



JERNBRO®

SUSTAINABILITY REPORT 2021

Every day, all year round, we help Swedish industry and owners of community infrastructure to produce safer, more efficient and more sustainable.

CEO & SUSTAINABILITY MANAGER

SUSTAINABILITY IS AN IMPORTANT PART OF OUR CORE BUSINESS

– Maintenance, Energy Management and Water Technologies are what we at Jernbro mainly do that affect the development of sustainability work going forward. Through our knowledge in these areas, we can help customers to get ahead with their sustainability work, says Mikael Jansson, Jernbro's CEO.

– Through our maintenance efforts, we contribute to an imprint for posterity, when it comes to sustainability. After all, maintenance means ensuring that the intended and extended service life of production equipment is met. This means that the customer does not have to buy or manufacture new equipment prematurely, says Urban Ekmark, Sustainability Manager at Jernbro.

– In 2021, we developed our Energy Management concept and quite quickly, we noticed a great interest in the industry. This has led to a number of feasibility studies to investigate possible measures for increased energy efficiency and thus reduced environmental impact, says Mikael.

Based on the investigations that have been made, according to the Energy Management concept, it can be seen that there is an enormous potential for reduced environmental impact by reusing waste heat in various industrial processes. An investigation shows, for example, that the CO₂ impact can be reduced by 97%.

In Energy Management, a long-term cooperation agreement has also been signed with a new large customer. The concept has also contributed to both improved function and reduced energy use for an existing customer, who also wants to use it on other locations, where they have operations.

Water Technologies is also a new offering, which took form in 2021. This includes products and services for handling and purifying process water. The products are manufactured in Sweden and are designed to emit the lowest possible energy and chemical consumption, as well as contribute to a cleaner environment.

– During the year, in addition to the mandatory energy survey, we analyzed all our service points regarding electricity and heating. In all cases, we came to the conclusion that we have chosen reliable suppliers who deliver fossil-free, says Urban.



Mikael Jansson, CEO

Urban Ekmark, Sustainability Manager

– We have adopted modern technology in a good way for meetings and use it where possible. Collaborating digitally is really more efficient and more positive for both the environment and the economy, Urban continues.

Regarding the work environment, Jernbro's Head of Health and Safety carried out an intensive work in 2021. It is a new systematic work environment work that has been developed and established to reduce workplace accidents. This contributed to a downward trend in the end of 2021.

– If we look at sustainability development in the future, hydrogen is an area we have begun to get involved in. This is one reason why we acquired GISAB during the year, which has a partnership agreement with a company that specializes in technology to manufacture equipment that produces hydrogen, says Mikael.

GISAB, with several operations in Norrbotten, is also part of Jernbro's strategy to be part of the industrial expansion in northern Sweden. The development that takes place is largely based on sustainable production, linked to hydrogen, which is a prerequisite for fossil-free production of iron ore and steel.

Sustainability is also about the company's future financial stability. It can thus be said that Jernbro has a sustainable business idea, as the company can be active due to its services that involve sustainability improvements, Urban and Mikael conclude in agreement.

