

Sustainability report 2024

Industrilas

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WHEN ACCESS COUNTS

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 holding company's headquarter is located in Nassjö Sweden.

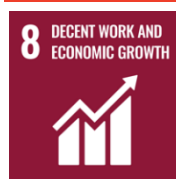
1.0 Global Goals for Sustainable Development

Industrilas' goal with its sustainability efforts is to ensure that they permeate all activities within the company. To streamline efforts where we see greater potential to positively impact a sustainable future, Industrilas primarily focuses on six of the UN's Sustainable Development Goals.



Goal 5, Gender equality:

At Industrilas, there is zero tolerance for any form of discrimination, and we actively work to create and enable an inclusive and safe work environment for everyone. We place demands on ourselves and our partners to show respect for everyone's equal value, and we work to combat discrimination in the workplace and in society.



Goal 8, Decent work and economic growth

Ensuring long-term economically sustainable growth is of utmost importance for Industrilas, where process development and resource efficiency are central. We continuously work to be an attractive employer, aiming to ensure a good working environment and that workers' rights are respected through our HR function.



Goal 12, Responsible consumption and production:

Industrilas works to improve its resource efficiency by reducing the amount of energy, raw materials, and natural resources needed to produce our products and solutions. An example of this is investing in more efficient production technology and more environmentally friendly materials.



Goal 13, Climate action:

We want to contribute to a more sustainable future and are aware of our impact on the environment. Our ambition is to reduce our carbon emissions, and as part of this effort, we have now started calculating our carbon emissions according to ISO 14064 and the Greenhouse Gas Protocol.



Goal 16, Peace, justice and strong institutions:

We have zero tolerance for corruption and bribery, and we place high demands on everyone's conduct in business ethics. Procedures and channels are in place to report suspected crimes, and there are clear documents outlining the requirements we place on our employees in our ethical profile and code of conduct.



Goal 17, Partnership for the goals:

To achieve sustainable development to a greater extent and meet our ambitions to reduce our carbon emissions, collaboration is a significant part of sustainable development in society. Through close cooperation, we can enable greater results for a more sustainable future.

2.0 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.

Industrilas 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

Industrilas 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.

3.0 Strategy and Governance

The sustainability work at Industrilås is based on legal requirements, stakeholder dialogue, and our strategic ambition to be the best in our industry in terms of sustainability in the long term.

3.1 Business Model

Industrilås in Nässjö AB is a wholly owned subsidiary of Manta Holding AB, with its headquarters located in Nässjö, Sweden. We manufacture and sell locking and fitting solutions, among other things, primarily intended for various industrial products and systems.

3.2 Governance

The governance is based on the legal requirements imposed on the operations, along with our vision and corporate values described in the operations manual and our code of conduct. Systems and structures are in place within the organization for regular risk assessments, goal setting, and monitoring of goals to achieve continuous development in sustainability work.

3.3 Responsibility

The sustainability governance at Industrilås is the responsibility of the management team and encompasses social, ecological, and economic sustainability. The management team is responsible for integrating sustainability into the business strategy, as well as establishing and monitoring goals and sustainability performance.

The management team consists of representatives from the holding company steering committee along with representatives from the board of directors. The company's sustainability strategist reports on sustainability matters to the management team and assists in questions related to sustainability.

3.4 Sustainability Strategy

Industrilås' sustainability strategy is based on the long-term goal of becoming a leader in our industry in terms of sustainability and proactively working towards a more sustainable future. To achieve this goal, the focus is on fully integrating sustainability into the company's overall strategy and stakeholder dialogue. Developing close cooperation with our stakeholders is a cornerstone of the sustainability strategy, ensuring that we can map our impact potential and thereby ensure that we are working on relevant issues.

3.5 Stakeholders and Stakeholder dialogue

At Industrilås, we actively work to improve our communication regarding sustainability with our stakeholders and to achieve an open dialogue, so that we increase our understanding of each stakeholder group's perspective on sustainability and our operations.

