

OUR SUSTAINABILITY WORK 2023



BESLAG & METALL

Beslag & Metall summary



955,7 MSEK in turnover



237 employees



Complete supplier of
sheet metal products



Steel, aluminium, stainless
& brass



Pressing, welding, surface
treatment & assembly



ISO 14001, ISO 9001,
& IATF 16949

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- Responsibility in the production
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Our Next Step



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*The small family
business with the
big customers*



Words from the CEO

During 2023, Beslag & Metall has continued to drive the sustainability work forward with strong commitment and determination. I am pleased to share with you the significant investment we made this year, which only reinforces our commitment to a sustainable future.

What characterises 2023 for Beslag & Metall?

The year marked not only a continuation of our sustainability journey, but also a time of good achievements and collaborations. A particularly significant milestone was the historic deal we secured with Scania, which was not only our company's biggest deal ever, but also a testimony to how active and strategic sustainability work drives business success.

Regarding sustainability, what has made you proud in 2023?

It's very fun to see how our sustainability work has grown and spread rings on the water. We have been recognised by a range of actors, including companies, business promotion organisations, and business groups for our active work in sustainability. Through open dialogues and visits, we have been given the opportunity to share our knowledge and experience with a wider audience, which creates both pride and a sense of security that what we do makes a difference.

Can you describe any special measures you implemented for sustainability in 2023?

A major focus has continued to be how we can deepen our relationship with both customers and suppliers. During the year, we have challenged ourselves to ensure that our suppliers' sustainability ambitions align with ours. We have developed a solid questionnaire and a program that we call Sustainable Supplier Development, to be able to evaluate and follow up on our suppliers. During the year, we also carried out internal sustainability training for all our employees, based on our Code of Conduct and sustainability strategy.

What do you see for 2024 and the years to come?

We want to strengthen the sustainability aspects within our entire business. This means to not only continue the close dialogue with our customers but also to intensify our efforts to ensure responsibility and compliance along our entire supply chain.

Our endeavour to be an active social actor will also remain central in the coming years. By being present and engaged in our local area, we hope to make a positive difference and contribute to a more sustainable and prosperous society. Constantly developing our work is completely in line with our mission: to be an attractive employer for our employees, and a long-term partner to our suppliers and customers.

Marcus Björnsson, CEO



Highlights of 2023

Started the project *Sustainable Supplier Development*

During the year, Beslag & Metall took a big step towards ensuring sustainability in the entire supply chain by deciding on, and started working on, developing our "Sustainable Supplier Development" program. By sending out questionnaire to around 70 of our most strategic suppliers in January 2024, we started a process where the suppliers are assessed according to a points system, which will enable us to make solid follow-ups and assessments.

Integrated climate data in our business system

With our climate calculation, conducted in accordance with the GHG protocol, we have actively worked on integrating our CO² model into our business system, where we have been able to act as a collaboration partner with our supplier Monitor. This integration gives us a more detailed and accurate follow-up of the company's CO² emissions and enables us to more easily report climate data per article to the customer.

Sustainability training for all employees

We have carried out extensive internal training in sustainability for our employees. The training was based on basic sustainability principles, the company's Code of Conduct, sustainability strategy, and sustainability objectives, and the individual impact. This investment strengthens the company's internal culture and increases awareness of sustainability issues at all levels of the organization.

Developed our Code of Conduct

To include more sustainability aspects in the requirements we set toward employees, suppliers, and customers, we have developed and updated our Code of Conduct in 2023. We increased clarity regarding the use of conflict minerals and the principles for sustainable purchasing.

About Beslag & Metall

Beslag & Metall is a family business located in Ekenässjön, Småland. We manufacture and supply components primarily to the automotive industry. The business includes the processes of pressing, welding, surface treatment and assembly.

