

# SUSTAINABILITY REPORT

2022





# SÖRLING

## CONTENTS

THE YEAR IN BRIEF .....	4	DESIGN FOR FUEL AND .....	32
A WORD FROM THE CEO .....	6	ENERGY EFFICIENCY	
THIS IS SÖRLING .....	8	TECHNOLOGICAL PARADIGM SHIFT .....	33
APPROACH TO SUSTAINABILITY .....	12	MATERIALS SUPPLY.....	34
RESPONSIBILITY THROUGHOUT THE VALUE CHAIN..	13	RISK MANAGEMENT .....	38
STAKEHOLDER DIALOGUES .....	17	PRIORITISED RISKS .....	39
MATERIALITY ANALYSIS .....	18	CERTIFICATES AND STANDARDS .....	41
GREENHOUSE GAS EMISSIONS.....	20	CORPORATE GOVERNANCE.....	42
HEALTH, SAFETY AND WELL-BEING.....	28	AGENDA 2030 .....	44
PRODUCT SAFETY .....	29	GRI INDEX.....	46
ATTRACTIVE EMPLOYER.....	30		

### ABOUT THE REPORT

Sörling AB (556021-6318) herewith presents its voluntary sustainability report for 2022.. This is our second sustainability report and covers all units included in the annual report plus Sorling Sp. z o.o. (0000566241), and reflects our development for the period 1 January 2022 through 31 December 2022. The report was prepared in compliance with the Swedish Annual Accounts Act and the Global Reporting Initiative (GRI), Foundation 2021. The Board of Directors participated in creating the report, and company auditors Öhrlings PricewaterhouseCoopers AB affirm its compliance with the Swedish Annual Accounts Act.

Published 10 May 2023.

Should you have any questions regarding the report, please contact Anders Felling, Group CEO, via [anders.felling@sorling.com](mailto:anders.felling@sorling.com)

# THE YEAR IN BRIEF



## DECISION TO MOVE AND INVEST IN NEW PREMISES

Sörling is looking forward to moving into completely new, sustainable premises in Uppsala in 2023.

## MARKET ROLL-OUT FOR MULTISTAR G2

We launched our new dumper with openable sides that are straight internally. With an internal width of 245 cm, it can now accommodate three pallets side-by-side.

## SÖRLING FORMS SÖRLING AS IN NORWAY

Sörling AB invested in a new sales company, Sörling AS in Norway together with two partners who have extensive experience of the Norwegian market.

## LAUNCH OF GOLDSTAR G3 WITH A 3/4/5 AXLE TRAILER

At Elmia Lastbil we showcased our newly designed trailer with a new chassis and Goldstar G3 dump body launched earlier in the spring. The trailer is designed for load classes 1 / 4 with up to 42 tonnes gross weight.

## LAUNCH OF COMPLETE TRUCK AND TRAILER COMBINATIONS

The entire product range was updated with complete truck and trailer combinations and was presented on the website.

## OUR BIGGEST STAND EVER AT ELMIA LASTBIL 2022

Together with PLS, Norfrig and GEHAB, we showcased our products at our biggest stand ever at Elmia Lastbil. With the new Goldstar G3 trailer and Multistar G2 on our stand, the exhibition was a great success.

## INTRODUCTION OF METALLISED TRUCK BODIES AND CHASSIS

We have begun metallising as a surface treatment to increase product lifetime and improve resistance to corrosion on our truck bodies.

## IMPORTANT DELIVERY FOR SÖRLING

An important, major transaction was concluded thanks to our successful collaboration with the customer and truck dealer. The deal was for a total of 44 vehicles – 27 truck units and 17 trailers to a customer in the greater Stockholm region.

## UPDATED SUSTAINABILITY POLICY

We held sustainability training during the year for our employees aimed at reaching consensus in our approach to environmental issues and setting a common target for our sustainability efforts.

## SUSTAINABILITY COLLABORATION WITH SUPPLIERS INITIATED

We have initiated a collaboration with our suppliers aimed at improving our sustainability work with a primary focus on Scope 3 greenhouse gas emissions.

## STRENGTHENING OUR ORGANISATION

We are currently working closely with our suppliers in order to help our customers with their sustainability work, and we have strengthened our sales, finance, technology and purchasing offerings.

## GREEN CERTIFICATE IN A-B SUPPLIERS ACCORDING TO SUPPLIER ASSURANCE 5.0

Our focused sustainability work means we can now proudly refer to ourselves as having a green certificate within A-B suppliers under SAQ 5.0, the automotive industry's supplier assessment questionnaire.

## FMX ELECTRIC CONCEPT VEHICLE IN COLLABORATION WITH VOLVO

We are developing the Volvo FMX Electric construction site truck for commercial use together with Volvo Trucks. In developing the concept, great attention has been paid to improving cycle times, and Sörling has developed a new control system for the truck body.

## A WORD FROM THE CEO



For more than 100 years, Sörling has focused intensely on its goals and clearly expressed vision of offering customised truck bodies and haulage trailers for the construction and infrastructure industries. We began as a simple trailer builder and developed into a modern industry, and today we are one of the Nordic region's leading truck body manufacturers, and truck and full trailer bodybuilders – and we plan to continue for at least another 100 years!

Our position as a market leader involves significant responsibility, not just financially, but also for people and the planet. It's a responsibility we shoulder with pride, and this report seeks to show you how we do it.

### AN INDUSTRY UNDERGOING GREAT CHANGE

We're living in exciting times, and today more than ever we must keep abreast with change. The industry is developing rapidly and new solutions are constantly being introduced, which in one way or another lead us all forward. The automotive industry in general finds itself in a technological paradigm shift with a focus on the electrification, digitisation and sustainable value chains, and we're here to help. In 2022, and for the first time in its history, Sörling delivered solutions for heavy electric vehicles.

The journey we have ahead of us is very positive, but fossil fuels will continue to dominate for the time being. There will be many uncertainties regarding both the pace of development and legislation, and the need for flexibility will be even greater in every part of the value chain. However, essential requirements have also led to a shift in values. Chassis manufacturers value our skills more highly, and the substantially closer collaborations we enjoy with customers and suppliers alike have led to bespoke solutions in several development projects.

### CONTINUING SHARP FOCUS ON SUSTAINABILITY

For Sörling, 2022 was an eventful year. In addition to product launches and the initial construction work on an entirely new head office in Uppsala, we're naturally continuing our sustainability work together with our owners and sister companies in the Inducore Group. The materiality analysis we conducted in 2021 was also revised in compliance with the updated GRI standard, about which more can be read on page 46. With two years' proactive sustainability work behind us, we're constantly learning more about which activities have the best effect, and during 2023 we will begin investigating our Scope 3 greenhouse gas emissions.

Regardless of the company and industry, much can be done to contribute to a sustainable society from all three ESG perspectives. The latest IPCC report is unequivocal: we cannot compromise when it comes to the climate. We cannot dodge the issue, and nor are there any short cuts. The same applies to human rights, justice and resource management. It's a complex issue, and we're learning day by day.

### OUR CARBON FOOTPRINT

It's gratifying to note that our efforts to reduce our emissions are producing results. We have continued to replace our vehicle fleet with electrified passenger cars and LPG and electric forklifts, and have transitioned to fossil-free electricity throughout Sörling. These two activities mean we have succeeded in reducing our emissions by 35% despite having increased vehicle production by 18%. And the increased production means we also succeeded in reducing our emissions per delivered vehicle by 55%. Our agenda for 2023 includes investigating our Scope 3 greenhouse gas emissions, where we have our greatest impact.

### STRONG POSITION FOR THE NEW YEAR

Although 2022 was characterised by unrest and war in Europe, which affected sales and the cost of materials and components, demand for our products and services was nevertheless good, which means we can look forward to an even stronger 2023.

Sörling AB continued to develop new products in 2022, in both truck production and trailers. We have also developed efficient, sustainable electric truck superstructure production for a Swedish truck manufacturer. Sörling also formed a sales company in Norway – Sörling AS – for the sale of truck bodies truck bodies and trailers for haulage in the construction and infrastructure industries.

We will move our Swedish operation to completely new premises in Uppsala in the spring of 2023. As part of our sustainability journey, the new facility will be certified under Swedish GreenBuilding Silver, be equipped with solar panels and use 100% green energy.

Despite the prevailing geopolitical uncertainty, and the challenges that remain in the wake of Covid 19, we are well equipped for the future in an industry that is beginning to recover. We continue to be a sought-after partner for customers and an attractive customer for our suppliers by remaining at the leading edge of technology with new, lighter, more efficient and sustainable products. Our sharp focus on the safety and well-being of our employees and a clear strategy provides a stable foundation, allowing us to look forward to further advances.

Anders Felling, CEO, Sörling AB

# THIS IS SÖRLING

Our story began back in 1919 when brothers Jonas and Fredrik Höglund founded their eponymous company: Bröderna Höglunds Verkstäder AB. The company's business concept grew out of Jonas's own design for a hydraulic tipper. Putting their curiosity and great motivation to good use, the brothers developed a product that enjoyed strong demand, not just in Sweden, but also internationally. Things went so well that King Gustav VI Adolf appointed the brothers Knights First Class of the Order of Vasa in 1962. In 1923, the journey continued with Ilsbo and Sörling, through J. Sörling-Ilsbo AB – today's Sörling AB.

A lot of water has flowed under the bridge since then, but today Sörling still manufactures innovative solutions for the automotive industry. Since 1993, the head office has been located in Knivsta, but will move to new premises in Uppsala during the spring of 2023, and production will take place in Sweden and Jelcz in Poland.

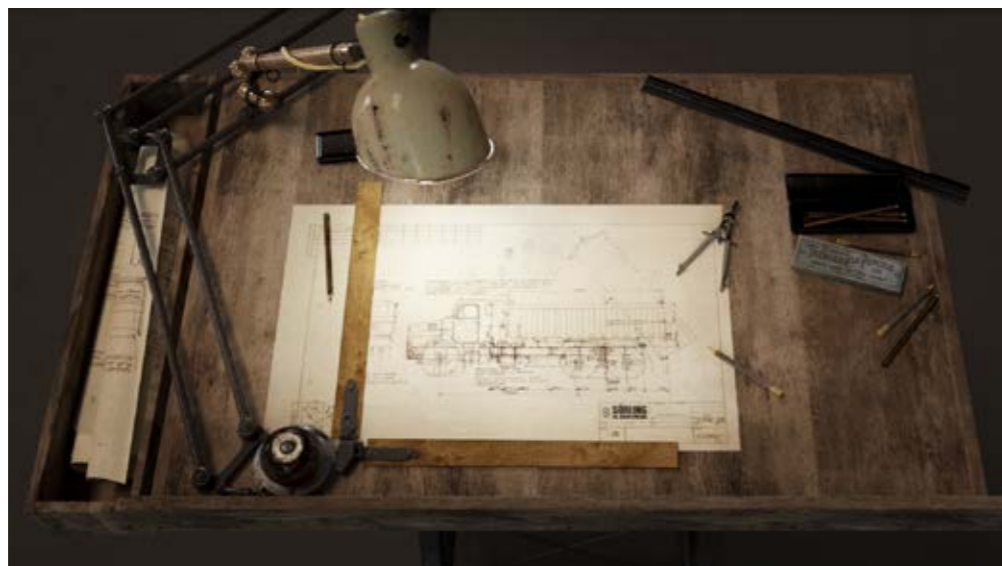
Our ambition is to drive the automotive industry forward in the transition to a more sustainable world. This will involve every aspect of our business from product design to occupational health & safety, to the use of our products and powerful collaborations with suppliers, customers and partners. Because of their innovative designs and smart solutions, our products today require less material, which makes them easier to take apart for reuse or recycling. Faster loading and unloading combined with lower fuel requirements helps cut trip times and fuel consumption for our customers.

