



Sustainability report 2022

Industrilas

INNOVATION LEADS THE WAY

At Industrilas, our job is to make sure we deliver latches, hinges, handles, profiles and accessories that first and foremost live up to the needs and requirements of our customers. However, we do not like to deliver the bare minimum. We want to take our industry to new levels.

We will do this by inventing, designing and manufacturing solutions that combine the best functionality, quality and durability – with a focus on sustainability and user experience. This way our customers know that when they incorporate an Industrilas solution in their own product, they will enhance its value and its longevity.

To lead by example, it is not enough to follow international standards and laws on sustainability. We have to improve every part of our business, from raw materials and production processes to energy sourcing and transportation.

For more than 40 years, Industrilas has challenged tradition and explored new ideas. The same approach will lead us to find sustainable solutions that will change the way people look at our industry. Solutions that will benefit us, our customers and the world.

One step at a time, every day, towards a more sustainable tomorrow.
I welcome you to join us on our journey!

Fredik Mölzer
Owner and CEO for Industrilas Group



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PASSIONATE ABOUT FINDING SOLUTIONS

Industrilas develops, designs, and manufactures access solutions for all kinds of industrial applications. Our main drive is a never-ending curiosity about our customers and their business. We are passionate about finding solutions that will enhance the performance of our customers' products and their business.

Since every customer has specific needs and preferences, it is important for us to get to know our customers. We openly welcome you into the Industrilas family, and together we will find the best possible solution to the challenges you are facing. Sometimes this means a well-proven standard solution and at other times it means the innovation of something the world has never seen.

Industrilas is a Swedish company, founded in 1981. Over 40 years, we have grown from a one-person startup to become one of the world's leading suppliers of access solutions. Today, we are present in more than 40 countries and have within Industrilas group manufacturing sites in Europe, Asia, and Central America.

The company was founded in Nässjö where our headquarter is still located along with our biggest factory. We are proud of our heritage, and we believe it is important to maintain our local connection now and forever.

We want to contribute to a sustainable future. Taking humans and the environment into consideration in our operations is of utmost importance and we strive to be at the forefront of our industry.

Innovation and curiosity are keywords for Industrilas, we question and challenge old ideas to find future solutions for our customers. We always strive to maintain a high standard of quality and we take social, environmental, and economic sustainability into consideration in our products. This report refers to the corporation Industrilas in Nassjo AB.

Sustainability Governance

The sustainability governance at Industrilas falls under the responsibility of the management team where the CEO is included. The governance includes social, environmental, and economic sustainability. The management team is responsible for integrating sustainability within the business strategy as well as setting goals and following up on the results. Industrilas management system is certified by ISO 9001, ISO 14001, and IATF 16949. Industrilas falls under the permit requirement according to the Swedish environmental code.

The governance has its foundation in the laws and regulations regarding its operations. Systems and processes for conducting regular risk assessments, goal assessments, and follow-ups for continuous improvements of Industrilas sustainability efforts are in place.

Industrilas does everything in-house which is seen as a strength for the company and allows a high degree of control regarding the sustainability within the different processes.

The sustainability governance at Industrilas includes continuous work for improvements within purchasing, environment, quality, and work environment management. During the upcoming years we will aim to develop our work within sustainability to include our suppliers.

Sustainability Policy

Sustainable development is a development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Industralas develops, manufacture, and distribute products of high-quality access solutions. As a result, we affect the environment both locally, regionally, and globally.

We act sustainably on the social, environmental, and economic dimensions and we are convinced that it is possible to grow as a company and at the same time be in harmony with people and the planet.

Environmental

We are aware of our responsibility towards people and nature, and we want to minimize the effect our actions might have on the environment.

Therefore, our important goal is to minimize the direct effect on external environments through reduced consumption of natural resources, reduced production- and process waste, and work towards low energy consumption.

We shall follow the environmental laws and directives from the governments where we are operating.

We commit to continuously developing our environmental work to decrease our effect on the earth and its resources.

Social

Industralas thinks that all people have the same value and rights and have an absolute zero policy towards all forms of discrimination. Equality and diversity are important for the company and society's development. We work continuously to curb the presence of inequality and discrimination in the community and globally.

We shall be an inclusive employer who embraces diversity.

We shall be good citizens and act exemplary to develop alongside the communities we are active within.

The employees' health and well-being shall be in focus, and we strive to offer a good and safe work environment with a systematic approach throughout the entire organization.

We shall follow the demands and existing laws from governments to promote workers' and human rights in society and at the workplace.

