

The logo for WELAND, featuring the word "WELAND" in a bold, blue, italicized sans-serif font. The letters are slanted to the right. The logo is positioned in the upper left corner of the page, set against a white rectangular background that partially overlaps the forest image.

WELAND

A photograph of a dirt road winding through a forest. The road is light brown and shows tire tracks. The forest consists of tall, thin trees, some with green needles and some with brown autumn leaves. The ground is covered in grass and moss. The lighting is bright, suggesting a sunny day.

**SUSTAINABILITY REPORT
2020**



Content

Welcome to Weland	04
From the CEO	05
The year in review	06
Our surrounding world	07
Our basic idea	10
Our points of view	12
Safe at work	14
Case: solar cells	16
Case: ground source heating	18
Our sustainability goals	20
We're on our way	22
Sustainability & profitability	26

Welcome to Weland AB

We are a family company with roots deeply embedded in Småland. A leading manufacturer and supplier of spiral staircases, straight flight staircases, railings, wheelchair ramps, gangways, gratings, and mezzanines. The first incarnation of our business came into the world in 1947, and the culture that was founded then continues to live on in many ways - our flexibility, our personal service, and our offering being front and centre. We work purposefully to develop our products and our sheet metal working so that they are always in line with market expectations, and preferably one step ahead. All our production takes place in Smålandsstenar, where we have just over 100,000 m² of factory space at our disposal and where we work according to the motto "efficient production with the smallest possible impact on our shared environment".

"The only way to go"

I love nature. The deep Småland forests, the magical lakes, the fog over the meadows, and being able to pick berries and mushrooms in the same places where I picked them as a child. This is something I want to pass on to my children and to future generations, and I know that it is a feeling I share with so many others.

Sustainability is not a choice we can make or opt out of, it is the only choice we have. It is a great responsibility that we all share and that is filled with both opportunities and challenges along the way. When I look back on our sustainability work over the years, I see that we have achieved a lot and that makes me proud. At the same time, I am far from satisfied because I want so much more. It feels good to know that our employees always see opportunities before challenges - not least when it comes to finding sustainable solutions. We are already on track and our ambition is to halve our carbon dioxide emissions by 2030.

For us at Weland, the UN's 17 sustainable development goals are a perfect compass and give a clear benchmark going forward. They show sustainable development based on three dimensions – environmental, social, and economic. These are the 17 goals that we relate to, but which we also adapt to our own criteria. We continuously adjust our production through investments in new machinery and renewable energy so that our environmental footprint is constantly reduced. Our workplaces must be safe to be in and characterised by an inclusive and welcoming culture that makes us feel good at work. At the same time, we ensure that we are profitable so that we can offer work and security to as many people as possible, and continue our sustainable investments well into the future.

*Jonas Welandson
Group CEO*



The year in review

2020 became a year of challenge when a pandemic turned the whole world upside down. A year when countries, companies and, above all, people were put to the test, and where a new reality took shape. For some companies, the ongoing pandemic has been a catalyst to grow their businesses, but for many it has been just the opposite. At the same time, we have seen how creative solutions have contributed to many finding new paths to cope with the crisis, and that collaborations have resulted in measures being implemented in a shorter time than usual. In terms of climate, many were also surprised at how fast the immediate environment can be improved when emissions are reduced. We now know, and it is important that we all take that knowledge with us going forward.

To achieve the goal of a sustainable society, we cannot settle for taking one step at a time - we need to take bigger steps together. Working and living sustainably is something we all need to adapt to, and at Weland we have already begun our sustainability journey. Our starting point is that through smart and sustainable development, we will be involved and contribute to satisfying the 17 sustainable development goals by 2030 together with you, whether you are one of our suppliers or one of our customers.

