OUR 2030 AMBITIONS

Our vision is to develop, design, manufacture and deliver products and services that meet customer needs and are optimized in terms of sustainability, efficiency, reliability and performance. Our research and development focus is steered towards people, products and processes, and development will be driven by new digital solutions and a commitment to social, environmental and economic sustainability.

THE ESG FRAMEWORK

Environmental, social, and governance (ESG) is a framework designed to be embedded into an organization's strategy, that considers the needs and ways in which to generate value for all organizational stakeholders.

ENVIROMENTAL   **SOCIAL**   **GOVERNANCE**
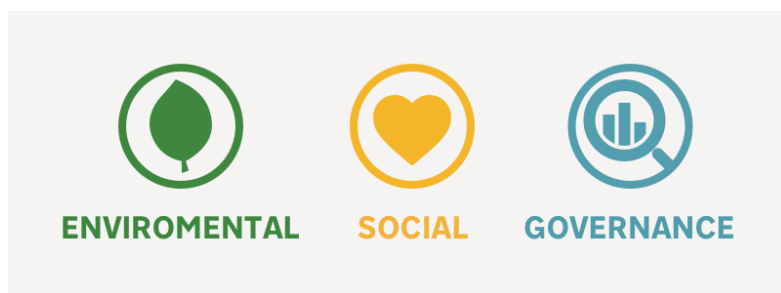
Environmental factors consider an organization's overall impact on the environment and the potential risks and opportunities presented as a result of environmental issues. Examples include:

- Energy consumption and efficiency
- Greenhouse gas (GHG) emissions (direct or indirect)
- Waste and recycling management
- Air and water pollution
- Biodiversity loss
- Deforestation
- Natural resource depletion

Social factors include how an organization performs in relation to its internal and external stakeholders, including employees, suppliers, customers, business partners, and community members. Examples include:

- Fair treatment of employees, customers, and suppliers
- Diversity, equity and inclusion (DEI) programs
- Employee experience and engagement
- Workplace health and safety
- Data protection and privacy policies
- Community relations and engagement
- Support for human rights and labor standards

Governance factors examine how an organization polices itself, focusing on internal controls and practices to maintain compliance with regulations, industry best practices and corporate policies. Examples include:

- Company leadership and management
- Board composition, including its diversity and structure
- Executive compensation policies
- Financial transparency and business integrity
- Regulatory compliance and risk management
- Ethical business practices
- Whistleblower programs

OUR FOCUS AREAS AND MEASURABLE GOALS

The outcome of our materiality analysis has resulted in challenging but clear focus areas and ambitions for 2030: Bruks Siwertell Group wants to set the sustainability standard for the industries that we serve and with ambitious targets, make a positive impact on surrounding ecosystems.

Environmental

Focus areas

- Product development

- Reduce and limit CO_2 and greenhouse gas emissions

- Reduce energy use

- Reduce waste

Measurable goals

- 50% reduction in CO_2 emissions

- 90% circularity of products

- Zero waste in our office units

- 100% renewable energy

Read more about Environmental

Social

Focus areas

- Health and safety

- Employee satisfactio

- Diversity and inclusion

Measurable goals

- Zero workplace accidents

- 30 eNPS score

- 30% female managers

Read more about Social

Governance

Focus areas

- Anti-corruption

- Supply chain management

- Management systems

Measurable goals

- 100% compliance with Codes of Conduct for both suppliers and customers

- 100% of work processes updated and improved

Read more about Governance