Economic

We shall provide conditions to ensure long-lasting sustainable development and prosperity for the company.

We shall actively work according to management systems within quality and environment to meet the demands of our customers.

Through innovation and continuous work, develop systems and processes in the manufacturing of products to create and enhance the value for our customers and suppliers.

We have an absolute zero-policy towards any kind of behavior breaking good business ethics within the organization, and we develop our work to curb corruption, bribery, and the abuse of power around the globe.

A longer Life Cycle contributes to Sustainability

A large contribution to sustainability that Industrilas can do is to provide products that have long durability to decrease the need for new production of products.

According to Industrilas, an access solution is an application that increases the value of the end-product where the solution must be adapted to the existing demands.

Sustainability includes several perspectives, and we strive to develop ourselves and take sustainability in consideration through a broader perspective. A few examples are:

1. The products are developed to be easily installed, saving time and energy for our customers.
2. The design ensures good ergonomic qualities for the end-users.
3. The products made by Industrilas are designed to keep their performance during their entire life cycle.

We currently have factories on three continents which are seen as a big advantage. This means shorter supply chains where we can be closer to both our suppliers and customers. This leads to increased stability in production flows and decreased emissions from transport due to shorter distances traveled.

By providing products that last longer, save time and energy for our customers, and safe storage for the end consumer we can add value by saving time and energy for our customers and providing a safer work environment for the user.

THE MATERIAL SUSTAINABILITY GOALS

Industrilas value chain and stakeholders are always at the center of attention and focus the development of our company. It is our value chain that helps to reach our goals and the stakeholder gives a holistic view of how we can achieve sustainable development.

Stakeholder Dialogue

Industrilas works continuously to reach sustainable development where all who affect or are affected by our operations are important.

To identify our stakeholders' priorities regarding sustainability a web-based questionnaire was created with 15 statements ranked using a five-point Likert scale and two questions respondents could answer in free text to give a more in-depth understanding. The UN 17 sustainable development goals were used to formulate the statements and then adapted to our company.

72 answers were registered divided into 6 different stakeholder categories where a weighted average was used to be able to identify the highest prioritized sustainable development goals.



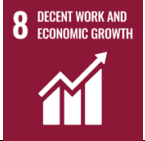






Figure 1. Identified stakeholder categories who participated in the stakeholder dialogue.

Results Stakeholder Dialogue

In **Table 1** below the highest prioritized Sustainable Development Goals for the stakeholder groups are shown.

Table 1, Top prioritized Sustainable Development Goals for the stakeholder groups

	 3 GOOD HEALTH AND WELL-BEING	 5 GENDER EQUALITY	 8 DECENT WORK AND ECONOMIC GROWTH	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	 13 CLIMATE ACTION	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	 17 PARTNERSHIPS FOR THE GOALS
Suppliers			X	X		X	
Customers			X	X		X	
Personnel			X			X	
Financial institutes		X	X	X	X	X	
Local associations	X		X			X	
Owners	X	X	X	X	X	X	X

Materiality Analysis

The materiality analysis was performed by the management team at Industrilas. The weighted average was used to identify what Sustainable Development Goals Industrilas has the highest potential to influence based on what was the highest priorities from our stakeholders. See **Figure 2** for results.

