

SUSTAINABILITY | PROTON FINISHING

Perspective	Environment			Social			Economy																																																																																																																																																																																																																										
Focus area	Climate impact		Local impact	Coworker		Society	Development		Growth																																																																																																																																																																																																																								
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	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.																																																																																																																																																																																																																								
Target	CO₂e-impact CO ₂ e/surface treated area (Scope 1+2) Target 2029: -45% Target 2035: Neutral and reduced CO ₂ e emissions with 90%. Energy Purchased kWh/working hour Target 2035: -40% (base year 2021) Target 2025: Develop additional key figures and targets regarding the energy area.		Waste 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 2025: 31% Reduce the proportion of hazardous waste in the total amount of waste. Target 2025: 73% Emissions Reduce the percentage of the utilized part of the authorized release amount of metal and phosphorus. Target 2025: 20% Listed chemicals – REACH SVHC Target 2035: 0 listed substances in sold products and used chemical products Company cars Target 2025: 100% purchase of electric or hybrid cars (not pure fossil)	Ambassadors Target 2030: 25 eNPS(NMI) Safe and secure workplace Target: No accidents resulting in absence Target 2030: 10 identified risks per reported incident Personal development Target 2030: 16 hours of education per coworker per year Whistle blowing Target: No deviations/situations that lead to whistleblowing		Contribute with our resources in community development Target 2025: 20 activities Sustainable value chains Target: x not yet decided (System needed Ex. Amfori BSCI-värdering, SAQ, Ecovadis...)	Sustainable products and services Target 2025: First step towards the first closed water treatment plant, 50% recirculated water. Target 2025: Cobolt free production Business development Target 2025: 86,2% OEE		Profitability Target 2025: 5,8% Target 2026: 7,9% Target 2027: 8,9% Growth Target 2025: -12% Target 2026: 16% Target 2027: 1,3% Solvency Target: >35% yearly Satisfied customer / Ambassadors Target 2030: 25 cNPS Target 2025: 4,5 NKI																																																																																																																																																																																																																								
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* Accident lost time

