. Market trends and customer demand help us navigate what our customers need. Today, we produce complex articles in high volumes using materials such as steel, aluminium, stainless steel, and brass.



Our business idea

Beslag & Metall manufactures and surface treats a wide range of sheet metal components, in automated processes for customers with high demands of quality, sustainability, and cost-effectiveness. We are a family-owned company, where our personal customer interactions, combined with technical expertise and flexibility, enhances our customers' competitiveness.

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Our core values

- Our business is conducted and developed with a focus on sustainable entrepreneurship, considering and respecting the environment, our employees, and the wider world.
- We have the largest press force in Scandinavia under one roof. Our stable profitability provides us with the capacity to invest in strengthening our long-term competitiveness.
- Manufacturing takes place through automated processes with modern equipment in a clean and pleasant environment. We are innovative and assist customers in developing products worldwide. We enjoy our work and are offered excellent opportunities for growth and well-being.

WE AIM TO

contribute with innovative solutions for customers in the automotive industry that generate cost savings through automated processes.



Our guiding stars

- We take responsibility in all our business activities and for our employees.
- We demonstrate commitment and dedication in everything we do.
- We show respect to all our customers, employees, and other stakeholders.





Sustainability for Beslag & Metall

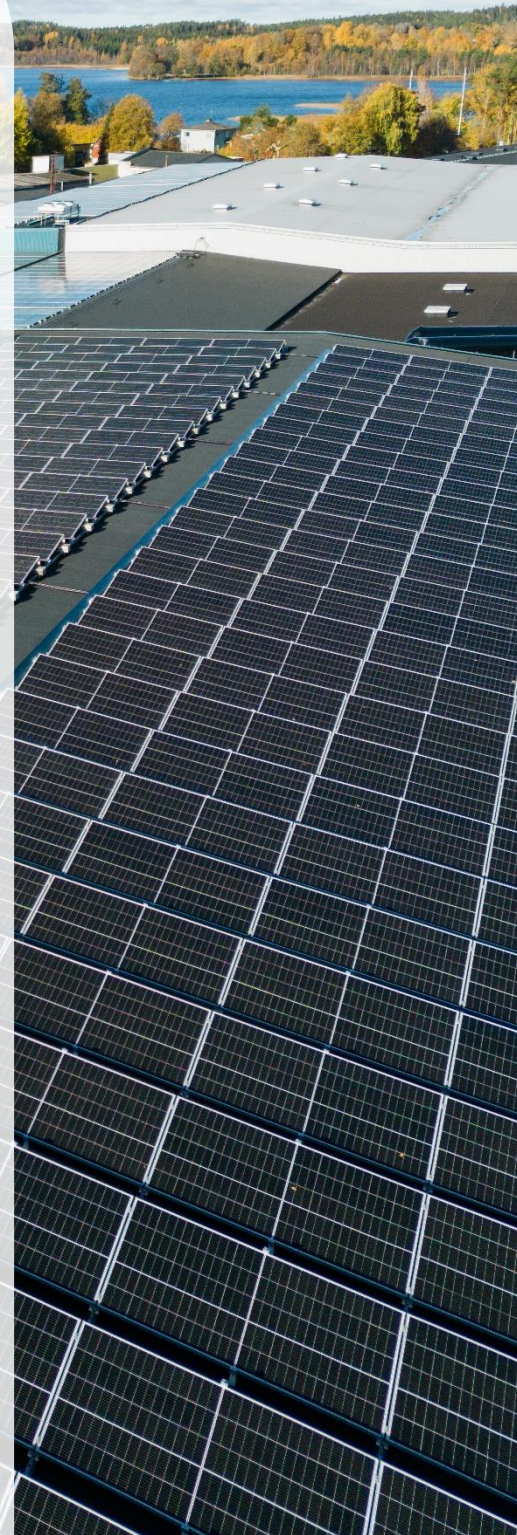
For several years, one top priority for Beslag & Metall has been to reduce the environmental impact. A belief that has been present since the start, which continues to shape the company and its leadership, is the investment in energy-efficient solutions. Our long-term financial stability enables us to make continuous investments in new technologies that prioritize sustainability.

During the past year, we put emphasis in identifying our focus areas through stakeholder dialogue, risk analysis, and materiality analysis. For us, our focus areas imply taking responsibility:

- In the production processes
- Towards our employees
- In the supply chain

In 2022, we continued to have close dialogues with our stakeholders, where we were able to present our priorities and ambitions more clearly, thanks to the further steps we took in our strategic sustainability efforts.