The stakeholder groups considered to affect and be affected by Industrilås' operations are as follows:

- Existing and new customers
- Existing and new employees
- Existing and new suppliers
- Business partners
- Owners
- Lenders
- Competitors

Other stakeholders include regulatory authorities, universities, vocational schools, local associations and the municipality of Nassjo.

During 2024 Industrilas conducted a stakeholder analysis to understand how we as a company affect them, either directly affected by us or affect Industrilas, or if they are users of the company sustainability statements. We also mapped out the important sustainability matters.

The analysis was conducted as a workshop where third party consultants assisted in the process.

The important sustainability matters were identified through two parts. Firstly, the results of last year's stakeholder dialogue that was conducted in December 2023 and January 2024 and the results from this are considered to still be valid.

The second part of the stakeholder dialogue consists of qualitative information such as observations from industry councils, trade fairs, and active dialogue with customers and benchmarking study directed at customers and competitors.

Results can be viewed in table 1.

Stakeholder group	Affected by our company or affects us	Users of sustainability reporting information	Important sustainability matters
Owners and board	X		<ul style="list-style-type: none"> -Sustainable materials -Human rights -Supply chain due diligence -Anti-corruption -Sustainable production
Employees	X		<ul style="list-style-type: none"> -Working environment -Health and safety -Waste management -Sustainable products and transportation -Education and learning
Customers	X		<ul style="list-style-type: none"> -Climate change -Supply chain due diligence -Anti-corruption -Sustainable purchasing -Work environment -Health and safety
Business partners	X		<ul style="list-style-type: none"> -Supply chain due diligence -Environmental friendly material -Choice of suppliers who meets end customers demands
Competitors	X		<ul style="list-style-type: none"> -Climate change -Waste management -Health and safety -Work environment
Suppliers	X		<ul style="list-style-type: none"> -Supply chain due diligence -anti-corruption -Sustainable products -Work environment -climate change -Collaboration to improve sustainability efficiency
Banks and loan providers		X	<ul style="list-style-type: none"> -Law compliance -Transparency -Climate change -Anti-corruption
Governments and official bodies		X	<ul style="list-style-type: none"> -Law compliance -Transparency -Climate change -Anti-corruption

Table 1, Results of the stakeholder analysis.

Here, we see a strong focus on goals to reduce carbon emissions and general dialogue about reducing climate impact, being able to report the climate impact of individual products, and questions about legal compliance in light of the new sustainability directives presented.

Other strong sustainability focus areas are work related to sustainability due diligence and anti-corruption matters.

The results of the stakeholder dialogues throughout the year are presented to the Industrilas management team.

3.6 Materiality Analysis

A simple materiality analysis was conducted for the first time in 2022 at Industrilas by the management team with the help of a sustainability consultant. During 2023 a new materiality analysis was performed using the same methodology (see the 2022 sustainability report for a description of the method).

During 2024 a revision of the materiality assessment was conducted using input from the stakeholder analysis, a sustainability PESTLED analysis and a benchmarking analysis. When reviewing the results from 2023 using the information in above mentioned analysis it was concluded that there were no changes necessary for what areas are considered material for Industrilas.

Material areas	Extent
Anti-corruption and human rights	Industrilas, supply chain and collaborating partners
Work environment and safety	Industrilas, supply chain and collaborating partners
Sustainable products and production	Industrilas, supply chain and collaborating partners
Waste management	Industrilas, supply chain and collaborating partners
Diversity and equality	Industrilas, supply chain

Table 1, Material questions and their relevance within the value chain.

By the end of 2024 and the beginning of the year 2025 Industrilas is changing the methodology of the materiality assessment to a double materiality assessment in line with Corporate Sustainability Reporting Directive (CSRD) and the ESRS standards.

3.7 Management System, Risk management and Complaints

Industrilas' operations require permits under the Environmental Code, and our production facilities are certified according to ISO 9001, ISO 14001, and IATF 16949. A significant part of the work on environmental and climate issues is carried out primarily within the framework of ISO 14001. Systems and structures are in place to continuously perform risk assessments, improve the work environment, and reduce the risk of accidents and the occurrence of mental health issues in the workplace.