Activities To come here we have done:	• 100 % fossil free electricity since 2012 (excl. Stans 1) • 100 % renewable electricity since 2020 (excl. Stans 1) • Biogas instead of natural gas since 2018 • Energy mapping • Calculation of climate footprint • Renewable electricity, Alsab. • New powder box Eskilstuna with powder recirculation. • New more efficient gas boilers in Anderstorp and Hillerstorp. • More efficient membrane technology in Forsheda. • More efficient preparations and article set ups. • Installation of energy measurement at each production line • Change to LED lighting at Anderstorp • Low curing powder at Alsab. • Installation of solar power • Increased speed at conveyor in Eskilstuna. • Reduced consumption of LPG by closing Flakes lines in Forsheda • Halved amount of retreatment in barrel line, Forsheda • New compressed air compressor at IP.	• Decontamination of old property in Markaryd • Renovation of water treatment plants • Improved management of processes and water treatment plants • Installation of membrane technology in plating bath • Better handling of UF filters for reduced cleaning needs. • Phasing out of boric acid • Phasing out of cobolt in Anderstorp (only one end-customer-specified passivation left) • Improved water treatment in Forsheda resulting in less hazardous waste. • New solution to treat ZnNi rinses in-house. • Environmental and sorting training • Electric car charging points where possible. • Phytoremediation, purification of contaminated land using plants • Process with only passivation for zinc castings • Improved removal of Cr in waste water at Hillerstorp. • Closing Flakes lines in Forsheda (removal of PFAS and solvents) • Change diesel forklifts to electrical ones (Stans 8)	• TIA for handling accidents, incidents and risks • First aid training • Defibrillator • Code of Conduct • Improved working method regarding security rounds in TIA • Implementation of improved first aid equipment for chemical accidents and regular digital chemical safety training • Improved ventilation in Forsheda. • New powder box in Eskilstuna. • Possibility to buy benefit cycle. • Doubled health care allowance. • Renovating offices in Forsheda. • Improved ventilation in Hillerstorp. • Automatic alarm at Anderstorp and Stans 8. • Renovating of lunch room in Hillerstorp. • Renovating offices in Anderstorp. • Training of all in Code of conduct and whistle blowing. • Automatic alarm at Hillerstorp and Eskilstuna. • New blasting machine in Eskilstuna. • Development program for leaders • Quality-assured reference checking during recruitment. • Enhanced forklift safety with blue lights and protection roof.	• Stakeholder analysis performed by 80 students from JIBS (Jönköping International Business School) • Representative in Campus Värnamos management team, production development. • Study visits, interns etc.... • New sound protection fence at Hillerstorp. • Sustainability network, Värnamo Näringsliv. • Board member Lagans vattenråd • Education in swedish language for operators at powder lines in Anderstorp. • Review and training on Code of Conduct and core values.	• Development team • Systematic review of preparations and article set ups • Implementation of a warehouse management system, WMS, at five sites. • Installation of membrane technology in plating bath. • IDUS (system for systematic maintenance) at all sites • IATF certification.at Eskilstuna • Climate imprint at customer offer • Climate imprint per article over a specific time period to customer. • Improved efficiency at barrel line Forsheda. • New rack transport system at H1 Hillerstorp. • Process with only passivation for zinc castings • Conducted assessment of own operations in Ecovadis.	• Acquisition Anderstorks lackeringsservice AB • Collaboration with the University of Gothenburg regarding change in growth • Reorganization of sales and quotation work to get closer to the customer. • Increased activity in social media • Pilot project, Low curing powder at Stans 1. • Development project together with customer. • Customer event with sheet metal processing customers. • Development team part of new business, technology as leverage. • "Finishing truck" collecting customer goods.. • Customer event "Sustainable together". • Customer service training for positions that face customers. • Customer event with Thule and sub-suppliers.
Activities To reach further we must do:	• Climate calculations, surface for each article at powder plants (part of Dynamics project) • New energy solution in Forsheda to replace LPG. • Work to replace LPG in Eskilstuna. • Heat recovery in Eskilstuna • System support for analysis of data from energy measurement • Improvement work from data collected by energy measurement • Install heat quantity meters • Improved thermal control of baths in galvanic lines • Prepare for next solar power installation • Carry out work linked to the degree of recycled material in purchased materials and products. Develop key figures.	• Increase number of cars with highest environmental class • Prolong life at degreasing bath in Eskilstuna. • Batch treatment of Zn rinses barrel line Anderstorp. • Cobolt free passivations. • Investigate possibility to reduce volume of waste fractions to reduce transports. • Prepare for next solar power installation • New energy solution in Forsheda to replace LPG. • Change diesel forklifts to electrical ones (one left Eskilstuna) • More improved removal of Cr in waste water at Hillerstorp. • Flow meter on recirculation flows. • Change of Gleitmo 627 (sealer) that contains PFAS-substance.	• More communication about risks and TIA and more root cause work • "Digital dojo" – simple webbased regular safety training. • Action plans NMI, measuring NMI. • Renovating of changing room in Hillerstorp. • Continued enhanced forklift safety with blue lights and protection roof. • Simplify data collection of number of training hours • Work for more safety representatives. • Continued leadership development. • Employee HRM is implemented to digitalize and create conditions for e.g. better on and offboarding. • Work together with JL Safety to improve machine safety. • Gradually build away all manual additions of chemistry.	• Sustainability and ethics in supplier assessment (ex.Code of conduct / conflict minerals) • Implement tools/systems for supplier assessment/valuation from a sustainability perspective. • Degree thesis. • LIA • Internship and entry level job	• More environmentally friendly pretreatment ED/powder. • Implementation of WMS at last site, Eskilstuna • IATF certification.Stans 8 • Change of ED at Eskilstuna, improved edge corrosion. • Rapphönan, pre hanging and automation of flow at IP • AGV and smart logistic solutions • Capacity increase at powder and galvanic lines. • Implementation of new MPS-system, Dynamics 365 • New control system at H1 Hillerstorp • Improved decision support and analysis tools, Power BI • Investigate what is needed to improve outcomes in Ecovadis and propose possible targets. • Manual pre-racking at Stans 8	• Development project together with customer, supplier and other partners. • Focused sales activities together with development team. • Customer events with a focus on new business and growth. • More visibility in social media • Targeted marketing. • Acquisition. • Improvement activities connected to profitability and efficiency.