Collaboration with other stakeholders and building long-term relationships is crucial to our work. This includes our competent employees, our customers, and suppliers who possess important knowledge and experience, as well as other actors in society who, alongside us, are committed to contributing to a sustainable future.



Our stakeholders

During 2021, we conducted a thorough stakeholder dialogue by sending out surveys to representatives from our various stakeholder groups. It is important for us to constantly stay updated on what our stakeholders consider as areas we should focus on in terms of sustainability. Therefore, in 2022, we continued to engage in dialogues with these stakeholders. This helps us understand which issues our stakeholders consider important and what expectations they have of us as a company.

Below is a description of our prioritized stakeholders and how we engage in dialogue with each stakeholder group. In addition to the stakeholders listed here, we of course adhere to regulations and guidelines set by authorities and Swedish legislation.

Customers

Suppliers

Students

Employees

STAKEHOLDERS	EXPLANATION	DIALOUGE	IMPORTANT ISSUES
Customers	Our three largest customers, Volvo Lastvagnar, Volvo Cars, and Scania.	Regular contact through email, phone calls, customer service, and our website.	Strong financial performance, high environmental performance of facilities and products, reduced climate impact throughout the value chain, rich diversity and equality, secure working conditions, good working environment, combating child and forced labor, integrating sustainability into the product development process, proactive sustainability efforts in the supply chain.
Suppliers	Our approximately 600 suppliers who provide us with materials and products, with the majority of raw materials primarily sourced from SSAB and TATA Steel.	Dialogue through visits to our major suppliers, questionnaire "Sustainability Program," and through our supplier portal.	Strong financial performance, systems in place to prevent corruption, systems in place to promote fair competition, and measures to combat child labor and forced labor.
Students	Students in our local area; future employees	Survey Website	Strong financial performance, diversity and equality, a healthy work environment, combating child labor and forced labor.
Employees	Our 224 employees at our facility in Ekenässjön	Regular employee performance appraisal, staff meetings, whistleblower function	Good financial stability, rich diversity and equality, opportunities for skills development, secure working conditions, prerequisites for good health

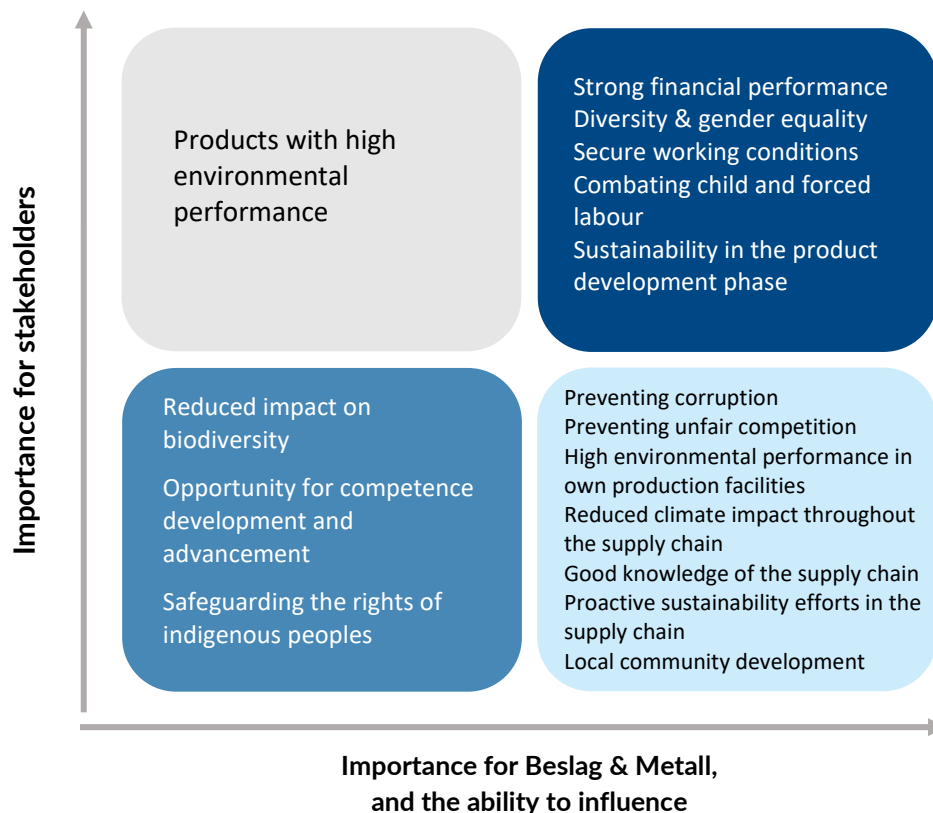
Risk Analysis

Below is the result of our risk analysis, where risks included are those that we consider significant based on their likelihood of occurrence and potential consequences. The conclusion of the risk analysis is that no events have been identified as posing a high risk from a sustainability perspective. Four risk scenarios have been assessed as having a medium level of risk, but it is also considered that there are good structures and procedures in place to manage these.

