

# **ROL**

**Sustainability Report**

**2021**

# Table of contents



04-05	Letter from the CEO
06-07	This is ROL
08-09	How ROL Operates
10-11	The ROL Code of Conduct
12-13	Materiality analysis
14-15	The 13 sustainability topics of ROL
16-17	Understanding the sustainability risk landscape
18-19	The sustainability strategic approach of ROL
20-23	Sustainability management
24-25	Managing waste for circularity
26-27	Water stewardship
28-29	Environmental management processes
30-33	The ROL employees define the company
34-35	Maintaining safe workplaces
36-37	Promoting workplace safety
38-39	Supporting employee well-being
42-45	Sustainability in the supply chain
46-47	Upholding customer privacy
48-49	Continuing the journey
50-54	GRI Index
55	About this report

# Letter from the CEO



Dear Reader,

Thank you for taking the time to get to know ROL and our journey towards a more sustainable future. In this year's report, we focus on the implementation of our sustainability strategy, continued investment in our future, and key initiatives that are better preparing us for the challenges ahead.

At ROL, we see many opportunities to include and embed sustainable thinking into our innovation process, ways of working, manufacturing platform and software development. These ideas inform our conversations with clients and offer an exciting environment for everyone to work in at ROL.

During the last year, we have strengthened our sustainability department and implemented a new data collection system that enables us to visualize and analyze information from multiple internal sources. A strong engagement within the organization is also key to moving forward on the 13 focus areas established in our sustainability strategy (see p. 14). Through interviews, presentations, training and internal communications we are continuously encouraging employees to contribute to the sustainable development of ROL with relevant information, ideas and visions.

One prioritized initiative during the year has been to implement stronger policies with regards to our supply chain. We have strengthened our selection and auditing process in readiness for more comprehensive laws covering environmental and social responsibility in the EU and Sweden.

ROL has also improved health and safety in the workplace, through education and consultation with our colleagues at all levels of the business. As part of this work, we have conducted employee surveys in Sweden, Lithuania and the USA during 2021 and the results have been reviewed by the relevant management teams. Certain requests and recommendations coming out of this work have already been implemented, while others will be fulfilled during 2022.

During 2021, ROL initiated circularity workshops with relevant functions within our organization and in concert with certain academic institutions. This allows us to develop ideas and acquire more knowledge and recent thinking around the idea of a circular economy. As a company with a strong heritage in engineering, manufacturing and solution architecture, ROL is well-positioned to support the innovation needed to drive a more circular economy in the coming years.

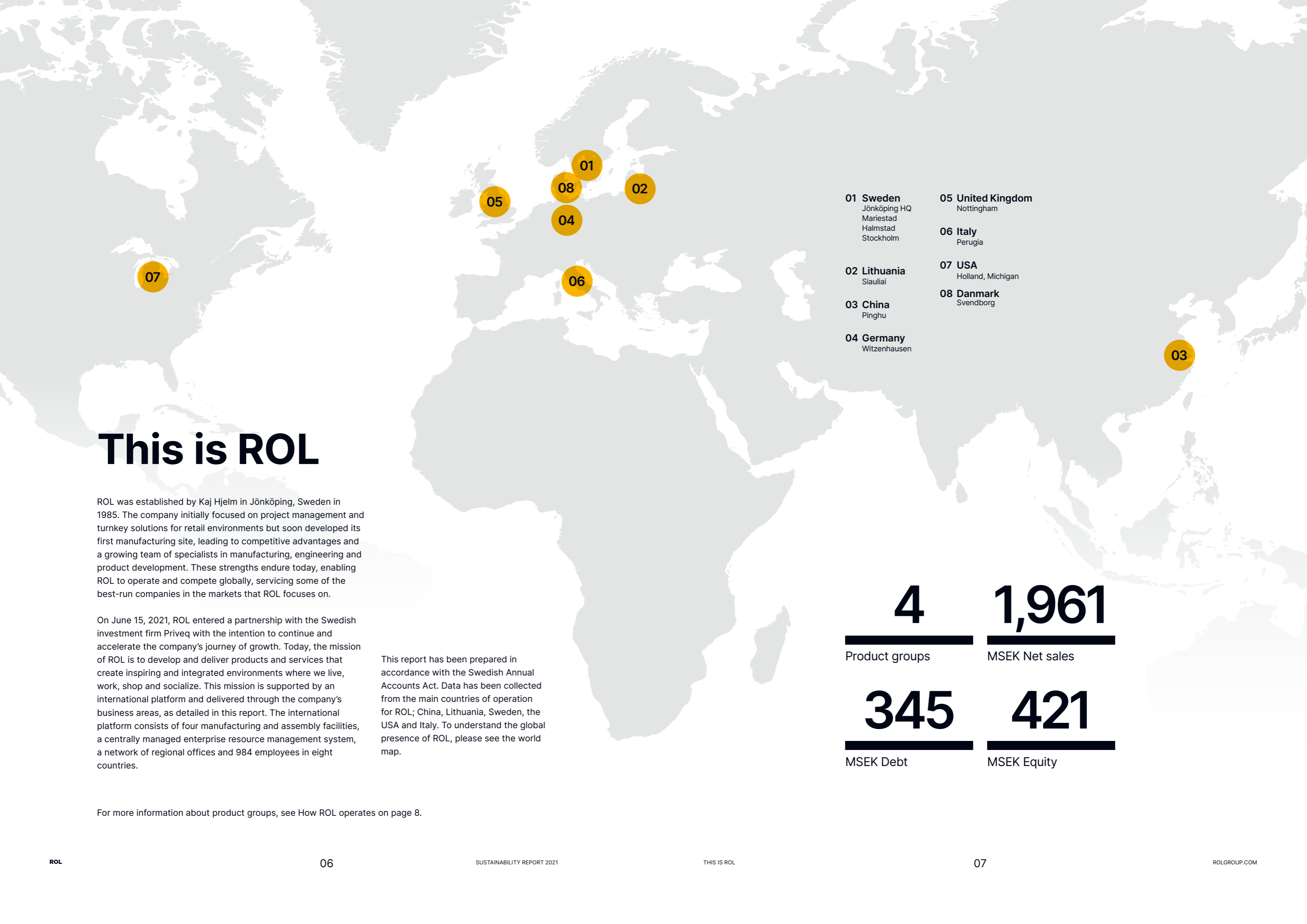
As we move further into 2022, our teams are working to deliver on our sustainability strategy, with a sharp focus on several key initiatives that will benefit our clients and the communities that we live, work, shop and socialize in.

I would like to finish with a heartfelt thank you to all my colleagues for their perseverance, dedication and hard work in the face of so many challenges during 2020 and 2021. Our clients have recognized these efforts and rewarded us with new opportunities. Working together we can define and deliver a more sustainable future.

Sincerely,

*Rod Walker*  
Rod Walker  
CEO - ROL





- 01 Sweden**  
Jönköping HQ  
Mariestad  
Halmstad  
Stockholm
- 02 Lithuania**  
Siauliai
- 03 China**  
Pinghu
- 04 Germany**  
Witzenhausen
- 05 United Kingdom**  
Nottingham
- 06 Italy**  
Perugia
- 07 USA**  
Holland, Michigan
- 08 Danmark**  
Svendborg

# This is ROL

ROL was established by Kaj Hjelm in Jönköping, Sweden in 1985. The company initially focused on project management and turnkey solutions for retail environments but soon developed its first manufacturing site, leading to competitive advantages and a growing team of specialists in manufacturing, engineering and product development. These strengths endure today, enabling ROL to operate and compete globally, servicing some of the best-run companies in the markets that ROL focuses on.

On June 15, 2021, ROL entered a partnership with the Swedish investment firm Priveq with the intention to continue and accelerate the company's journey of growth. Today, the mission of ROL is to develop and deliver products and services that create inspiring and integrated environments where we live, work, shop and socialize. This mission is supported by an international platform and delivered through the company's business areas, as detailed in this report. The international platform consists of four manufacturing and assembly facilities, a centrally managed enterprise resource management system, a network of regional offices and 984 employees in eight countries.