The company was founded in 1938 by Hugo Carlsson. At the time, the business consisted of a small smithy which mainly produced saddles for horses, door handles, foot scrapers, snow shovels, and pitchforks as well as fittings for the glass factory's boxes. Approximately 80 years later, the family business has developed into a complete supplier of pressed sheet metal parts.

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



Our Business Idea

Beslag & Metall produces and finishes everything from simple to complex sheet metal components in automated flows for customers with high demands on quality, durability and cost-efficiency. We are the family business where an accommodating and personal contact, together with technical competence and flexibility, benefits the customer's competitiveness.

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Our Values

- Our business is conducted and developed with a focus on sustainable business, with consideration and respect for the environment, our employees and the outside world.
- We have Scandinavia's largest press force under one roof. Our stable profitability gives us the capacity to invest to strengthen our long-term competitiveness.
- Manufacturing takes place through automatic flows with modern equipment in a clean and pleasant environment. We are innovative and help customers develop products all over the world. We have fun at work and are offered good opportunities for development and good health.



WE AIM TO...

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

at Beslag & Metall

For several years, Beslag & Metall has emphasised reduced environmental impact as a central principle. From the company's founding and right up to today, we have continuously invested in energy-efficient solutions, driven by a conviction that financial sustainability and environmental responsibility go hand in hand.

This belief permeates the company and remains a guiding light for our operations and management.

During the past year, we have continued to focus on our priority areas that we have previously identified through dialogue with our stakeholders, risk analysis, and materiality assessments.

For us, these focus areas mean a clear sense of responsibility:

- In the production
- For our employees
- In the supply chain

We note that in 2023 we deepened the dialogue with our stakeholders to raise our priorities and ambitions even more clearly. This closer contact has been made possible thanks to us taking further steps in our strategic sustainability work.

We see our cooperation with other actors and our long-term relationships – such as our knowledgeable employees, our customers and suppliers – as crucial to our success.

Our Stakeholders

In 2021, we conducted a thorough stakeholder dialogue through sending out questionnaires to representatives from our various stakeholder groups. We need to constantly keep up to date regarding what our stakeholders consider to be areas we should and must work on within sustainability. Therefore, during 2023, we have continued to have a dialogue with them. It helps us understand which issues our stakeholders consider important and which 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 follow rules and guidelines from authorities and Swedish legislation.

Customers

Employees

Suppliers

Students

STAKEHOLDERS	EXPLANATION	DIALOGUE	MOST IMPORTANT QUESTIONS
Customers	Our three largest customers, Volvo Lastvagnar, Volvo Cars, and Scania	Continuous contact through e-mail, conversations, customer service, and website	Good economy, high environmental performance of facility and products, reduced climate impact throughout the value chain, rich diversity & equality, safe working conditions, good working environment, counter child and forced labour, work with sustainability in the product development process, work preventively with sustainability in the supply chain
Employees (managers, officials, operators)	Our 237 employees at our facility in Ekenässjön	Regular employee dialogue, staff meetings, whistle blower function	Good economy, rich diversity and equality, opportunity for skills development, safe working conditions, conditions for good health
Suppliers	Our approx. 600 suppliers who provide us with materials & products, where the majority of the raw material is primarily purchased from SSAB & TATA Steel	Dialogue through visits with our largest suppliers, questionnaire "Sustainable Supplier Development", and through our supplier portal, updated Code of Conduct	Good economy, systems in place to combat corruption, systems in place to prevent unfair competition, combat child and forced labour
Students	Students in our immediate area; future workers	Survey, website	Good economy, rich diversity and equality, good working environment, prevent child and forced labour