Risk area	Explanation	Value chain mapping	Risk level	Management
ENVIRONMENT				
Extensive fire in our own facility	Fire occurs, destroying a large part of our factory	Internally, customer	Medium	Preventive fire protection measures and the possibility of outsourcing production to competitors
Noise disturbance in the surrounding area	The noise generated by our operations is causing disturbances among nearby residents.	Internally	Medium	Regular noise measurements are carried out, and we have procedures in place to limit noise emissions.
Climate-related risks	Flooding/fires at suppliers due to climate change (heavy rain/drought)	Entire value chain	Medium	Significant inventory in the supply chain of critical materials
Significant unnecessary resource consumption	Governance/operational shortcomings leading to significant unnecessary resource consumption	Internally	Low	Clear procedures/governance is in place
SOCIAL CONDITIONS AND PERSONELL				
Competence development	Fail to recruit key competence	Internally	Medium	Internal training, collaboration with schools, involvement in Technology House, HR resource
Gaining a reputation as an unattractive employer	Accidents, mental health issues, discrimination, etc. that generate a bad reputation.	Internally	Low	Preventive work environment efforts, policies, etc.
HUMAN RIGHTS				
Child labor/forced labor	The occurrence of child labor/forced labor in the supply chain	Entire value chain	Low	Communicated with key suppliers
ANTI-CORRUPTION				
Corruption	Involvement of our employees in unethical financial transactions	Internally	Low	We have a certification process in place to prevent unethical business practices.
	Existence of unethical financial transactions in the supply chain	Entire value chain	Low	Code of Conduct, self-assessment tool
ADDITIONAL				
IT-breakdown	The IT system breaks down as a result of cyber attacks or similar	Entire value chain	Low	Back-up systems exist and further improvement work is underway
Electricity supply	Electricity supply is interrupted due to for example cable break	Internally	Low	Dual feeder lines are available

Materiality analysis

Based on dialogue and conversations with our stakeholders, along with the risk analysis and Sustainable Development Goals, we have identified our material sustainability topics. Our stakeholders have been asked, through surveys and questionnaires, to indicate which topic they consider the most important. The questions encompassed all three aspects of sustainability. Based on a compilation, we have then plotted these topics on a graph, based on stakeholders' priorities and our ability to influence and work on each topic. The assessment has resulted in determining the areas we should focus on. Questions in the upper right corner are the ones that ranked highest on our stakeholders' agenda and are also the areas where Beslag & Metall has a greater ability to influence.



IMPORTANT THAT BESLAG & METALL...

- Maintains a long-term strong financial position to ensure the future of the business and continuous development, while contributing to sustainable societal development.
- Promotes rich diversity and equality within the organization and has systems and structures in place to prevent all forms of discrimination.
- Provides secure working conditions within its own operations.
- Maintains a good working environment that enables good health for employees in its own production facilities
- Works to combat all forms of child and forced labour.
- Incorporates and considers sustainability in the product development process.

Sustainable Development Goals



In our sustainability efforts, we have chosen to align with Agenda 2030 and the Sustainable Development Goals (SDGs) adopted by the member countries of the United Nations in 2015. The areas addressed include combating poverty, inequality, injustices, wars and conflicts, as well as the climate crisis. All 17 goals are equally important, and no goal should be achieved at the expense of another.

All actors in society must take responsibility and contribute in ways they can, for us to collectively succeed in achieving the global goals. At Beslag & Metall, we have therefore identified four goals that we can and want to contribute to, which also align with our material sustainability issues.



GENDER EQUALITY

Beslag & Metall is committed to providing a non-discriminatory workplace that values the diversity of its employees. Our gender equality policy guides us and articulates what we believe is essential: gender-based differences should be valued equally and embraced in all types of work team compositions. Currently, our organization comprises 23% women.

Material sustainability topic: rich diversity & gender equality



DECENT WORK AND ECONOMIC GROWTH

We are working to improve resource efficiency in our operations to decouple economic growth from environmental degradation. We ensure decent working conditions with equal pay for equal work and have implemented a number of measures to create a safe work environment and an injury-free workplace.