JONAS HOLMGREN
ENVIRONMENTAL AND CERTIFICATION MANAGER

Import events in Weland's sustainability journey



70 YEARS OF WELAND

2017
An anniversary that is celebrated with pomp and circumstance together with employees, customers, and suppliers.

ISO 14001

2009
Weland AB is certified in accordance with environmental management system ISO14001.

SUNDAHUS

2016
SundaHus offers a wide range of services for conscious material choices. Weland AB is a registered supplier.

BASTA

2011
Enables safe and non-toxic material choices for buyers. Weland AB is a registered supplier.

ISO 9001

1996
Weland AB is certified in accordance with quality management system ISO9001.

2011
Provides information on sustainability-assessed goods. Weland AB is affiliated.

BUILDING PRODUCT ASSESSMENT



CHARGING STATIONS

2019
Charging stations are installed in Weland AB's car park to meet both employees' and guests' needs for electric car charging.

SOLAR CELLS

2019
Fossil-free energy from own solar cell generation.

FIRST ELECTRIC VEHICLE

2018
Purchase of the Group's first electric vehicle.



VISA VÄGEN AWARD



2019
The Employer of the Year award is presented by Samhall in recognition of employers who understand the importance of seeing an individual's capacity rather than their limitations.

STAFETTVASAN

2020
A Group-wide preventive care project where Stafettvasan was the goal. 27 teams from 20 different Weland companies participated.



GROUND SOURCE HEATING & CULVERTING

2020
The heating system at Weland AB's factory in Smålandsstenar is being converted from gas to ground source heating.



EPD BEGINS

2020
Major investment in wellness begins where joint training and lectures on health are in focus.

WELLNESS



2020
Weland AB is awarded the prize with the following motivation "Ambassador of the Year has a heart for the local community. Through activities and commitment, they put our municipality on the map and show the way. They are cooperative, invest in development and have the attitude that nothing is impossible."

AMBASSADOR OF THE YEAR GISLAVED

Our surrounding world

Sustainability is about taking environmental, social, and economic responsibility. It is a responsibility that we all share, because it is only together that we can build sustainable, safe, and circular cities and communities. Places where people can live safely and thrive and which give future generations a good starting point into the future.

A SUSTAINABLE WORLD FOR EVERYONE

Sustainability is a global issue, and at Weland we obviously stand behind the UN's 17 Sustainable Development Goals. The sustainable development goals give us a clear direction and guidance going forward, and together with our suppliers and customers, we must contribute to a sustainable future for both us and future generations. Our own sustainability goals are clearly stated and by mapping where we can make the biggest difference, the direction of our sustainability work going forwards is more distinct.

SUSTAINABLE BUSINESS OPERATIONS

All companies must work to reduce their impact on the environment, people, and society. At Weland, production takes centre stage and by constantly developing our production processes, we can effectively increase the utilisation rate of both materials and energy to minimise our impact on the environment. We are convinced that in the future there will only be room for sustainable companies that use their resources efficiently and let sustainability run as a common thread throughout the business.



There is only room for sustainable companies.



3
steps to
sustainability

1. QUALITY

The fact that our products last for generations means that resources, such as materials and energy, can be spread throughout the entire lifecycle of the product, and that the total footprint is reduced for each year that the product is used. Equally important and apparent is that our products do not contain environmentally hazardous substances that can harm people, animals, and nature. For us and all our employees who work on developing and manufacturing our products every day, this is the definition of sustainability.

2. MATERIALS

Materials represent a significant proportion of the environmental impact of a product, and we know that even small changes in material selection and reduced access to materials during production can make a huge difference. Therefore, this is a clear focus area for us in our sustainability work. We also put stringent demands on the surface treatment we apply in our production, requiring that it satisfies high standards and is carefully selected from an environmental perspective. Along with efficient production that is characterised by new technology, we ensure that we keep our environmental impact at as low a level as possible.

3. DEVELOPMENT & INNOVATIONS

Our focus is on developing sustainable solutions and products that can last a long time. We closely follow innovations in materials development and combine our own expertise with partners who share our sustainability goals. That is why we choose materials from the world's leading steelworks so that we can benefit from the experience they have derived from the carbon dioxide emission projects they run.