This report has been prepared in accordance with the Swedish Annual Accounts Act. Data has been collected from the main countries of operation for ROL; China, Lithuania, Sweden, the USA and Italy. To understand the global presence of ROL, please see the world map.

**4**

Product groups

**1,961**

MSEK Net sales

**345**

MSEK Debt

**421**

MSEK Equity

For more information about product groups, see How ROL operates on page 8.



# HOW ROL OPERATES

ROL is made up of a diverse collection of thinkers and doers located across the globe. Being curious by nature allows the company to stay one step ahead of its industries and directly benefit its clients.

Everyone at ROL is committed to building meaningful partnerships and realizing the goals of partners, harboring collaborations and talking to people is something truly valued.

The purpose of ROL is to enable future environments with greater circular economy and more sustainable use of resources. The daily mission at ROL is to apply the company's heritage, experience and competence to solve challenges and seamlessly deliver.

ROL has joined all its forces together to create one important and influential partner that clients can build with for the long term.

ROL is delivering ideas that inspire conversations with the market, existing clients, new clients, partners and suppliers. The team highlights and uses the strengths of ROL as a group of people working together to create inspiring, integrated and sustainable solutions, delivered in one package.



**ROL HAT**  
Ergonomically optimized office furniture developed with the clients, resulting in sustainable work environments that enable increased productivity and well-being.



**ROL RETAIL**  
Turnkey projects incorporating concept design, general contracting and production of shop fittings and interiors for clients within retail, restaurants, cafés and public spaces.



**ROL OEM**  
OEM products combining materials and technology and delivered through partnerships with creative and technical departments to meet the needs of clients.



**ROL I/O**  
A one-stop platform with focus on software making use of real-time information, automation and visualization to power a better, connected workspace experience.





# The ROL Code of Conduct

The ROL Code of Conduct determines the fundamentals for working at ROL, no matter where or who you are; it applies to all employees and ROL representatives. The Code of Conduct is based on the ten principles of the United Nations Global Compact and outlines the care and concern that ROL has for the environment, its respect for human rights and labor rights, as well as the company's dedication to fighting corruption and unethical business practices in all their forms (please refer to the section on how ROL works with sustainability in the supply chain for more information). All ROL employees, management and board members are expected to have understood and signed the Code of Conduct, and to always uphold it. In the course of 2021, all ROL employees have signed the Code of Conduct. An objective for the company is to offer training to all employees in what the Code of Conduct entails, ensuring that all employees are onboard with what representing ROL means in practice. Breaches to the Code of Conduct, such as incidents of corruption, can be anonymously reported through the company's whistle-blower mechanism. In 2021, there were no confirmed incidents of corruption.

# Materiality Analysis

ROL is a company determined to be a true steward of sustainability. There is an understanding of the need to strengthen efforts for the benefit of the company, the environment, and the company's stakeholders.

In 2020, ROL partnered with an expert sustainability consultancy to conduct a thorough materiality analysis. This work helps ROL understand what is most important to focus on in its sustainability efforts. The analysis was followed up in 2021 and ROL continued to:

- Gather direct insight from internal and external stakeholder groups regarding the sustainability topics most impactful to them.
- Identify prioritized sustainability areas that ROL should direct resources to for further progress.
- Foster trustworthy and transparent stakeholder engagements regarding the company's sustainability efforts.

The stakeholder groups were identified following the AA1000 Stakeholder Engagement Standard (AA1000SES). In order to reach as many stakeholders as possible, a hybrid approach was

employed, with online surveys and semi-structured interviews, as well as a focus group discussion. The stakeholder groups, forms of engagement and main topics of concern are presented on page 13.

The materiality analysis reviewed 21 different sustainability topics. These were subsequently consolidated into 13 prioritized topics that have been assessed according to the dual materiality perspective. This means that you both consider how the company impacts its surroundings and, secondly, the actual and/or potential impact that sustainability could have on business success.

ROL is constantly engaging on sustainability topics with some stakeholders, like customers, as this is a prerequisite for doing business with them. Facilitating a wide-reaching analysis remains critical, with internet infrastructure, access to computers and/or smartphones and language all having an impact on participation rates. Going forward, ROL will carefully consider how to further increase the reach and response rates for future materiality assessments.

## Stakeholder dialogues

Stakeholder group	Form of engagement	Main topics of concern
Employees	Survey	<ul style="list-style-type: none"> <li>→ Attract, retain and develop employees</li> <li>→ Energy efficiency in manufacturing</li> <li>→ Sustainability and quality management in manufacturing</li> <li>→ Waste and resource management in manufacturing</li> <li>→ Safe workplaces with fair working conditions</li> </ul>
Managers	Survey	<ul style="list-style-type: none"> <li>→ CO2 emission reduction in manufacturing</li> <li>→ Transparent communication, marketing and reporting</li> <li>→ Safe workplaces with fair working conditions</li> <li>→ Safe, ergonomic and high-quality products</li> <li>→ No child labor or forced labor</li> </ul>
Customers	Survey	<ul style="list-style-type: none"> <li>→ Sourcing of environmentally friendly and socially responsible materials</li> <li>→ Effective and sustainable supply chain management</li> <li>→ Energy efficiency in manufacturing</li> <li>→ Waste and resource management in manufacturing</li> <li>→ Circular products and services</li> </ul>
Key functions at ROL	Focus group	<ul style="list-style-type: none"> <li>→ Sourcing of environmentally friendly and socially responsible materials</li> <li>→ Sustainability strategy and governance</li> <li>→ Safe, ergonomic and high-quality products</li> </ul>
Management team	Interview	<ul style="list-style-type: none"> <li>→ Effective and sustainable supply chain management</li> <li>→ Sourcing of environmentally friendly and socially responsible materials</li> <li>→ Circular products and services</li> <li>→ Sustainability strategy and governance</li> </ul>
Board of Directors	Interview	<ul style="list-style-type: none"> <li>→ Safe, ergonomic and high-quality products</li> <li>→ Effective and sustainable supply chain management</li> <li>→ Circular products and services</li> </ul>



# THE 13 SUSTAINABILITY TOPICS OF ROL

## Lead

- 01 Effective and sustainable supply chain management
- 02 Smart solutions that influence sustainable behavior and enable more efficient management of resources
- 03 Healthy and safe workplace with fair working conditions

## Develop & Accelerate

- 04 Safe and ergonomic products with superior quality and circular design
- 05 Effective sustainability & quality management systems in manufacturing
- 06 Attract, retain and develop employees
- 07 Promote gender equality, diversity and inclusion
- 08 Customer privacy and data security
- 09 Low-carbon and energyefficient manufacturing
- 10 Transparent communication, marketing and reporting

## Manage & Monitor

- 11 Offices, transportation and business traveling with low climate impact
- 12 Counteract corruption in all its forms
- 13 Partnerships for sustainable development

In 2021, ROL has taken action in multiple ways to fulfill its ambitious targets set in the sustainability strategy developed in 2020. In the course of the year, ROL also invested more resources into its sustainability department to this end. Unfortunately, as in 2020, the pandemic had a significant impact throughout the operations of ROL and its key partners. This impeded the ability to realize all objectives established in the sustainability strategy.

The ROL sustainability strategy is published in its entirety on the ROL company website.

See the GRI Index on page 50 for more information on the connection between the 13 sustainability topics and GRI.





# Understanding the sustainability risk landscape

In 2020, ROL conducted a risk assessment to update its understanding of the sustainability risk landscape facing the industry and environment that the company operates in. The previously identified 168 internal and external risks – ranging from global macro sustainability risks to sector and country-specific ones – were monitored in order to assess how they could potentially impact the ability of ROL to operate in a sustainable manner.