## BUSINESS IDEA

To develop, manufacture and sell customised truck superstructures and trailers for the construction and infrastructure industries.

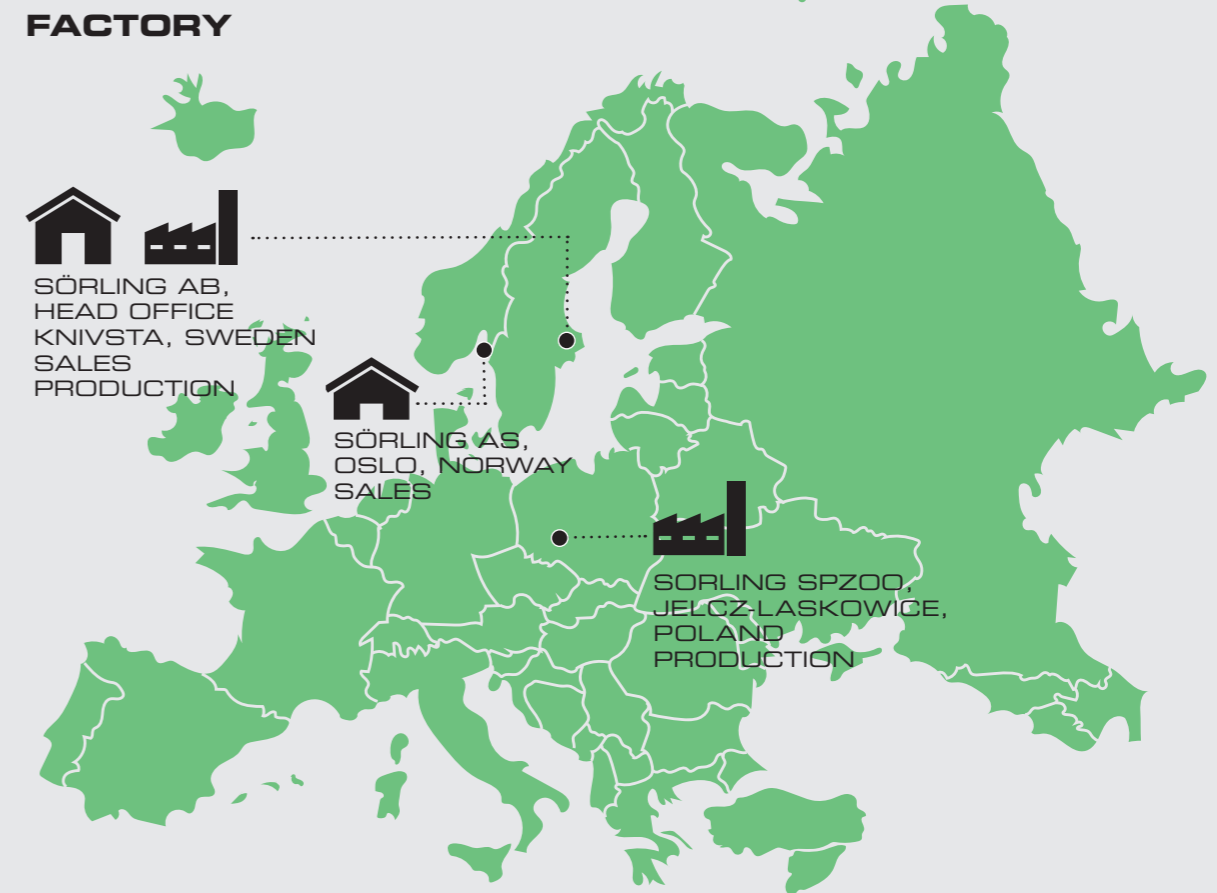
## SÖRLING TURNS 100 IN 2023

Sörling AB was registered as a company in 1923, which means we'll soon be celebrating our centenary. What began as a little mechanical engineering workshop has grown into today's modern truck body industry. Sörling continues to lead the industry forward through innovation and the full product range it offers today. We will move into new premises in Uppsala in May 2023, a great step forward in our ongoing journey to become a 100% sustainable business. Drawing strength from our history, we look forward to the next 100 years.



## HEAD OFFICE FACTORY

## FACTORY



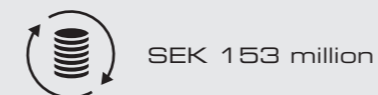
## MARKETS



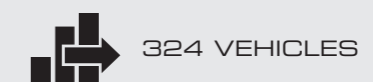
## EMPLOYEES



## ANNUAL SALES



## VOLUME



## CORE VALUES



### KNOWLEDGE

We combine our deep knowledge with our extensive experience and do our utmost to constantly develop and improve our solutions. We know that a functional, high-quality product does not only have a longer service life, but will also help our customers in simplifying their everyday lives.



### SUSTAINABILITY

To help our customers achieve more sustainable operations, we must deliver high-quality products that last over time. We work actively to find new solutions that make our products lighter and more energy-efficient. This is our contribution to reducing both our and our customers' climate footprint.



### FLEXIBILITY

We understand and value that each operation has unique needs. We tailor our products in close collaboration with our customers to make sure that every product we deliver is optimal for its purpose.

1919 ..... 1923 ..... 1993



Jonas Gunnar Höglund and Fredrik Höglund founded Bröderna Höglunds forge & mechanical engineering workshop.



Johan Sörling founds Sörling in Rosersberg. The business soon focuses on the haulage sector, which is expanding with the rise of motoring.



Ilsbo Industrier acquires J. Sörling AB and the company moves to Knivsta.

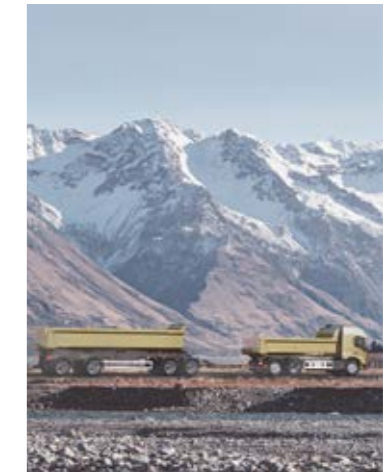
2007 ..... 2017 ..... 2022



After working together for a long while, the two companies form a joint venture under the market name Sörling-Ilsbo. The new company becomes part of the Inducore Group.



Sörling invests in an ultramodern factory with welding and painting robots in Jelcz, Poland.



We continue developing our champions Goldstar and Multistar, both in a G3 version. With its new 3/4/5 axle trailer, the Goldstar G3 is eagerly welcomed by truck manufacturers throughout Sweden.

# APPROACH TO SUSTAINABILITY

When our customers assessed Sörling in our 2022 annual customer survey, we could see that our greatest improvements are in our product offer, availability, delivery performance, quality and sustainability. Sustainability is an ever-more-important area. Our customers give Sörling a customer satisfaction index of 78 (77), which is very high. The evaluations through Supplier Assurance 5.0 provide absolute top marks in two aspects – company management and responsible raw materials purchasing. Business ethics and environment were two other areas that achieved very high marks in the assessment, while supplier management came in lower, but still significantly higher than the industry average. Supplier management will become more important in our sustainability work, especially considering our increased focus on Scope 3. We are proud of the confidence our customers have in us and are convinced that we can move forward shoulder-to-shoulder with them and our suppliers to jointly create tomorrow's haulage solutions.

Because we work in an industry with a high environmental impact, we need to concentrate on reducing our climate footprint. There are two important keys to this work: The precautionary principle is one, i.e. making sure safeguards are in place and that we take prudent measures necessary to hinder, prevent or stop the business from causing harm to human health and the environment, and the other key is taking part in the technological paradigm shift to reduce the impact of the entire industry.

Integrating sustainability into the strategy is a work in progress. It's a matter of regular training including targets and KPI follow-ups, sustainability in the risk assessment process and much more besides. The foundation of our structured sustainability work was laid in 2021 when all of the management teams in the Inducore Group were trained in sustainability and began analysing our operations. We created materiality analyses together and defined our long-term goals for 2030. We also created a sustainability council with representatives from different parts of the Group to coordinate sustainability issues and, moving forward, to make sure the work continues. This year, we have updated the materiality analysis to make sure we are on the right track. We live in a world that is changing rapidly, which became very apparent in our work with the new materiality analysis. Read more about this on page 18.

## SUSTAINABILITY POLICY

Sörling will protect the environment and make sure laws and binding obligations are complied with. We work to achieve the goal of improving our sustainability performance by constantly evaluating and developing our own operation. We work pro actively to achieve sustainable development with lower energy use and minimal materials consumption. We also help to improve the operations of our suppliers and customers. Sörling seeks to be a safe, secure and inclusive workplace with committed, motivated and well-trained employees.