Our basic idea

Like all manufacturing companies, we leave an impression on the environment, and we want to minimise that impact. We contribute to this through well-thought-out material choices, sustainable energy use, and smart energy production. We care about our employees and strive for everyone who works with us to thrive and feel good at work, so that they want to continue to be a part of Weland for a long time to come. We view actively working with equality as being a natural part of our business. The industry is traditionally male-dominated and we want to be a player that encourages more female talents to apply for jobs with us and other companies in the industry. We ensure financial sustainability through good business acumen and long-term collaborations with our customers.



SWEDISH, CLOSE AND SUSTAINABLE

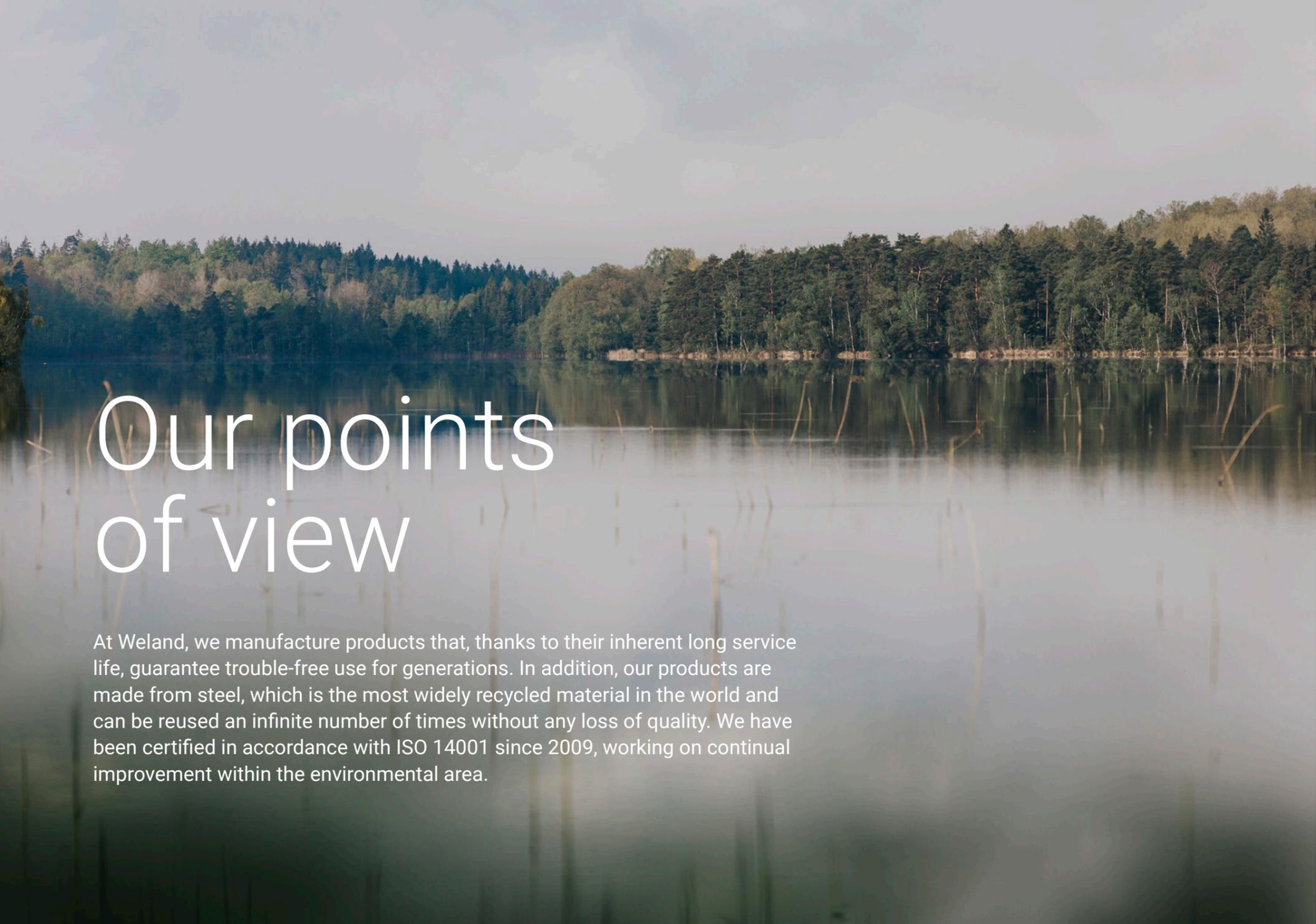
We believe that Swedish products and sheet metal working on the Swedish market are good environmental choices. It is not only about the stringent demands on the amount of emissions and treatments that are imposed on Swedish companies, but also about safeguarding domestic production, creating jobs, and reducing long-distance transport that has an environmental impact. Our basic housekeeping principle, where we use resources efficiently and recycle everything possible, is with us every day at work. We combine it with our offensive thinking for the future, where our