The assessment uncovered that the most material sustainability risks facing ROL are those associated with supply chain management and manufacturing processes. In its supply chain, ROL must collaborate with suppliers and subcontractors to prevent all forms of child labor, corruption and environmental mismanagement, as well as safeguard the human rights and occupational health and safety needs of all employees. With regards to corruption, risks and challenges differ depending on where in the world ROL is active, and what the specific situation is. ROL is already working proactively to prevent corruption in its procurement and sourcing process, and will continue planning how to best equip all employees with the right tools to identify and counteract corruption in all its forms.

Further, ROL recognizes climate change as one of the biggest threats against humanity and the global economy. As a result, the company acknowledges the need to mitigate its own direct and indirect contribution to climate change and more efficiently manage the risks facing ROL due to climate change. For example, the company must consider how extreme weather events can disrupt the supply chain and manufacturing practices. Additionally, it is important to understand how new regulations aimed at curbing climate change make it more costly to work with non-renewable materials and energy in the manufacturing process. New ways to offset this negative impact must be found for the long-term benefit of all stakeholders and the environment.

This is why ROL in 2021 has set up a global system for sustainability data collection based on GRI (Global Reporting Initiative) disclosures. This helps identify where in the company's operations CO2 emissions occur so that the company can then direct resources towards these areas in 2022, aiming to mitigate its direct and indirect contribution to climate change.







# The sustainability strategic approach of ROL

In 2020 ROL defined a sustainability strategy. The strategy is built from the foundation provided by a materiality analysis and incorporates the organization's most material sustainability risks. The sustainability strategy will also aid the company's success in reaching its 2025 vision, where:

- ROL is a global company offering a range of products and services that enable inspiring and integrated environments where we live, work, shop and socialize.
- ROL integrates these products and services with a cloud-based platform that uses data and analytics to improve design and decision-making.
- ROL creates new possibilities for sustainable and circular environments in collaboration with its clients and partners.
- ROL is a responsible corporate citizen supporting strong values, a diverse and inclusive workforce, ethical supply chain relationships, and sustainable practices throughout the manufacturing process.

ROL has completed a detailed mapping of how the company can contribute to the UN's Agenda 2030 for Sustainable Development and the Sustainable Development Goals (SDGs) most relevant to the ROL business. In 2022, the work to meet these goals will continue and ROL will accelerate the communication and implementation of the sustainability strategy, both internally and externally.

Transparent communication and marketing is a priority for ROL and efforts to provide stakeholders with the information that they value will continue. This sustainability report is a part of that process. The goal is to ensure that all ROL stakeholders are aware of the company's sustainability mission, goals and efforts moving forward.





# Sustainability management

ROL is determined to minimize the negative impacts of its business on the environment, including any contributions to climate change caused by mankind. The company applies the precautionary principle in its business, which is especially important during product development, to safeguard human health and the environment. In addition to following national and regional legislation, such as the Swedish Environmental Code (Miljöbalken) and the EU REACH-legislation, the company's work is governed by its Code of Conduct and environmental policy.

In 2022, ROL will continue to align its global policies in each country of operation to both local-level guidelines that encompass domestic legislation and overarching, global policies. The group's Sustainability and Foundation department, based at its headquarters in Jönköping, Sweden and reporting directly to the CFO, systematically leads the company's sustainability operations.

In each country where ROL has manufacturing and assembly facilities, there are employees responsible for implementing and managing environmental concerns. The company's environmental impact mainly comes from:

- The consumption of energy, materials, water and chemicals.
- The emissions of greenhouse gases.
- The generation of waste and effluents.

ROL has a long history of working with quality management which is considered to be at the core of the company's business and also

supports its sustainability vision. Therefore, depending on the nature of their operations, the facilities that ROL has around the world are certified according to various ISO standards. In Sweden to ISO9001, 14001, and 28000; and Lithuania to ISO9001, 14001, 28000, 45001; and in the USA to ISO14001 and 9001; and in China to ISO9001. All sites have assigned quality assurance roles, such as Quality Managers and Technicians. Quality departments do daily quality rounds to assess and identify any possible non-conformities with the quality protocol. In case of a non-conformity, the issue will be subject to troubleshooting to provide solutions.

In 2021, there were no incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of the company's products.

ROL strives to have the highest quality materials and will continue its efforts to strengthen their sustainability. There is an ambition to use more recycled steel, but a challenge here is that the availability of this material is still limited. In the course of 2021, the mechanical engineering team at ROL has implemented updated processes to increase focus on sustainability and circularity aspects when developing new products. A possible way to update the company's products would be reducing the amount of materials used and finding high-quality materials with lower climate impact. Several initiatives have been launched in 2021 to research new materials and learn more about how they influence quality, function and environmental aspects.



The facilities that ROL has in all the various locations continue to develop their systems for handling chemicals. In Sweden, for example, there is an assigned resource responsible for chemicals, working with risk assessments of chemical usage to protect people and the environment. Meanwhile, in Lithuania internal audits according to ISO 14001 are performed in order to ensure a sustainable approach to storing, transporting and usage of chemical materials throughout the supply chain and to fulfil customer requirements.

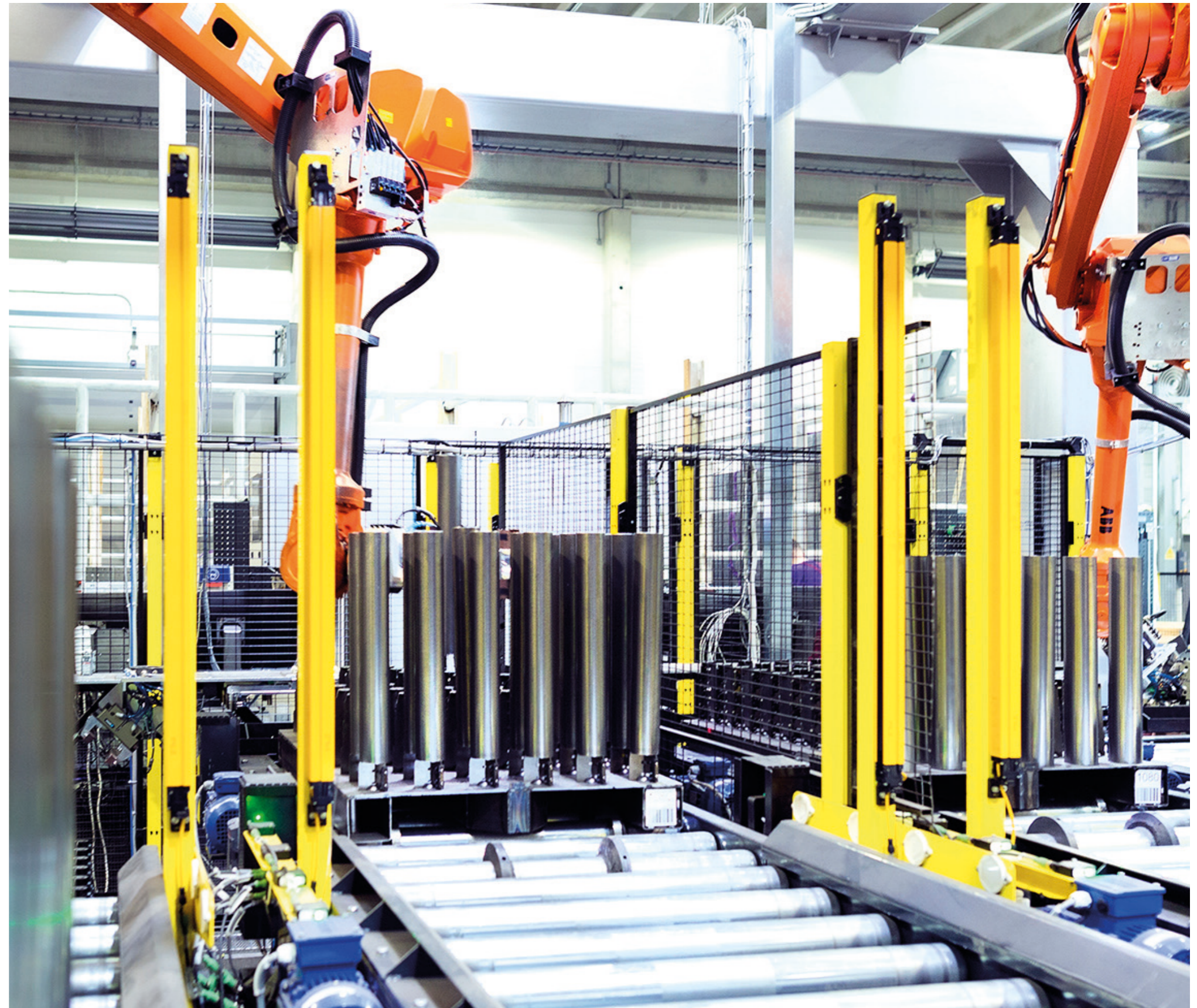
An improvement within ROL Lithuania concerns the grease used in the manufacturing process. In 2020, management observed the opportunity to replace existing manual aerosol greasing operations with automated greasing stations. This results in a reduction of aerosol grease impacting the environment. In 2021 the old manual aerosol greasing was replaced with automated greasing stations at all centers using grease. This change was also executed in Sweden.