Material sustainability topics: Strong financial performance, secure working conditions, good working environment, combating child and forced labour



RESPONSIBILITY CONSUMPTION AND PRODUCTION

Beslag & Metall is committed to improving material efficiency and recycling rates, integrating sustainability information into its reporting cycle, and ensuring sustainable procurement. Currently, we have a low environmental impact in our own production, and we have now expanded our focus to include low environmental impact throughout our supply chain.

Material sustainability issue: Sustainability in the production process



CLIMATE ACTION

Through various measures such as installing solar panels, calculating greenhouse gas emissions, and reducing climate impact, we are working to contribute to this goal. The next step is to further develop the existing climate calculation to generate valuable insights and focus on the actions that provide the greatest benefits.

Material sustainability issue: Sustainability in the production process

MATERIALITY TOPIC

OUR WORK

VALUE CHAIN

STRONG FINANCIAL PERFORMANCE

Financial monitoring & reporting is done in conjunction with our annual report.

A forecast for the future, along with a well-developed strategy, helps us plan for investments. Self-financing is employed to increase profitability and efficiency. By addressing the topics below, we ensure good long-term profitability.

Internally

DIVERSITY & GENDER EQUALITY

Gender Equality Policy

Internally

*Read more in the chapter
"Responsibility for our employees"*

SAFE WORKING CONDITIONS

Collective Agreement, Work Environment Policy, Employee Performance Reviews, Whistleblower Function.

Internally

*Read more in the chapter
"Responsibility for our employees"*

SAFE WORKING ENVIRONMENT THAT PROVIDES CONDITIONS FOR GOOD HEALTH.

Monthly safety rounds and risk analyses, safety representatives, regular safety inspections.

Internally

*Read more in the chapter
"Responsibility for our employees"*

COMBATING ALL FORMS OF CHILD LABOR AND FORCED LABOR

Code of Conduct and our supplier questionnaire "Sustainability Program"

Along the supply chain

*Read more in the chapter
"Responsibility in our supply chain"*

SUSTAINABILITY IN THE PRODUCTION PROCESS

Environmental- and sustainability policy, Quality policy, ISO 9001, ISO 14001

Supply chain, internal, customer, end consumer, and recycling phase.

*Read more in the chapter
"Responsibility in the production process"*

OUR SUSTAINABILITY WORK



Responsibility in production



Responsibility for our employees



Responsibility in the supply chain

Responsibility in production

Beslag & Metall is a responsible company with regards to environmental aspects and strives to reduce its own environmental impact. We utilise the strength of our core business; having our own production facilities in clean, well-maintained premises, equipped with a robust and stable machinery. We have long focused on reducing our carbon footprint, as outlined in the chapter on our climate efforts. Currently, our production has a minimal impact in terms of emissions. Our financial strength enables continuous investments in new technologies that are tailored to meet future requirements with a focus on sustainability.

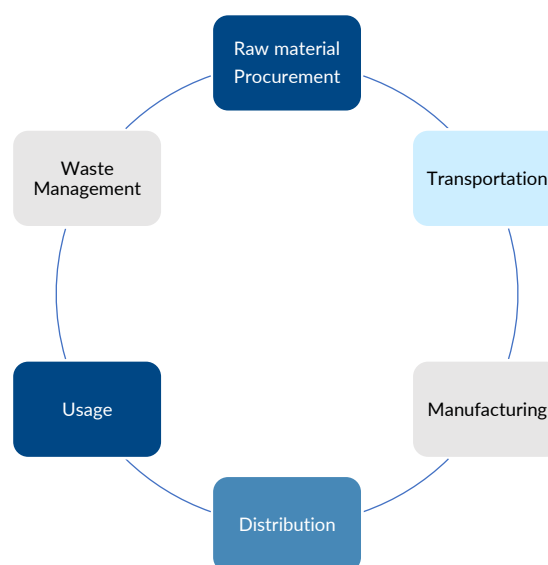
Regarding environmental regulations, we always ensure compliance. Goods and materials that may pose environmental and health risks are avoided. We do not use conflict minerals (gold, tin, tungsten, and tantalum), and upon customer request, we provide certificates to confirm this.

From raw material to recycling

We aim to become an industry leader in offering products that meet higher sustainability requirements. Implementing a circular approach to production, usage, and waste therefore becomes a crucial aspect of our work. Our product follows a circular path in its lifecycle:

1. Raw Material Procurement: We source sheet metal primarily from two suppliers, one located in Sweden and the other in Northern Europe. We receive the raw materials in the form of sheets, screws, washers, and clips.