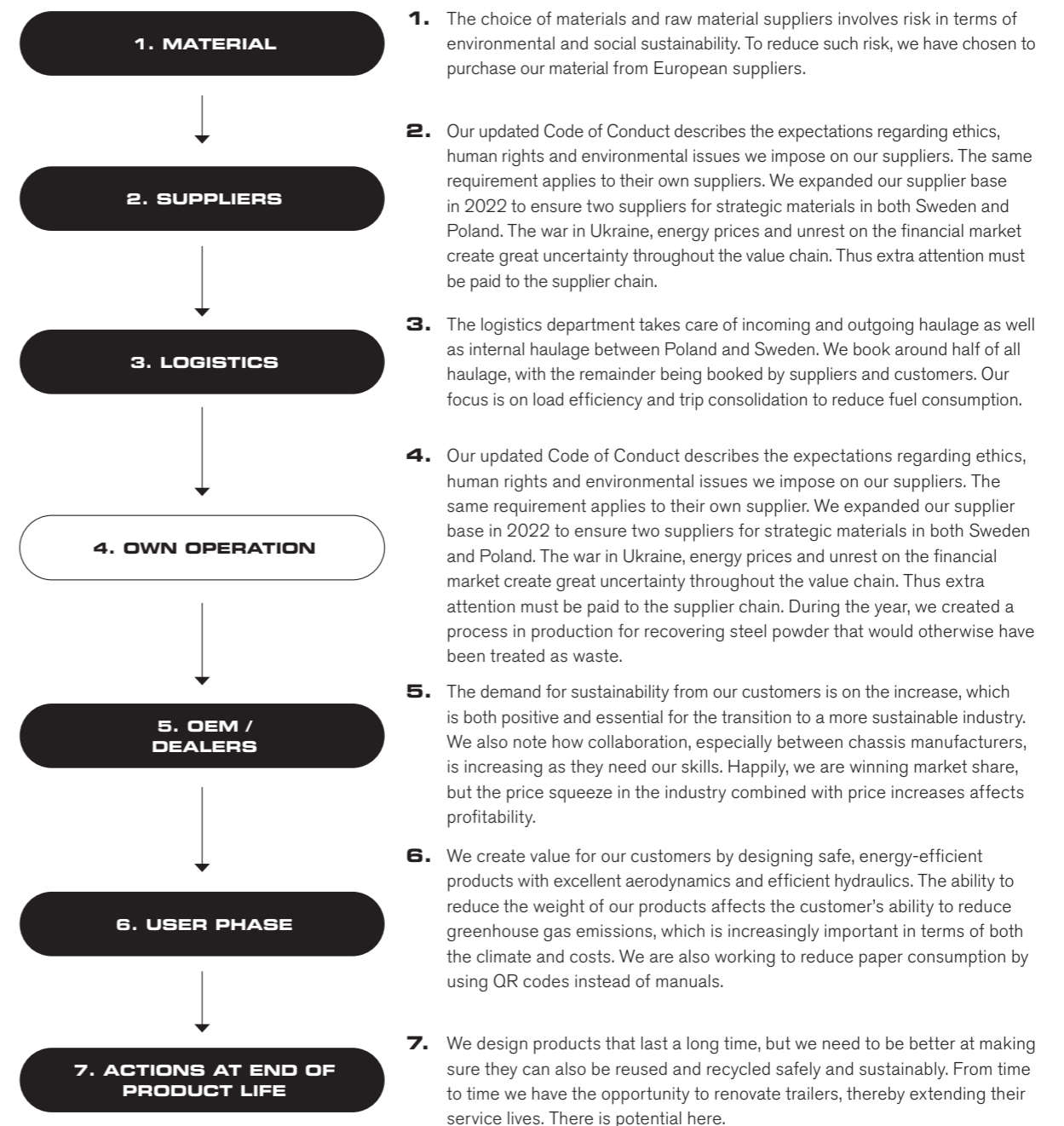
We implement our policy by:

- Developing trailers and truck bodies, with higher performance and lower weight. We achieve this by using less material while also creating greater efficiency in terms of load capacity and fuel consumption. The development process also includes a safer, more efficient operation with optimised material use.
- Constantly measuring energy, water and waste with the aim of reducing total waste and increasing the proportion in the circular economy.
- Constantly evaluating chemicals to identify and preclude harmful emissions that can have a negative impact on people and the environment. We ensure risk-free chemical usage and are well prepared for any incidents in order to minimise the pollution of soil, air and water.

# RESPONSIBILITY THROUGHOUT THE VALUE CHAIN

Simply focusing on our own operation is not enough. The greatest impact takes place upstream and downstream in our value chain, and there is a great deal we can do to reduce it. It includes materials choices, how we design and manufacture our products and the length of a product's service life with the customer. We also include safety in our solutions, and the way our products can be repaired, reused and finally recycled. It also concerns human rights, waste management, the use of chemicals, emissions to air, soil and water and a great deal more. There are always things to do and improve, and we have resolved to inspect our value chain at every level. There is no alternative.

Accordingly, we updated our value chain survey in 2022 as part of our materiality analysis work.



## INSIGHTS FROM VALUE CHAIN ANALYSIS

Sustainability is a team effort and we strive to work with customers and suppliers to achieve our ambition for a more sustainable automotive industry, and this has become especially clear in the analysis of our value chain. Every company can have a greater impact than it imagines, and by raising the level of discussion and asking questions we can inspire each other to constant improvement.

We also recognise the importance of involving people from different parts of our operations in this work, and collaboration with sister companies in the Inducore Group. Different perspectives, backgrounds and questions result in stronger analyses and insights.

## MEMBERSHIP

Sörling plays an active part in society and industry through e.g. its membership in the Association of Swedish Engineering Industries, and the Swedish Body Builder Association (LFG), in which Sörling's CEO is a board member. LSG is an important part of the Swedish automotive industry and works together with truck manufacturers regarding skills and product development. Companies large and small working together have made the Swedish automotive industry world leaders in many respects. As a cooperative group for internal skills development, business intelligence and communication, it strengthens the truck body and truck trailer industry.

## POLICIES

Sörling's principal policy documents are approved by the Board and comprise:

- Sustainability policy
- Environmental Policy
- Quality Policy
- Code of conduct for suppliers
- Code of conduct for employees
- Occupational Health & Safety Policy
- Personnel Manual





## STAKEHOLDER DIALOGUES

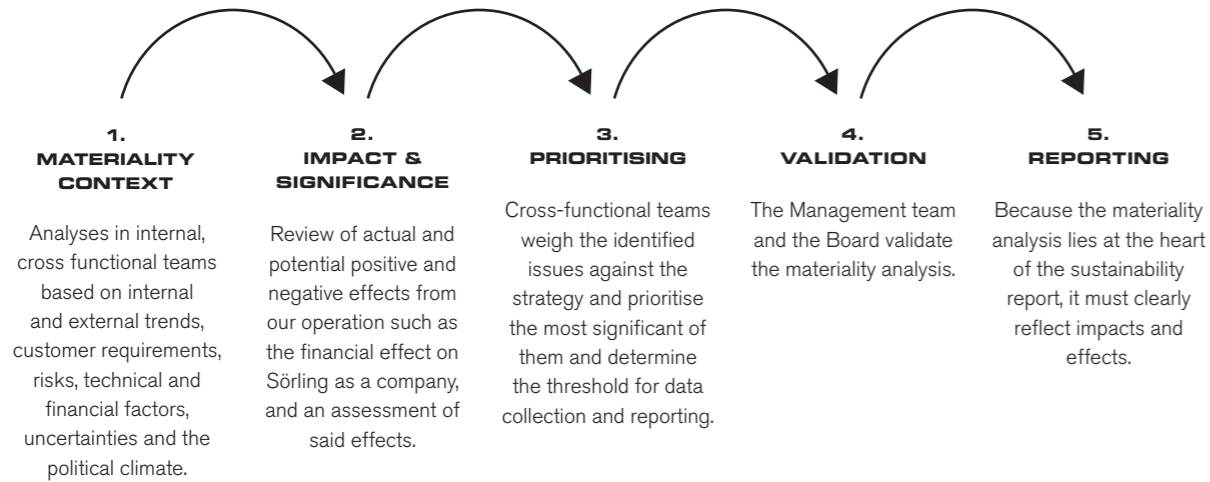
We interact constantly with our stakeholders through various channels and in different forms. We maintain a constant dialogue with different organisations and other interested parties through meetings with customers, suppliers and other partners. These dialogues provide a constant flow of insights into what is important for them, where they are headed, and how we can help.

	EMPLOYEES	CUSTOMERS	SUPPLIERS	OWNERS
<b>DEFINITION</b>	Existing.	Direct customers, distributors.	Direct suppliers.	Inducore Group.
<b>TYPE OF DIALOGUE</b>	Daily communication, employee survey & performance reviews.	Ongoing cross-checks, sales meetings.	Purchasing discussions.	Regular follow-up meetings.
<b>IMPORTANT ISSUES</b>	Greenhouse gas emissions, biodiversity, health, safety, well-being, diversity & inclusion, circularity.	Greenhouse gas emissions, sustainable products, safety, space, handling during loading & unloading, circularity.	Clear expectations, partnerships, joint projects.	Risk management, health, safety and well-being, controlling the technological paradigm shift, greenhouse gas emissions, haulage, waste management.
	MUNICIPALITIES	BANKS	THE PLANET	SCHOOLS
<b>DEFINITION</b>	Where we operate.	Inducore Group banks.	Climate systems and environmental issues.	Upper secondary schools.
<b>TYPE OF DIALOGUE</b>	Ongoing dialogues.	Regular communication, in the case of loans, etc.	Research and science.	Ongoing dialogues.
<b>IMPORTANT ISSUES</b>	Jobs, responsible employer, greenhouse gas emissions, waste management.	Risk management, greenhouse gas emissions, biodiversity, discharges to soil & water, health & safety, diversity and inclusion.	Greenhouse gas emissions, circularity, waste management, energy efficiency.	Health, safety & well-being; professional development, proactive sustainability efforts, diversity and inclusion.

The planet is an important stakeholder that usually lacks a voice. We rely on research and use reports from the IPCC – the UN's climate body – and the Stockholm Resilience Center's planetary boundaries as supporting documentation.

# MATERIALITY ANALYSIS

To identify the sustainability matters most relevant to Sörling, we carried out our first materiality analysis in 2021. It consisted of two main parts, an analysis of our value chain to identify areas where we have the greatest impact, and a structured dialogue with our most important stakeholders. We then strove to include sustainability issues in existing channels to achieve a more ongoing understanding for the issues that are most important for our stakeholders. We have updated the materiality analysis for the 2022 sustainability report in accordance with the updated GRI 3: Material Topics 2021, and we created a process for ongoing evaluation.