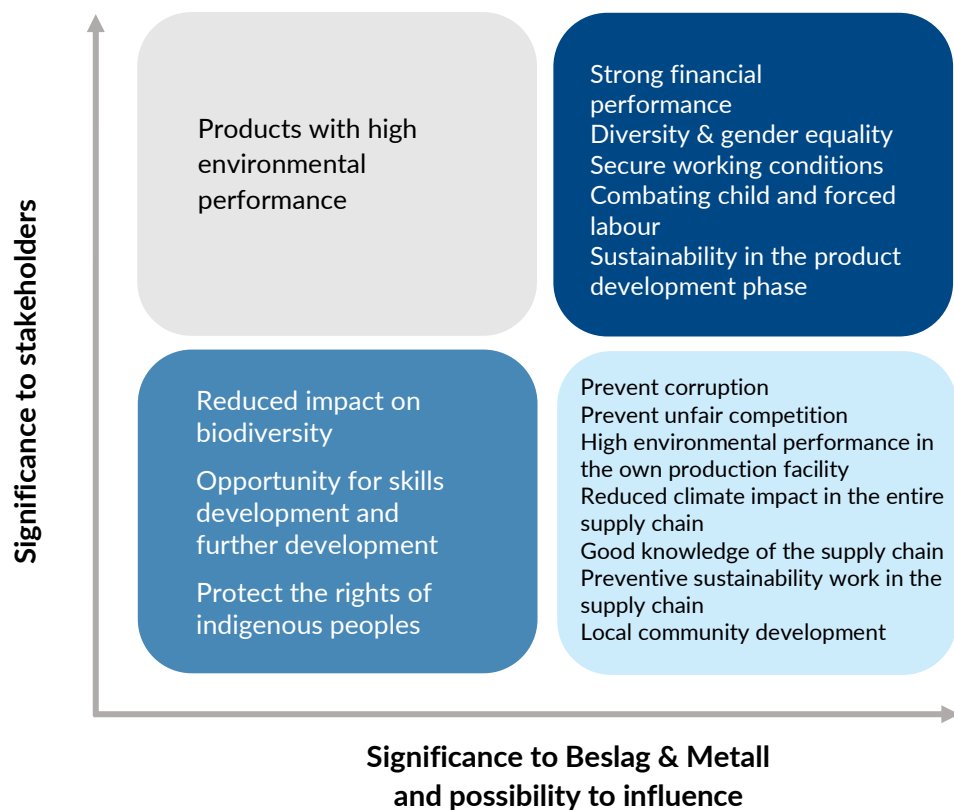
Risk Assessment

The results of our risk assessment are presented below, and the risks included are those that we consider material based on their likelihood of occurrence and the consequences that could potentially arise. No events have been identified that are deemed to entail high risk from a sustainability perspective. Four risk scenarios have been identified as entailing medium risk, but good structures and routines are in place to handle these.

Risk area	Description	Where in the value chain?	Risk level	Management
Environment				
Extensive fire in own facility	Fire occurs which destroys large parts of our factory	Own operations, customer	Medium	Preventive fire protection work and the possibility of hiring competitors to produce details
Noise disturbance in the immediate area	Noise from own operations causes disturbances among nearby residents	Own operations	Medium	Noise measurement is carried out regularly, routines are in place for limiting noise
Climate related risks	Flooding/fires at suppliers due to climate change (heavy rain/drought)	Whole value chain	Medium	Significant inventory in the supply chain of critical materials
Large unnecessary resource consumption	Management/action deficiencies that lead to large unnecessary resource consumption	Own operations	Low	Clear routines/management are in place
Social conditions and personnel				
Supply of competence	Failing to recruit key talent	Own operations	Medium	Internal training, collaboration with schools and participation in Teknikens Hus, HR resource
Gaining a reputation as an unattractive employer	Accidents, mental illness, discrimination, etc. which generates a bad reputation	Own operations	Low	Preventively work with the work environment, policies, etc.
Human rights				
Child labour/forced labour	That child labour/forced labour occurs in the supply chain	Whole value chain	Low	Communicated with essential suppliers through updated Code of Conduct which must be signed by the most essential suppliers
Anti-corruption				
Existence of corruption	That our employees become involved in unethical financial deals	Own operations	Low	Certification scheme exists for the prevention of unethical business ethics
	That unethical financial transactions occur in the supply chain	Whole value chain	Low	Code of Conduct signed by the most essential suppliers, new self-assessment tool in place in 2023
Other				
IT-breakdown	The IT system breaks down because of cyber-attacks or similar	Whole value chain	Low	A cyber-attack management plan exists and is being developed
Power supplies	Electricity supply is interrupted due to e.g. cable breakage	Own operations	Low	Dual feeder lines are available