2. Transportation: Freight transportation has been identified as one of our main challenges. Both our suppliers and customers handle transportation independently, which sometimes results in underutilized vehicle capacity. As we do not have direct control over this stage of the product's development and movement, we must do our best to influence the situation through regular dialogue with the party responsible for transportation. Moreover, we are exploring the possibility of expanding infrastructure to facilitate a transition to electric vehicles.



3. Manufacturing: During the manufacturing process, the sheet metal is pressed, welded, and assembled, resulting in approximately 700 unique products. Our focus is on quality, and automation plays a crucial role in ensuring this. Investments in automation have improved both the quality and efficiency of our production. During this stage we are also committed to responsible waste management. All production-related waste is properly handled through either recycling or energy recovery. Scrap metal is melted down, and used in the production of new materials, constituting approximately 20% of the new metal. This closed-loop process allows for the reuse of materials.



4. Distribution: We deliver our products to companies primarily in the automotive industry, with Volvo Trucks, Volvo Cars, and Scania being our three largest customers. Distribution to these customers is handled by the customers themselves. In terms of customer transportation, the vehicles are packed to optimize the customer's production process, which sometimes results in suboptimal packing efficiency for us. Our ambition is to reduce the environmental impact at this stage by actively working to improve product packaging and achieve higher packing efficiency.

5. Usage: Our products are assembled and used in various types of vehicles. We prioritize quality, long lifespan, and high corrosion resistance to ensure customer satisfaction and product durability. By focusing on these aspects, we aim to promote sustainable product use and reduce the need for frequent replacements.

6. Waste Management: Once the product reaches the end of its useful life, it is highly recyclable, with a recycling rate of over 99%. This ensures that the product is integrated into the circular economy.

ENVIRONMENTAL RESPONSIBILITY IN PRODUCTION

RENEWABLE ENERGY - In 2021, we installed a large solar power plant on our roof. It generates 900,000 kWh per year, which is equivalent to 25% of our consumption.

COMPRESSED AIR - We regularly review our compressed air management by reporting and fixing leaks and optimizing usage according to current production needs.

VENTILATION - Through airflow optimization and continuous development of recycling methods, we create efficient flows. We have enclosed doors to prevent drafts, and loading and unloading of raw materials occur indoors.

MACHINERY - We constantly invest in new machines and investigate and implement energy-efficient solutions. In 2022, we continued to invest in new robotic machines.

WATER - Water is used for sanitation and truck washing. Sanitary water is directed to the municipal sewage system, while truck washing water is treated through an oil separator before being discharged to the recipient. Equipment is continuously monitored.

AIR QUALITY - We have minimal air emissions, but those that occur mainly relate to welding gases, which are filtered through dust collectors. Continuous monitoring is conducted to prevent dust from escaping through the ventilation system.

WASTE & RECYCLING - Since 2017, we have achieved 100% recycling of our production waste. There is no industrial waste sent to landfills. Waste is sorted into multiple fractions for optimized sorting.

CHEMICAL MANAGEMENT - Our operations use some oils for tool lubrication and hydraulic pressing. We handle very few chemicals classified as environmentally or health hazardous.



Our Climate Effort

The climate calculation was conducted in 2021 as part of Beslag & Metall's sustainability strategy. The purpose is to gain knowledge about the company's climate impact in order to reduce it. Since the year-to-year differences are assumed to be minimal, it has been decided to revise the calculation every four years. Therefore, the calculation will be updated in 2025, based on data from 2024.

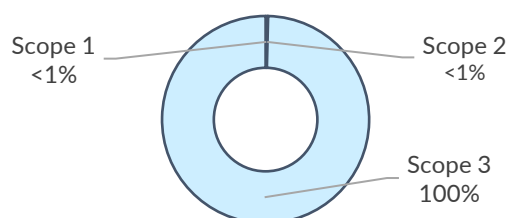
The climate calculation and reporting have been conducted in accordance with the ISO 14064 standard. The guidelines for climate calculation were originally developed as the Greenhouse Gas Protocol (GHG Protocol) and were adopted as an ISO standard in 2006. Therefore, the GHG Protocol and ISO 14064 have the same guidelines for conducting climate calculations and are the most widely used international reporting standard for climate calculations. The table below provides examples of scope 1, 2, and 3, which form the basis of the GHG Protocol.

