







# SUSTAINABILITY | PROTON FINISHING

Perspective	Environment			Social			Economy											
Focus area	Climate impact		Local impact	Coworker		Society	Development		Growth									
<b>Sustainable Development Goals</b>																		
	We want to contribute to the goals of the Paris Agreement by reducing the climate footprint of our operations. As a first step, we carry out climate calculations for the various parts of our operations to then establish a plan for how we will reduce our climate impact and reach our goal of climate neutrality in 2045.		We want to contribute to better use of resources by preventing, reducing, reusing and recycling our waste. We also work with responsible handling of chemicals to reduce negative consequences for human health and the environment.	We want to contribute to safe and secure working environments where our employees have the opportunity to grow. We make it possible for people with different backgrounds to get work with good conditions. Through our products, we also contribute to the safety of our customers' employees.		We want to contribute to the goals of the Paris Agreement by reducing the climate footprint of our operations. As a first step, we carry out climate calculations for the various parts of our operations to then establish a plan for how we will reduce our climate impact and reach our goal of climate neutrality in 2045.	We want to contribute to better use of resources by preventing, reducing, reusing and recycling our waste. We also work with responsible handling of chemicals to reduce negative consequences for human health and the environment.		We want to contribute to safe and secure working environments where our employees have the opportunity to grow. We make it possible for people with different backgrounds to get work with good conditions. Through our products, we also contribute to the safety of our customers' employees.									
<b>Target</b>	<b>CO<sub>2</sub>e-impact</b> CO <sub>2</sub> e/surface treated area (Scope 1+2) Target 2029: -45% Target 2035: Neutral and reduced CO <sub>2</sub> e emissions with 90%.  Target 2023: To be able to measure the climate footprint (scope 1, 2 & 3) per surface treated area.  <b>Energy</b> Purchased kWh/working hour Target 2035: -40% (base year 2021)		<b>Waste</b> Waste for landfill & energy extraction from the business Target 2035: 0%  Reduce the percentage of combustible waste in the conventional industrial waste as a measure of increased sorting. Target 2024: 30%  Reduce the proportion of hazardous waste in the total amount of waste. Target 2024: 68%  <b>Emissions</b> Reduce the percentage of the utilized part of the authorized release amount of metal and phosphorus. Target 2024: 20%  <b>Listed chemicals – REACH SVHC</b> Target 2035: 0 listed substances in sold products and used chemical products  <b>Company cars</b> Target 2025: 100% purchase cars with highest environmental class (electricity)	<b>Ambassadors</b> Target 2030: 25 eNPS(NMI)  <b>Safe and secure workplace</b> Target: No accidents resulting in absence Target 2030: 10 identified risks per reported incident  <b>Personal development</b> Target 2030: 16 hours of education per coworker per year  <b>Whistle blowing</b> Target: No deviations/situations that lead to whistleblowing		<b>Contribute with our resources in community development</b> Target 2023: 20 activities  <b>Sustainable value chains</b> Target: x not yet decided (System needed Ex. Amfori BSCI-vårdering, SAQ, Ecovadis...)	<b>Sustainable products and services</b> Target 2023: To be able to measure the climate footprint (scope 1, 2 & 3) per surface treated area.  Target 2025: Cobolt free production  <b>Business development</b> Target 2024: 86,2% OEE		<b>Profitability</b> Target 2024: 8,7% Target 2025: 10% Target 2026: 11%  <b>Growth</b> Target 2024: -1,5% Target 2025: 4% Target 2026: 8%  <b>Solvency</b> Target: >35% yearly  <b>Satisfied customer / Ambassadors</b> Target 2030: 25 cNPS Target 2024: 4,5 NKI									
<b>Result</b>	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023			