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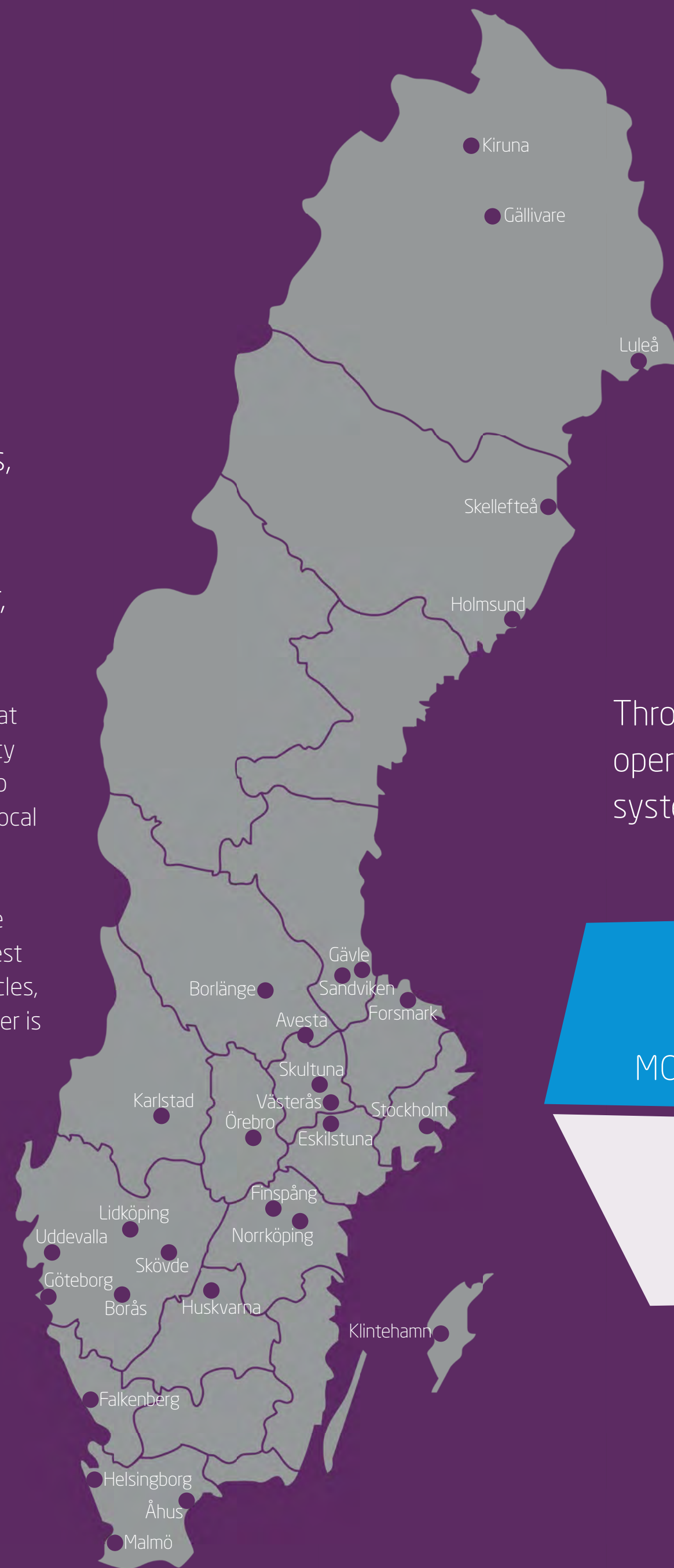
ABOUT JERNBRO

INDUSTRIAL SERVICES FOR BETTER FLOW

We who work at Jernbro have extensive expertise in maintenance, projects, partnerships and specialist services. This means that we can develop both customers' maintenance and production facilities. Our goal is to improve productivity and at the same time reduce the total cost of creating a safer, more efficient and more sustainable production facility.

We are located locally where our customers are. That is one of our strengths. The proximity means that the expertise is in place and that we can quickly provide the right resources at the right time. Proximity also means that we get to know the customers' processes and challenges. The goal is for the place to grow and develop with us. Among Jernbro's many customers, there are both small and medium-sized local companies and large international groups.

Jernbro has just over 900 employees and is located in around 30 locations. Many of us have extensive experience of Swedish industry. Long-term relationships combined with great commitment and interest in technology and improvements have led to a deep knowledge in industries such as workshops, vehicles, mines, steel, food, energy, wood, paper and pulp as well as water and sewage. Jernbro's annual turnover is 1.4 billion SEK.



Through our focus on services and products for increased operational reliability and for capacity increases in production systems, we help our customers get more for less.



ABOUT JERNBRO

WE HELP CUSTOMERS ACHIEVE THEIR SUSTAINABILITY GOALS

Deep competence, understanding of the industry's conditions and proximity to our customers, means that we not only dare to promise a production that is safer and more efficient, but also more sustainable. This permeates all parts of Jernbro and through focused work and constant customer focus, we contribute to our customers achieving their sustainability goals. Our business areas are **MAINTENANCE, PROJECTS and PARTNERSHIPS and SPECIALIST SERVICES.**

Within **MAINTENANCE**, we deliver operation and maintenance services and work with energy, electricity, mechanical and automation projects. The business area also includes **workshop services** where milling, turning, drilling, grinding and measuring of various metals for renovation assignments and new manufacturing are included. By contributing to the development and streamlining of customers' maintenance, we help them a little along the way in their sustainability development.