investment rate in new machinery and premises is high and contributes to energy-efficient production with a low energy consumption per manufactured part.

OF COURSE THERE ARE CHALLENGES ALONG THE WAY

For us, material production forms a large part of our total climate footprint. That is why our material manufacturers work intensively with innovative development in order to minimise it. The surface treatment of our products is always part of the challenge, but regard-

less of the approach, we have ensured through our environmental focus that today we offer our customers the most sustainable alternatives for the product. We mainly use hot dip galvanizing, which is a good alternative in most environments. It is a superior corrosion protection for steel and leads to basically maintenance-free products that last a long time. The availability of carbonneutral energy is another crucial issue, but through far-reaching energy efficiency in combination with our own solar cell production, we are already well on our way.



Our points of view

At Weland, we manufacture products that, thanks to their inherent long service life, guarantee trouble-free use for generations. In addition, our products are made from steel, which is the most widely recycled material in the world and can be reused an infinite number of times without any loss of quality. We have been certified in accordance with ISO 14001 since 2009, working on continual improvement within the environmental area.

OUR SOCIAL RESPONSIBILITY

- » All employees shall receive contractually agreed salaries and a written employment agreement.
- » We have guidelines to combat all forms of bullying and discrimination.
- » We have guidelines to combat abuse of substances such as alcohol and narcotics, as well as gambling addiction.
- » We work for equality between men and women, and are aware of other factors that may be discrimination-based.

OUR EMPLOYEES

- » We regard our employees as an important resource and do all we can to ensure that they feel good, both at work and at play.
- » Working conditions are managed in accordance with our health and safety policy. We can sum this up in one phrase – “We shall work safely or not at all”.
- » We conduct systematic health and safety work that results in continual improvement.
- » Within the framework of our preventive



We shall work safely or not at all

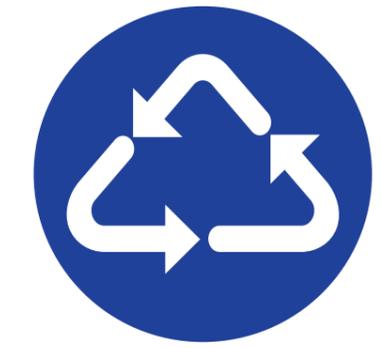
health project, we help our employees work on preventive care, even away from the job. We do this by providing premises for preventive care, as well as staging communal exercise and walking sessions.

- » We regard our employees as an important resource and want them all to thrive at work. Together, we shall create a good spirit of camaraderie between each and every employee.

RESPECT FOR HUMAN RIGHTS

- » We believe that human rights are ineffable and stand squarely behind the UN's Declaration on Human Rights.

- » We only partner with well-known suppliers who are active in countries with a functioning legislative system, and we protect our employees' freedoms and rights.
- » Each and every one of our employees can affect their work situation and feel able to report irregularities/improprieties without risk of reprisal or discrimination.
- » We have a zero tolerance attitude towards bribery and corruption.





Safe at work

For us, it is important that our workplaces are safe so that all employees can feel secure on the job, day in and day out. In conjunction with our employees, we work to minimise any risks that may arise in the business and continually conduct risk assessments to ensure that accidents and ill health are prevented. A good workplace is also characterised by a culture where everyone is treated equally, shows each other consideration, and where bullying and discrimination is never tolerated. Our employees form a big part of our success and we believe that it is important that they all feel good, both at work and in their free time, and it is for this reason our wellness projects play such a vital role.