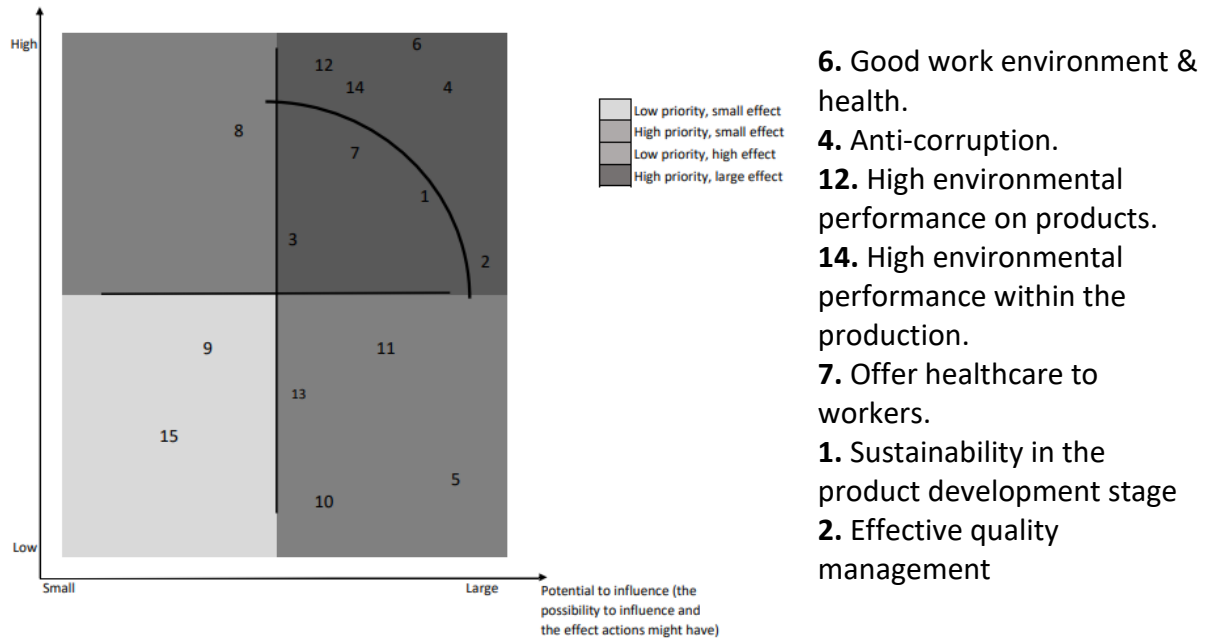


Figure 2, Results from the materiality analysis, Y-axis describes the weighted average from the stakeholders and the X-axis describes Industrilas' potential to influence. (The numbers within the figure are connected to the statements in the stakeholder dialogue)

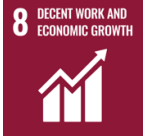










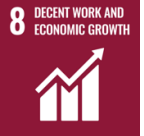




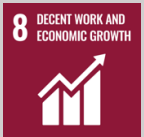





From the results of the materiality analysis goals 8, 12, 13, and 16 could be identified as very important. Since Industrilas is a large company operating on a global scale, goal 5 and 17 was added to our continued improvement within sustainability.



THE RELEVANCE OF THE SUSTAINABLE DEVELOPMENT GOALS

Table 2 demonstrates where the Sustainable Development Goals are assessed to be most relevant within the value chain.

Table 2, The goal's importance within the value chain

Part of the value chain	Relevant goals derived from the materiality analysis
Customer	   
Supply chain	     
Personnel	     
Transportation	   
Recycling	 

OUR SUSTAINABILITY WORK, TODAY AND IN THE FUTURE

Industrilas has a long history of working with high quality, a good work environment, and a low environmental impact. We have put in a large amount of effort that has led us to the position we are in right now. Nevertheless, we are aware of our impact on a larger perspective that includes the supply chain, the usage of our products, and our effect on the regions we are active within.

Last year, we started to work actively with sustainability and produced goals, risk assessments, policies, and a materiality analysis to create a solid foundation. This resulted in our first sustainability report for 2021 (released 2022).

The foundation created have also resulted in several projects and initiatives to work towards our goals. A whistleblower function has been implemented to ensure that anyone, completely anonymous can report suspicions of misconducts. We have also started during 2022 and 2023 to calculate our carbon emissions within scope 1 (direct emissions within the organization), scope 2 (Indirect emissions through purchased electricity, heating, and cold), and scope 3 (indirect emissions in our value chain). This enables Industrilas to develop a deeper understanding of our emissions. Other projects started is an energy resource savings project, and a project to reduce the amount of waste due to faulty products.

This is only the beginning of our journey towards sustainable development. Our curiosity and ability for innovation will lead us in the right direction and take us further.

VALUES FOR OUR MATERIAL GOALS

Equality and Diversity

Equality and diversity are of utmost importance for Industrilas, and we believe that all humans have the same value and equal rights. There is a strict zero tolerance at Industrilas regarding discrimination including gender, race, the color of one's skin, age, pregnancy, sexual orientation, religion and beliefs, political views, nationality, ethnicity, sickness, functional impairments, and disability.

We are an inclusive employer who offers work opportunities for youths, adults, new citizens, and people with various disabilities. Every person is entitled to the same rights, employment terms, and fair pay for the work performed.

We believe that diversity and equality increase innovation, development, and well-being in the workplace and that it plays a big part in our success.

Decent Work and Economic Growth

All employees at Industrilas are covered by a collective agreement and are offered written employment contracts with fair wages for work performed.

