







SUSTAINABILITY | PROTON GROUP

Perspective	Environment				Social				Economy																																																																																																																							
Focus area	Climate impact		Local impact		Coworker		Society		Development		Growth																																																																																																																					
Sustainable Development Goals																																																																																																																																
	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/working hour (Scope 1+2) Target 2029: - 45% Target 2035: Neutral and reduced CO ₂ e emissions with 90%. Target 2025: Connect Proton Group's climate goals to SBTi (Science Based Target initiative). Energy Purchased kWh/working hour Target 2035: -40% <i>Base year: 2021</i>		Waste Waste for landfill & energy extraction from the business Target 2035: 0% Listed chemicals – REACH SVHC Target 2035: 0 listed substances in sold products and used chemical products Company cars Target 2025: 100% purchase of hybrid or electrical cars (no pure fossile cars)		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: 100 activities Sustainable value chains Target 2026: a system /method in place to assess and evaluate suppliers from a sustaibility point of view.		Sustainable products and services Mål 2030: 100% sustainability-declared products and services Ex. EPD, product passport, climate footprint... Development projects promoting sustainability / Brand and business perspective Target 2025: Communication strategy developed and launched. Target 2025: Join the "Hållbarhetslöftet för företag" ("Sustainability pledge for companies", initiative from the County Administrative Board)		Profitability Target: 6-8 % over business cycle Growth Target: >7,2 % yearly (doubling every 10 years) Solvency Target: >35%																																																																																																																					
Result	CO2e-impact [kg/work.hour]* <table><tr><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>8,1</td><td>5,6</td><td>5,14</td><td>5,1</td></tr><tr><td>base</td><td>-31%</td><td>-37%</td><td>-37%</td></tr></table> Energy – purchased [kWh/work.hour]* <table><tr><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>68</td><td>49</td><td>50</td><td>48</td></tr><tr><td>base</td><td>-28%</td><td>-26%</td><td>-29%</td></tr></table> 2024: self-produced solar energy: 104 MWh		2021	2022	2023	2024	8,1	5,6	5,14	5,1	base	-31%	-37%	-37%	2021	2022	2023	2024	68	49	50	48	base	-28%	-26%	-29%	Waste [%] <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>landfill</td><td>0,06</td><td>0,05</td><td>0,01</td></tr><tr><td>energy extr.</td><td>3,49</td><td>3,89</td><td>4,19</td></tr><tr><td>sum</td><td>8,34</td><td>3,55</td><td>4,20</td></tr></table> Listed chemicals – REACH SVHC [number] <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>used</td><td>30</td><td>26</td><td>21</td></tr></table> Company cars [%] <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>part</td><td>100</td><td>100</td><td>87,5</td></tr></table>		2022	2023	2024	landfill	0,06	0,05	0,01	energy extr.	3,49	3,89	4,19	sum	8,34	3,55	4,20	2022	2023	2024	used	30	26	21	2022	2023	2024	part	100	100	87,5	Ambassadors (employees) <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>eNPS</td><td>-7</td><td>-1</td><td>0</td></tr></table> Safe workplace [number] <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>accident**</td><td>2</td><td>7</td><td>8</td></tr><tr><td>risk/ incident</td><td>1,08</td><td>4,01</td><td>3,75</td></tr></table> Personal development [h/employee] <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>number</td><td>12,84</td><td>13,92</td><td>15,15</td></tr></table> Whistle blowings [number] <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>incidents</td><td>-</td><td>0</td><td>1</td></tr></table>		2022	2023	2024	eNPS	-7	-1	0	2022	2023	2024	accident**	2	7	8	risk/ incident	1,08	4,01	3,75	2022	2023	2024	number	12,84	13,92	15,15	2022	2023	2024	incidents	-	0	1	Contribution in community develop. <table><tr><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>activities</td><td>-</td><td>65</td><td>69</td></tr></table>		2022	2023	2024	activities	-	65	69	<i>New brand strategy is developed and launched for the Proton Group business.</i> Sustainability assessments 2024: Ecovadis Weldin – gold medal Finishing – silver medal Lighting – silver medal SAQ Engineering – 82/100		Profitability [%] <table><tr><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>6,0</td><td>4,5</td><td>2,2</td><td>1,2</td></tr></table> Growth [%] <table><tr><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>28,5</td><td>6,1</td><td>6,8</td><td>-6,7</td></tr></table> Solvency [%] <table><tr><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>48,7</td><td>52</td><td>48,3</td><td>50</td></tr></table>		2021	2022	2023	2024	6,0	4,5	2,2	1,2	2021	2022	2023	2024	28,5	6,1	6,8	-6,7	2021	2022	2023	2024	48,7	52	48,3	50