Complaints and suspicions of breaches of good business ethics or other irregularities can be reported in several ways. A report can be made directly to the immediate supervisor or HR manager, where procedures are in place for overseeing such cases. Employees can also report

irregularities via our whistleblower function, Hailey HR, which is available on the intranet for all employees. Through this function, the person reporting the case can remain anonymous while still receiving feedback on the reported case via an encrypted email function.

Over the past year, Industrilas has not received any fines, and no incidents leading to sanctions have occurred.

4.0 Risk management

Industrilas works systematically with risk management, where risks associated with each department are continuously assessed and are part of the company's governance process.

4.1 Risk Analysis

A revision of last year's analysis was conducted this year to look at the same type of risks and to see if the likelihood or consequence have changed since last year.

The input used to assess the changes was through climate scenario analysis, value chain analysis and a sustainability PESTLED analysis looking at external sustainability factors that can influence us.

Table 2, Identified material risks

Material risks identified by Industrilas:
Risk of corruption and bribery occurring in the supply chain.
Risk of poor working conditions in the supply chain.
Risk of forced labor and child labor in the supply chain.
Risk of changes in supply chains caused by geopolitics or other external events.

It was deemed that there were no bigger changes in likelihood and/or consequences this year compared to last year's analysis as can be viewed in table 2.

To mitigate these risks, Industrilas continued working on supplier contracts and how we audit suppliers to include sustainability-related information on both the environment and human rights. This is to start setting clearer requirements upstream in the value chain regarding sustainability. The implementation of the new supplier contract will be gradually implemented and will take place over several years.

At present, it is too early to evaluate whether this measure has had an effect and has been able to address risks upstream in the value chain.

Below is general information on how Industrilas works with and addresses risks to reduce the risk of actual negative impact. No changes in routines or work methods have been made since last year.

4.2 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.

4.3 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.

4.4 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.

4.5 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 low.

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

4.6 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 into 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 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.

4.7 Transportation Risks

Risks associated with transportation means the risk of acute deliveries and complementary purchases, as well as unnecessary transport, both associated with high costs and increased emissions to the environment.

We continuously work to assess risks related to the supply chain and transportation routes to avoid risks of disturbances.

4.8 Risks associated with Climate Change

The risk that Industrilas facilities are at risk of accidents due to climate change is perceived as 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.

4.9 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. 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.

4.10 Changes in Risk Assessments

During 2025 Industrilas is making changes in their methodology of working with sustainability risk assessments to include this in the process of the double materiality assessment. It is in the scope of that assessment where the company will consider material risks that we impact on or are impacted from, operationally and financially.

5.0 Environment

The following section aims to report Industrilas' work in the environment, activities, action plan, goals, and key figures.

5.1 Environmental Management

Industrilas' environmental work is based on environmental and sustainability policies and falls within the framework of ISO 14001. The environmental management system and policies ensure that Industrilas operates a safe and environmentally responsible business model. The environmental work is regularly monitored and undergoes external and internal audits. Follow-up is also conducted against legal requirements, regulatory authority requirements, and other aspects considered significant.

5.2 Climate Change

Industrilas is a large company operating worldwide. Our processes are energy-intensive, and a significant number of raw materials such as zinc and steel need to be processed for the products and locking solutions we produce. As a result of our operations, we acknowledge our adverse effect on the environment and on the planet.

By the end of 2024 Industrilas reached a major milestone of being able to calculate emissions for most of our products. This step forward increases our own understanding of our emissions but also can guide customers to more climate effective solutions and products.

5.2.1 Emissions of Greenhouse Gases

In 2023, Industrilas' carbon emissions were compiled with the help of consultants according to the GHG Protocol and ISO 14064 for the 2021 fiscal year. The same methodology and calculations have since been performed for 2022, 2023 and 2024. Calculations were carried out for Scope 1 (direct carbon emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (indirect emissions from upstream and downstream activities). Table three presents the data included in the different scopes.