We take preventive action to ensure a pleasant working environment where staff feels welcome and safe and to not get exposed to the risk of injury and sickness. Policies and processes are established and documented to reach our targets within the work environment. All employees have been informed and shall follow the code of conduct to ensure a workplace that is as safe as possible.

Industralas conducts supplier audits and assessments together with assessments of customers to prevent and not indirectly support organizations involved with the abuse of human rights, forced labor, child labor, or corruption.

We work continuously to ensure sustainable economic growth. Systems and processes work to secure a stable economy at the company. Goals and follow-ups are a part of the company's governance process.

Responsible Consumption, Production, and Climate Action

Responsible consumption and production are to have efficient use of resources at the same time as taking the planet, humans, and economy into consideration necessary to support the business while reducing the effect of harmful chemicals.

Industralas is aware of the effect we have on the environment, and we have a responsibility to reduce that effect.

Industralas governance systems are certified within environment and quality. We follow the standards for the Restriction of Hazardous Substances (RoHS), Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) and we follow the Standards of conflict minerals to act responsibly.

We work continuously to improve our resource efficiency, to reduce waste, and energy consumption in our production of products.

Purchasing and Suppliers

To reduce Industrilas negative effect on sustainability, purchasing and the selection of suppliers are important to be able to achieve an improvement on a larger scale.

We contract first and foremost suppliers who are certified with ISO 9001 and ISO 14001, for suppliers who do not have needs to create and show a two-year action plan on how to achieve the certifications. Suppliers are to follow the directives for RoHS 2, RoHS 3, the regulations from REACH, and the standards for Conflict Minerals.

Industralas performs supplier audits at the suppliers along with self-assessment questionnaires to see with our eyes how work is performed and the conditions at their facility. Suppliers and business partners who do not conform to the demands are at risk of being suspended as a supplier to Industrilas.

Through responsible purchasing Industrilas can contribute by a decreased effect on the environment, improved working conditions, and social development in the regions we and our partners are active within.

Transportation and Recycling

We want to reduce the number of needed materials for packaging and transportation in our production. All packaging is either reusable or recyclable. Industrilas has started a project that aims to optimize the volume of packages and transports to further reduce our total emissions and enhance efficiency.

Waste materials from the production are reused to the extent it is possible and contributes to less amount of waste and fewer materials needed to be purchased.

Anti-Corruption

Corruption means all forms of bribery, nepotism, and abuse of positions of power for one's own or another's gain. Corruption is a major obstacle to sustainable development around the globe.

Industralas has a strict zero-tolerance toward all forms of corruption. All employees are obligated to follow our code of conduct where guidelines for correct behavior and business ethics are documented and described. Within the code of conduct, it is also stated what one is supposed to do if you suspect that someone is breaking the code of conduct and are acting in a way that does not conform with good business ethics.

We have an established whistleblower policy to protect an employee who reports behaviors and actions breaking the code of conduct. Industrilas has not had any cases regarding corruption 2022.

We want to contribute to eliminating corruption and continuously develop our processes to prevent it.

Partnership for the Goals

Partnership and collaboration with our suppliers and customers are a way we can contribute on a broader scale to improve sustainability and improve efficiency in our value chain.

Through the investments, we can improve our collaboration with suppliers and customers to enhance the value chain. We can also contribute to the societies we are operating in by offering employment opportunities, new technology, economic development, and creating a safe and healthy work environment for people.

INDUSTRIGRUPPEN

We are an inclusive employer who offers work opportunities for youths, adults, new citizens, and people with various disabilities. Every person is entitled to the same rights, employment terms, and fair pay for the work performed. Industrigruppen is a division at Industrilås in partnership with the municipality of Nassjö where people with various disabilities are offered meaningful and important work. Tasks included are sorting, packaging, and assembly of products.

Industrigruppen was founded in 1997 and has now been active for 25 years. This project aims to provide meaningful work to people who are not eligible in the common job market. We are grateful to be a part of this and to create a meaningful opportunity for people.

Industrigruppen makes Industrilås stronger by the value they are creating. We believe that diversity and equality increase innovation, development, and well-being in the workplace and that it plays a big part in our success.



Industrilås was given the diversity award by the organization Nassjö Näringsliv AB in 2021 for our commitment to diversity in the workplace.

Sustainability Risk Analysis

A sustainability risk analysis to identify critical sustainability risks for Industrilas was performed by the management group. Alongside the risk analysis, the structures, and the actions to prevent these risks have been identified. In the cases where insufficient structures are present, further decisions regarding further improvements have been made to ensure a good way of treating the risks.