## DIFFERENCES FROM THE PREVIOUS YEAR

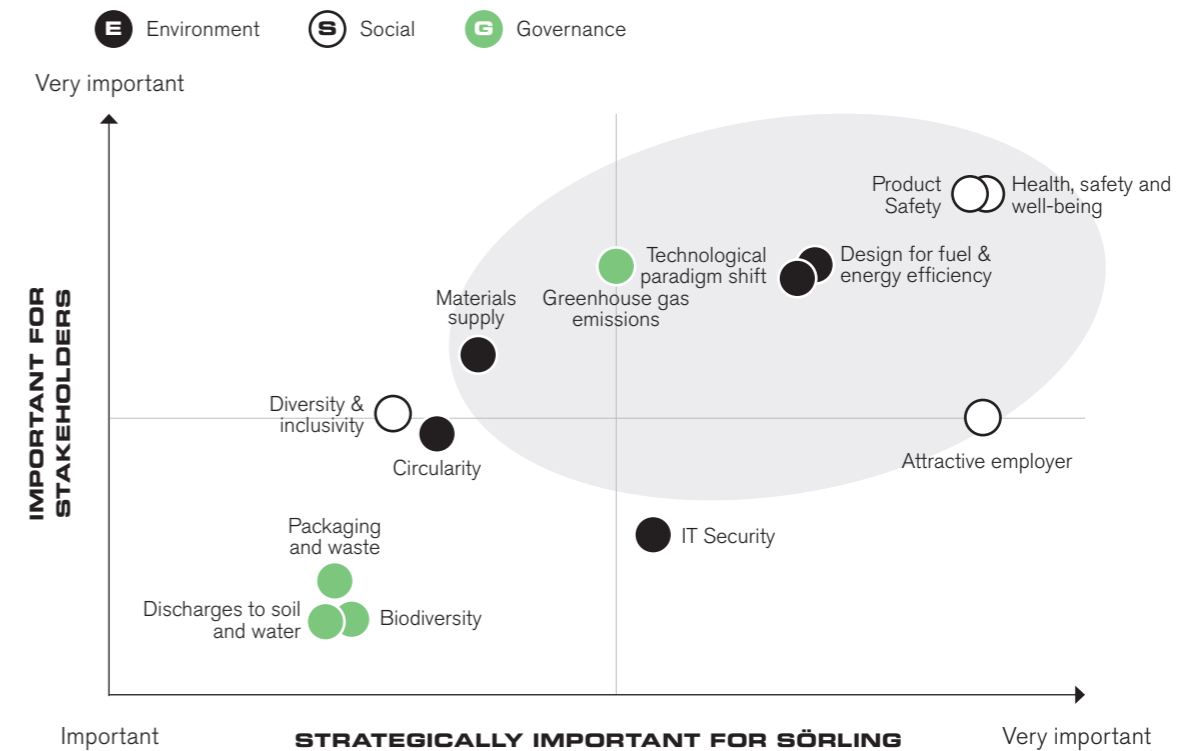
We operate in an industry undergoing change and development in a world of geopolitical unrest, inflation, climate change and much more besides. This is reflected in our updated materiality analysis. Health, safety and the work environment are our highest priorities this year, as they were last year. Greenhouse gas emissions and the technological paradigm shift are also above the priority threshold value, while diversity, inclusivity and circularity are below the line in this year's prioritisation. Meanwhile, the following issues have come in above the line:

- Product safety
- Design for fuel and energy efficiency
- Attractive employer (includes diversity and inclusivity as an aspect)
- Materials supply

# OUTCOMES FROM THIS YEAR'S MATERIALITY ANALYSIS

The outcomes of the materiality analysis gave us a clear picture of the areas we must focus on in the years ahead. In order to drive change, measure and follow-up the impact of our activities, we have set targets and KPIs for each area.

The following pages describe our priority areas, i.e. those found in the grey field and which are above the threshold value for reporting.



## PRIORITY LIST

1. Health, safety and well-being
2. Product safety
3. Attractive employer
4. Design for fuel and energy efficiency
5. Technological paradigm shift
6. Greenhouse gas emissions
7. Materials supply **Threshold value for reporting**
8. IT Security
9. Circularity
10. Diversity and inclusivity
11. Packaging and waste
12. Biodiversity
13. Discharges to soil and water

# ENVIRONMENTAL SUSTAINABILITY

## GREENHOUSE GAS EMISSIONS

Our impact on the climate and the importance of reducing greenhouse gas emissions cannot be underestimated. The matter has dominated the sustainability issue for many years and the urgent need to limit climate change is currently driving technological development in numerous areas, including the haulage industry. Thus while the greenhouse gas emissions issue is closely linked to several other important areas, the focus here is on our own emissions.

Our calculations are based on the five principles of the GHG protocol:

- **Relevance:** reports should reflect the company's emissions in a relevant way and serve as decision support documentation for both internal and external users.
- **Completeness:** reports should include all emissions within the designated system boundaries and any exceptions should be described and explained.
- **Comparability:** the method of calculation should be consistent so that comparisons can be made over time. Changes in data, system boundaries, methods, etc. must be documented and communicated.
- **Transparency:** all underlying data, methods, sources and assumptions must be documented and communicated.
- **Accuracy:** calculated emissions must be as close to actual emissions as possible.

## THE THREE SCOPES OF THE GHG PROTOCOL

In the case of climate reporting under the GHG protocol, greenhouse gas emissions are divided into different areas, a.k.a. scopes. They are grouped according to the context in which the emissions occur.

- **Scope 1:** Direct emissions from own operations, such as those from installations, production, owned and leased vehicles
- **Scope 2:** Indirect emissions from purchased electricity, heating and cooling
- **Scope 3:** Indirect emissions upstream and downstream in our value chain

Sörling began calculating greenhouse gas emissions under the GHG protocol in the 2021 financial year. Charting our emissions has given us a better picture of which parts of our operations have the greatest environmental impact.

## CONSOLIDATION METHOD

In the case of climate reporting under the GHG protocol, two different consolidation methods are allowed: financial control and operational control. Sörling uses operational control, which means the emission limit assigned to the reporting company is based on its influence over the relevant business activity.

## SYSTEM BOUNDARIES

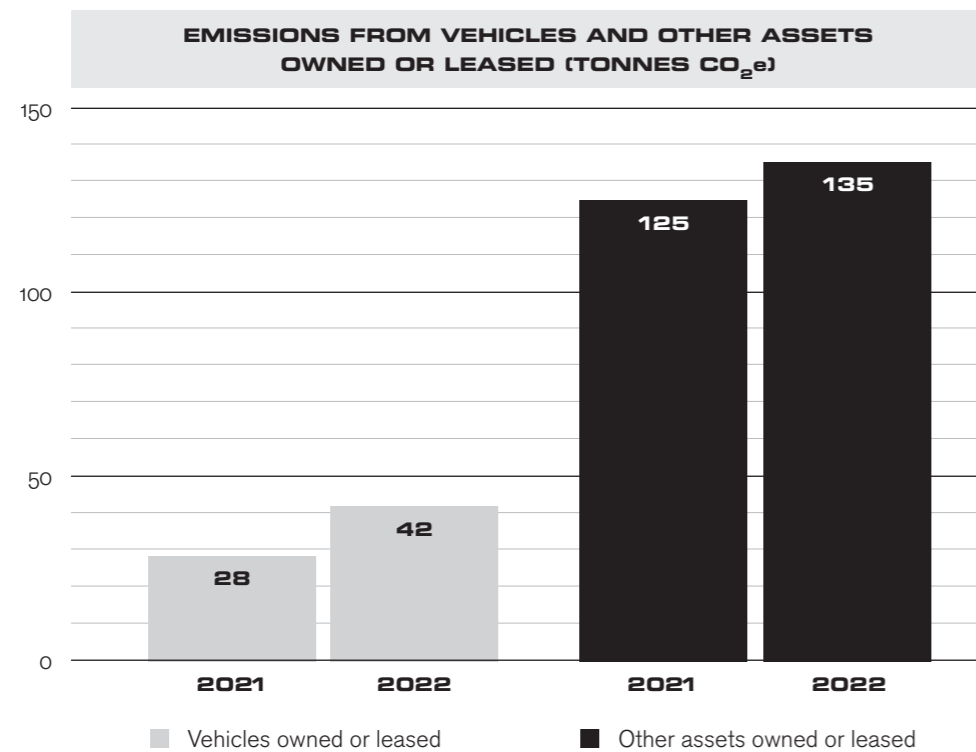
Included in the calculation of an operation's climate impact are the vehicles it owns or rents, other owned or rented assets, and the operation's energy consumption – in Sörling's case, electricity, oil, LPG and district heating.



## SCOPE 1 – VEHICLES AND OTHER ASSETS

In all, Sörling emitted 177 tonnes of CO<sub>2</sub>e in Scope 1.

- Emissions from vehicles, owned or leased: 42 tonnes CO<sub>2</sub>e
- For other assets, owned or leased: 135 tonnes CO<sub>2</sub>e



### VEHICLES OWNED OR LEASED

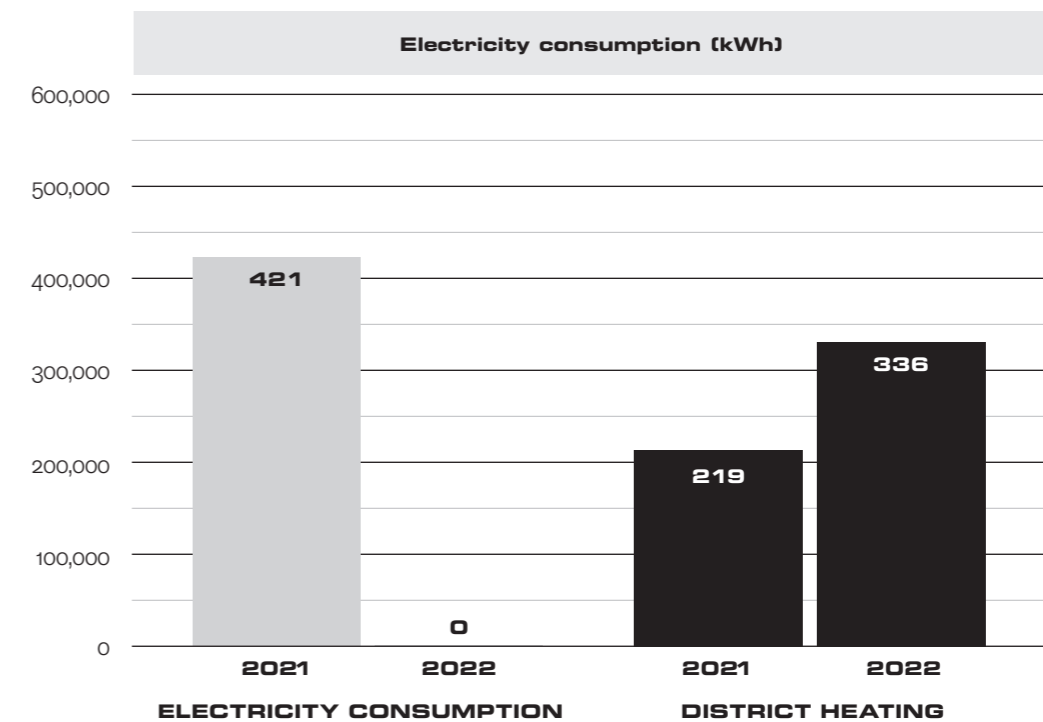
In 2022, Sörling reported emissions from seven company vehicles generating a total of 11.2 tonnes of CO<sub>2</sub>e. Of these, two are electric, two have petrol engines and the remainder have diesel engines. The operation in Knivsta uses diesel-engined trucks. The emissions from them are included in the emissions shown below for heating oil. Sörling's operation in Jelcz, Poland, used 6,732 kg of LPG for its forklifts, equivalent to 13,194 litres and emissions of 20 tonnes of CO<sub>2</sub>e. In 2022, 4,315 litres of diesel were also used for hauling products to customers.