During 2024 we have merged the emission data into our enterprise resource planning system. This change is considered to increase the data quality, especially for purchased materials and services. Therefore, the data for purchased materials and services reported from previous years has also been changed to make the annual emissions more comparable and fairer.

Table 3, Data included in the respective scope

Scope		
Scope 1	Scope 2	Scope 3
Fugitive emissions	Purchased electricity	Business trips
Company owned vehicles	Purchased district heating	Waste
		Purchased goods and services
		Transportation of goods

All emissions generated by Industrilas in Scope 1 come from our own vehicles, as there have been no leaks of refrigerants or other volatile emissions during the measured periods.

In Scope 2, the majority of emissions come from purchased electricity. Many of our processes, such as zinc casting and plastic injection molding, are energy-intensive and generate a significant need for electricity. The energy mix purchased from the supplier is the electricity mix offered on the market, and the energy company's emission factor per kilowatt-hour has been used in the calculations.

The other indirect emissions in Scope 3 are primarily generated by purchased products and services. Where reliable information and emission factors have been available from suppliers, these have been used, but the majority of Scope 3 emissions have been calculated using emission factors from the Ecoinvent database. In practice, this means that most Scope 3 emissions are based on estimated emission factors, which provide an approximation of our total emissions but reduce the reliability of the data presented here.

The emissions from our operations should primarily be used for internal comparison and measurement and should not be used to compare Industrilas with other companies and parties. Continuous work is being carried out to gradually increase the reliability of emission data from Industrilas. The calculations of our emissions refer to Industrilas in Nassjo AB.

Table 4, Emissions of greenhouse gases from our operations presented in tons CO₂e.

Emissions of greenhouse gases				
Ton CO ₂ e	2024	2023	2022	2021
Scope 1, Direct emissions				
Fugitive emissions	0	0	0	0
Company owned vehicles	18,11	45,57	46,95	39,24
Total Scope 1	18,11	45,57	46,95	39,24
Scope 2, Indirect emissions				
Purchased electricity	2 920,91	2 500,03	1 953,99	2 188,15
Purchased district heating	3,99	4,45	3,79	1,46
Total Scope 2	2 924,90	2 504,48	1 957,78	2 189,61
Scope 3, Indirect emissions				
Business trips	55	67,48	42,95	5,02
Waste	248	190,347*	198,192*	318,06
Purchased goods and services	13 311,16	11 835,09*	12 684,475*	12 788,26*
Transportation of goods	965	910,83	568,18	682,50
Total Scope 3	14 580	13 003,75	13 493,79	13 793,84
Sum of emissions (ton CO₂e)	17 522,64	15 553,80	15 498,52	16 022,69

*Changes made from previous years due to a new method of gathering and calculating data.

Table 5, Biogenic emissions

Biogenic emissions				
Ton CO ₂ e				
Year	2024	2023	2022	2021
Scope 1	0	0	0	0
Scope 2*	15,48	17,35	14,8	41,111
Scope 3*	0,015	0,00	0,031	0,387
Total	15,5	17,35	14,83	41,5

*Changes made from previous years due to a new method of gathering and calculating data.

In 2024 we could see an increase of our emissions compared to 2023, and especially in the sections for purchased goods and services and purchased electricity. This is mainly due to the increased production and capability of the new factory. From 2025 and forward we expect to see a decrease in emissions from purchased electricity due to a new electricity deal and the full effect of the change to a more climate effective zinc.

5.2.2 Energy

Industrilas' production processes are energy-intensive, and some processes run around the clock. Routines and systems are in place to systematically become more energy-efficient, and energy efficiency plans are set up and followed up. All production processes are powered through purchased electricity and one of the factories uses district heating as source of heat.

The new factory, which was put into operation in 2023, uses geothermal energy for heating and cooling, where purchased electricity is used for the geothermal heat pumps, and excess energy is managed through the ventilation system and recycled. Therefore, no district heating is needed for heating the building.