In both China and Lithuania ROL in 2021 invested in XRF (X-ray fluorescence) to analyze the chemicals in heavy metals. This further improves the company's chemical compliance.

In the USA, focus in 2021 was on the environmental aspect of sustainability and the company's environmental management system (EMS) was certified according to ISO 14001. The quality management system continues to be robust and did pass the external surveillance audit without non-conformances. ROL USA's plan for an effective sustainability management system involves demonstrating conformity to the ISO 45001 standard and making a self-declaration at the end of 2022.

The work continues everywhere in 2022, when ROL will support all facilities in:

- Advancing and supporting systematic environmental efforts.
- Internal processes as defined in the company's environmental management system.
- Educating team members.
- Spreading awareness throughout the organization.
- Identifying areas for improvement and urgent action.





# Managing waste for circularity

The most important sources of waste generation for ROL are related to the manufacturing and packaging of products, keeping in mind that what is packaging at one ROL site can become waste at another. Metal waste originates in the company's manufacturing process, while the waste from packaging, such as wood, paper, cardboard and plastic, results from suppliers' processes.

ROL is working closely with its suppliers to reduce the amount of waste from packaging through stricter requirements on packaging materials. It is a work in progress and partly dependent on the availability of materials, local infrastructure and the quality of the materials, so as not to damage products during transport. All waste is collected by third-party, well-established waste and recycling companies.

In Sweden and Lithuania, the infrastructure for recycling is well-developed and quite advanced, while circumstances are slightly different in China and the USA. ROL continuously assesses how to further reduce overall waste generation and increase the amount of waste diverted from disposal to reuse and recycling. In 2021, ROL started an initiative together with a key customer in order to map the amount of waste and its impact on the environment, aiming to recycle more materials and reduce the usage of natural resources.

ROL is seeking to significantly reduce waste to landfill. In Lithuania, all employees have been trained in waste sorting and there are waste sorting audits. As a result, the amount of waste to landfill was reduced by 12 percent in 2021 compared to 2020. In Sweden, a new system for waste management was put in place in 2021 at all offices and canteens, with separate vessels for collecting the fractions cardboard, metals, plastics, glass, compost and combustibles.



## Materials used to produce our primary products and packaging

	2020 METRIC TONS	2021 METRIC TONS
<b>Total</b>	<b>20 045</b>	<b>29 898</b>
Non-renewable materials	19 134	27 271
Renewable materials	911	2 627
Total recycled	-	5 273
Recycled %	8%	18%

In 2020 the reported recycled amount was based on an estimate without any precise measuring executed.

## Share of waste to landfill

	METRIC TONS	%
Waste to recycling	5 030	97%
Waste to incineration	104	2%
Waste to landfill	66	1%
<b>Total</b>	<b>5 200</b>	<b>100%</b>

## Waste fraction

	METRIC TONS
Carbon Steel	2 426,35
Stainless Steel	1 524,28
Wood	526,10
Paper and cardboard	346,45
Plastic	70,23
Electronics	3,63
Other	303,70
<b>Total</b>	<b>5 200,82</b>

## Waste

	2020 METRIC TONS	2020 %	2021 METRIC TONS	2021 %
Hazardous waste	114	3%	162	3%
Non-hazardous waste	4 180	97%	5 038	97%
<b>Total</b>	<b>4 294</b>	<b>100%</b>	<b>5 200</b>	<b>100%</b>



# Water stewardship

ROL acknowledges the interconnectivity between climate change and water usage. The company will continue to deepen its knowledge of water consumption and plans to set goals and targets that go beyond those already in place.

ROL has systematic work processes in place at all its facilities, in compliance with local legislation and customer requirements. However, it has become apparent that ROL must enhance local knowledge around how the company interacts with water and which additional actions can be taken to truly be sustainable water stewards.

In Lithuania, the ROL factory upholds the highest environmental standards in terms of consuming energy, handling chemicals, monitoring waste and water and providing accurate environmental data to customers. The municipal water company supplies the water used in the painting process, and any contaminated water resulting from painting is tested by ROL engineers daily. As long as the contamination levels are within approved limits, the water is recirculated and reused in the painting process. Water effluents are first treated at a local treatment facility. Once the water reaches the legally approved contamination levels, effluents are discharged through the municipal sewage system for final treatment at a government-owned facility.

At its manufacturing facility in Sweden, ROL stores contaminated water from the painting process. A service supplier is then in charge of collecting contaminated water to the proper treatment as per environmental legislation.

The ROL factory in China uses some water for the powder coating line, and the contaminated water is treated on-site in accordance with environmental legislation. Then, the water is circulated into the municipal sewage system.

In the USA, the ROL factory is connected to the municipal water system. The factory does not use water for any operations other than hygienic and personal consumption.

The ROL group's water consumption is monitored and reported on an ongoing basis. In 2021, the total water consumption at the company's four manufacturing and assembly facilities amounted to 14.3 megaliters of water. This is a reduction of 7.74 percent from last year.

## Water consumption

	2020 MEGALITER	2021 MEGALITER
Consumption of third party water (freshwater)	15,5	14,3







### Energy consumption

ENERGY CONSUMPTION WITHIN THE ORGANIZATION 2021	RENEWABLE MWh	NON-RENEWABLE MWh	TOTAL MWh	PART RENEWABLE %
Fuel consumption (process and heating)	0	10 361	10 361	0%
Fuel consumption (company vehicles)	0	430	430	0%
Self-generated energy (solar power)	386	0	386	100%
Electricity	7 817	1 237	9 055	86%
District Heating	1 460	0	1 460	100%
District Cooling	0	0	0	N/A
Steam	0	0	0	N/A
<b>Total</b>	<b>9 963</b>	<b>12 028</b>	<b>21 692</b>	<b>45%</b>

### Total emissions, CO<sub>2</sub>e

	2020 METRIC TONS	2021 METRIC TONS
Scope 1 (process and heating)	1 481	2404
Scope 1 (company vehicles)		76
Scope 2 (market based method)	848	606
Scope 2 (location based method)	3 547	1 494
Scope 3	13 603	5 026
<b>Total</b>	<b>15 932</b>	<b>8 112</b>

Scope 1, 2020, emissions from company vehicles were not measured. Scope 3, emissions include business travel (106 metric tons 2021 and 45 metric tons in 2020) and logistics. Logistics data have been compiled using supplier data (WTW) and estimations based on ton.km. In 2021 our logistic partners have improved their reporting of emissions which made our emission data more accurate than in 2020.

Sources 2020: AIB 2019 for scope 2, DEFRA 2020 for scope 1 and 3.

Sources 2021: Hagainitiativet (2018), Energiföretagen (2019), AGA (2021), Energimyndigheten (2020),

WTW Energimyndigheten drivmedelslagen (2019), TTW Naturvårdsverket emissionsfaktorer och värmevärden (2020) for Scope1 and 3. For Scope 2; Energiföretagen (2020), Werner (2017), IEA (2021), Vattenfall, Energimarknadsinspektionen Nordic residual mix 2019.