Sustainability is in our genes

“We have always worked sustainably, although without actually labelling it in that way,” says Thomas Barck, member of the Maintenance Department at Weland. The solar cell installation on the roof of the company's facilities in Såländsstenar is just one example of many sustainable investments. It generates up to 340,000 kWh/year. Compare that with a normal sized house, which consumes around 15,000 kWh/year.

Sustainability can be about energy efficiency and making the right choices in terms of everything from machinery to heating and lighting, but it can also be able choosing a type of energy that minimises the pressure exerted on the environment. The solar cell installation on the roof of the Weland facility satisfies both criteria well.

“The installation comprises 1,472 panels fitted to those parts of the roof that have a suitable structure. They lay flat against the roof to prevent the occurrence of pockets of snow,” explains Thomas Barck, continuing:

“Our hope is that we will be able to install solar panels on more buildings within the Group, where appropriate. We must also take into account the quota we receive from e.on. We must be connected to the grid, however strange that sounds. The alternative is to switch to our own switchgear, which is not on the agenda at present.”

SMART HEAT RECOVERY

Other smart energy-saving measures include heat recovery from compressors, ventilation units, laser machines and projection welding machines.

“In the winter, we are self-sufficient as regards heating during the factory's production hours, down to an outdoor temperature of approximately -5°C. Any heat we need to supply comes from natural gas. A geothermal heating hose to the heat pump system for the new office building has been laid under the parking areas. Along with solar panels and a ventilation system incorporating heat recovery, this solution is extremely energy-efficient,” explains Barck.

He goes on to say that a ventilation unit with heat recovery has an efficiency of between 85 and 90 percent.

This means that the hot, dirty, oxygen-poor air blown out is filtered/cleaned whilst switching its heat content to the filtered clean outdoor air that is blown in. Forty or so such units are installed in the factory in Såländsstenar.

LIGHTING AND MACHINERY

Kenneth Josefsson, an electrician at Weland, adds that a large number of the old fluorescent tubes have been replaced with LEDs, and more will follow suit.

“This saves an enormous amount of energy, although we do experience problems due to the ceiling height. Light from LED sources has a shorter range, and it is more difficult to get satisfactory light right down to the floor. We have also installed lighting time controllers, so that no lights are left on unnecessarily. As our premises are so large, with loads of light fittings, this makes an enormous difference.”

Josefsson and Barck also praise the machine procurement.

“Energy efficiency is currently a hot topic. We would rather buy fibre lasers that are more energy efficient, and opt for servo motors instead of hydraulic ones.”



Thomas Barck & Kenneth Josefsson

1472

number of solar panels on Weland's roofs

85-90%

heat recovery efficiency



In the winter, we are heat self-sufficient

GROUND SOURCE HEATING CULVERTED

Environmental gains when gas consumption is reduced

Natural gas is a fossil fuel that contributes to the greenhouse effect in the same way as oil, although to a lesser extent. On the other hand, ground source heating consists of solar energy that has been stored in bedrock and access is unlimited. The environmental impact of ground source heating primarily comes from the electricity consumed to drive the pumps. How much of an impact depends on how the electricity used has been produced.

A few years ago, thoughts started to move to convert the heating system at Weland AB's factory in Smålandsstenar from gas to ground source heating. It was not an idea that could be pursued at the time as it was impossible to drill on the property intended for the installation. However, when plans to expand Weland Plastic were put up a few years ago, new opportunities presented themselves.

"We started to think about whether it would be possible to use culverts to transport the heated fluid, which consists of bioethanol and water, from the borehole to the heat exchanger in the boiler room," says Peter Green of Weland AB.

60 BOREHOLES

Said and done. Sixty boreholes, otherwise known as energy wells, were drilled. Twenty of them are used by Weland Plastic. Gas has been replaced by ground source heating in all of these. The remaining 40 boreholes are used by Weland AB's 100.000 m² factory, culverted over 600 metres. As the boiler room is located at the heart of the factory, the pipes have to be routed 200 metres over the roof. A lot of insulation will be required, against both cold and heat.