The risks were assessed by grading the probability of the risk, and the consequence this risk would have for Industrilas. **Table 3**, describes the risks that were assessed to be critical for Industrilas.

Table 3, Critical risks identified during the risk analysis

Critical risks identified by Industrilas:
The risk of corruption and bribery within the supply chain.
The risk of poor working conditions within the supply chain.
The risk of forced labor and child labor in the supply chain.
The risk of major changes in the supply chain because of geopolitical situations and the pandemic.

The most critical risks identified during the analysis are associated with Industrilas supply chain. During the assessment, we took into consideration the entire supply chain all the way upstream to the extraction of raw material.

In the next section, we describe how the different risks are managed in the organization.

Risk Management

Industrilas works systematically with risk management where they are assessed continuously and is a part of the governing process at the company.

Operational Risks

Industrilas are certified according to ISO 9001, ISO 14001, and IATF 16949 and meet the standards for the certifications. Operational risks such as environmental, production, fire, safety, and transportation are monitored and assessed systematically. Action plans are made where critical risks are identified.

Financial Risks

Risks associated with significant changes in the value of the Swedish krona and credits are handled through balanced purchases in different currencies and currency hedging. The risks associated with changes in currency are therefore considered to be low. The credit risks are low since Industrilas has a broad assortment of customers and suppliers which decreases the risks.

Risks connected to Work Environment, Discrimination, and Harassment

Industrilas falls under the Work Environment Act and the Workers' Rights Act. The legislation and directives are followed to prevent accidents and promote well-being at the company. Systems are in place to continuously perform risk evaluations to prevent and decrease the number of accidents. The risk of sustaining a serious injury at the company is determined to be low because of the preventive work performed.

To create a safe and pleasant work environment and to reduce the risk of psychological and mental issues Industrilas follows the regulations for Organizational and Social Work Environment, this work is performed regularly to develop the company.

We fall under the Discrimination Act where we systematically assess and analyze risks connected to discrimination to prevent any kind of discrimination from taking place at our company.

Follow-ups regarding the work environment are a part of the governing process at Industrilas and all employees are obligated to follow the code of conduct to create a safe work environment.

Risks regarding Corruption and Unethical Behavior

Industrilas are aware of risks regarding corruption and unethical business actions. To reduce the risks, Industrilas have a code of conduct and a whistleblower policy all employees must follow. Systems and processes are in place for dealing with unethical behavior. The risk associated with any form of corruption within the company is seen as very low.

To take our work against corruption even further, we have implemented a whistleblower function allowing whistleblower to anonymously report misconducts.

Environmental Risks

Our operations and production affect the environment. Routines and processes are in place to decrease the risks of incorrect handling and are controlled by a third party so that Industrilas achieves the standards and demands that we should.

Emissions to both air and water happen during production under controlled circumstances and are measured periodically. Management of byproducts is handled by a contractor with expertise in

the correct handling of waste material. Policies and processes are established to control the risks associated with leakages of toxic waste and the risk is perceived as low.

Our management system is certified by ISO 14001 and we fall under the Swedish Environmental Code. Revision of the environmental risks is done via a management system where risk assessments are conducted. The assessment results in action plans and projects to reduce risks discovered during these assessments.

Transportation Risks

With risks associated with transportation means the risk of acute deliveries and complementary purchases, as well as unnecessary transports, both associated with high costs and increased emissions to the environment. Compared to last year, the risk is seen as low.

The decrease in risk is partly due to the geopolitical situation is different today than last risk assessment where Industrilas has learnt and adapted from the years of pandemics and conflicts. Another reason for this decrease in risk is the improvement in efficiency in our Supply Chain Management.

Risks associated with Climate Change

The risk that Industrilas facilities are at risk of accidents due to climate change is perceived as very low. The risk associated with climate change impacts suppliers' facilities are considered moderate. This risk is managed by working with multiple suppliers to secure the flow of products and materials in the value chain.

Risks within the Supply Chain

It is within the supply chain Industrilas considers the risks of corruption and a bad work environment as the highest. Some supply chains are long and complex which imposes a challenge to control all companies within the supply chain several tiers upstream.

Standardized supplier audits where suppliers are classified according to their performance and their ability to meet the demands regarding the quality, environment, and work environment are conducted annually. If the supplier cannot meet the demands, they are at risk of being stopped as a supplier to Industrilas.

The risk for corruption and poor working conditions with suppliers we are in direct contact with is therefore seen as low.

To manage risks further up in the supply chain, action plans are now during 2023 made to minimize the sustainability risks associated with the supply chain.