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Activities To come here we have done:	<ul style="list-style-type: none">100 % fossil free electricity since 2012100 % renewable electricity since 2020Biogas instead of natural gas since 2018Energy mappingElectric car charging pointsCalculation of climate footprint – Proton GroupOptimization and streamlining of the gas boiler in ForshedaNew powder box Eskilstuna.New more efficient gas boilers in Hillerstorp and Anderstorp.		<ul style="list-style-type: none">Decontamination of old property in MarkarydRenovation of water treatment plantsImproved management of processes and water treatment plantsReduced water consumption in paint shopReduced dust content in outgoing airInstallation of membrane technology in plating bathPhasing out of boric acidEnvironmental cars in Company car policyPhasing out of cobolt in Anderstorp (only one customer specified passivation left).		<ul style="list-style-type: none">TIA for handling accidents, incidents and risksImproved first aid, chemical accidentsRegular digital chemical safety training.Health care allowanceFirst aid trainingDefibrillatorCode of ConductWhistle blowing systemThe year of health at Lighting 2022-2024, including for example daily walksImproved staff spaces in the business.		<ul style="list-style-type: none">Sponsorship to IFK Värnamo FotbollsskolaSponsorcollaborations with Värnamo Hockey, Värnamo Tennisklubb, Värnamo Gymnastikklubb, Skara Ishockeyklubb, Årdala fotbollsklubb, Lundsbrunns golfklubb, IF Hallby fotbollsklubb, Götastörms golfklubb, Gislaved Hockeyklubb, Lions klubb, Aktiv skola, Lidköpings ridklubb, Värnamo södra FF, Smålandsstenars simsällskap, Internationella vänner, Värnamo brottarförening, Smålandsstenars Goif och Värnamo golfklubb.Ukraine support		<ul style="list-style-type: none">Prototype team (Engineering)Development team, Team Impact (Finishing)LED productsNew way of working with an active sustainability offer for lighting => work environment/ energy efficiencyCorrosion protection => extended lifespanIncreased machine safety for the customerHelping customers with energy conversion, energy and raw material efficiency.More resources for sustainability at Finishing, Lighting and Group.Naiad refit		<ul style="list-style-type: none">Acquisition JL Safety AB, Cedoc AB, Teknikrör i Kinna AB, Gunnar Hansson Svetsteknik AB and Anderstorks lackeringsservice ABCollaboration with the University of Gothenburg regarding change in growth.Ethical cash investmentsMerged the two companies GH Svetsteknik and Teknikrör to one company, Weldin Gothenburg AB.JL Safety and Cedoc has created organization for increased growth.																																																																																																																					

	<ul style="list-style-type: none"> Renewable electricity, Stans 1 and Cedoc. More efficient membrane technology in Forsheda. More efficient lighting solutions in organisation Installation of energy measurement on equipment Improved flue gas management and heat recovery in the welding department. Welding gas flow optimization in robotic liners. Low temperature curing powder Stans 1. Commitment Near term target sent to and approved by SBTi Installation of solar power, Stans 8 Reduce LPG demand by shutting down the Flakes lines in Forsheda. New compressed air compressor Stans 8 	<ul style="list-style-type: none"> Improved water treatment in Forsheda resulting in less hazardous waste. Technical solution to treat ZnNi rinses instead of sending as hazardous waste. New paint guns for reduced powder consumption, Lighting. Possibility of electric car charging at the companies. Environmental and sorting training Process with only passivation for zinc castings Digitize educational materials. Phytoremediation project, soil remediation using plants. Improved purification performance regarding Cr in Hillerstorp. Shutting down the Flakes lines in Forsheda 	<ul style="list-style-type: none"> Changed product range for work clothes without PFAS, Weldin. Improved ventilation Hillerstorp. Possibility to buy benefit bike. Installation of automatic evacuation alarms in Anderstorp, Eskilstuna, Hillerstorp and Stans 8. Own first aid kit in tool trolley/bag/box/car with you out to customer. Training of all in Code of conduct and whistle blowing. Correct and safe equipment for company visits New blast in Eskilstuna. Swedish training for operators during working hours, Stans 8. Quality assured reference taking during recruitment. Ongoing work with protection roofs and Blue lights on trucks in the direction of travel. Grinding room with ventilation. 	<ul style="list-style-type: none"> Supportto Hjärta för barn Code of Conduct Stakeholder analysis performed by 80 students from JIBS In-depth collaborations with various local institutions of higher education/education such as JIBS, Fenix and Campus. Study visits, interns etc.... Involvement in industry, business and business associations. Development and cooperation meetings with municipal representatives Collaboration with Vandalorum's design school. Involved in the start-up of a sustainability network in Värnamo, via Värnamo Näringsliv. Involvement in Lagans vattenråd Swedish training for operators during working hours, Stans 8. Machine safety training with an approved grant from AFA. 	