### OTHER ASSETS OWNED OR LEASED

Scope 1 also includes emissions caused by heating the operation's premises and assets owned or rented. Sörling's operation in Poland uses LPG to heat the paint installation. A total of 27,329 litres were consumed, generating 42 tonnes of CO<sub>2</sub>e. The operation in Knivsta used 34,668 litres of fuel oil for heating with oil burners, generating 93 tonnes of CO<sub>2</sub>e.

## SCOPE 2 – ELECTRICITY

In 2022, Sörling's electricity consumption was 1,095 MWh, of which 100% was from fossil-free energy sources. A breakdown of the electricity consumed by the companies in Knivsta and Jelcz is shown below.

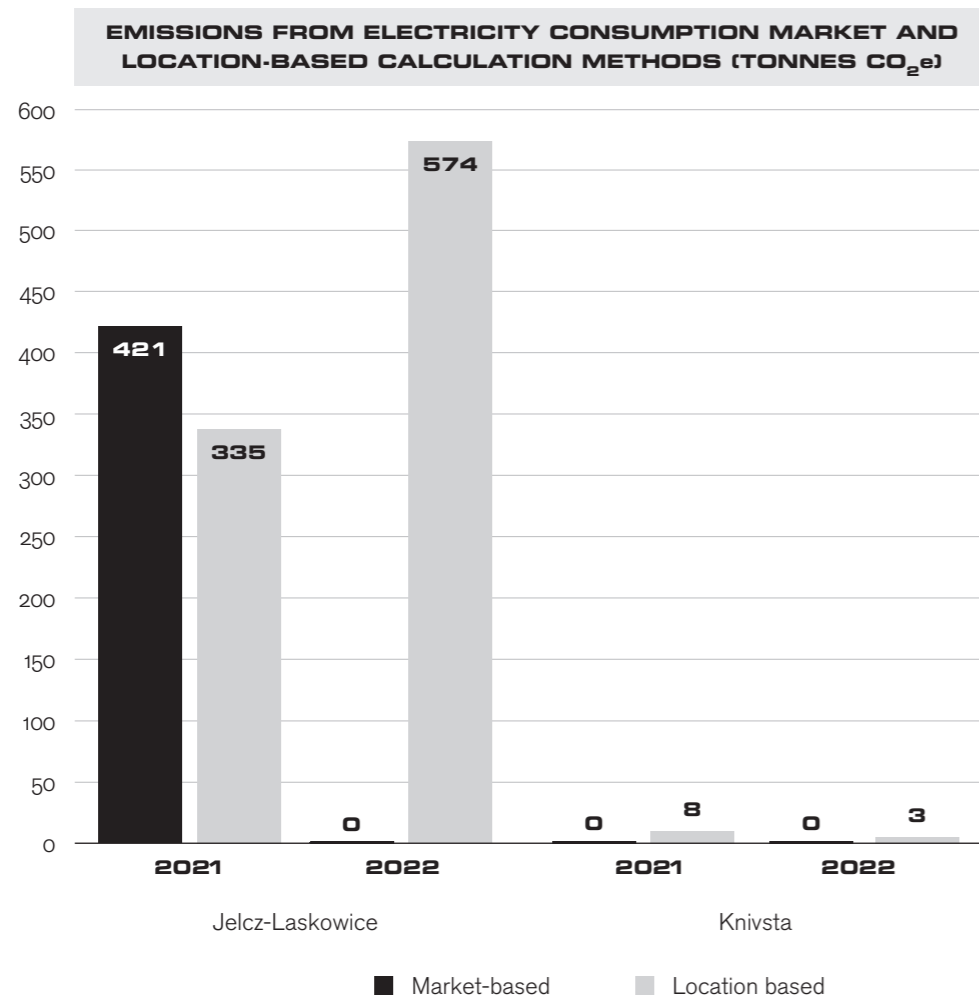


### ACCORDING TO THE GHG PROTOCOL, EMISSIONS IN SCOPE 2 MAY BE CALCULATED USING ONE OF THE FOLLOWING METHODS:

- Market-based method, which distinguishes between electricity purchased with a guarantee of origin and unspecified electricity. A specific emission factor is used for electricity with a guarantee of origin and the emission factor for a residual mix is used for unspecified electricity.
- The location-based method, where the same emission factor is used for the entire supply in the grid. This emission factor represents the power mix of the region's actual electricity generation system.

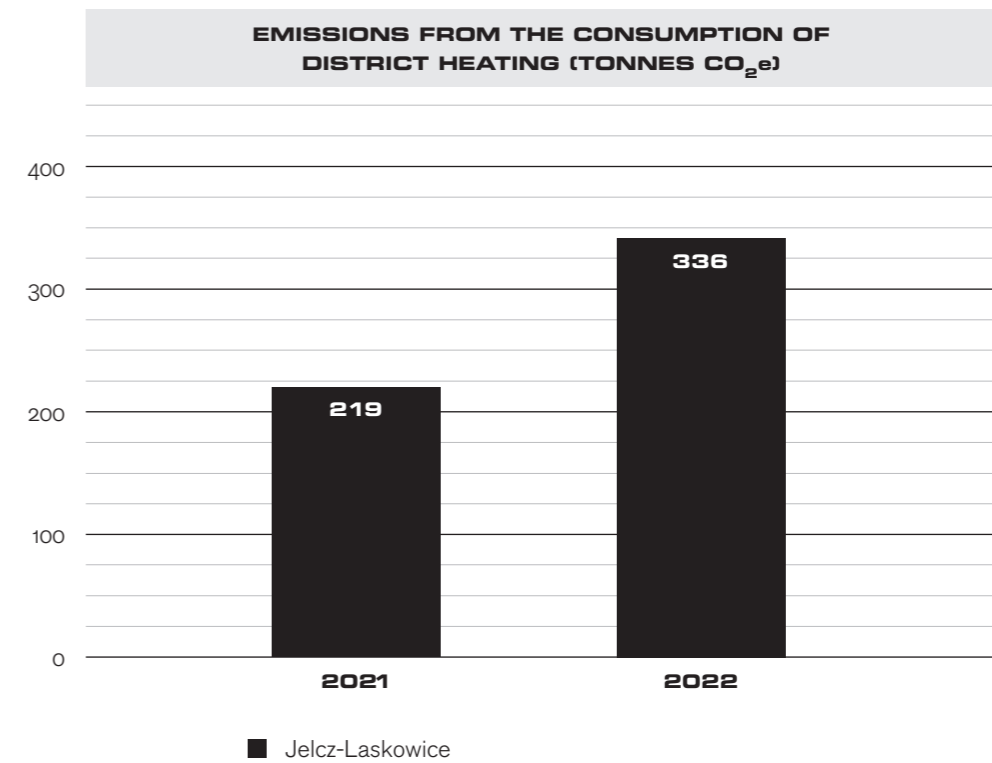
Sörling's climate report uses the market-based calculation method as prescribed by the Swedish Energy Market Inspectorate. Under this method, total emissions from electricity consumption were 0 tonnes of CO<sub>2</sub>e in Scope 2. Emissions based on electricity consumption are reported below with the relevant calculation method to show the differences in outcomes.

Emissions from electricity consumption for the Knivsta operation were calculated at 0 tonnes of CO<sub>2</sub>e according to the market-based method. The emission factor was provided by the electricity supplier Vattenfall, from whom Sörling buys fossil-free electricity. When we look at the location-based method, it totalled 3 tonnes of CO<sub>2</sub>e in Knivsta, which reflects the electricity mix of the region's actual electricity generation system. Emissions from electricity consumption in Jelcz totalled 574 tonnes of CO<sub>2</sub>e according to the location-based method.



### SCOPE 2 - DISTRICT HEATING

Only the operation in Jelcz, Poland, buys district heating. According to information from the supplier, this is produced with 100% coal power. District heating generated 336 tonnes of CO<sub>2</sub>e and accounted for 100% of Sörling's total Scope 2 emissions.



## SUMMATION OF SCOPES 1 AND 2

GREENHOUSE GAS EMISSIONS SCOPES 1 & 2		
SCOPE 1 & 2 (%)	2021	2022
Vehicles	54%	8%
Electricity	40%	0%
Buildings and processes	4%	26%
District heating	2%	66%

TOTAL GREENHOUSE GAS EMISSIONS		
SCOPES 1 & 2 TOTAL (TONNES)	2021	2022
Scope 1	153	177
Scope 2	641	336
Total	794	514

Total greenhouse gas emissions for 2022 fell by 35% from 740 tonnes to 514 tonnes.

-35%

EMISSION INTENSITY		
SCOPES 1 & 2 (TONNES)	2021	2022
Carbon footprint in Scopes 1 & 2 / number of vehicles produced	2.89	1.59

Emission intensity for 2022 fell by 55% from 2.89 tonnes to 1.59 tonnes.

-55%

## SCOPE 3 – UPSTREAM AND DOWNSTREAM EMISSIONS IN THE VALUE CHAIN

Sörling has chosen to begin measuring Scopes 1 and 2. In 2023, we will begin charting our Scope 3 emissions with regard to haulage.

### GOAL 2024:

- Scope 1 and 2: We will reduce our carbon footprint by 60% by 2024 compared to base year 2021 by switching our vehicle and company car fleets to electric vehicles or other fossil-free alternatives. We will also change to fossil-free electricity and heating.
- Scope 3: We will chart our five most important suppliers for incoming freight haulage to jointly optimise our logistics flows and avoid unnecessary trips.

The purchasing manager is responsible for the two environmental issues, greenhouse gases and haulage. Follow-up takes place quarterly to the CEO, who reports outcomes to the Group's sustainability council.

# SOCIAL SUSTAINABILITY

## HEALTH, SAFETY AND WELL-BEING

Safety, job security and good health are fundamental conditions for the ability of people to reach their full potential. No one should have to put health or safety at risk by working for us or with us.

Every employee should feel valued as a key player in the success of the business. Because our managers have an important role to play in this regard, we will offer them leadership training that can help boost team spirit and promote clearer communications about our strategic direction. Our goal is to help every employee become the very best they can be at Sörling.

We demand high standards and a good, safe work environment where occupational accidents and injuries are prevented. Because no one should have to risk their safety by working with us, we constantly evaluate our facilities and processes and always try to stay one step ahead and prevent accidents, rather than have to remedy them. We offer performance reviews and health checks on a regular basis to make sure our employees also feel good mentally and socially. We're investing a lot in training for the technology paradigm shift, occupational health and safety, IT and logistics processes for a more efficient and sustainable operation. We're also investing in a completely new facility, which will have a much better work environment. The facility is scheduled to be ready for moving in during the first half of 2023.

The Sörling Management System includes the occupational health and safety management system. It also includes the process and instructions for risk identification, assessment and incident investigation. This is also described in the Personnel Manual. We offer our employees in both Poland and Sweden annual health checks and a wellness subsidy. We also have safety representatives and hold annual employee performance reviews in both countries. Safety representatives are trained in safety on an ongoing basis, and new employees undergo a safety briefing as a compulsory part of their induction.