# Environmental management processes

ROL took an important step to decrease emissions with the completion of a factory renovation in Sweden in 2021. This included the installation of new, more efficient gas burners as well as the introduction of energyefficient processes for heating. Furthermore, ROL is constantly improving the monitoring and evaluation of all environmental parameters considered material. At the company's facilities in Sweden, a new system has been implemented allowing the measurement of energy and consumption every five minutes with the help of a supplier. This system has given ROL data to improve energy efficiency in its Swedish operations. It significantly improves impact knowledge and helps ROL understand better how to reduce energy consumption and the consequential greenhouse gas emissions. New projects to reduce energy consumption have been identified for 2022.

In Lithuania, ROL exclusively uses renewable electricity from sustainable energy sources since 2020. This eliminates any trace of fossil fuel in the electricity used by the organization. In certain manufacturing processes natural gas is used for painting and it is also used for heating buildings. ROL is aware of the problem with natural gas and its negative contribution to the company's climate footprint. Discussions are therefore ongoing concerning how and when ROL will be able to completely convert to more sustainable energy sources. One sustainable energy source helping to offset the issue is the solar panels installed on factory roofs in Lithuania, which supplied 7 (8) percent of electricity 2021, whilst the rest of the electricity consumed came from other renewable sources.

In both the USA and China, ROL is facing significant challenges regarding greenhouse gas emissions, due to the prevalent energy infrastructure still being based predominantly on fossil fuels. In the USA, the certification of the company's EMS according to ISO 14001 early in 2021 meant that a large shift took place in environmental thinking throughout

processes and procedures and the employees' awareness was greatly noticeable. One result was that delivery trucks were influenced to move from idling time to a complete shutdown, which represented a huge CO<sub>2</sub>e reduction and on top of that was a great safety improvement as well. Local supplier truck transportation was also reduced by influencing how the trucks were loaded. Furthermore, plant heaters were set on a schedule to further maximize efficiency.

Another initiative at ROL USA, was to start donating packing material to goodwill stores for reuse, which was a double win. A new waste compactor was also installed, leading to increased recycling and reduced amount of waste transportation, which improved the impact on greenhouse gas emissions as well. Finally, environmental aspects were incorporated into the existing health and safety committee in the USA, which officially became an Environmental Health and Safety (EHS) Committee. The EHS committee conducts monthly audits and reviews its effectiveness.

In 2021, ROL globally implemented a new data-driven platform to consolidate all sustainability data, providing the possibility to manage, analyze, calculate and report. During the year, 25 employees have been trained and assigned to report in the new platform. Looking forward the data output will form the basis for updating and setting realistic and credible goals.

With a better understanding of the emissions resulting from operational processes, ROL will in 2022 look into how to optimize its processes in order to reduce environmental impact. This will include closer dialogues with suppliers to ensure access to complete and reliable environmental reports for calculating or estimating the greenhouse gas emissions resulting from the materials used in the company's primary products.

# The ROL employees define the company

As ROL continues the journey of becoming One ROL, the company prioritizes its most valuable assets: the employees. Team members bring the skills, drive and know-how that make ROL the company it is today. To continue inspiring employees and spur further growth at ROL, it is in the company's deepest interest to:

- Maintain safe and healthy workplaces where people operate under fair working conditions.
- Attract and retain the best candidates for the right opportunities by continuously developing employee skill sets.
- Promote equality, diversity and inclusion by continually assessing how ROL can incorporate these principles into its recruiting practices.

Being a Swedish company with facilities in many countries, ROL is guided by its Code of Conduct and local work environment guidelines. Daily work is also governed by a whistle-blower policy, a diversity and equality policy and an anti-discrimination policy. In the upcoming years, the company will invest in reviewing all locally developed guidelines and the implementation of policies to ensure alignment with the sustainability strategic approach of ROL, see page 14.



## Diversity by age

EMPLOYMENT CATEGORY	< 30 YR	30-50 YR	> 50 YR
Board of Directors	0%	40%	60%
Management team	0%	100%	0%
Managers	4%	65%	31%
Supervisors	31%	65%	15%
Employees	24%	55%	21%

## Diversity by gender-percentage of women

EMPLOYMENT CATEGORY	2020	2021
Board of Directors	40%	40%
Management team	0%	0%
Managers	16%	19%
Supervisors	33%	23%
Employees	30%	31%



### Employees broken down by region

REGION	2020	2021
Lithuania	533	594
Sweden	182	219
China	67	69
USA	64	55
Italy	21	34
UK	13	10
Germany	2	2
Denmark	1	1
The Netherlands	6	0
Slovakia	1	0
<b>Total</b>	<b>890</b>	<b>984</b>

\*The employee figures are given in headcount (HC) and accounts for employees in all countries of operation.

### Employees broken down by region and gender

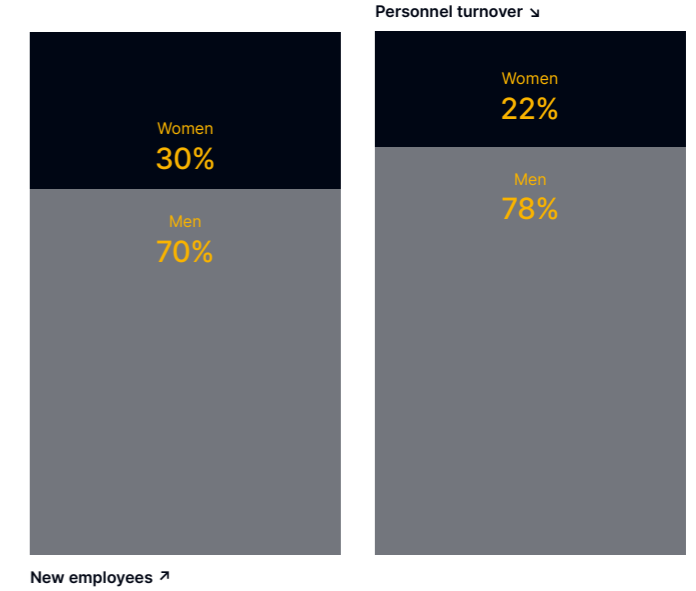
COUNTRY	MALE	FEMALE	MALE %	FEMALE %	TOTAL
Lithuania	398	196	67%	33%	594
Sweden	171	48	78%	22%	219
USA	37	18	67%	33%	55
China	37	32	54%	46%	69
Italy	23	11	68%	32%	34
<b>TOTAL</b>	<b>666</b>	<b>305</b>	<b>69%</b>	<b>31%</b>	<b>971</b>

\*The employee figures are given in Head Count (HC) and accounts for the 971 employees in China, Lithuania, Sweden, USA and Italy.

### New hires and employee turnover broken down by gender

	MEN	WOMEN
New employees	171	75
Personnel turnover	112	31

\*The employee figures are given in Head Count (HC) and accounts for the 971 employees in China, Lithuania, Sweden, USA and Italy.



### Employees broken down by contract and gender

EMPLOYMENT CONTRACT	NUMBER	%	WOMEN	% WOMEN
Permanent employees	939	97	296	32
Temporary employees	30	3	9	30
<b>Total</b>	<b>971</b>	<b>100</b>	<b>305</b>	<b>31</b>
Full time	951	98	299	31
Part-time	20	2	6	30

\*The employee figures are given in Head Count (HC) and accounts for the 971 employees in China, Lithuania, Sweden, USA and Italy.

### New hires and Employees turnover broken down by age and region

HIRES	NUMBER	%	TURNOVER	NUMBER	%
< 30 years	112	46%	< 30 years	46	32%
30-50 years	98	40%	30-50 years	72	50%
> 50 years	36	15%	> 50 years	25	17%
China	10	4%	China	13	9%
Lithuania	164	67%	Lithuania	96	67%
Sweden	53	22%	Sweden	21	15%
USA	2	1%	USA	7	5%
Italy	17	7%	Italy	1	1%
<b>Total</b>	<b>246</b>	<b>100%</b>	<b>Total</b>	<b>143</b>	<b>100%</b>

\*The employee figures are given in Head Count (HC) and accounts for the 971 employees in China, Lithuania, Sweden, USA and Italy.







