

A close-up photograph of a hand turning a door handle. The hand is wearing a gold bracelet and a ring. The background is a bright, out-of-focus window with vertical blinds. The text is overlaid on a dark grey horizontal band across the top of the image.

# UNLOCKING THE FUTURE

Industralas and sustainability

# INNOVATION LEADS THE WAY

**A**t Industrilas, our job is to make sure we deliver latches, hinges, handles, profiles and accessories that first and foremost live up to the needs and requirements of our customers. However, we do not like to deliver the bare minimum. We want to take our industry to new levels.

We will do this by inventing, designing and manufacturing solutions that combine the best functionality, quality and durability – with a focus on sustainability and user experience. This way our customers know that when they incorporate an Industrilas solution in their own product, they will enhance its value and its longevity.

To lead by example, it is not enough to follow international standards and laws on sustainability. We have to improve every part of our business, from raw materials and production processes to energy sourcing and transportation.

For more than 40 years, Industrilas has challenged tradition and explored new ideas. The same approach will lead us to find sustainable solutions that will change the way people look at our industry. Solutions that will benefit us, our customers and the world.

One step at a time, every day, towards a more sustainable tomorrow.

I welcome you to join us on our journey!

Fredrik Mölzer

Owner and CEO, Industrilas Group

## INDUSTRILAS' SUSTAINABILITY OBJECTIVES

- × Increase share of renewable energy and reduce energy usage/hour
- × Reduce the total amount of waste from manufacturing
- × Calculate the environmental performance of essential products
- × By 2025, 80% of company vehicles shall be electric/hybrid models
- × Develop preventive risk culture for a safe work environment
- × Promote healthy working conditions throughout our supply chains
- × Curb corruption by increasing risk assessments in supply chains
- × Continuously improve our work for equality

## ONGOING ACTIVITIES

- × Initiating climate impact calculations
- × Developing a Supplier Code of Conduct
- × Mapping of energy efficiency actions in production
- × Reducing raw material usage in specific products
- × Researching alternative raw materials for products

## UNITED NATIONS' GOALS, APPLICABLE TO INDUSTRILAS

- × 5 – Gender equality
- × 8 – Decent work and economic growth
- × 12 – Responsible consumption and production
- × 13 – Climate action
- × 16 – Peace, justice and strong institutions
- × 17 – Partnerships for the goals



## SUSTAINABILITY POLICY\*

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

### ENVIRONMENTAL

We are aware of our responsibility towards people and nature, and we want to minimize the effect that our actions might have on the environment. We aim to reduce consumption of natural resources, reduce production and process waste, and increase our share of renewable energy.

### SOCIAL

All humans are equal and have the same value and rights. Industrilas has an absolute zero-tolerance policy towards all forms of discrimination, and we continuously work to curb the presence of inequality and discrimination in our community and globally.

### ECONOMIC

Industrilas shall provide conditions to ensure long-lasting sustainable development, prosperity for the company and value for our customers. We follow local and global laws and standards and have a zero-tolerance policy towards any kind of behaviour that conflicts with good business ethics.

\*This is an excerpt from Industrilas' Sustainability Policy.  
The complete version is available at [industrilas.com](http://industrilas.com)



## RESPONSIBLE CONSUMPTION AND PRODUCTION

At Industrilas, we produce solutions from scratch. We have total control over the production chain, from design and manufacturing to final surface treatments and assembly. This gives us opportunities to innovate and adapt in every aspect of the manufacturing process, which includes:

- × Design and Construction Department
- × Mechatronic R&D
- × Quality Department
- × Tool Department
- × Turning
- × Zinc Foundry
- × Injection Moulding and PUR Gasketing
- × Punching and Bending
- × Drilling and Threading
- × Powder Coating
- × Assembly
- × Warehouse

*We are currently building a new factory in Nässjö, Sweden. Sustainability is one of the highest priorities on this project.*



## STANDARDS ARE IMPORTANT

Industralas' vision is to be a key partner for a more sustainable tomorrow. To achieve this, all our processes must meet quality standards, sustainability regulations and industry demands. Or in other words, we need to make sure we deliver in every way. Every time. Now and in the future.

We follow international directives and our quality and environmental management systems, as well as our products, are certified according to the appropriate standards.



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## TRANSPORTATION AND RECYCLING

Industralas currently has three manufacturing sites, strategically placed on three continents. This means shorter supply chains since we are closer to both our suppliers and customers, as well as better stability in production flows and lower emissions from transportation. Our supply chains are constantly evaluated based on quality, dependability, speed and cost.

Even though all our packaging materials are already either reusable or recyclable, Industrilas has set up a project to reduce material usage even more by optimizing the volume of packaging.

Waste material from manufacturing is reused whenever possible. This reduces the amount of materials we need to purchase.

## SUPPLY CHAIN

We always want to establish long-term relationships with our suppliers. This gives us the chance to develop sustainable supply chains with a safe and stable flow of products and services. First and foremost, we contract suppliers who are certified to ISO 9001 and ISO 14001. Suppliers must comply with the RoHS 2, RoHS 3 and REACH directives and the standards for Conflict Minerals.

## CORRUPTION AND UNETHICAL BEHAVIOUR

Industralas is aware of the risks regarding corruption and unethical business actions. To reduce these risks, Industrilas has a code of conduct that all employees must follow, as well as a whistleblower policy and a grievance system. Unethical behaviour processes are in place.





IN 2021, Industrilas was awarded a diversity award by the Municipality of Nässjö, for our long-term commitment to people with various disabilities.

## TAKING CARE OF PEOPLE

Equality and diversity are of utmost importance for Industrilas, and we believe that all humans have the same value and equal rights. We believe that everybody can contribute and is worthy of a rewarding life.

In 1997, Industrilas and the Municipality of Nässjö formed Industrigruppen (The Industry Group) as a division of Industrilas. The project aims to provide meaningful work to people who find it difficult to access the regular job market. The group's job is to sort, package and assemble products that Industrilas manufactures. Several of the group's members have worked at Industrilas for many years, some even since the start of the collaboration in 1997.

— We love to be a part of creating meaningful day-to-day lives for the wonderful people in the group and are thrilled that they like it here, like their job and choose to stay with us. They do actual production work that makes Industrilas stronger. We are very proud of their work, says Fredrik Mölzer, CEO of Industrilas Group.

## LEARN MORE AT INDUSTRILAS.COM

Keep up to date with the latest sustainability news and development at [industrilas.com](https://www.industrilas.com). Here, you can also find information about our solutions, customer cases and current events.

## FOLLOW US ON SOCIAL MEDIA

Industrilas is very active on social media, where we share and discuss company news and events, customer accomplishments, industry highlights and innovations. Follow us at LinkedIn and Facebook and join the community.



# WHEN ACCESS COUNTS

Industrilas develops, designs and manufactures access solutions for all kinds of industrial applications.

Our main drive is a never-ending curiosity about our customers and their business. We are passionate about finding solutions that will enhance the performance of our customers' products and their business.

Since every customer has specific needs and preferences, it is important for us to get to know our customers. We openly welcome you into the Industrilas family, and together we will find the best possible solution to the challenges you are facing. Sometimes this means a well-proven standard solution and at other times it means the innovation of something the world has never seen.

Industrilas is a Swedish company, founded in 1981. Over the course of 40 years, we have grown from a one-person startup to become one of the world's leading suppliers of access solutions. Today, we are present in more than 40 countries and have manufacturing sites in Europe, Asia and Central America.

The group's head office is in Nässjö, Sweden.