Regarding **PROJECTS**, we work with both large and complex projects in energy, basic industry and water and sewage. For example, we have extensive experience of prefabricating pipe systems in various metallic materials that can handle liquid fuels such as gas and oil within our **Industrial Piping** unit. The project unit also includes products and services for handling and purification of process water for the municipal water and sewerage and industrial sector. This area, whose products and services strongly contribute to a cleaner environment, we call **Jernbro Water Technologies.**

Through **PARTNERSHIP**, we offer long-term collaborations where we handle the customer's internal support functions (operation and maintenance), supply systems (media and energy) and staff in relevant areas. The business area has the specific competence and resources required for feasibility studies and implementation. Regarding energy, we have our dedicated unit **Energy Management**, where our offer includes everything from a feasibility study with a cost-calculated and prioritized action plan to the implementation of measures with guarantees for the result. We therefore take a holistic approach where we look at the total resource use at the facility. Energy Management can result in increased productivity in operation and maintenance, but also greatly reduced energy use and environmental impact

SPECIALIST SERVICES include engineering and component servicing. **Engineering** has experienced maintenance engineers, project managers and designers with cutting-edge expertise in machine safety, programming and system development. This comes in handy for both minor conversions and new complete machine or production lines. At **Component Servicing**, you will find our specialists who increase the service life of components through repairs and service of electric motors, servomotors, servo drives, spindles, pumps, gearboxes and electronics. Increasing the service life of components provides a boost in the right direction regarding sustainability.

At [jernbro.com](https://www.jernbro.com) you can read more about how we help companies with long-term sustainability.

SUSTAINABILITY POLICY

AN EXPRESSION OF OUR AMBITIONS

Jernbro is the market leader in industrial maintenance in Sweden. Every day, all year round, we help Swedish industry to flow more safely, more efficiently and more sustainably. We are located locally where the customer is. Our success lies in being able to handle the industry's increasingly tough requirements for quality, health, safety, working environment and sustainability, and that we can make unique expertise available in a wide range of services that clearly contribute to improving the industry's competitiveness.

Our sustainability policy expresses the overall ambitions in quality, environment and work environment, including social responsibility. We regularly measure our customers' and employees' experience and expectations and act on the results to achieve continuous improvement in our own and in the customers' operations.

JERNBRO WILL CONDUCT HIGH-QUALITY, ENVIRONMENTALLY FRIENDLY AND SAFE OPERATIONS

We will offer our services that meet customers' requirements regarding quality, functionality, economy, safety, environmental impact and development. We achieve this by:

- striving to protect our environment, reduce our environmental impact such as energy use, carbon dioxide emissions from transport and chemical handling
- contributing to our customers fulfilling their environmental commitments and proactively proposing environmental improvement measures
- continuous follow-up of our compliance with relevant legislation and other binding requirements.

JERNBRO WILL BE A RESPONSIBLE AND A DEVELOPING EMPLOYER

Jernbro has a zero vision regarding work-related accidents. The work environment must be SAFE and SECURE. Our working methods shall be characterized by RESPECT for and PREVENTION of risks of injuries and accidents that employees, partners, customers and others may be exposed when Jernbro is to perform a job. We work actively with a common corporate culture. Our Code of Conduct contributes to:

- all employees being involved and contributing to a safe, secure and pleasant work environment
- all employees participating in our work environment by continuously identifying risks and reporting accidents, incidents and risk observations
- to close cooperation with our customers and subcontractors in work environment issues

JERNBRO WILL TAKE RESPONSIBILITY FOR SUPPLIERS

Our suppliers must conduct their business in a professional manner that meets all the requirements set applicable legislation, applicable industry regulations and agreements and maintain a high environmental standard. Our subcontractors must act in accordance with our Code of Conduct and be well acquainted with our internal requirements and the requirements set by our customers.

JERNBRO WILL COMMUNICATE WITH ITS STAKEHOLDERS

Jernbro shall have an open and clear dialogue with all relevant stakeholders in each area. It includes employees as well as customers, suppliers, authorities, neighbors and others concerned.



OUR VALUES

RESPECT IS THE FOUNDATION OF EVERYTHING WE DO

Through personal development opportunities and always putting safety first, we show **respect for our employees.**

By trusting the ability of our colleagues and creating a good collaborative climate, we show **respect for competence.**

By focusing on sustainability and local presence, we show **respect for the environment.**

Through proactivity, sensitivity and professional action, we show **respect for the customer.**

By being businesslike, loyal and having the will to develop, we show **respect for Jernbro.**