➤ ROL has had no fatalities or high-consequence injuries in 2021. The main types of work-related injuries are minor cut injuries and injuries resulting from tripping and falling.

# Maintaining safe workplaces

Accidents or incidents at work are a considerable risk in any manufacturing business. As a result, ROL is focused on establishing systematic occupational health and safety procedures across all of its facilities to reduce the overall risk exposure. Efforts to streamline this work are intensified by ensuring that all operations are compliant with national legislation and all ROL guidelines. The company has implemented occupational health and safety management systems (OHS) at all its facilities, which has been done due to legal requirements in China (various labor laws of the People's Republic of China), Sweden (AML), Lithuania (Republic of Lithuania employee health and safety law) and in the USA (OSHA, MIOSHA, LARA and The Department of Labor and Economic Opportunity). The OHS systems cover all employees and workers except for the USA, where workers are covered by their respective employers. Operations in Lithuania are ISO45001 certified since 2020. Employees are involved in the organization's health and safety management process through participation in occupational health and safety committee activities. A so-called "Kaizen Teian" improvement scheme is in place, whereby every participant can bring forward ideas on improvements regarding the occupational health and safety management system.

All ROL sites practice systematic processes for risk assessment, such as involving safety committee

representatives, holding monthly health and safety reviews and conducting internal audits of the management system. Employees can report occupational hazards through an anonymous whistle-blower mechanism managed by a third-party partner, verbally or, at some sites, through a letterbox. ROL employees are protected against reprisals by the company's whistle-blower policy and, in certain cases, through national legislation. When occupational health and safety non-conformities are encountered, the reason will be thoroughly investigated and documented. Incident reports are written by the employee together with his or her manager and the safety representative. The investigation may ultimately lead to changes in procedures and processes to ensure worker health and safety at all times. All ROL employees have the right to remove themselves from work situations that they believe could cause injury or ill-health, and the company will direct resources to clarify this in the local work environment guidelines.

ROL can only directly control how occupational health and safety is dealt with in the company's own operations. When it comes to situations where ROL cannot control the work or the workplace, clear requirements are expressed in the Supplier Code of Conduct. For more information about how ROL enforces and follows up on that, please see page 42.

Work-related injuries		
	2020	2021
Number of injuries	18	16



# Promoting workplace safety

The company's goal is to continue developing employees' skill sets by offering training to strengthen the occupational health and safety practices at all ROL facilities. The scope and character of trainings differ from country to country, depending on the requirements of the facility and any relevant domestic legislation.

Workplace safety is about the psychosocial aspects as much as the physical. ROL employees are to feel safe and appreciated at work, protected from all forms of discrimination. Among the activities to promote workplace safety in 2021 were the following ↘

- No incidents of discrimination were recorded in 2021

## Among the activities to promote workplace safety in 2021 were the following:

- Awareness training on: the emergency policy, chemicals, noise/hearing protection, first-aid responders, PPE, ergonomics, and department specific hazards.
- Environmental impact and quality awareness training.
- Safety training videos and tests designed for different positions in the organization.
- Universal trainings within: sexual harassment awareness, ethics at work, back safety, commitment to safety, PPE, and active shooter awareness.
- Additional trainings for material handlers on: battery and charger safety, material handling safety.
- Tornado and fire drills.
- Tracking of occupational health and safety recordables and lost time as required by local regulations.
- Environmental, Health and Safety (EHS) audits conducted by the EHS Committee and the effectiveness is reviewed, documented, and communicated to internal interested parties.
- Safe working at heights, AGV (Automated Guided Vehicle) safety and other safety-related training programs.
- Employee qualification training programs in forklift operation, bridge crane operation, height access equipment operation, and initial electricity protection.
- Other qualification programs relevant to safely performing daily operations while ensuring compliance to legal regulations.







# Supporting employee well-being

When it comes to collective bargaining agreements, ROL understands that there are differences in local systems and try to do its share to complement what is in place domestically. All ROL employees (100 percent) are covered by collective bargaining agreements in Sweden. In China, all employees (100 percent) are covered by the labor union collective bargaining agreement. There are no collective bargaining agreements in place in Lithuania or the USA, but ROL proactively mirrors the highest labor standard and employee benefits in these countries.

To secure fair salaries ROL conducts a gender-based annual salary review for comparable positions in Sweden. In 2021, the company has started monitoring average annual salaries for all employees globally to fulfill the expectations of its new partner Priveq.

Occupational health services are offered by contracted third parties and, in some cases, by trained in-house staff. These services involve different components depending on the country. For example, in China, occupational health examinations are conducted annually, while in Sweden, occupational health

services include preventative care. Additionally in Sweden, ROL offers a wellness allowance to its employees, and in the USA, employees receive a contribution to medical, dental and vision insurance. All employees are entitled to yearly performance development reviews.

Furthermore, in Lithuania, every employee is provided with 24/7 accident insurance. ROL also has an occupational health specialist working in an OHS department there, providing on-demand consulting to employees. A first aid room was recently installed on the premises in Lithuania. There further occupational health procedures might be provided to company employees.

In Sweden, the company's health and safety committee cooperates with an external safety engineer to identify health and safety risks in new manufacturing premises. An annual employee survey was also conducted in 2021. All employees in Sweden have been offered healthcare and diet training and receive discounts at selected training facilities. In order to minimize the spread of COVID-19, ROL has set up procedures to reduce the number of infected employees.

Number of employees that have received performance and career development reviews							
2020				2021			
EMPLOYMENT CONTRACT	TOTAL	WOMEN	MEN	EMPLOYMENT CONTRACT	TOTAL	WOMEN	MEN
Managers	22	3	19	Managers	47	19	38
Supervisors	20	7	13	Supervisors	25	7	18
Employees	608	202	406	Employees	951	304	647

\*The data covers China, Lithuania, Sweden, Italy and the USA.







# Sustainability in the supply chain

ROL works closely with suppliers to ensure that the safest, highest quality materials and components go into the manufacturing of the company's products. Thanks to the benefit of owning manufacturing and assembly facilities, ROL has extensive knowledge and direct control of the manufacturing process.

Yet, a global supply chain always comes with a certain degree of risk exposure. Despite ownership over the manufacturing process, ROL is dependent on many suppliers and subcontractors. This means that if the company sources from countries where the corruption index is high, the elevated risk of unethical conduct is proactively acknowledged and responsible measures taken to mitigate those risks.

The sourcing team is part of the company's Operations quadrant and consists of several qualified roles, such as category leaders, strategic buyers, operative buyers and Supplier Quality Assurance officers (SQAs).

The strategic buyers are based in the countries that ROL has operations in, where they research and initiate contact with prospective suppliers. These prospects are later presented to the category leaders for decision-making. The separation between initial supplier selection and decision-making is another way to mitigate the potential risk of unethical conduct and corruption.

The company's sustainability strategy states that it is a top priority to work with suppliers. The company's routines and processes are presently being updated to further secure a sustainable and effective supply chain.

- ROL conducts sustainability risk assessment of recurring suppliers. Any identified high-risk suppliers will be further assessed to ensure that they are compliant with the ROL sustainability requirements.
- ROL has continued developing a set of sustainability screening criteria to be used for screening new, prospective suppliers.
- ROL is actively working with existing suppliers who need assistance in complying with the Code of Conduct. For 2022, ROL continues the work to have more suppliers sign the Supplier Code of Conduct. The current KPI follows up suppliers that represent about 95 percent of the total ROL purchasing volume. At the end of 2021 98 (90) percent of these suppliers had signed the Code of Conduct.
- ROL requires all new suppliers to sign the Supplier Code of Conduct and acknowledge their compliance to relevant sustainability requirements as defined by specific customers.