	<b>CO<sub>2</sub>e-impact [kg/m<sup>2</sup>]</b> 0,94    0,86 <b>0,71</b> base    -9% <b>-24,5%</b>			<b>Waste [%]</b> landfill    0,15    0,06 <b>0,04</b> Energy extr.    6,9    3,1 <b>1,86</b> sum    7,05    3,16 <b>1,9</b> combustible    31,9    33,61 <b>31,54</b> Haz. waste    77,5    76,29 <b>75,09</b>			<b>Ambassadors</b> eNPS    -8    -24 <b>-14</b>  <b>Safe workplace [number]</b> accident*    11    1 <b>4</b> risk/incid.    3,1    1,5 <b>4,4</b>			<b>Contribution in community develop. activities</b> -    - <b>17</b>  3 pcs sponsor partnership 6 pcs degree theses 4 pcs LIA (Learning at Workplace) 1 pcs shared climate calculation knowledge 1 pcs commitment at Campus Värnamo 1 pcs board member Lagans vattenråd 1 pcs educational fair 1 pcs SIS standard development 1 pcs start of Sustainability network 1 pcs Hillerstorps samhällsförening			<b>Business development [%]</b> OEE    83,0    84,8 <b>80,9</b>  <i>CO<sub>2</sub>e-imprint calculated for all surface treatment lines.</i>			<b>Profitability [%]</b> 12,7    9,6 <b>8,6</b>  <b>Growth [%]</b> 4,6    3,7 <b>8,0</b>  <b>Solvency [%]</b> 37,1    32 <b>30,3</b>  <b>Satisfied customer / Ambassadors</b> cNPS    -28    -36 <b>-10</b> NKI    4,0    4,3 <b>3,9</b>		
	<i>Climate calculations performed for all six factories.</i>			<b>Emissions (part of authorized) [%]</b> part    31,8    31,77 <b>23,59</b>			<b>Personal development [h]</b> number    -    15,1 <b>11,8</b>			<b>Whistle blowings incidents</b> -    - <b>0</b>			<b>Listed chemicals – REACH SVHC</b> used sold <b>Company cars [%]</b> part    No purchases					

\* Accident lost time

<b>Activities To come here we have done:</b>	<ul style="list-style-type: none"> <li>• 100 % fossil free electricity since 2012 (excl. Alsab)</li> <li>• 100 % renewable electricity since 2020 (excl. Alsab)</li> <li>• Biogas instead of natural gas since 2018</li> <li>• Energy mapping</li> <li>• Calculation of climate footprint</li> <li>• Renewable electricity, Alsab.</li> <li>• New powder box Eskilstuna with powder recirculation.</li> <li>• New more efficient gas boilers in Anderstorp and Hillerstorp.</li> <li>• More efficient membrane technology in Forsheda.</li> <li>• More efficient preparations and article set ups.</li> <li>• Installation of energy measurement at each production line</li> <li>• Change to LED lighting at Anderstorp</li> <li>• Low curing powder at Alsab.</li> </ul>	<ul style="list-style-type: none"> <li>• Decontamination of old property in Markaryd</li> <li>• Renovation of water treatment plants</li> <li>• Improved management of processes and water treatment plants</li> <li>• Installation of membrane technology in plating bath</li> <li>• Better handling of UF filters for reduced cleaning needs.</li> <li>• Phasing out of boric acid</li> <li>• Phasing out of cobolt i rack line Anderstorp.</li> <li>• Improved water treatment in Forsheda resulting in less harzardous waste.</li> <li>• Electric car charging points at Alsab, Anderstorp and Industripulver</li> <li>• New solution to treat ZnNi rinses in-house.</li> </ul>	<ul style="list-style-type: none"> <li>• TIA for handling accidents, incidents and risks</li> <li>• First aid training</li> <li>• Defibrillator</li> <li>• Code of Conduct</li> <li>• Improved working method regarding security rounds in TIA</li> <li>• Whistleblowing system implemented.</li> <li>• Implementation of improved first aid equipment for chemical accidents</li> <li>• "Digital dojo" – regular digital chemical safety training</li> <li>• Improved ventilation in Forsheda.</li> <li>• Heated warehouse in Forsheda trough heat recovery.</li> <li>• New powder box in Eskilstuna.</li> <li>• Renovated lunch room in Eskilstuna.</li> <li>• Training regarding handling security rounds in TIA.</li> <li>• Possibility to buy benefit cycle.</li> <li>• Doubled health care allowance.</li> <li>• Renovating offices in Forsheda.</li> <li>• Improved ventilation in Hillerstorp.</li> <li>• Automatic alarm at Anderstorp and IP.</li> <li>• Renovating of lunch room in Hillerstorp.</li> <li>• Renovating offices in Anderstorp.</li> </ul>	<ul style="list-style-type: none"> <li>• Stakeholder analysis performed by 80 students from JIBS (Jönköping International Business School)</li> <li>• Representative in Campus Värnamos management team, production development.</li> <li>• Study visits, interns etc....</li> <li>• New sound protection fence at Hillerstorp.</li> <li>• Sustainability network, Värnamo Näringsliv.</li> <li>• Board member Lagans vattenråd</li> </ul>	<ul style="list-style-type: none"> <li>• Development team</li> <li>• Systematic review of preparations and article set ups</li> <li>• Implementation of a warehouse management system, WMS, at four sites.</li> <li>• Installation of membrane technology in plating bath.</li> <li>• IDUS (system for systematic maintenance) at all sites</li> <li>• IATF certification.at Eskilstuna</li> <li>• Climate imprint at customer offer</li> <li>• Climate imprint per article over a specific time period to customer.</li> <li>• Improved efficiency at barrel line Forsheda.</li> </ul>	<ul style="list-style-type: none"> <li>• Acquisition Anderstorks lackeringsservice AB</li> <li>• Collaboration with the University of Gothenburg regarding change in growth</li> <li>• Reorganization of sales and quotation work to get closer to the customer.</li> <li>• Increased activity in social media</li> <li>• Pilot project, Low curing powder at Alsab.</li> <li>• Development project together with customer.</li> <li>• Customer event with sheet metal processing customers.</li> <li>• Development team part of new business, technology as leverage.</li> <li>• "Finishing truck" collecting customer goods..</li> <li>• Customer event "Sustainable together".</li> </ul>