Materiality Analysis

Based on conversations with our stakeholders, together with the risk assessment and the Global Goals, we have identified our material sustainability issues. Through surveys and questionnaires, our stakeholders have told us which issues they consider to be the most important. The questions covered economic, social, and environmental aspects. Through a compilation, we have placed these questions in a graph based on stakeholders' prioritisation and our opportunity to influence and work with each issue. The assessment has resulted in which areas we should focus on. Issues in the upper right corner are the issues with top priority for our stakeholders as well as the issues which Beslag & Metall can influence to a greater degree.



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.

Global Goals

We have chosen to align our sustainability work with Agenda 2030 and the Global Goals adopted in 2015 by UN member states. Areas affected include counteract poverty, inequality, injustice, war and conflict, and the climate crisis. All 17 goals are equally important, and no goal must be achieved at the expense of another.

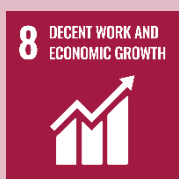
All actors in society must take their responsibility and contribute in the ways they can, so that together we can succeed in reaching the global goals. We at Beslag & Metall have therefore identified four goals that we can and want to contribute to a little extra, which are also connected to our essential sustainability issues.



GENDER EQUALITY

Beslag & Metall works to offer a non-discriminatory workplace that protects the employees' differences. Our equality policy guides us and puts into words what we consider to be a matter of course; the differences due to gender must be valued equally and considered in all types of composition of work teams. Today, our organization consists of 23% women.

Material issue: Rich diversity & equality



DECENT WORK & ECONOMIC GROWTH

We work to improve resource efficiency in operations to break the link between economic growth and environmental destruction. We ensure decent working conditions with equal pay for equal work and have adopted several measures to create a safe working environment and an injury-free workplace.

Material issue: Strong financial performance, safe working conditions, good working environment, preventing child and forced labour



RESPONSIBLE CONSUMPTION & PRODUCTION

Beslag & Metall works to improve material efficiency and recycling rate, integrate sustainability information in its reporting cycle and ensure sustainable purchases. Today, we have a low environmental impact in our own production and have now broadened our focus to include a low environmental impact in our supply chain.

Material issue: Sustainability in the product development process



CLIMATE ACTION

Through various measures such as solar cell installation, calculation of climate emissions and reduced climate load, we work to contribute to this goal. The next step is to develop existing climate calculations to generate good data and be able to focus on the measures that provide the greatest benefit.

Material issues: Sustainability in the product development 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 "Sustainable Supplier Development"

Along the supply chain

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

SUSTAINABILITY IN THE PRODUCT DEVELOPMENT 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"

OUR SUSTAINABILITY WORK



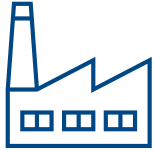
Responsibility in the production



Responsibility for our employees



Responsibility in the supply chain



Responsibility in the production

We are a responsible company regarding environmental issues and strive to reduce the impact of our own operations on the environment. We leverage the strength of our core business; having our own production in clean, well-maintained facilities with a strong and stable machinery. For a long time, we have focused on reducing our climate footprint, which is clarified under Our Climate Work.

Currently, we have a marginal impact when it comes to emissions in our production. Our economic long-term perspective enables continuous investments in new technology that are adapted to future requirements with a sustainable mindset in focus. Applicable regulations in the environmental area must always be followed. Goods and materials that may pose environmental and health risks must be avoided. We do not use conflict minerals* (gold, tin, tungsten, and tantalum) and, upon customer request, provide certificates confirming this.