DIALOGUE AND ANALYSIS

STAKEHOLDER DIALOGUE

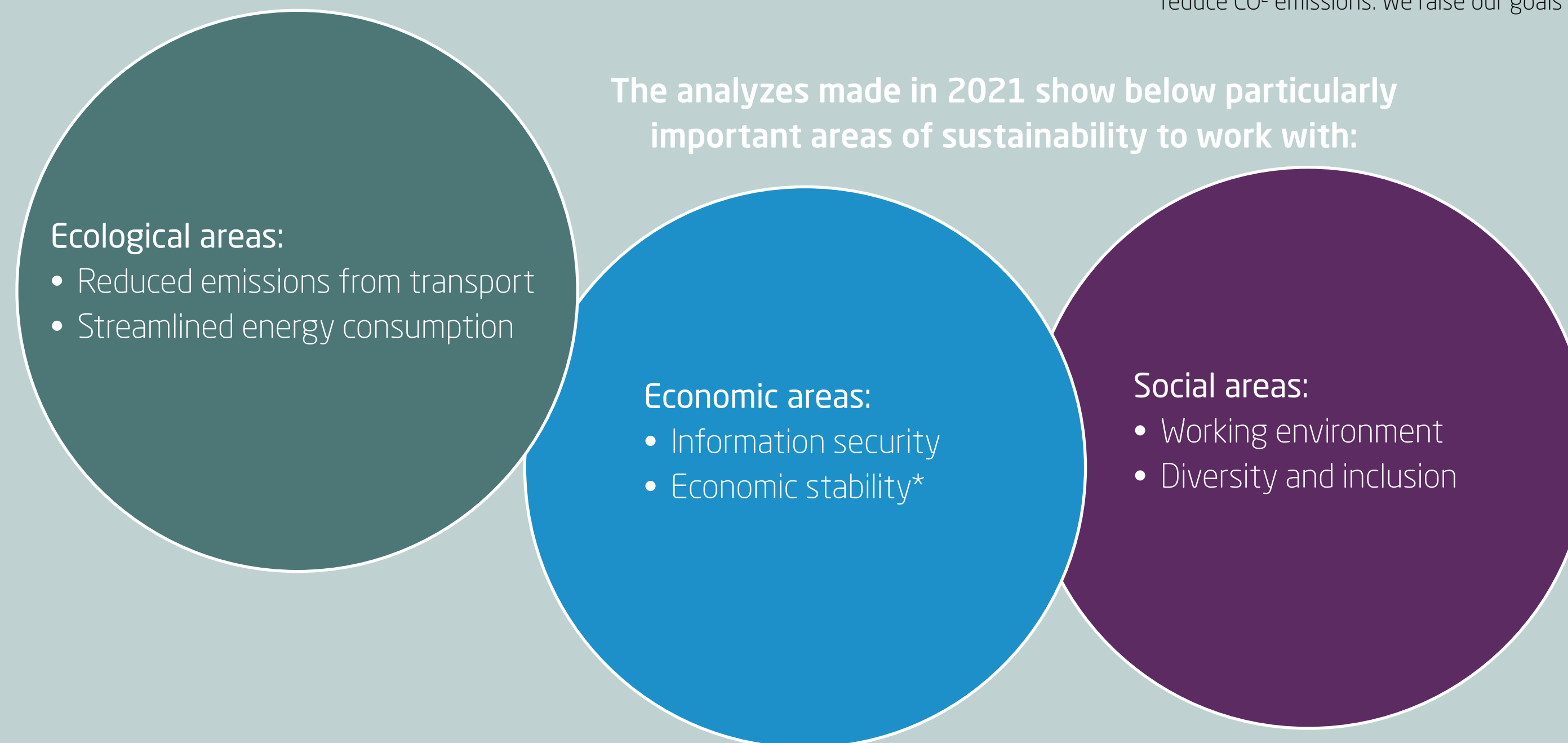
Jernbro maintains a regular dialogue with its stakeholders. At regular meetings with major customers, focus areas are captured. Together, they plan which areas are to be developed. Each customer has different focus areas, which depend on the customer's business and challenge. This work is handled locally.

Through decentralized work with customer dialogues, goal management and coworkers, the employees' views are also captured regularly. Thereafter, the stakeholder dialogue is followed up systematically at central level.

SIGNIFICANCE ANALYSIS

To identify the sustainability areas that are most important to Jernbro to work with right now, a materiality analysis is done. Together with the stakeholder dialogue and the goal management process, both internal and external factors that can affect Jernbro, are taken into account, but also the factors that Jernbro can influence society with.