Our stakeholder dialogues show we meet our customers' expectations regarding safety and we also note that our suppliers are actively engaged with the issue. Customers and suppliers alike see an opportunity to initiate a partnership for greater safety.

### SAFETY

	2021	2022
Attendance (percent)	94.2	93.7
Accidents involving at least one day of sick leave (LTI)	2	1
Lost time injury frequency rate (LTIFR)	23	10
Fatalities	0	0

LTIFR = the number of LTIs x 1,000,000 ÷ number of hours worked

### GOAL 2024:

- We seek to achieve an average health-related attendance >97% during the financial year
- We have a zero vision for serious accidents and repetitive strain injuries

## PRODUCT SAFETY

As with employee safety, product safety is very high on our list of priority areas. Because our products affect end-product safety, we need to concentrate keenly on eliminating risks and communicating clearly how best to handle our products.

During 2022, Sörling created software and a control system as part of our development project to optimise vehicle bodies in the run-up to the technological paradigm shift toward electric vehicles. This provides the operator with real-time information about vehicle body status including actual tip angle, total tip height, working pressure and flow. The operator also receives updated information about the vehicle's various positions and statuses, which increases productivity and safety for the customer. The new functions have been very well received by our customers.

Sörling makes sure each component is manufactured, evaluated and precision tested to safeguard quality and ensure safety. Strong structures, correct installation and smart design are what make our products safe and easy to handle. No injuries were caused by our products in 2022. Thanks to our close collaboration with customers and users, we have never received reports of any injury.

Sörling sees great potential in the field of safety both in terms of improving product safety for the operator and the product's performance.

### PRODUCT SAFETY

	2021	2022
Proportion of the offering that can affect end-user safety		
Reported safety incidents from customers	100	100
Number of incidents where the product did not meet legal requirements	0	0
Number of incidents resulting in a warning	0	0
	0	0

### GOAL 2024:

- The goal is zero reported user-safety deviations for customers, non-compliance with legal requirements or defect indications from control systems from our products or vehicle systems.

Sörling's Head of Technology is responsible for development, follow-up and reporting product safety matters. The information is reported to the management team on an ongoing basis.

### ATTRACTIVE EMPLOYER

Attracting the right personnel is a challenge for many companies and industries today. Sörling is no exception, and we must constantly work with our employer brand to remain an attractive employer. It is essential for our survival, especially now that collaborations with customers are on the increase.

According to the employee survey carried out in 2021, 79% of our employees would recommend Sörling as a workplace to their friends. Rewarding, challenging assignments, a good atmosphere and committed employees are typical of the comments from our employees. So too are a strong, stable Group and good opportunities for personal and professional development.

Diversity and inclusivity came in below the threshold value for reporting. This does not mean the issue is unimportant, but rather that it forms a natural part of our efforts to strengthen our employer brand. A safe, secure and inclusive workplace where everyone can develop, enjoy well-being and feel they make a contribution are all important aspects in this work.

DIVERSITY AND INCLUSIVITY				
	2021		2022	
	M	F	M	F
Employees	90%	10%	90%	10%
Management team	80%	20%	80%	20%
Board of Directors	100%	0%	100%	0%

	2021	2022
Number of employees	80	95

In 2023 we will move to Uppsala and into entirely new premises, certified according to Swedish GreenBuilding Silver, with the best possible work environment and environmental sustainability. The premises will be equipped with solar panels and heat recovery.

### COLLECTIVE AGREEMENTS

Every company employee has the right to join the relevant trade union and to negotiate collectively in accordance with local laws and regulations. Local rules and regulations also protect the right to fair working conditions, including contractual working hours, rest periods, overtime and holidays. Employees, whether or not covered by collective agreements, receive fair, competitive compensation for their work. 100% of our employees have collective agreements or equivalent.

### INTERNAL CODE OF CONDUCT

Because clarity on ethical issues is also important for employee well-being, Inducore has a Code of Conduct that applies throughout the Group. The Code is available for download on our website, as is an external Code of Conduct. All of our employees are part of a collective bargaining agreement or equivalent.

CODE OF CONDUCT		
	2021	2022
Employees trained	100%	100%
Employees aware of the code	86%	94%

### PARENTAL LEAVE

The ability to take parental leave during a newborn's early months creates opportunities for our employees to enjoy work-life balance. The Swedish Parental Leave Act enables employees to take care of their child full-time from birth until the child is 18 months old. In Poland, parental leave is 5.5 months, of which two weeks are optional paternity leave.

### WHISTLEBLOWER FUNCTION

The whistleblower function is important for us. We want to find out as quickly as possible if we are suspected of violating any ethical or legal laws, codes, policies or regulations in order to enable us to remedy them right away. It is important for Sörling that our employees, customers, suppliers and partners feel safe and comfortable speaking up about perceived crimes. The whistleblower function is accessible on our website via the Code of Conduct and is managed by the CEO. Sörling had no reported whistleblower cases during 2022.

### GOAL 2024:

- We will improve the hygiene factors in the employee satisfaction index (ESI) regarding the perception of a safe, secure workplace including its structure, tidiness and orderliness; the physical and psycho-social work environment; a sense of belonging, respect and trust in each other, comradeship, diversity and equal opportunities for all.
- Increase the proportion of women in the business to 20%.

Sörling's CFO / Head of HR is responsible for the Attractive Employer field. Goal follow-up takes place quarterly to the CEO, who reports outcomes to the sustainability council.

# GOVERNANCE ISSUES

## DESIGN FOR FUEL AND ENERGY EFFICIENCY

Our customers have a great need to reduce vehicle fuel and energy consumption. Lighter, stronger components that last longer are essential for reducing our carbon footprint. Our flagship Goldstar is a good example of how we can contribute to lower fuel and energy usage. The combination of smart design and high-strength steel creates a durable, reliable low-weight dumper, while its simple form makes it easy to keep clean.

Thus it is not only designed for fuel efficiency, but also to make everyday life easier for our customers. The new generation is even more flexible than its predecessors, while its weight has also been reduced by up to 150 kg, depending on the version. This equates to higher payloads, which means customers can haul greater volumes per trip and reduce their carbon footprint while also increasing profitability.

Automotive component companies that design and manufacture more efficient components will be better positioned for increased sales to vehicle manufacturers. Today, manufacturers encounter increasingly tough environmental regulations, and customers demand ever-more eco-friendly vehicles.

In 2021 we launched the new Goldstar G3, with 150 kg lower weight, and in 2022 we launched Multistar G3 with 240 kg lower weight. Both of the products provide lower fuel consumption and increased load capacity, which means a smaller carbon footprint and financial savings in terms of both payload in tonnes or the number of trips.

### GOAL 2024:

- Tip cycle time <25 seconds
- Ongoing product weight reduction -5%

Sörling's Head of Technology is responsible for this important issue. Goal follow-up takes place by project to the CEO, who reports outcomes to Group management.

## TECHNOLOGICAL PARADIGM SHIFT

Our customers are in the process of switching to electrified vehicle fleets and we must monitor developments closely in order to offer customised products. This is a balancing act, as the majority of our products are still used for fossil-fuelled vehicles, but we also note that the electric vehicle solution is here to stay. Improved insulation values, minimised weight and air resistance to enable the greatest possible range are examples of areas where we must be better than our competitors.

Innovation and technological advances are essential for achieving sustainable solutions in the industry. If we succeed in making the switch correctly, it will mean new markets and jobs for Sörling. We need to be at the forefront of technological progress and develop resource-efficient products and manufacturing processes with as little environmental impact as possible. But we need to do more than that. We must be attentive and hone our ability to predict future needs. Not even our customers know what tomorrow's solutions will look like, so collaboration and joint projects are essential for quick responses in the transition. Sörling has often played an advisory role, enabling interaction with the customer and the optimisation of manufacturing technology based on environmental, social and economic aspects. We're investing a lot in training for the technology paradigm shift, IT and logistics processes for a more efficient and sustainable operation.

### TECHNOLOGICAL PARADIGM SHIFT

EVS DELIVERED	2021	2022
Quantity	0	1
Proportion of sales	0	<1%

### GOAL 2024:

- 20% of assembled vehicles are EVs

Sörling's Head of Technology is responsible for this important issue. Goal follow-up takes place monthly to the CEO, who reports outcomes to Group management.



## MATERIALS SUPPLY

Covid 19 subjected global materials supply to severe tests. For several years we had to get used to longer and sometimes uncertain delivery times. We were affected relatively mildly as our suppliers are based in Europe, and we note that the supply chains have begun to stabilise. But this stabilisation brings with it demands for faster deliveries again.

We have a responsibility to develop new, innovative solutions that make our products more sustainable for people and the planet. Circularity came in below the threshold value in the latest materiality analysis, but materials supply partially includes circular thinking. Reducing material consumption and waste and making sure that products and materials can be kept working for as long as possible forms part of such issues.

Innovative designs and smart solutions will take us a little bit along the way. The goal is to use less input material, improve performance, create solutions to make loading and unloading faster, and reduce the need for oil. This will allow our customers to cut driving times and fuel consumption, while reducing the need for raw materials. Less material also means lower weight, which means higher payloads. Combined with new, smart designs that further increase load capacity, this will reduce the trip requirement.

Our new, updated Code of Conduct for suppliers is our materials supply policy document. The Code of Contact includes requirements for financial, social and environmental performance and makes sure our suppliers offer their employees safe working conditions, that they are treated with respect and dignity and that suppliers work responsibly with environmental issues.

The Code of Conduct for suppliers is our policy document in this matter. It makes sure our suppliers offer their employees safe working conditions, that they are treated with respect and dignity and that suppliers work responsibly with environmental issues.

### SUPPLIER CODE

	2021	2022
Percentage of suppliers that have signed the Code	14%	27%
Proportion of purchasing cost (%)	48%	65%

### GOAL 2024:

- In terms of purchasing volume, 80% of our suppliers must meet our Code of Conduct.

Sörling's Head of Purchasing is responsible for this important issue. Goal follow-up takes place monthly to the CEO, who reports outcomes to Group management.