In 2024, total energy consumption amounted to 6255,3 MWh (purchased electricity and district heating), and energy intensity was 15.85 kWh per produced hour. Electricity is the largest energy source and is used for all production processes. Industrilas does not produce any own electricity.

Table 6, electricity used in kWh per produced hour, annual target for reduction is set at 3%.

Year	kWh/h	Change in percentage from last year (goal: -3%)
2019	16,85	
2020	18,67	+ 10,8
2021	14,67	- 21,4
2022	14,59	- 0,5
2023	19,15*	+ 31,3
2024	15,85	- 17,23

* The increased usage in 2023 is largely due to the addition of the new factory and the process of moving the production.

5.2.3 Material and Waste

Industralas actively work to reduce process residues and waste in production. This is achieved by reducing the number of defects and deviations in products that lead to increased scrap, as well as through recycling whenever possible.

In the casting process, excess material is directly recycled, to extract more value, reduce the consumption of new raw materials, and decrease the amount of zinc waste. In plastic injection molding similar processes are carried out, when possible, by grinding down the sprue and remelting the plastic.

The waste that Industrias cannot handle itself is sorted and sold to external parties for proper handling and recycling. In 2024, the total amount of waste and scrap from operations amounted to 574,5 tons, of which approximately 75% is recycled.

The largest fractions of waste from operations consist of zinc and other scrap iron and steel. The zinc, along with other metals that become waste because of our operations, is handled by third parties for recycling. Of our total amount of scrap, 75,7% is recycled, with metal scrap contributing a significant portion.

Table 7, Amount of waste and percentage of recycled waste.

Waste, total amount			
Tons	2024	2023	2022
Dangerous waste*	86,2	92,2	88,7
Non- dangerous waste	488,3	482,9	485,42
Total	574,5	575,06	574,12
Recyclable waste (%)	75,7	75	75

*The term dangerous waste refers to waste such as batteries, electronic waste, oilspill, powder coat etc.

6.0 Social Aspects

Industrilas aims to be an attractive employer that offers a developing and stimulating workplace. Everyone should feel safe at their workplace, and we strive for everyone to feel included.

6.1 Own Workers

Industrilas' goal is to be the most attractive employer in our region. All employees at Industrilas are covered by collective agreements and are offered written contracts with fair wages for the work performed. We aim to create a safe workplace for everyone where everyone feels included and involved, and we want to support our employees in taking responsibility for their own personal development. In 2024, Industrilas had an average of 267 employees, of which 93% are permanently employed. In total, 35% of the workforce are women. In production, 38% of the workforce are women, and in the management team, the distribution is 25% women and 75% men.

Table 8, KPIs showing information about employees and gender diversity.

KPIs	2024	2023	2022	2021	2020
Total number of employees ***	267	262	268		
Permanent employee, %	93	93			
Temporary employee, %**	7	7			
Full time employee, %	96	95			
Part time employee, %	4	5			
Women at the company, %	35	40			
Women represented in the management team, %	25	23	25	33,3	0
Women in the production, %	38	45	40	40,9	39,8

*Empty cells represent missing reliable data since the switch to a new HR system.

**In this data both temporary employees and hired staff is represented.

***Total number of employees and the breakdowns of employees in this table is counted by total number of employees during the year. This is different from the annual report where averages are shown. This is done to be able to get the breakdown of data and show the different percentages above.

6.2 Company Culture

The company culture at Industrilas is summarized in the company handbook, Victor. Victor describes the company's values, vision, and goals. It summarizes what Industrilas offers as a company and what is expected of all employees. In addition to the company handbook, the company culture is described in the company's vision, code of conduct, and policies.

6.3 Equality and Diversity

Industrilas places great importance on the equal value of all individuals in society. The company has an absolute zero-tolerance policy against discrimination, which includes discrimination based on gender, race, skin color, age, pregnancy, sexual orientation, religious beliefs, political opinions, nationality, ethnic origin, illness, and disability.