Scope 1	Direct emissions from sources owned or controlled by the company	Self-generated energy, such as solar panels, biomass boilers, and owned vehicles, as well as emissions generated in the manufacturing process.
Scope 2	Indirect emissions from purchased energy.	Electricity, district heating, district cooling, steam.
Scope 3	Other indirect emissions. They are a result of the company's activities but come from sources that are not owned or controlled by the company.	Transportation, business travel, extraction of raw materials and production in the supply chain, production and transportation of the fuels consumed in the company's service vehicles, etc.

Emissions 2021

Scope	CO ₂ e (kg)
Scope 1	56 902
Scope 2	49 231
Scope 3	50 533 522
Total	50 639 655

Emissions distributed by scope



The calculation shows that the climate impact from scope 1 and 2 is almost negligible compared to scope 3. The calculations indicate that emissions in scope 1 are only related to transportation using owned vehicles. In scope 2, there are emissions from purchased renewable and origin-labelled electricity. In scope 3, where the majority of our emissions lie, purchased materials account for the largest amount of CO₂e emissions.

Purchased materials mainly consist of steel and aluminium, but also include plastic, fasteners, welding wire, emulsions, and other metals. Among these, steel and aluminium account for the majority of emissions.

Emissions distributed by activity, scope 3

Purchased materials	43 397 896 kg CO ₂ e	86%
Processes	6 517 508 kg CO ₂ e	13%
Freight transport	142 744 kg CO ₂ e	0%
Business travels	2 048 kg CO ₂ e	0%
Production waste	473 326 kg CO ₂ e	1%

GOALS

2030: Explore the possibility of gradually increasing the proportion of recycled metal in purchased materials.

2023: Refine the calculation model for CO₂e emissions throughout the process and reduce energy consumption.



Carbon footprint of delivered material & products

As a key performance indicator for the organization's climate impact, "carbon footprint per kg of delivered steel and aluminium products" has been chosen. The amount of delivered products has been calculated by subtracting the disposed waste quantity of each material from the purchased quantity. Furthermore, we have also used the data from the calculation to provide our customers with a disclosure of the carbon footprint at the article level – something which has been highly appreciated.

MATERIAL	EMISSIONS PER MATERIAL
STEEL	4,5 kg CO ₂ e/kg delivered steel products
ALUMINIUM	6,2 kg CO ₂ e/kg delivered aluminium products



In 2022, we conducted our first climate calculation for the fiscal year 2021. Already in the first year, we saw great potential in utilizing the data in our discussions with customers and suppliers.

By being able to demonstrate and present the climate impact at the product level, we have taken an important step in increasing our competitiveness. It not only helps our customers make more sustainable choices but also provides us with a greater opportunity to showcase our ambitions and goals. This, in turn, has allowed us to strengthen existing customer relationships and create new ones.

As almost all of our emissions are found in scope 3, we want to continue taking responsibility throughout the supply chain, with the aim of contributing to reduced emissions in our industry.

Responsibility for our employees

We would be nothing without all our employees - they are our most valuable resource. We are proud of our workforce, which represents a diverse range of backgrounds and nationalities. It is essential for us to prioritize the well-being of our employees through secure employment conditions, continuous skills development, and a safe working environment.



224 employees
50 women
174 men



Competence development
via our Training Centre



Benefits/subsidies such as
health care, glasses &
chiropractor



Whistle blower
function



Respects human rights &
international labor standards



Collective
agreements

Diversity and Equality

Beslag & Metall recruits and treats its employees in a non-discriminatory manner based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union membership, social or ethnic origin. However, in terms of gender equality, we see a challenge in achieving a balanced distribution between men and women, which aligns with the broader challenge in the industry. Our work is based on the principles outlined in our gender equality policy:

- Every employee within Beslag & Metall should be an asset that contributes to creating an efficient organization. Gender-based differences should be valued equally and utilized in all types of work team compositions.
- Supervisors and managers are responsible for harnessing and developing employees' competencies and ensuring compliance with the gender equality policy.
- Beslag & Metall should be a modern workplace suitable for both men and women.
- All parents should be given the opportunity to balance parenthood with employment
- Beslag & Metall condemns all forms of sexual harassment.
- Within Beslag & Metall, men and women should receive equal pay and equal opportunities for career advancement for equivalent work and performance.

Employees	2022	2021
Total	224	210
Men	174 (78%)	162 (77%)
Women	50 (22%)	48 (23%)



Work environment

Beslag & Metall values the safety and well-being of its employees and others present in our facilities. Beslag & Metall shall take appropriate measures to prevent workplace accidents and work-related illnesses. We are vigilant about our work environment and immediately report any risky situations. The Safety Committee is responsible for planning, monitoring, and following up on occupational health and safety at an overarching level.