<ul style="list-style-type: none"> IATF certification at Eskilstuna Climate imprint at customer offer and over a specific time period to custome, Finishing Safety Concept, approach for customers to manage the journey towards "safe machines for all". IDUS, predictive maintenance system at surface treatment lines. Calculation of climate footprint – Proton Group Business system change to Dynamics at Cedoc, Cotec Labs, Lighting, JL Safety, Weldin and Services completed. New washing processes to be able to take new business at Engineering. Management system at Weldin. Process with only drum passivation for cast zinc goods. Lighting control system, BTDA Cloudification of Cedoc 	<ul style="list-style-type: none"> Pilot with powder curing at lower temperature. Technology as leverage is used in sales work. Customer event "Hållbara tillsammans"(Sustainable together), and with bigger customer and its sub-suppliers Finishing Cloudification of Cedoc
Activities To reach further we must do:	<ul style="list-style-type: none"> Energy efficiency activities and investments. System support for and improvement work linked to follow-up and analysis of energy meters. New energysolution in Forsheda and Eskilstuna to replace LPG. Heat recovery in Eskilstuna Continued change to more energy-efficient lighting solutions in the business. Work to increase the proportion of recycled purchased steel. Start project, next solar power installation. Validate Proton Group's climate targets for SBTi Carry out inventory work linked to the degree of recycled material in purchased materials and products. Develop KPIs. Compressed air leak detection. Improve basis for climate calculation in Scope 3.1 for better basis for measures for reduced climate footprint. Close in-house surface treatment line at Lighting 	<ul style="list-style-type: none"> Inventory and phasing out of candidate list substances in used and sold products (SCIP-free). Halve water consumption in Forsheda by closing sub-processes and returning water. Reduce the amount of hazardous waste through improvement measures and investments. Replace remaining diesel trucks with electric trucks. Cobolt free passivations. Work with the possibility of reducing consumption of purchased paper. Close in-house surface treatment line at Lighting Adjust company car policy to include service cars and carpool cars. Flow meter on recirculation flows. Investigate the possibilities for other handling of and reduce the amount of waste water from corrosion testing. Map resource flows. 	<ul style="list-style-type: none"> More simple webbased regular safety training. Action plans NMI, measuring NMI. Continued improvement of personnel spaces in the business. Leadership development program. Develop equal treatment plans. Work for more protection agents. Implement Employee HRM to digitize and create conditions for e.g. better on- and off-boarding. Gradually remove all manual additions of chemistry. Safety rounds regarding ergonomics Restructuring of Lighting's premises, the staff gets closer to each other, brings the team together. 	<ul style="list-style-type: none"> Sustainability and ethics in supplier assessment (ex.Code of conduct / conflict minerals) Implement tools/systems for supplier assessment/valuation from a sustainability perspective. Internships, degree thesis, LIA work and co-operation with schools Continued sponsorship of primarily youth activities. Study visits. Increased information about our sustainability work to our stakeholders to contribute to increased commitment and spreading of knowledge. 	<ul style="list-style-type: none"> Increased use of control of luminaires for less energy consumption and longer life. Interchangeability of components in the fixture for increased service life. More environmentally friendly pretreatment ED/powder. Automation projects. Requirements for recycled material in metal raw materials. Work out how we should declare sustainability within each business. IATF certification at Stans 8. AGV projects. Increased prototyping activities. Workshop ("innovation race") linked to circularity at Lighting. Change of business system to Dynamics. LCA and EPD for lighting products. Improved decision support and analysis tools, Power BI 	<ul style="list-style-type: none"> Closer to the customer in the development process Measure customer satisfaction for all companies. Investment in new knowledge and technology. Acquisitions. Better investment process, sustainability perspective Strengthen sustainability profile, increased information and communication Sustainability-related questions in customer surveys. More collaboration partners. Development of the sales organization. Leads generation through marketing automation, Cedoc. Improvement works linked to profitability and efficiency. Developing our educational programmes, follow demands. Developing Weldin's management system to be ISO 9001 and 14001 certifiable. Restructuring Ligting's production and offer to better meet customers' needs.