We are an inclusive employer that offers job opportunities and full employment for young people, adults, newcomers, and individuals with various disabilities. Everyone should have the same right to decent working conditions and fair wages for the work performed.

Diversity and equality are a significant part of our success and promote innovation, development, and well-being in the workplace.

6.4 Health and Safety

Industrilas aims to prevent all accidents and illnesses related to the workplace to create a world-class safe and secure work environment. Unfortunately, there is a risk of accidents occurring in our operations, primarily in our production facilities.

Industrilas actively work with union representatives and safety officers to continuously improve our work environment and reduce risks to prevent injuries and other work-related illnesses. We comply with the Work Environment Act and labor laws, with systems in place to systematically perform risk assessments to prevent injuries.

We also follow the regulations for the “organizational and social work environment” to prevent cases of psychosocial ill-health in connection with work. This approach allows us to regularly follow up on efforts to prevent psychosocial ill-health and continuously improve. The work to promote employees’ health is part of the company’s governance process and is continuously reviewed.

Tabell 9, KPIs displaying risk observations, incidents and accidents.

KPIs	2024	2023	2022	2021	2020	Enhet
Number of risk observations	38	55	59	32		St.
Number of incidents	14	20	17	16	10	St.
Number of accidents*	21	16	21	26	21	St.
Short term sick leave	2,66	2,75	1,83	2,95	2,87	%
Long term sick leave	1,40	2,04	0,84	1,83	1,63	%

* Historical accurate data is missing where cells are empty.

*Accidents are defined as any incident that causes pain.

7.0 Governance

Industrilas aims to act as a role model in the industry and places great importance on acting responsibly in all our areas of operation. Our work in responsible business practices includes respect for human rights, business ethics, and anti-corruption.

7.1 Code of Conduct

The Industrilas code of conduct is part of the company's ethical profile. The code of conduct describes how all employees at Industrilas are expected to behave and respect human rights, good business ethics, anti-corruption, children's rights, respect for laws, and more.

The code of conduct should be seen as a guide for all individuals representing the company and how the company expects employees to act at all times and it summarizes the ethical principles that the company stands for. The code of conduct is available to all employees in our quality manual and is presented and reviewed with all employees during their introduction.

Employees also receive their own copy of the code of conduct in their introduction handbook. The code of conduct applies to all employees and individuals who in any way represent Industrilas, including consultants, senior executives, and the board of directors.

7.2 Human Rights

The Industrilas code of conduct takes a clear stance that the organization supports and respects international human rights and has zero tolerance for violations of human rights and children's rights. There is also zero tolerance for all forms of harassment, discrimination, child labor, forced labor, slave labor, or illegal work, including trafficking and various forms of modern slavery. We comply with local legislation and international norms and standards, actively working to review risks and prevent irregularities within the company and where we operate.

The code of conduct is part of the operations manual and serves as a guiding document for all employees, providing guidelines to ensure ethical behavior in all aspects of the business. All employees are introduced to the code of conduct during their onboarding and receive it in their employee handbook. In addition to the code of conduct, there are additional policies and documents that specifically address certain areas and provide more detailed guidelines on the company's values and how employees should act.

A significant part of the company's work is done in collaboration with trade unions and their representatives, providing opportunities and channels for employees to engage in the development of the work and express their opinions. During the fiscal year, Industrilas had no reported cases of discrimination or harassment.

7.3 Anticorruption and Business Ethics

We are a global company active in several markets, countries, and cultures where values and traditions can differ significantly from our own.

The company has a clear ethical profile based on our code of conduct and additional documents and policies that employees should use as guidelines to avoid associating with corruption, accepting bribes, or violating good business practices.

At Industrilas, there is zero tolerance for corruption and bribery, and we place high demands on employees and representatives regarding good business ethics. The work against corruption and bribery primarily involves Industrilas employees but also indirectly includes direct partners.