The goal management work takes place at all levels throughout the organization and each business carries out local materiality analyzes based on its own environmental impact and customers' needs. All operations focus on implementing environment-related measures linked to our significant environmental aspects. The result is, for example, more digital meetings and more environmentally friendly transport to reduce CO² emissions. We raise our goals for continuous improvement with satisfied customers.



* In-depth information can be found in Jernbro's Annual Report

WORK ENVIRONMENT AND SAFETY

AT JERNBRO, SAFETY ALWAYS COMES FIRST

Employees at Jernbro must feel good during and after each working day. Jernbro continuously employs new staff and has a program for introducing new employees with a focus on work environment and safety, but also on knowledge of the customer and the business relationships that are relevant. All managers undergo a work environment training (BAM) and we are work environment certified according to ISO 45001.

In 2021, a Health and Safety Package has been developed that contains a number of sharpened and preventive measures to work towards our vision of zero accidents. This is a complement to many existing measures, such as that a risk inventory must always be made before the start of the work and that risk observations must be reported.

The measures include the following:

- Sponsorship program for younger new employees
- E-learning for all employees, because our common approach is *Your safety is your and my responsibility*
- Webinars for safety representatives and managers with work environment responsibility (in addition to BAM)
- Extended safety measures to curb common accidents such as cuts and eye injuries, falls to lower levels, sprains, etc.
- Stricter requirements for personal protective equipment, such as tight-fitting safety goggles and cutting gloves
- A knowledge bank from which employees can learn from accidents that have occurred and serious incidents
- Improved follow-up of risk analyzes being carried out and in the right way
- All workplaces are now represented on a safety committee or a safety team that holds regular meetings
- Increased commitment from management

At the end of 2021, we could see that the Health and Safety Package has contributed to a downward trend regarding work-related accidents with sick leave and medical treatment. We are grateful that employees are now more observant about putting safety first.



IMPORTANT THINGS

Everyone at Jernbro has a common approach to safety issues that helps us achieve the vision of zero accidents:

Your safety is your and my responsibility

1 THINK BEFORE

Always make a risk inventory before you start an assignment. Some tasks involve greater risks, such as work at high altitudes, work with hazardous waste or chemicals, fire and heat, driving and more. Make sure you know how to perform these tasks safe and secure.

2 PROTECT YOURSELF

Always wear the protective clothing and protective equipment provided required to reduce the identified risks.

3 REPORT

Always report risk observations, incidents and accidents. In this way, we can learn from each other and implement measures in areas where it's required

4 TAKE RESPONSIBILITY

Remind each other of the importance of focusing on safety in daily work. Also show care.

KEY FIGURES - WORK ENVIRONMENT

PROFESSIONAL AND SAFE BUSINESS

Health and safety have the absolute highest priority. Our vision is zero accidents. In everything we do, we work to prevent risks and develop a safe working environment. Health, environment and safety, for example, are always on the agenda at all meetings, both in management, operationally and in projects. All incidents, regardless of whether someone is injured or not, are reported and analyzed. In this way, we can learn from our mistakes and take safety precautions where necessary.

To achieve the zero vision, we focus on four areas:

1. Leadership and behavior
2. Organization and network
3. Follow-up and key figures
4. Distinct processes and instructions

In 2021, two important key figures for the work environment were further developed, which can be seen below. LTIFR1.0 stands for Lost Time Injuries Frequency Rate 1 and shows work-related accidents with sick leave and medical treatment. LTIFR0 stands for Lost Time Injuries Frequency Rate 0 and is work-related accidents with sick leave longer than seven days prescribed by a doctor.

We strive to reduce the key figures below over time, in order to reach our vision of zero accidents.

Accidents	2019	2020	2021
LTIFR1.0 (number of accidents per one million hours worked in December)			8,3
LTIFR0 (number of accidents per one million hours worked in December)			3,8
Number of work-related accidents	49	61	52
Number of work-related accidents (in relation to number of full-time employees)	0,06	0,08	0,07
Proportion of employees covered by organized safety committee work	100%	100%	100%



CODE OF CONDUCTS

WE TAKE RESPONSIBILITY FOR EMPLOYEES AND SUPPLIERS

Jernbro's business must be characterized by a high ethical and moral standard. We place high demands on how our business affects the environment, society and customers' business. We also strive to be a responsible and developing employer. Jernbro's Code of Conduct governs how we behave in our work within the company and towards the outside world.