**Conflict minerals refer to minerals whose extraction is often associated with armed conflicts and, in connection with this, also human rights abuses.*



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

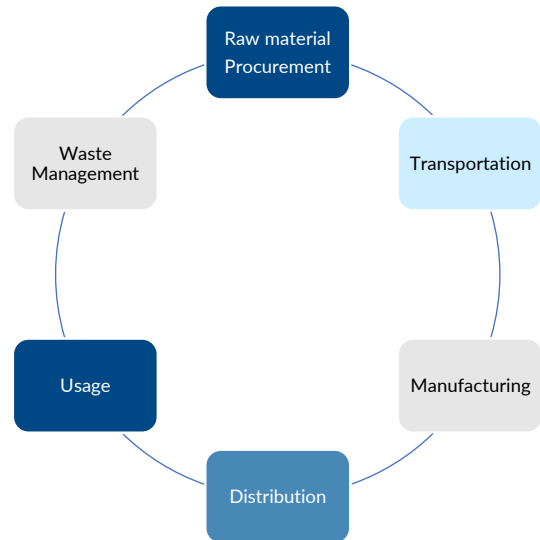
We source sheet metal primarily from two suppliers, one located in Sweden and the other in Northern Europe. We receive the raw materials in the form of sheets, screws, washers, and clips.

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. The focus is on quality, long lifespan, and high corrosion resistance.

6. Waste management

Once the product is exhausted, it is more than 99% recyclable, thus becoming part of the circular system.

ENVIRONMENTAL RESPONSIBILITY IN PRODUCTION

RENEWABLE ENERGY

In 2021, we installed a large solar panel system on our roof. It generates 900,000 kWh/year, which corresponds to 25% of our consumption.

COMPRESSED AIR

We regularly review our compressed air management by reporting and addressing leaks as well as optimizing usage according to current production.

VENTILATION

By optimizing air flow and continuously developing recycling, we create efficient flows. We keep doors closed to avoid drafts. Loading and unloading of raw materials take place indoors.

MACHINES

We constantly invest in new machines where we investigate and implement energy-efficient solutions. In 2023, we have continued to invest in machines as needed.

WATER

Water is used for sanitation and truck washing. Sanitary water goes to the municipal sewage system; truck washing water is diverted via an oil separator to the recipient. Equipment is continuously monitored.

AIR QUALITY

We have very small air emissions, but those that do occur are primarily welding gases, which are purified via dust collectors. This is continuously monitored to prevent dust from being released through ventilation.

WASTE & RECYCLING

Since 2017, our production waste has been 100% recycled. There is no industrial waste going to landfill. Waste is sorted into several fractions for optimized sorting.

CHEMICAL HANDLING

The business uses some oils in connection with the lubrication of tools and machines. We handle very few chemicals that are classified as environmentally or health hazardous.

Our Climate Efforts

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.

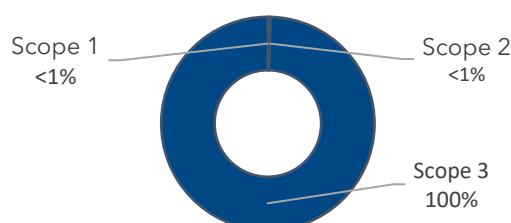
The climate calculation and reporting have been conducted in accordance with the ISO 14064 standard. The guidelines for climate calculation were originally developed as the Greenhouse Gas Protocol (GHG Protocol) and were adopted as an ISO standard in 2006. Therefore, the GHG Protocol and ISO 14064 have 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%

GOAL

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

2024: Continue developing the tool in the Monitor ERP system to refine results for both article data and the GHG calculation

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

Carbon Footprint of Delivered Material & Products

As a key metric for the organization's climate impact, "climate impact per kg of delivered steel and aluminum products" has been chosen. The amount of delivered products has been calculated by subtracting the removed waste quantity from the purchased amount of each material. Furthermore, we have used the data from the calculation to provide our customers with a report on the climate impact at the item level, which is highly appreciated.