In 2021, ROL continued to transform into a more sustainable company and develop the sustainability agendas of suppliers and their stakeholders. As a result, the company is committed to:

- Continuing to ensure that the Supplier Code of Conduct is up to date and easy to comply with. In May 2021, a new Supplier Code of Conduct was finalized.
- Offering sustainability training to category leaders, strategic buyers and SQA auditors.
- Broadening skills and capacity of conducting site visits and sustainability audits.
- Implementing a new supplier management system, which allows easy follow-up on self-assessment questionnaires, audits, non-conformities and corrective action plans, as well as lead times and quality aspects.

The ROL facilities in Lithuania and Sweden are ISO28000 certified to ensure supply chain security. Within supply chain management, ROL is focused on deepening its long and fruitful relationship with customers. At ROL, the primary materials purchased are steel, plastic, wood and electronics, all of which are challenging from a sustainability and circular economy perspective. The company is aware that it has a long way still to go, but committed to strengthening the stewardship capacity within the sourcing department as well as on the product development side to contribute to the long-term sustainability success of ROL and its customers.





# Upholding customer privacy

In an increasingly digitalized and data-complex world, cybersecurity and the protection of customer privacy are fundamental to doing good business. More products and services are being offered online, employees are working remotely and vast amounts of information are being stored in the cloud. When it comes to data protection, the priorities of ROL are:

- Earning and maintaining the trust of all stakeholders.
- Protecting the integrity of customers, clients and partners' information.
- Ensuring that the company's business is kept safe from malicious software and activity.

At ROL, data privacy and cybersecurity practices are governed by the company's Personal Data Policy. The policy outlines how to handle customer data, and it is the steering document governing General Data Protection Regulation (GDPR) processes and procedures of ROL. The Chief Financial Officer, who reports to the CEO, has direct ownership over the policy's execution. All employees are obliged to strictly follow the policy's guidelines and uphold GDPR processes.

In the company's ongoing implementation and maintenance of GDPR processes and procedures, ROL is working with an external law firm to

ensure that the company stays updated with continuous legislative developments and daily execution practices. ROL conducts quarterly meetings on GDPR with the law firm, discussing both progress made to date and necessary future actions.

Data privacy and cybersecurity risk mitigation are a primary goal at ROL. Nonetheless, there is an established resolution procedure to report any incident and/or breach through the company management system. Any reported incidents are reviewed by the company's Global Head of IT and team, who are responsible for completing the required steps outlined by the GDPR procedures. The management system also provides readily available guidance and information on GDPR to all employees.

The IT team has local presence in Sweden and in Lithuania. ROL is looking to expand the team, such as recruiting a cybersecurity specialist, to meet the growing demands of the business. No substantiated complaints concerning breaches of customer privacy or losses of customer data have been identified in 2021 and there have been no GDPR cases in the year.

ROL in 2021 cooperated with an external partner for a cybersecurity analysis of the company. Starting from this, ROL is developing new IT policies, IT guidelines and a new information security policy.



# Continuing the journey

The company's sustainability strategy is centered on what is material to ROL and its daily operations, acknowledging that the company can make the biggest difference through changing and strengthening its own practices. However, ROL can contribute to positive impact in other ways, such as through partnerships for sustainable development. In the company's hometown Jönköping the company is supporting Circular Centre, a social enterprise working for the inclusion of women who have been excluded from the employment market.

ROL will continue its sustainability journey working to deliver on the company's sustainability strategy, with a sharp focus on several key initiatives that will benefit ROL clients and the communities that we live, work, shop and socialize in.

With the collection of sustainability data in the new platform that was implemented in 2021, ROL is able to establish a baseline for its environmental data, which allows the company to set KPIs and better assess the future direction. In 2022, the work will continue with the ROL sustainability strategy as guiding document. The main priorities this year are to further improve the ROL supply chain due diligence and to investigate, together with customers and academia, how to create circular processes into the company's value chain. These priorities are based on the materiality analysis of which areas ROL is considered to have the greatest opportunities to contribute to a more sustainable future.

Customers and clients of ROL should feel confident that the company is determined to remain a valued and trusted partner offering a range of products and services. ROL will direct resources to discover how it can best contribute to the circular economy and a low-carbon society without compromising the quality and reliability of the company's products and services.





# GRI content index

GRI	DISCLOSURE	PAGE NO.	COMMENT
<b>102</b>	<b>General Disclosures</b>		
	<b>Organizational profile</b>		
102-1	Name of the organization	50	ROL AB
102-2	Activities, brands, products, and services	6, 7, 8, 9	
102-3	Location of headquarters	6, 7	
102-4	Location of operations	6, 7	In addition to the countries seen on the world map, ROL was previously present in Netherlands where we had 6 employees. Office was closed down in the end of 2021.
102-5	Ownership and legal form	6, 7	
102-6	Markets served	6, 7	
102-7	Scale of the organization	6, 7	
102-8	Information on employees and other workers	30, 32, 33	
102-9	Supply chain	42, 45	
102-10	Significant changes to the organization and its supply chain	6	On June 15, 2021, ROL entered a partnership with the Swedish investment firm Priveq.
102-11	Precautionary Principle or approach	16	
102-12	External initiatives	50	Circular Centre Jönköping.
102-13	Membership of associations	50	CSR Småland, SIS, Svenska institutet för standarder.
	<b>Strategy</b>		
102-14	Statement from senior decision-maker	5	
	<b>Ethics &amp; Integrity</b>		
102-16	Values, principles, standards, and norms of behavior	11	
	<b>Governance</b>		
102-18	Governance structure	6, 21	
	<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	12, 13	
102-41	Collective bargaining agreements	39	
102-42	Identifying and selecting stakeholders	12, 13	
102-43	Approach to stakeholder engagement	12, 13	
102-44	Key topics and concerns raised	13, 14	
	<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	50, 55	Please refer to ROL Annual Report 2021 for a full disclosure of entities. Please read "about this report" for information on which companies are covered by the report. The delimitation has been made for reporting technical purposes, and the included companies represent the biggest impact of ROL as a whole.
102-46	Defining report content and topic Boundaries	12, 14, 16	
102-47	List of material topics	14	

GRI	DISCLOSURE	PAGE NO.	COMMENT
102-48	Restatements of information	25	Amount of Hazardous waste reported in previous report, 1211 tons, was incorrect calculated. Corrected to 114 tons in this report.
102-49	Changes in reporting	51	There is no significant changes in reporting from previous report.
102-50	Reporting period	55	
102-51	Date of most recent report	55	
102-52	Reporting cycle	55	
102-53	Contact point for questions regarding the report	51, 55	sustainability@rolgroup.com
102-54	Claims of reporting in accordance with the GRI Standards	55	
102-55	GRI content index	50-54	
102-56	External assurance	51	The sustainability report has not been externally assured.
	<b>Economic</b>		
<b>205</b>	<b>Anti-corruption (2016)</b>		
103-1	Explanation of the material topic and its Boundary	11, 16, 42	
103-2	The management approach and its components	11, 42	
103-3	Evaluation of the management approach	11, 42	
205-3	Confirmed incidents of corruption and actions taken	11	ROL Sustainability Topic; 12. Counteract corruption in all its forms.
	<b>Environmental</b>		
<b>301</b>	<b>Materials (2016)</b>		
103-1	Explanation of the material topic and its Boundary	24, 45	
103-2	The management approach and its components	21, 24, 45	
103-3	Evaluation of the management approach	21, 24, 45	
301-1	Materials used by weight or volume	25	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
301-2	Recycled input materials used	25	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
<b>302</b>	<b>Energy (2016)</b>		
103-1	Explanation of the material topic and its Boundary	21	
103-2	The management approach and its components	21, 29	
103-3	Evaluation of the management approach	29	
302-1	Energy consumption within the organization	28	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing. 11. Offices, transportation and business travelling with low climate impact.
<b>303</b>	<b>Water and Effluents (2018)</b>		
103-1	Explanation of the material topic and its Boundary	26	
103-2	The management approach and its components	51	Omission: We will define our management approach in the upcoming year.
103-3	Evaluation of the management approach	51	Omission: We will define our management approach in the upcoming year and disclose information on how to evaluate it.
303-1	Interactions with water as a shared resource	26	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
303-2	Management of water discharge-related impacts	26	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
303-3	Water withdrawal	26	We do not withdraw any water in areas of water stress. All water used is third-party freshwater. ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.