"We still use a lot of gas as peak load fuel during cold snaps, but we have still achieved a reduction in gas consumption of 70 percent. In total, the boreholes we

HOW GROUND SOURCE HEATING WORKS

1. A hole of between 200 and 300 metres deep is drilled.
2. A hose through which fluid is circulated is lowered into the hole. Weland uses a bioethanol and water mix.
3. The fluid is heated by ground source heat stored from the sun.
4. The heated fluid is then pumped up to the building.
5. A ground source heating pump extracts the heat using compressor technology.
6. The heat is distributed to the building's heating and hot water system.
7. The fluid is pumped back down into the ground.

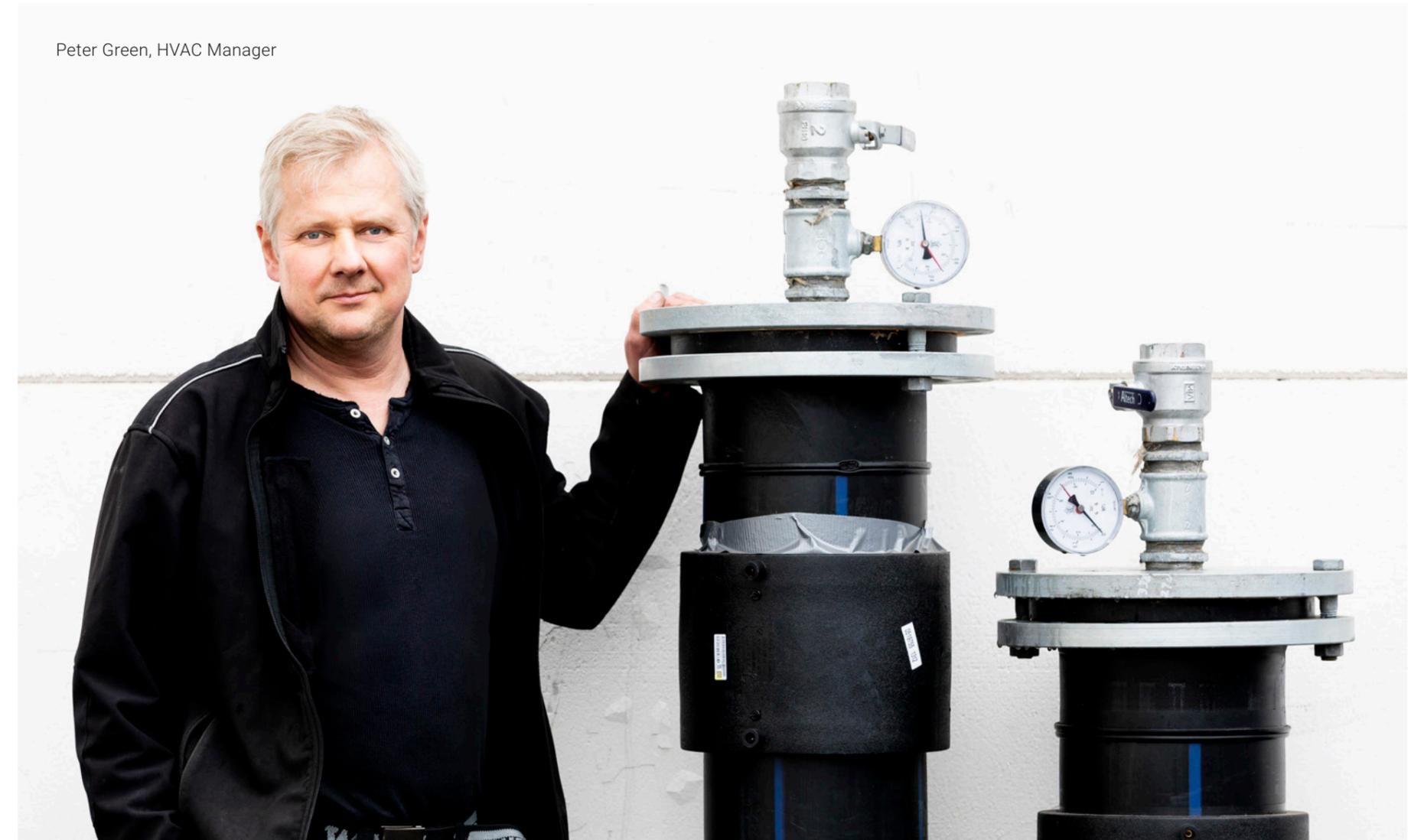
have drilled will enable us to recover around 900 kW of energy. Of this, we use around 300 kW for Weland Plastic and the remainder, around 600 kW, we culvert to Weland AB," explains Green.