THE NEW FACTORY

We are currently building a new factory in Nassjo, Sweden. In the development of our new production facility, sustainability has been an integral part. The construction of the 12 000 square meter large factory began in 2021 where we have further possibilities to expand. Industrilas component manufacturing is planned to move in here gradually starting from spring 2023.

Goals and targets related to sustainability for the new factory are as followed:

- Minimal emissions
- Low amount of noise pollution
- Low energy usage
- Good working environment

Sustainability penetrates the entire building, and the roof is prepared for the installation of solar panels. To take advantage of the surplus of heating generated, a geoenergy facility has been installed with a total amount of 50 drilling holes with 300 meters in depth. The excess heat will be pumped down into the mountain for storage and during the colder part of the year Industrilas will be able to utilize this energy. Furthermore, the ventilation system is designed to take care of the heat generated and bring it back through the air supply.

Except stormwater, there will be no emissions of environmentally hazardous substances to the groundwater. A trench has been dug around the entire factory to manage the stormwater. The stormwater will then be led to ponds where sedimentation of the water will occur. In the events of unlikely leakages of hazardous substances, the ponds can be closed of to prevent the spread of toxic substances.

The new factory is designed, planned, and optimized to be able to reach our goals and contribute to a sustainable production, and a bright future for Industrilas.







*Conceptual image of
Industrilas new factory*

Goals

The transition towards sustainable industries includes all organizations if we are to reach the UN agenda 30 goals.

Industrilås wants to contribute to this transition and has put up several ambitious overarching sustainability goals where we have taken the results from the materiality analysis into consideration (**Table 4**). In certain areas, more specific goals have been made and the work to create detailed goals will continue during 2023 and 2024.

Table 4, Industrilås overarching sustainability goals

Global goal	Goal	Action plan	KPI
	Our goal is to decrease our total energy consumption in our production	A holistic energy effectivization project has started at Industrilås.	kWh usage per produced hour.
	Our goal is to reduce the amount of waste generated in the production	A pilot project has started to create a method to decrease defects from the production	Total amount of waste per year.
	Our goal is to perform climate calculations on our essential products	Ongoing project to perform climate calculations and to build a database of emission factors	Amount of CO2 emissions
	In 2025, 80% of the company cars should be hybrid or fully electric models	Gradually change the company cars driven with fossil fuels.	Percentage of cars that are chargeable.
	We shall continue to develop the risk-preventive culture to create a safe work environment	Continued work within work environment and safety.	The total amount of risk observations, incidents, and accidents.



Our goal is to promote good working environment in our entire value chain.

Develop our Code of Conduct for suppliers a where sustainability is included.

The percentage of suppliers covered by the Code of Conduct



We shall work to prevent the existence of corruption.

We target to map and assess at least 50% of our supply chain by 2025.

Percentage of suppliers covered by our risk assessment.



We shall continue our preventive work for equality at Industrilås.

Equal treatment plan.

The percentage of women (%) within the management team.

KEY PERFORMANCE INDICATORS

Table 5 shows Key Performance Indicators (KPIs) used by Industrilas to follow up on the sustainability work within the company.

Furthermore, more KPIs will be added in the future which align with our material sustainability goals.

Table 5, Key Performance Indicators

Global goals	KPI	2022	2021	2020	2019	Unit
3	Total short-term sick leave	1,83	2,95	2,87	2,61	%
3	Total long-term sick leave	0,84	1,83	1,63	2,59	%
5	The proportion of women in the management group	25	33,3	0	0	%
5	The proportion of women in the production	40	40,85	39,8	39,1	%
3,8	Number of risk observations**	63	32			Nr.
3,8	Number of incidents	20	5	10	15	Nr.
3,8	Number of accidents*	19	26	21	23	Nr.
10	Number of cases regarding discrimination**	0	0			Nr.
12,13	kWh per produced hour	14,59	14,67	18,67	16,85	kWh

* Accidents are defined as any form of an event causing physical pain.

** Datapoints are missing for 2019 and 2020.

About the Report

Industrilas in Nassjo AB falls under the law of sustainability reporting in the Annual Accounts Act (1995:1554). This report has the same delimitations as Industrilas in Nassjo AB's annual report. Statistics and information in the report account for Industrilas in Nassjo AB.

The sustainability report is established according to the sixth chapter of the Annual Accounts Act and it is the management group together with key co-workers who have been responsible for data collection and the identification of significant sustainability risks and goals.