GRI	DISCLOSURE	PAGE NO.	COMMENT
<b>Emissions (2016)</b>			
103-1	Explanation of the material topic and its Boundary	16, 21, 29	
103-2	The management approach and its components	21, 29	
103-3	Evaluation of the management approach	21, 29	
305-1	Direct (Scope 1) GHG emissions	28	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing, 11. Offices, transportation and business travelling with low climate impact.
305-2	Energy indirect (Scope 2) GHG emissions	28	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing, 11. Offices, transportation and business travelling with low climate impact.
305-3	Other indirect (Scope 3) GHG emissions	28	ROL Sustainability Topic; 9. Low carbon and energy efficient manufacturing, 11. Offices, transportation and business travelling with low climate impact.
<b>Waste (2020)</b>			
103-1	Explanation of the material topic and its Boundary	24	
103-2	The management approach and its components	24	
103-3	Evaluation of the management approach	24	
306-1	Waste generation and significant waste-related impacts	24	ROL Sustainability Topic; 5. Effective sustainability and quality management systems in our manufacturing.
306-2	Management of significant waste-related impacts	24	ROL Sustainability Topics; 1. Effective and sustainable supply chain management, 5. Effective sustainability and quality management systems in our manufacturing.
306-3	Waste generated	25	ROL Sustainability Topic; 5. Effective sustainability and quality management systems in our manufacturing.
306-5	Waste directed to disposal	25	ROL Sustainability Topic; 5. Effective sustainability and quality management systems in our manufacturing.
<b>Supplier Environmental Assessment (2016)</b>			
103-1	Explanation of the material topic and its Boundary	42	
103-2	The management approach and its components	42	
103-3	Evaluation of the management approach	42, 45	
	Own KPI: risk assessment of suppliers	42	In 2022 we will work to update our supplier assessment process in order to disclose GRI 308-2. ROL Sustainability Topic; 1. Effective and sustainable supply chain management.
<b>Social</b>			
<b>Employment (2016)</b>			
103-1	Explanation of the material topic and its Boundary	30, 42	
103-2	The management approach and its components	30, 42	
103-3	Evaluation of the management approach	30	
401-1	New employee hires and employee turnover	32	ROL Sustainability Topic; 7. Attract, retain and develop employees.
<b>Occupational Health and Safety (2018)</b>			
103-1	Explanation of the material topic and its Boundary	35	
103-2	The management approach and its components	35	
103-3	Evaluation of the management approach	35	
403-1	Occupational health and safety management system	35	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
403-2	Hazard identification, risk assessment and incident investigation	35	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.

GRI	DISCLOSURE	PAGE NO.	COMMENT
403-3	Occupational health services	35	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
403-4	Worker participation, consultation and communication on occupational health and safety	35	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
403-5	Worker training on occupational health and safety	36	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
403-6	Promotion of worker health	36, 42	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35	ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
403-9	Work-related injuries	35	Omission: Due to the pandemic and the short-time work allowance caused by the pandemic, we currently do not have accessible data of hours worked and cannot therefore, calculate a rate required by 403-9. ROL Sustainability Topic; 3. Healthy and safe workplaces with fair working conditions.
<b>Training and Education (2016)</b>			
103-1	Explanation of the material topic and its Boundary	30	
103-2	The management approach and its components	30, 39	
103-3	Evaluation of the management approach	39	
404-3	Percentage of employees receiving regular performance and career development reviews	39	ROL Sustainability Topic; 7. Attract, retain and develop employees.
<b>Diversity and Equal Opportunity (2016)</b>			
103-1	Explanation of the material topic and its Boundary	30	
103-2	The management approach and its components	30	
103-3	Evaluation of the management approach	30	We will investigate how we can improve our management approach evaluation process with regards to diversity and equal opportunity.
405-1	Diversity of governance bodies and employees	30, 32	ROL Sustainability Topics; 6. Promote gender equality, diversity and inclusion, 7. Attract, retain and develop employees.
<b>Non-discrimination (2016)</b>			
103-1	Explanation of the material topic and its Boundary	30, 36	
103-2	The management approach and its components	30, 36	
103-3	Evaluation of the management approach	36	
406-1	Incidents of discrimination and corrective actions taken	36	ROL Sustainability Topics; 3. Healthy and safe workplaces with fair working conditions, 6. Promote gender equality, diversity and inclusion.
<b>Supplier Environmental Assessment (2016)</b>			
103-1	Explanation of the material topic and its Boundary	42	
103-2	The management approach and its components	42	
103-3	Evaluation of the management approach	42, 45	
	Own KPI: risk assessment of suppliers	42	In 2021 we will work to update our supplier assessment process in order to disclose GRI 308-2.
<b>Customer Health and Safety (2016)</b>			
103-1	Explanation of the material topic and its Boundary	21	
103-2	The management approach and its components	21	
103-3	Evaluation of the management approach	21	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	21	ROL Sustainability Topic; 4. Safe and ergonomic products with superior quality and circular design.



GRI	DISCLOSURE	PAGE NO.	COMMENT
<b>Marketing and Labeling (2016)</b>			
103-1	Explanation of the material topic and its Boundary	19	
103-2	The management approach and its components	19, 21	
103-3	Evaluation of the management approach	16, 19, 21	
417-3	Incidents of non-compliance concerning marketing communications	16, 19, 21	ROL has not identified any non-compliance with regulations and/or voluntary codes. ROL Sustainability Topic; 10. Transparent communication, marketing and reporting
<b>Customer Privacy (2016)</b>			
103-1	Explanation of the material topic and its Boundary	47	
103-2	The management approach and its components	47	
103-3	Evaluation of the management approach	47	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	47	
403-6	Promotion of worker health	47	ROL Sustainability Topic; 8. Customer privacy and data security.
<b>SUSTAINABILITY TOPICS NOT COVERED BY THE GRI STANDARDS</b>			
<b>Marketing and Labeling (2016)</b>			
103-1	Explanation of the material topic and its Boundary	8, 19	ROL Sustainability Topic; 2. Smart solutions that influence sustainable behaviour and enable more efficient management of resources.
<b>Marketing and Labeling (2016)</b>			
103-1	Explanation of the material topic and its Boundary	48	ROL Sustainability Topic; 13. Partnerships for sustainable development.

# About this report

This is ROL AB's, organization number 559000-7224, statutory sustainability report covering the financial year of 2021 (2021.01.01 to 2021.12.31). This sustainability report is rendered as a separate report added to the management report of the annual report in accordance with the Swedish Annual Accounts Act (Årsredovisningslagen). The sustainability reports of ROL are published annually and the previous report was published on 2021.05.26. This report has been prepared in accordance with the GRI Standards: Core option. HR data is presented as Head Count (HC) and, besides the total 984 HC, all the other HR figures account for all the company's operations offices in five countries (ROL ERGO AB, ROL Production Sweden AB, ROL USA, ROL Lithuania, KH China, ROL Fredbergs AB, Jönköping, Fredbergs Inredningar AB, Mariestad and ROL Italy). HR data has been collected from ROL's HR systems. CO2e emissions have been calculated using emission factors from the new platform standards, see page 28-29. Some scope 3 emissions have been provided by suppliers. The baseline year for ROL's environmental data is 2020.

For answers to any questions about the report or how ROL works with sustainability, please contact:

[sustainability@rolgroup.com](mailto:sustainability@rolgroup.com) <sup>↗</sup> or the ROL company website [rolgroup.com](http://rolgroup.com) <sup>↗</sup>





**ROL**