We actively address this issue by:

- Conducting monthly safety rounds in the production facility
- Conducting monthly risk assessments managed by the production management
- Adhering to and updating occupational health and safety laws, as well as evaluating other requirements and adjusting our procedures accordingly.

Reported	2022	2021
Accidents	108	68
Incidents	152	123
Risk observations*	45	42

*The large number of risk observations are identified within the framework of preventive risk analyses. The ones reported above are only the observations that have not been previously identified through our work and are therefore those brought up by operators and other employees in the production.

We have a broad definition of the categories as we consider it important to follow up on incidents that occur:

ACCIDENT

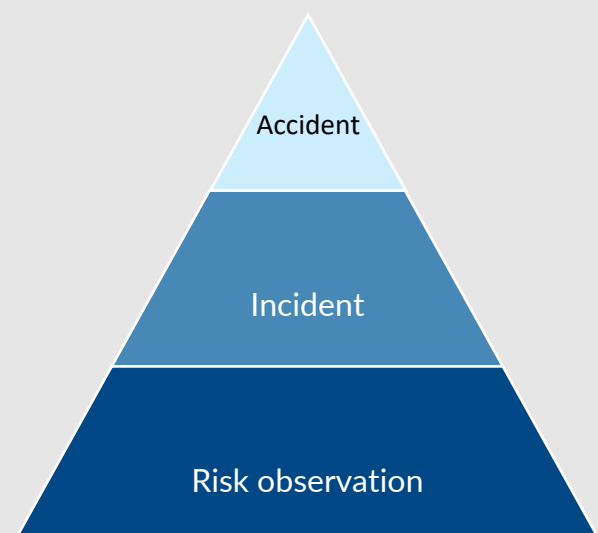
An event that results in some form of bodily injury, ranging from a wood chip in the finger to a serious accident requiring medical treatment.

INCIDENT

An event that takes place but does not cause any physical injury.

RISK OBSERVATION

An observation that an incident *could* have occurred.



Health

There should be a healthy balance between work and leisure for all employees. We offer health check-ups through our occupational health care. Beslag & Metall provides a wellness allowance for personal training, as well as contributions towards chiropractic services, on-site massages, orthopedic insoles, and even eye examinations with a contribution towards glasses.


Throughout the year, we have had visits from both nurses and ergonomists to offer employees the opportunity to discuss workload issues and health in order to improve the work situation. This work is ongoing.

The short-term sick-leave in 2022 amounted to 4%, which means that we did not reach our goal of a maximum of 3% short-term sick-leave. Therefore, we continue our active efforts to prevent injuries and illnesses and strive to promote health and well-being through various initiatives and benefits.

GOAL

Maximum 3% short-term sick-leave.

Goal not achieved in 2022.



The biggest factor of success is, without doubt, our loyal and competent employees.

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Good education and competence development

We value continuous training and development of our staff, conducting an annual competence analysis with individual competence goals. In our training centre, we provide internal training programs. One of our offerings is an introductory program called Basic Skills, focusing on safety, quality, and the environment. Additionally, we have a five-step training program. The purpose of the centre is to regularly educate and develop the skills of our employees using materials we have developed ourselves. In 2022, we conducted the following training programs:

- Machine knowledge
- Process improvement
- Risk analysis

The need and desire for individual competence development vary among our employees, and therefore, a personal development plan is created during the annual performance review.

GOAL

At least 2000 training hours annually.

Goal achieved in 2022.



4 245 training hours 2022 (2021: 2 166 h)

We care about the local community!

Collaboration with schools, municipality & business sector

The manufacturing industry forms the foundation of the local municipality's economy, and to generate interest among young people in the manufacturing industry, politicians, businesses, and schools collaborate through the concept of "Teknikcollege" (Technical College). Beslag & Metall contributes with technical equipment and scholarships, and welcomes students to our production facilities for internship periods. Furthermore, we collaborate in the development of new educational programs, including vocational programs at the tertiary level.

We are also in the initial phase of a new project called "Hi:Tech," which is a Technology House in Vetlanda organized by the business sector, the municipality, and Jönköping University. The purpose is to increase interest among children and young people in pursuing technical education and to offer advanced training after secondary education. We participate in the project through serving on the board of directors.

Collaboration with Samhall

Through collaboration with Samhall, Beslag & Metall creates employment opportunities for individuals who have been far from the labor market due to various reasons. In 2022, we achieved the goal of having at least 5% of our workforce hired from Samhall.

GOAL

At least 5% of employees should be hired from Samhall.

Goal achieved in 2022.