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

Energy-Saving Measures

As part of reducing our climate impact further, we have introduced regular work meetings where we review potential measures and aspects to reduce energy usage. This is to identify if and where energy inefficiencies occur in our operations. The group meets quarterly, and for the decided measures, responsibilities are assigned, and follow-up documentation is maintained to measure the effect of the measures.



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

By being able to show and present climate impact at the product level, we have taken an important step in increasing our competitiveness. This not only helps our customers make more sustainable choices but also gives us a greater opportunity to demonstrate our ambitions and goals, which in turn has already enabled us to strengthen existing customer relationships while creating new ones.

Since almost all of our emissions are found in scope 3, we want to continue taking responsibility throughout the supply chain to ultimately contribute to reducing the climate impact of our industry as a whole.



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.



237 employees
52 women
185 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	2023	2022
Total	237	224
Men	185 (78%)	174 (78%)
Women	52 (22%)	50 (22%)

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:

- We conduct safety inspections four times a year in each department.
- Between these safety inspections, at least two risk analyses should be conducted per department.
- We follow and update occupational safety laws and evaluate other requirements, adjusting our routines accordingly.

In 2023, we are pleased to see a significant decrease in the number of accidents, a positive result of our proactive measures to prevent workplace accidents.

Reported	2023	2022
Accidents	73	108
Incidents	159	152
Risk observations*	21	45

**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

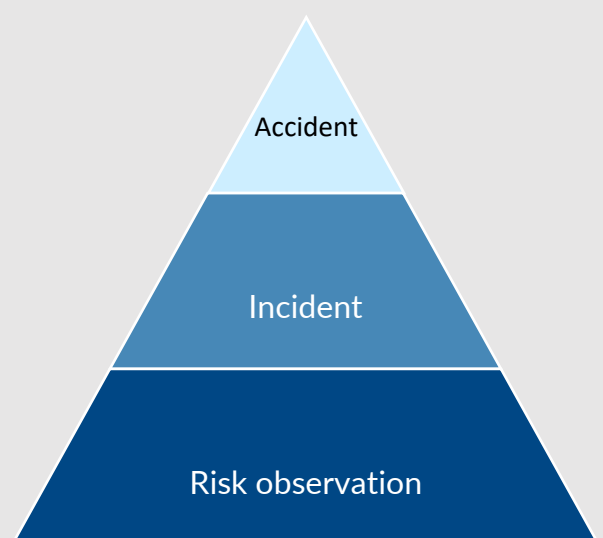
An event that results in some form of bodily injury, ranging from a wood chip in the finger to a serious accident requiring medical treatment.

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 2023 amounted to 3,6%, 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 absence
Not achieved in 2023.



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

Good Education and Competence Development

We are committed to continuously educating our staff by conducting an annual skills analysis with individual competency goals. In our training center, we conduct internal training sessions. Among other things, we offer an introduction called Basic Skills, where we focus on safety, quality, and the environment. Additionally, we implement a five-step training program. The purpose of the center is to regularly educate and develop our employees' skills through materials we have created ourselves. In 2023, we conducted the following training sessions:

- Machine knowledge
- Safety
- Technical Development
- Sustainability

The need and desire for individual skills development vary among our employees. Therefore, a personal development plan is created in conjunction with the annual performance review.

	2023	2022
Training hours	8 473	4 245

Sustainability Education for all Employees



In 2023, an internal training session was conducted for all employees by our own Sustainability Manager. The training aimed to both increase understanding of the basics of sustainable business and to create ownership and increased knowledge about the company's own sustainability efforts.

GOAL

At least 2000 training hours annually.

Achieved in 2023.

We Care About the Local Community

Collaboration with Schools, Municipality and 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 2023, we achieved the goal of having at least 5% of our workforce hired from Samhall.