<b>Activities To reach further we must do:</b>	<ul style="list-style-type: none"> <li>• Installation of solar power</li> <li>• Climate calculations, surface for each article at powder plants</li> <li>• New energy solution in Forsheda to replace LPG.</li> <li>• Work to replace LPG in Eskilstuna.</li> <li>• Heat recovery in Eskilstuna</li> <li>• New compressed air compressor at IP.</li> <li>• Increased speed at conveyor in Eskilstuna.</li> <li>• Reduced consumption of LPG by closing Flakes lines in Forsheda</li> <li>• Improvement work from data collected by energy measurement</li> <li>• Install heat quantity meters</li> </ul>	<ul style="list-style-type: none"> <li>• Environmental and sorting training</li> <li>• Process with only passivation for zinc castings</li> <li>• Increase number of cars with highest environmental class</li> <li>• Electric car charging points at all companies</li> <li>• Prolong life at degreasing bath in Eskilstuna.</li> <li>• Batch teatment of Zn rinses barrel line Anderstorp.</li> <li>• Improved removal of Cr in waste water at Hillerstorp.</li> <li>• Cobolt free passivations.</li> <li>• Investigate possibility to reduce volume of waste fractions to reduce transports.</li> <li>• Investigate possibility to reuse cardboard as packing material.</li> <li>• Phytoremediation, purification of contaminated land using plants</li> <li>• Closing Flakes lines in Forsheda (removal of PFAS and solvents)</li> <li>• Prepare for next solar power installation</li> <li>• New energy solution in Forsheda to replace LPG.</li> <li>• Change diesel forklifts to electrical ones</li> </ul>	<ul style="list-style-type: none"> <li>• More communication about risks and TIA and more root cause work</li> <li>• "Digital dojo" – simple webbased regular safety training.</li> <li>• Action plans NMI, measuring NMI.</li> <li>• Training of all in Code of conduct and whistle blowing.</li> <li>• New blasting machine in Eskilstuna.</li> <li>• Renovating of changing room in Hillerstorp.</li> <li>• Blue varning light at all forklifts.</li> <li>• Protection "roof" at all forklifts.</li> <li>• Simplify data collection of number of training hours</li> <li>• Automatic alarm at Hillerstorp and Eskilstuna.</li> <li>• Development program for leaders</li> <li>• Work with and training in Code of Conduct and value base</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainability and ethics in supplier assessment (ex.Code of conduct / conflict minerals)</li> <li>• Implement tools/systems for supplier assessment/valuation from a sustainability perspective.</li> <li>• Degree thesis.</li> <li>• LIA</li> <li>• Education in swedish language for operators at powder lines in Anderstorp.</li> <li>• Work with and training in Code of Conduct and value base</li> </ul>	<ul style="list-style-type: none"> <li>• More environmentally friendly pretreatment ED/powder.</li> <li>• Process with only passivation for zinc castings</li> <li>• Implementation of WMS at last two sites</li> <li>• IATF certification.IP</li> <li>• Change of ED at Eskilstuna, improved edge corrosion.</li> <li>• IDUS at all factories.</li> <li>• Rapphönan, pre hanging and automation of flow at IP</li> <li>• AGV and smart logistic solutions</li> <li>• AI based quality control.</li> <li>• Capacity increase at powder and galvanic lines.</li> <li>• Implementation of new MPS-system, Dynamics 365</li> <li>• New control system at H1 Hillerstorp</li> <li>• Improved decision support and analysis tools</li> </ul>	<ul style="list-style-type: none"> <li>• Workshop on customer service for employees with customer interaction.</li> <li>• Development project together with customer, supplier and other partners.</li> <li>• Focused ales activities together with development team.</li> <li>• Customer events with a focus on new business and growth.</li> <li>• More visibility in social media</li> <li>• Targeted marketing.</li> <li>• Acquisition.</li> <li>• Improvement activities connected to profitability and efficiency.</li> </ul>