**TOTAL WASTE FOR KNIVSTA AND JELCZ**

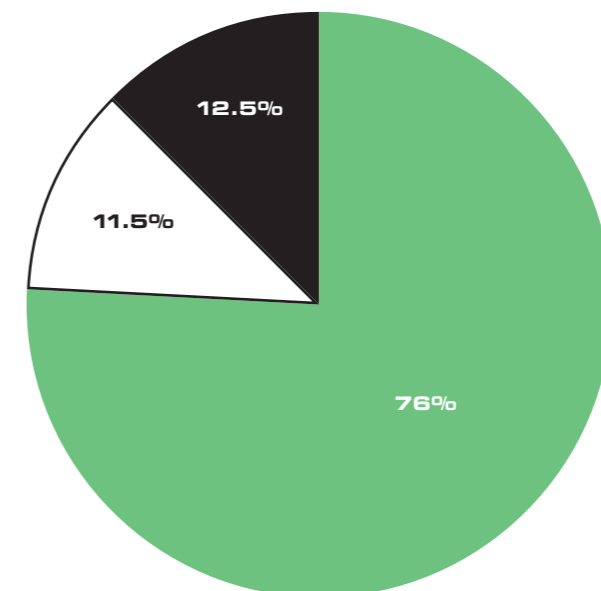
WASTE (TONNES)	2021	2022
Metal	66	71
Plastic	0.9	1.2
Other	14	12.9
Paper	2	8.3
Hazardous waste	18	23
Total	100.9	116.4

**TOTAL WASTE MANAGEMENT FOR KNIVSTA AND JELCZ**

WASTE MANAGEMENT	2021	2022
Material recovery	72%	76%
Energy recovery	12%	11.5%
Refuse	16%	12.5%

**WASTE MANAGEMENT 2022**

● Material recovery   
  Energy recovery   
  Refuse



## RISK MANAGEMENT

Sörling has suppliers and customers in many countries, and this entails risks in terms of corruption, human rights and the environment. The Codes of Conduct for employees and suppliers are policy documents that help us make the right decisions in difficult situations. Our risk management process also gives us the tools to predict important risks in our organisation and to create a common picture of how to avoid and manage them.

Every new supplier is carefully evaluated based on all sustainability and quality aspects, as well as potential risks. All suppliers sign and commit to our Code of Conduct. Our most important suppliers are evaluated quarterly, while the remainder are evaluated annually.

Sörling is certified under both ISO 9001 and ISO 14001, which means risk management forms an integral part of our daily procedures. We have different ways of identifying and evaluating risks and opportunities throughout our business. Examples of our approach include a cross-functional SWOT analysis, a list of environmental aspects where we regularly assess our impact on the environment, and the management of natural risks in our development process. Other parts of our risk management include supplier evaluations, non-conformance management and regular health and safety rounds.

Also, environmental and social sustainability have formed part of our risk management process for the past year, and are followed up three times a year. This is an important part of our ambition to remain a priority supplier to our customers.



## PRIORITISED RISKS

TYPE OF RISK	RISK	MEASURES
<b>CLIMATE IMPACT</b>	Our operations have a significant climate impact through the material used in our products, internal and external haulage, and during the user phase of our products.	We use our focus areas greenhouse gas emissions, design for fuel and energy efficiency, the technology paradigm shift and materials supply to reduce our impact.
<b>HEALTH AND SAFETY</b>	Our employees and our product users are both exposed to heavy work and the risk of accidents.	We carry out ongoing risk assessments and act pro actively to find solutions to reduce strain injuries and accidents. Outcomes from ongoing dialogues with end-users are taken into account in the development of new products.
<b>AIR QUALITY AND HEALTH</b>	Manufacturing our products involves surface treatments in processes that have hitherto always given off particulates and solvent fumes, which are hazardous to people and the environment.	We use paints that cause minimal harm to humans and the environment; we sort waste and have installed a new process to extend the life of our products.
<b>OPERATIONAL RISKS</b>	Our business depends on stable, efficient processes in all departments to maintain sustainable production and deliver high-quality products to our customers. Failure risks an increase in the consumption of materials and energy, resulting in unnecessary haulage and low-quality products, leading to higher costs, extra work and harm to our brand.	Continuous improvement and focus areas in all departments to ensure clear work processes, responsibilities and goals. To safeguard effective, appropriate development in terms of sustainability, products, sales, purchasing and production, we work closely with customers, partners and suppliers to understand their expectations and requirements.
<b>FINANCIAL RISKS</b>	Sörling constantly invests in new products and innovative solutions for the future. Our development is financed by our stakeholders, primarily our customers and owners. If communications concerning the value of sustainability benefits in the value chain are unclear, we risk reduced demand for sustainable products and thus their development.	Clear communication and sustainability goals, that are transparent and easy to understand. The goal of all developments is to increase sustainability performance.
<b>COMPLIANCE</b>	We expect employees and business partners to follow our Code of Conduct. Violations risk harming human rights, the environment, costs and our brand.	We will enhance our procedures to improve understanding and compliance with the Code of Conduct among our employees and business partners.
<b>DIVERSITY AND INCLUSIVITY</b>	Our industry is traditionally male-dominated, both in management and the rest of the operation, and this constitutes a risk as we are convinced that diversity is essential for the successful development of our company. Many different cultures are represented, but the risk remains with regard to gender distribution.	We not only aim to recruit and retain more women at every level of the company, but also to explore our culture and conditions to make sure we have an inclusive environment where everyone feels free to express themselves.



**EVALUATION OF OUR RISK MANAGEMENT PROCESS**

We conduct annual internal and external audits to assess compliance with our procedures. We evaluate the business, our goals and the impact of our risk management process in management reviews that take place three times a year.



**CERTIFICATES AND STANDARDS**

All Sörling operations, including the factories in Sweden and Poland, are certified according to ISO 9001 and ISO 14001 standards, and this helps us take a structured, systematic approach to reducing our environmental impact. It also enables us to maintain high quality in everything we do from customer relations to delivered products.

# CORPORATE GOVERNANCE

Sorling AB is part of the Inducore Group, which comprises 33 companies. Its corporate governance is regulated by the Swedish Companies Act and its highest governing body is thus the company's Board of Directors, which is elected by the Annual General Meeting. Sörling's Board of Directors comprises three members, all of whom are men. They are responsible for the management of the company's operations and organisation, and for its long-term development. The Chairman of the Board leads the work of the Board in regular dialogues with the Group CEO; he makes sure the work of the Board is effective. The work of the Board is evaluated by the Board of Directors of the parent company, Inducore, and includes the evaluation of any conflicts of interest. No such conflicts of interest were reported in 2022. The Board is also responsible for reviewing and approving reported information including the organisation's principal issues.

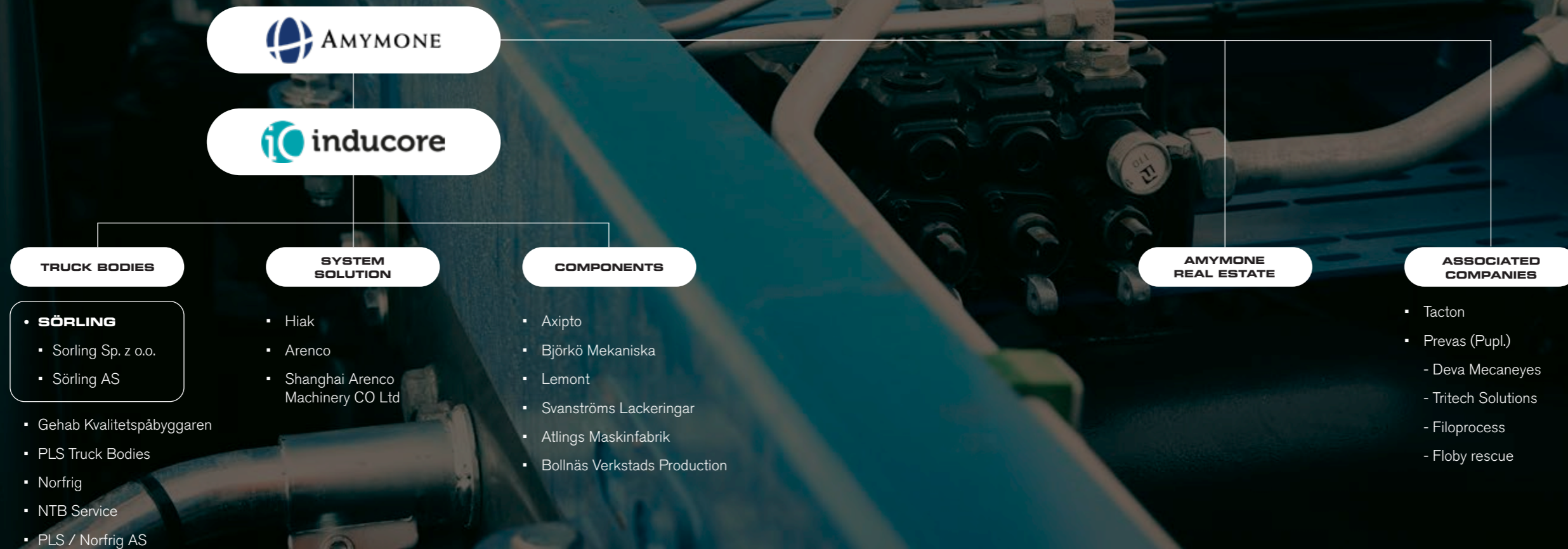
Remuneration policy is determined by Sörling's Board. It resolves on targets and evaluates them four times per year and conducts a major analysis annually. The Board resolves on the CEO's remuneration every year and delegates the setting of targets and compensation to senior executives within the Sörling Group to the CEO.

The Board bears ultimate responsibility for creating and developing strategies and instructions for the allocation of work between the Board and CEO. In this way it ensures that strategies, policies and sustainable development are conducted according to plan and that conflicts of interest are avoided. The CEO reports KPIs every month. Evaluation and action plans are presented four times a year. Ongoing skills development in the field of sustainability takes place through business intelligence analyses and reports from the sustainability manager in the owner Group.

Operational activities are run by the company's management team, which consists of five people, including one woman and four men. Anders Felling was Group CEO during the 2022 financial year. In addition to the Group CEO, the management team consisted of the Chief Financial Officer, Head of Technology, Head of Production Knivsta, General Manager Jelcz and Purchasing Manager. The Board has delegated responsibility for sustainability issues to the CEO and the company's management team. Delegation within the organisation is implemented through the relevant departmental head, who ensures monthly information meetings for all employees.