7.3.1 Channels for Grievances and Complaints

Industrilas encourages all employees to report suspected and actual violations of laws and actions that contradict our code of conduct and ethical profile. In addition to this, there is a whistleblower policy and guidelines for proper handling of reporting, ensuring that whistleblowers and staff who issue reports are protected against retaliation and harassment.

Reporting at Industrilas can be done through several channels, either via the immediate supervisor or HR representative. Employees can also report a suspected incident via our whistleblower function. Here, one can report suspected irregularities completely anonymously and also receive feedback on their case and how it is handled during the process by providing their email address, which is encrypted and kept confidential from those handling the case. This allows for communication during the handling of the case and the opportunity for additional information to be provided to the original report.

In 2024, there were no whistleblower reports. The whistleblower function is available via the company's intranet and is accessible in both Swedish and English.

7.4 Sustainable Purchasing

In several stages upstream in Industrilas' supply chain, we see the greatest risks for negative environmental impact and the greatest risks for corruption and human rights violations, where we simultaneously have limited control and see these as important issues.

In terms of weight, zinc is the largest purchase item for the company, followed by various purchases of wire, rod, and strip in different steel alloys.

At the end of 2023, we began restructuring our supplier contracts to now include a sustainability code of conduct and start auditing suppliers based on sustainability requirements. This work continued during 2024 and will primarily involve direct suppliers but also indirectly include their subcontractors. These changes are expected to be implemented during 2025

Through ongoing activities, we see that we can contribute to positive changes in our supply chain. The work to include all suppliers and monitor compliance will then continue as part of the procurement process. As reported last year we renegotiated deals with freight forwarders and providers so that we now can monitor our emissions from all our owned transportation. The monitoring will be done continuously and is expected to give us insights of how we can increase efficiency.

We do not use conflict minerals (gold, tin, tungsten, and tantalum) and comply with REACH and RoHS, and upon request, supporting documents can be provided to customers as confirmation.

About the Report

Industrilås i Nässjö AB, org. number: 556139-7372, is subject to the legal requirements for sustainability reporting in the Annual Accounts Act. The information and statistics reported pertain to Industrilås i Nässjö AB.

The sustainability report is prepared in accordance with the requirements of Chapter 6 of the Annual Accounts Act. The organization's management, together with key employees, has been responsible for gathering information and identifying Industrilås' significant sustainability risks and goals.

The company's board of directors is responsible for the preparation and issuance of the company's sustainability report.



Revisorns yttrande avseende den lagstadgade hållbarhetsrapporten

Till bolagsstämman i Industrilås i Nässjö Aktiebolag, org.nr 556139-7372

Uppdrag och ansvarsfördelning

Det är styrelsen som har ansvaret för hållbarhetsrapporten för år 2024 och för att den är upprättad i enlighet med årsredovisningslagen i enlighet med den äldre lydelsen som gällde före den 1 juli 2024.

Granskningens inriktning och omfattning

Vår granskning har skett enligt FARs rekommendation RevR 12 *Revisorns yttrande om den lagstadgade hållbarhetsrapporten*. Detta innebär att vår granskning av hållbarhetsrapporten har en annan inriktning och en väsentligt mindre omfattning jämfört med den inriktning och omfattning som en revision enligt International Standards on Auditing och god revisionssed i Sverige har. Vi anser att denna granskning ger oss tillräcklig grund för vårt uttalande.

Uttalande

En hållbarhetsrapport har upprättats.

Jönköping den dag som framgår av vår elektroniska signatur

Öhrlings PricewaterhouseCoopers AB

Christer Johansson
Auktoriserad revisor

Deltagare

ÖHRLINGS PRICEWATERHOUSECOOPERS AB 556029-6740 Sverige

Signerat med Svenskt BankID

2025-05-22 07:39:04 UTC

Undertecknare

Datum

Namn returnerat från Svenskt BankID: CHRISTER JOHANSSON

Christer Johansson

Partner

Leveranskanal: E-post

MARTIN SAMUELSSON Sverige

Granskare

Martin Samuelsson

Leveranskanal: E-post