Responsibility in the supply chain

Currently, we work with around a hundred suppliers, with the two main ones located in Sweden and Northern Europe. Due to the closeness of our suppliers, we consider the associated risks to be relatively low. However, it is essential for us to maintain active communication and ensure that our suppliers meet the requirements and expectations we set for them.

Sustainability Program

During 2022, we continued our efforts to maintain close communication with our suppliers. As a starting point, our strategically important suppliers received a questionnaire called the "Sustainability Program." In this questionnaire, suppliers are encouraged to answer questions regarding their sustainability practices, focusing on areas such as emissions, energy consumption, and Corporate Social Responsibility (CSR). The responses are then assessed on a scale.

Through our supplier portal, suppliers can track their own results, and we gain insights into their sustainability practices. This has led to increased understanding and awareness on our part, and the data collected helps us ask additional questions to drive improved sustainability performance throughout the supply chain.

So far, 27 suppliers have received and responded to the questionnaire, which has helped us refine and further develop the framework. Our goal is to create action plans based on the responses we receive.

GOALS

2024: To have all suppliers of direct materials respond to the Sustainability Program questionnaire.

2026: All assessed suppliers should reach a minimum level of 70%.

Ongoing: 25% of employees should undergo annual training on our Code of Conduct - *Goal achieved in 2022.*

Code of Conduct

In our Code of Conduct, which is also distributed to all suppliers, we make it clear that we do not accept any form of child labor. Child labor and young workers refer to the prohibition of employing children below the legal minimum age. Furthermore, legally young workers under the age of 18 are not allowed to work at night or work overtime.

The Code of Conduct provides Beslag & Metall with guidance on how to behave in different situations. It protects us and shows where the line is drawn between appropriate and inappropriate conduct. All individuals are encouraged and expected to report violations of this Code of Conduct.

In 2022, all employees received training on our Code of Conduct.

Follow-up

It is the responsibility of both employees and management to ensure compliance with our Code of Conduct. Regarding our suppliers, we send a monthly summary of delivery security and quality deviations via our supplier portal. This serves as a reminder of our Sustainability Program on a monthly basis. We also conduct regular inspections and visits to our significant suppliers, where the results from the program will form the basis for constructive dialogue and development.

Criteria to become
our supplier:
ISO 14001

Organization & governance

To work on sustainability at a more strategic level, the CEO has delegated the overall responsibility to the Environmental and Quality Manager. This individual is responsible for driving, developing, and monitoring the sustainability efforts. To assist in this role, a team of four people has been assembled, including individuals from different departments and with different roles. The aim is to bring the work closer to the organization and embed it into daily operations.

Selected issues and processes are then brought up to the management, where decisions are made. Regular communication is maintained with the CEO throughout this process. Employees are included in discussions and decisions through employee performance reviews, staff meetings, and communication channels such as bulletin boards, policy documents, and the intranet.

To facilitate our work, several policy documents have been created to clarify our path forward and what we stand for. An overview of the policies related to our sustainability efforts is presented on the right.

Sustainability-related policies

- Workplace Safety Policy
- Code of Conduct
- Competence Development Policy
- Quality Policy
- Environmental and Sustainability Policy
- Whistleblower Policy

Independent sustainability reporting

This sustainability report constitutes the company's statutory sustainability report and is part of the management report for Beslag & Metall AB with registration number 556332-3764. The sustainability report covers the fiscal year of 2022.



Marcus Björnsson



Eva Björnsson



Jonas Björnsson

2023-06-13



Our next step

In our commitment to continue promoting sustainability and being a driver for change, we have identified important next steps to strengthen our engagement and impact.

One of these steps is to begin conducting regular employee surveys. By listening to our employees' opinions and ideas, we can create an even stronger culture of sustainability and involvement. Our ambition is that these insights will help shape our future initiatives and create a meaningful and inclusive work environment.

To enhance employees' knowledge and awareness of sustainability issues, we will offer sustainability training, starting in the fall of 2023. By providing our employees with tools and knowledge on various sustainability topics, we can work together towards our common goals and create positive changes, both internally and externally.

We will also continue to prioritize our close collaboration with customers and suppliers. In the coming years, we see the need to take further responsibility in our supply chain and develop a transparent monitoring process that allows us to gain a better understanding of how we can support various actors in our value chain. By actively participating in dialogue and knowledge exchange, we can collectively influence and drive the transition towards sustainable methods and materials.

By placing our employees and our collaboration with customers and suppliers at the forefront, our primary hope is to create real change and gradually contribute to a sustainable future.

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