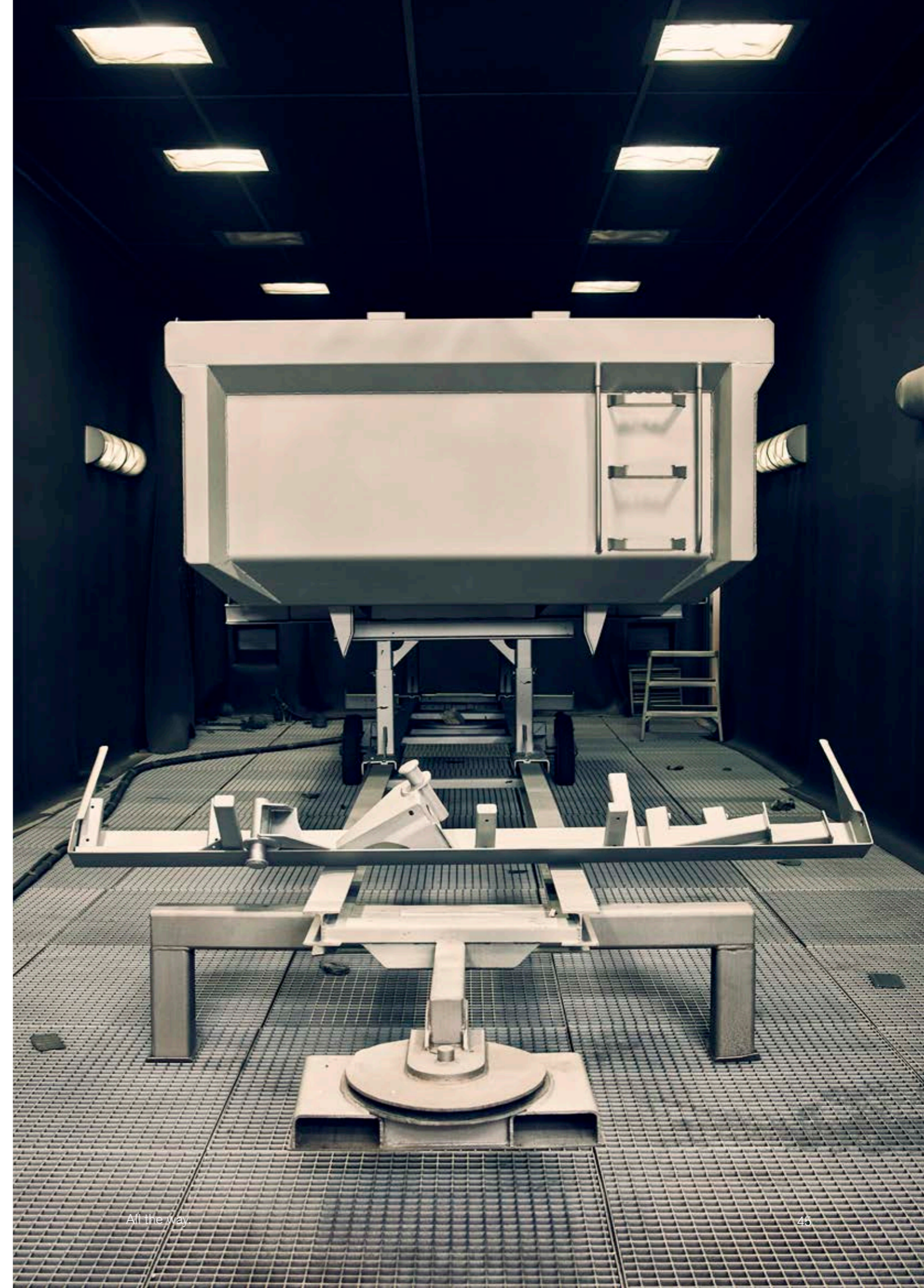
Any critical problems are reported monthly to the Board. Three such problems were reported during 2022 – materials supply, delivery difficulties and investment decisions.

Inducore's sustainability council is responsible for the companies' focus, goals and sustainability initiatives. The council meets quarterly to share experiences, follow up goals and discuss current issues. In addition to our Group CEO, who is also a member of the council, the management team has overall responsibility for the company's sustainability efforts.



# AGENDA 2030

	GOALS	SUB GOALS	WHAT WE DO	PAGE
 <p><b>4</b> GOD UTBILDNING FÖR ALLA</p>	<p><b>GOOD TRAINING FOR EVERYONE</b> Ensuring quality, inclusivity and equal training and promoting lifelong learning for all.</p>	<p><b>4.7.</b> Training for sustainable development and global citizenship.</p>	<p>We make long-term efforts to boost skills and commitment, and offer leadership training for all employees. We follow developments in society and make sure we meet the future with the right skills in the right place.</p>	28
 <p><b>5</b> JÄMSTÄLLDHET</p>	<p><b>EQUAL OPPORTUNITIES</b> Achieving equality and empowering women.</p>	<p><b>5.5.</b> Ensuring full participation of women in leadership and decision-making.</p>	<p>We encourage the contribution of women in the industrial sector by working for greater equality in the workplace and offering facilities tailored to a mixed team and different needs. We also support women in our immediate surroundings through partnerships with local businesses aimed at the development of women and their future leadership.</p>	30
 <p><b>8</b> ANSTÄNDIGA ARBETSVILLKOR OCH EKONOMISK TILLVÄXT</p>	<p><b>DECENT WORKING CONDITIONS AND ECONOMIC GROWTH</b> Promoting inclusive and sustainable economic growth, full and productive employment with decent working conditions for all.</p>	<p><b>8.2.</b> Promoting national economic productivity through diversification, technological innovation and upgrading.</p>	<p>By focusing on sectors with high added value and high labour intensity, we can achieve higher economic productivity. Sörling challenges expectations and creates new, smart solutions that seek to inspire others in our industry to think ahead and more innovatively, and help us jointly contribute to a better, stronger society.</p>	12, 30-31
 <p><b>11</b> HÅLLBARA STÄDER OCH SAMHÄLLEN</p>	<p><b>SUSTAINABLE CITIES AND COMMUNITIES</b> Making cities and settlements inclusive, safe, resilient and sustainable.</p>	<p><b>11.A.</b> Promoting national and regional development planning</p>	<p>We set our sights beyond Sweden's borders and invest regionally and nationally for the long term to promote sustainable development in areas close to all of our operations.</p>	13-14
 <p><b>13</b> BEKÄMPA KLIMATFÖRÄNDRINGARNA</p>	<p><b>COMBATING CLIMATE CHANGE</b> Taking immediate action to combat climate change and its consequences.</p>	<p><b>13.3</b> Increasing knowledge and our ability to address climate change.</p>	<p>We demand high standards of customers and suppliers, and disseminate knowledge about new, innovative haulage solutions that can inspire more people to accelerate the transition.</p>	14-27



# GRI INDEX

## Statement on use

Sörling AB (556021-6318) and Sorling Sp. z o.o. (0000566241) has reported in compliance with GRI Standards for the reporting period 1 January – 31 December 2022.

## GRI 1 used

GRI 1: Foundation 2021

## Applicable GRI sector standard

N/A

GRI standard	Information	Page	Omissions		
			Requirement omitted	Reason	Explanation
<b>GENERAL INFORMATION</b>					
<b>GRI 2: General information 2021</b>	2-1 Organisational details	8–11			
	2-2 Entities included in the organisation's sustainability reporting	9			
	2-3 Reporting period, frequency and contact point	2			
	2-4 Restatements of information	19			
	2-5 External assurance	2			
	2-6 Activities, value chain and other business relationships	13			
	2-7 Employees	9			
	2-8 Workers who are not employees	All workers are employees			
	2-9 Governance structure and composition	40–41			
	2-10 Nomination and selection of the highest governance body	40–41			
	2-11 Chair of the highest governance body	40			
	2-12 Role of the highest governance body in overseeing the management of the impacts	40–41			
	2-13 Delegation of responsibility for managing impacts	40–41			
	2-14 Role of the highest governance body in sustainability reporting	2, 40–41			
	2-15 Conflicts of interest	40			
	2-16 Communication of critical concerns	31			
	2-17 Collective knowledge of the highest governance body	40–41			
	2-18 Evaluation of the performance of the highest governance body	40–41			
	2-19 Remuneration policies	40			
	2-20 Process to determine remuneration	40			
	2-21 Annual total compensation ratio	N/A	Compensation levels	Confidentiality limitations	With regard to the company's size and non-listed status.
	2-22 Statement on sustainable development strategy	12			
	2-23 Policies	40			
	2-24 Policy commitments	40			
	2-25 Processes to remediate negative impacts	40			
	2-26 Mechanisms for seeking advice and raising concerns	31			
	2-27 Compliance with laws and regulations	40			
	2-28 Affiliated associations	14			
	2-29 Approach to stakeholder engagement	17			
	2-30 Collective agreements	31			
<b>IMPORTANT ISSUES</b>					
<b>GRI 3: Important issues 2021</b>	3-1 Process to determine important issues	18			
	3-2 List of important issues	19			

GRI standard	Information	Page	Requirement omitted	Reason	Explanation
<b>GOVERNANCE ISSUES</b>					
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	34			
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption.	36–37			
	205-2 Communication and training about anti-corruption policies and procedures	36–37			
	205-3 Confirmed incidents of corruption and actions taken	No cases identified			
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	34			
<b>GRI 308: Supplier environmental assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	34			
	308-2 Negative environmental impacts in the supply chain and actions taken	No cases identified			
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	34			
<b>GRI 414: Supplier environmental assessment 2016</b>	414-1 New suppliers that were screened using social criteria	34			
	414-2 Negative social impacts in the supply chain and actions taken	No cases identified			
<b>ENVIRONMENTAL SUSTAINABILITY</b>					
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	34			
<b>GRI 301: Material 2021</b>	301-1 Materials used by weight or volume	35			
	301-2 Recycled input materials used	35			
	301-3 Reclaimed products and their packaging materials	No reclaimed products			
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	26, 33			
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organisation	23–25			
	302-2 Energy consumption outside the organisation	26		Not calculated	
	302-3 Energy intensity	26			
	302-4 Reduction of energy consumption	23–25			
	302-5 Reductions in energy requirements of products and services	33			
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	26			
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) greenhouse gas emissions	22			
	305-2 Direct (Scope 2) greenhouse gas emissions	23			
	305-3 Other indirect (Scope 3) greenhouse gas emissions	26		Not calculated	
	305-4 GHG emissions intensity				
	305-5 Reduction of greenhouse gas emissions	25			
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable		No emissions of ozone-depleting substances	
	305-7 Oxides of nitrogen (NOx), oxides of sulphur (SOx) and other significant emissions to air	Not applicable		No emissions of NOx, SOx and other pollutants	

GRI standard	Information	Page	Requirement omitted	Reason	Explanation
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	34			
<b>GRI 307: Waste 2020</b>	306-1 Waste production and significant waste-related effects	35			
	306-2 Management of significant waste-related effects	35			
	306.3 Residual products, waste	35			
	306-4 Waste resulting from disposal	N/A	Not calculated		
	306-5 Waste destined for disposal	35			
<b>SOCIAL SUSTAINABILITY</b>					
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	29, 31			
<b>GRI 403: Occupational health and safety</b>	403-1 Management system for occupational health and safety	28			
	403-2 Risk identification, risk assessment and incident investigation	28			
	403-3 Occupational health services	28			
	403-4 Worker participation, consultation, and communication on occupational health and safety	28			
	403-5 Occupational health and safety training at the workplace	28			
	403-6 Promotion of workers' health	28			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	28, 30–31			
	403-8 Workers covered by an occupational health and safety management system	28			
	403-9 Work-related injuries	28			
	403-10 Work-related injuries	28			
<b>GRI 3: Important issues 2021</b>	3-3 Management of important issues	29			
<b>GRI 416: Customer health and safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	29			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	29			

**YOUR WAY.  
ALL THE WAY.**

**SÖRLING**





SÖRLING

Your way.