GOAL

At least 5% of our staff are hired through Samhall

Achieved in 2023.



Responsibility in the Supply Chain

We currently work with around a hundred suppliers, with the two main ones located in Sweden and Northern Europe. Thanks to the proximity to our suppliers, we consider the associated risks to be relatively low. However, we must actively work to maintain good communication and ensure that our suppliers meet the requirements and expectations we set for them.

Sustainable Supplier Development

In 2023, we have taken important steps to work more closely with our suppliers and help them develop their own sustainability efforts. As part of this, we have developed a questionnaire called Sustainable Supplier Development, which follows the logic of a self-assessment tool. The questions focus on areas such as emissions, energy consumption, and social sustainability aspects related to the work environment and equal treatment. During the fall, we worked intensively to develop the self-assessment questionnaire and implement it in our supplier portal.

By answering the questionnaire, suppliers are scored between 0-100, with 60 points being the threshold for continuing to receive requests from us. If a supplier scores below 60 points, we jointly create a plan for how they can improve their work by the next review.

At the beginning of 2024, the questionnaire was sent out to approximately 70 of our most strategic suppliers. This has resulted in increased understanding and insight on our part, and the data helps us to ask additional questions in order to gradually achieve improved sustainability performance in the supply chain.

Code of Conduct

Our Code of Conduct was also updated in 2023. The Code clarifies that we do not accept child labor in any form. Child labor and young workers refer to the prohibition of employing children below the legal minimum age. Additionally, legally young workers, under 18 years, are not allowed to work at night or overtime. The Code of Conduct provides us with guidance on how to behave in various situations. It protects us and shows the boundary between appropriate and inappropriate behavior. Everyone is encouraged and expected to report violations of this Code of Conduct.

In 2023, we added information and requirements regarding conflict minerals and responsible sourcing.

Follow-Up

It is both the responsibility of employees and management to ensure compliance with our Code of Conduct. Regarding our suppliers, we send a monthly compilation via our supplier portal on delivery reliability and quality deviations. This ensures they are reminded monthly about our self-assessment tool. We also conduct regular checks and visits with our significant suppliers, where the results from Sustainable Supplier Development will form the basis for constructive dialogue moving forward.

GOAL

2024: All suppliers of direct materials must complete the Sustainable Supplier Development questionnaire.

2026: All assessed suppliers must reach a level of at least 60%.

Ongoing: 25% of employees must annually undergo training in our Code of Conduct. **Achieved in 2023.**

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 manager 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 top right.

Sustainability-related policies

- Workplace Safety Policy
- Code of Conduct
- Competence Development Policy
- Quality Policy
- Environmental & 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 2023.

Marcus Björnsson
2024-06-11

Eva Björnsson

Jonas Björnsson



Our Next Step

During 2024/2025, many companies are facing significant changes regarding sustainability reporting as the new CSRD directive is transposed into national legislation. Aligning both strategic work and reporting processes with the directive requires commitment, resources, and increased knowledge. However, we welcome this transition as it will enable us to create more consistent and transparent sustainability reporting, thereby enhancing our ability to drive sustainability efforts strategically.

Furthermore, there will be a strong focus on using the data and statistics gathered through Sustainable Supplier Development to strengthen our own sustainability initiatives. By using this data as a guide, we can identify improvement opportunities and actively work to promote sustainability throughout our supply chain.

Another crucial aspect of our future work is to continue developing the integration of climate data into our business system. With increased capability to analyze and manage climate-related information, we can make more informed decisions and effectively reduce our environmental impact, while assisting our customers in doing the same.

We will also prioritize our close collaboration with customers and suppliers. By actively engaging in dialogue and knowledge exchange, we can collectively influence and drive the transition towards sustainable practices and materials.

By focusing on our employees and our collaboration with customers and suppliers, our primary goal is to create real change and step-by-step contribute to a sustainable future.

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