

G. Gunnebo Sustainability Approach and targets for 2024

Business Ethics

- Confirmed incidents of bribery & corruption, 0

Suppliers

- Direct suppliers who have signed the Code of Conduct for Suppliers, 95%

Customer privacy & data security

- Confirmed complaints concerning breaches of customer privacy including GDPR/data privacy, 0

Gunnebo Sustainability Approach



100% certifications (9001, 45 001 & 14 001 in own operations)

Health & Safety

- Fatalities and high consequence work-related injuries or ill health in own operations, 0

Employee development

- All employees should receive regular performance and career development reviews
- Average annual hours of training per employee in DRIVE, +50%

Diversity & Inclusion

- Underrepresented gender in management teams, 30%
- Incidents of unequal pay for same work due to gender (no gender pay gap, i.e. ratio of basic salary and remuneration), 0
- Incidents of confirmed discrimination, 0

Climate & Energy

- GHG emission intensity, scope 1 & 2 (CO₂ekv/EURm REV), -20%
- Measure GHG emission scope 3 and set reduction target as soon as possible, at the latest to 1st jan 2023
- Energy intensity (MWh/EURm REV), -10%
- Share of renewable energy in relation to total energy use, 20%
- Product specific EPD (number), 6
- Ecolabelled products or equivalent (number), 3

Resource efficiency

- Water intensity (m³/EURm REV), -10%
- Share of hazardous waste in relation to total waste, -5%
- Consumption of virgin steel (tons/EURm REV), -5%