DOUBLE ENERGY GAIN

When it is taken up, the bioethanol is at +4 C. By being smart and using it in the cooling machines in production, energy is saved in the cooling process. At the same time, the fluid is heated up before it is returned to the heat exchanger in the boiler room.

"This is a double energy gain for both us and the environment," says Green.

Peter Green, HVAC Manager





Our sustainability goals

The UN's 17 Sustainable Development Goals are our signposts on the road towards social, economic, and environmental sustainability. We have decided to place the greatest emphasis on the goals where we have the greatest ability to make a difference, and our work has already begun.



- » Safe and secure workplaces
- » Preventive care projects for all employees
- » Samhall Collaboration
- » Welcome more new arrivals and people of non-Swedish origin as employees



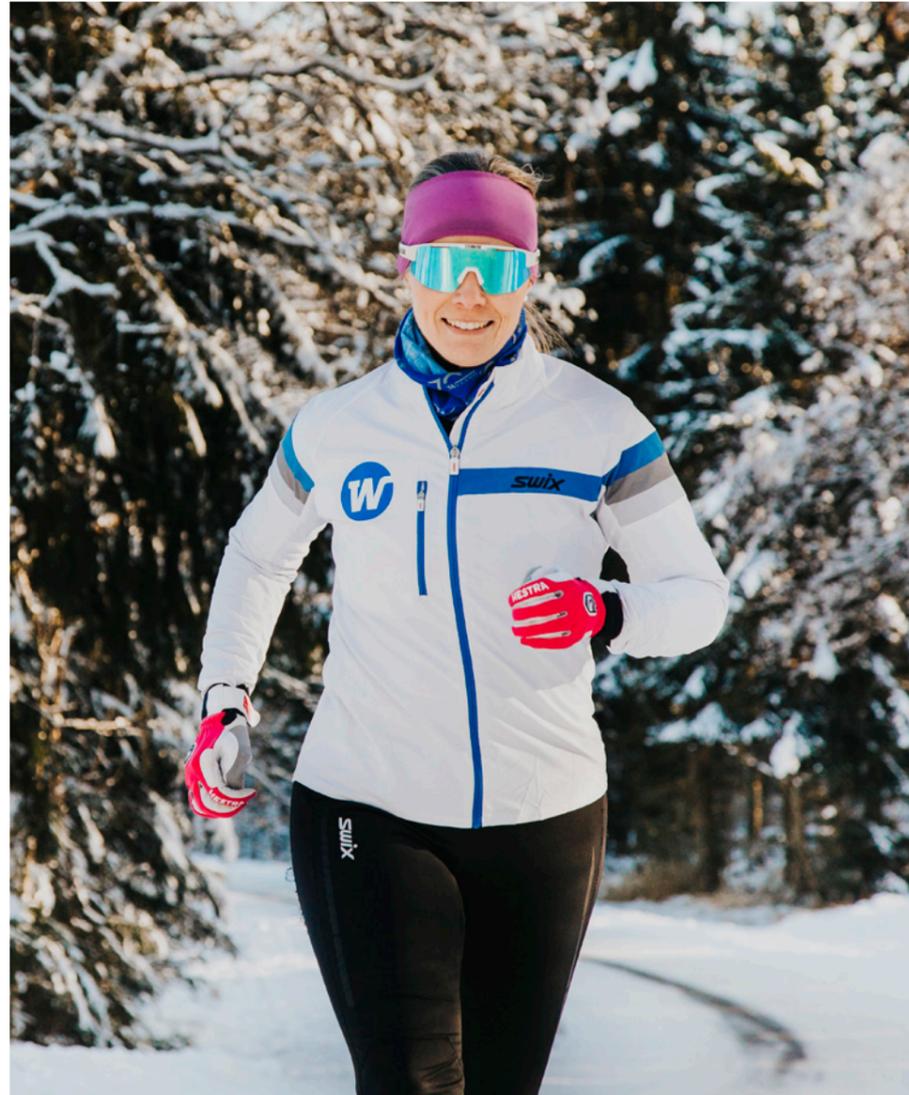
- » Achieve a 50% reduction in carbon dioxide emissions by 2030
- » Energy-efficient production
- » Circularity and recycling of materials
- » Electric vehicles in the car pool
- » Charging stations at the workplace



- » Achieve a 50% reduction in carbon dioxide emissions by 2030
- » Energy-efficient production
- » Fossil-free energy from own solar cell generation and ground source heating



- » Achieve a 50% reduction in carbon dioxide emissions by 2030
- » Energy-efficient production
- » Circularity and recycling of materials



We're on our way

Sustainability work is a natural part of our business. In this section, we present details of our ongoing and completed projects within sustainability, and their connection to the global goals we have chosen to be our primary targets.



GOOD HEALTH & WELL-BEING

Preventive care project

Company	What	Status
The Weland Group	Stafettvasan 2021	Ongoing
The Weland Group	Preventive care groups	Ongoing
The Weland Group	Weland Race	Ongoing



QUALITY EDUCATION, GENDER EQUALITY

Education and equality

Company	What	Status
Weland AB	Prao project	Completed
Weland AB	Visa vägen-prize	Completed



CLEAN WATER AND SANITATION

Chemicals

Company	What	Status
Weland AB	Tests of powder coating on hot-dip galvanised material	Completed
Hylte Tryck AB	Reduce consumption of solvent per tonne of product	Completed



AFFORDABLE AND CLEAN ENERGY

Culverting of ground source heating

Company	Status
Weland AB	Completed

Expansion of charging stations

Company	Status
The Weland Group	Ongoing

Improve management of charging stations to enable payment, etc.

Company	Status
Weland AB	Completed



Installation of solar cells

Company	Status
Weland Industricentrum AB	Completed
Weland Aluminium AB	Ongoing
Weland AB	Completed
Weland Plastic AB	Ongoing

Electric vehicles

Company	What	Status
The Weland Group	10 new electric vehicles	Completed
Weland AB	Expansion of electric vehicle fleet. Review alternatives such as electric vehicles and hybrid solutions.	Ongoing



INDUSTRY, INNOVATION AND INFRASTRUCTURE

Digitalisation

Company	What	Status
The Weland Group	Digitalisations of type drawings at the office	Ongoing
The Weland Group	New intranet	Completed
The Weland Group	New management system	Ongoing
The Weland Group	Virtual meetings	Ongoing



RESPONSIBLE CONSUMPTION AND PRODUCTION

Food waste

Company	What	Status
The Weland Group	Sorting of food waste for the restaurant, Björket, and Furet, as well as improved procedures for other waste	Completed

BAT – continually work to produce the best possible technology

Company	What	Status
Weland AB	Installation of new machinery	Completed



For us, profitability and sustainability are tightly linked with each other

One of our most important investments

We shall take responsibility for the world in which we operate, and do it in conjunction with our customers, employees, and suppliers.

Sustainable companies seek to collaborate with sustainable suppliers, customers want to deal with companies that take sustainability seriously, and employees want to work for a responsible employer. For us, profitability and sustainability are inexorably linked with each other. We regard sustainability as one of many important investments to drive long term and profitable growth. Profitability achieved in this way gives us the opportunity to continue to develop our business and create security

for our employees. It also gives us the opportunity to invest even further in energy-efficient production and innovative product development. The investment we are making in sustainability is equally well thought out as the investment we make in product development, or in the development of the skills of our employees.

Therefore, the sustainability perspective forms a natural part of our entire business.