Our Code of Conduct contains principles related to the environment, work environment, laws and ethics, anti-corruption, money laundering, competition issues, conflicts of interest, working conditions, whistleblowing, communication and information. The principles of the UN Global Compact and the UN Universal Declaration of Human Rights and the ILO's core human rights conventions in working life are followed by Jernbro and its subsidiaries. Suppliers are also required to comply with these.

Jernbro's Code of Conduct for employees obliges all employees to follow in connection with employment. A follow-up of the Code of Conduct is made annually with all employees during the development interviews.

Jernbro's Code of Conduct for suppliers places the same high demands on the suppliers and their possible subcontractors, as on their own operations. This is signed by all major suppliers, especially those who deliver services to our customers. Also important are our regular meetings that we have with all major suppliers, where we together develop the business based on a goal of long-term sustainability. Code of conduct for suppliers is available on Jernbro's website.

Supplier management

	2019	2020	2021
Proportion of framework agreement suppliers who have been qualified or evaluated in accordance with current routine	100%	100%	100%



CODE OF CONDUCTS & POLICIES

A GOOD ETHICAL AND MORAL APPROACH

Jernbro's two Code of Conducts govern how we behave in our work within the company and towards the outside world. They set the overall agenda for how we should act. In addition to them, Jernbro has several policies that guide and control how we act and work. Equal treatment, gender equality, the environment, well-being, anti-corruption and much more are important to Jernbro and are reflected in the policies. Commitment to support employee well-being and development are also natural parts of the company.

Equal treatment is a natural part of our business

Our Equal Treatment Policy clarifies what applies with regard to equal treatment and gender equality. We take it for granted that everyone has equal rights and opportunities. Diversity and gender equality are also crucial for us to be able to achieve the company's goals and be an attractive employer. Together, we work to have a workplace that is inclusive, equal, characterized by diversity in thought and action and free from violations, harassment and discrimination. At Jernbro, everyone must be treated equally, regardless of gender, ethnicity, sexual orientation, functional variations, religion, age or transgender identity.

The salary should stimulate good performance and competence development

Jernbro's salary policy supports the company's business concept by stimulating, engaging and developing employees to good work performance and job satisfaction. Salaries must be company- and market-adapted in order to be a means of recruiting, retaining and further developing competent employees in order to successfully operate and develop Jernbro. Everyone, regardless of gender, age, ethnic background, must be treated with respect and in an equal manner, and given the same opportunities for salary development.

Well-being among employees is important

We want the staff to be healthy and wholesome, to feel good both during and outside working hours. Prosperous employees contribute to both their own well-being and Jernbro's development. Therefore, in 2021, a decision was made to increase the annual wellness allowance from 2022 onwards.



Jernbro views career and skills development positively

Developing the right skills among our employees is one of the prerequisites for being able to achieve Jernbro's goals and be an attractive employer. We are interested in the employees maintaining and developing their knowledge in accordance with Jernbro's strategy. Employees play a key role in Jernbro's ability to provide services of a high professional standard, adapted to our customers. Each employee therefore makes an individual development plan together with their manager.

The best interests of the economy and the environment guides our business trips

Our travel policy explains that it is the responsibility of every employee to ensure that their business trips take place in an economical, safe and environmentally friendly manner. Where possible and defensible in time, trains shall be chosen over other modes of travel. Digital meetings are also advocated, where deemed possible and appropriate.

Acting legally and ethically is of great importance

Anti-corruption is dealt with in several ways in the company, including in the Representation Policy. In our business, internal and external business relationships are essential. That is why it is important that we act in a legally and ethically defensible manner. All employees are encouraged to report suspected violations of applicable laws, regulations or the Code of Conduct, through our routine for whistleblowing. Jernbro does not accept any discrimination or other negative consequences for persons who have reported suspected violations in good faith.

KEY FIGURES - EMPLOYEES

THE STAFF IS MOST IMPORTANT

We care about gender equality and equal treatment and want to be an attractive employer. That is why we work to attract more women to the industrial industry and to safeguard the younger generation's opportunities to enter the labor market. Of course, our more experienced colleagues are one of our most important resources for successfully leading Jernbro towards our high goals and for transferring knowledge to the younger ones. By reviewing the key figures every year, we can make comparisons over time and based on that create conditions for development and work for continuous improvement.



Employees	2019	2020	2021
Number of permanent employees (excl probationary, fixed-term and hourly)	802 ¹	748	692 ²
- Whereof women	7%	8%	9%
- Whereof men	93%	92%	91%
Age range 20-34	28%	28%	29%
Age range 35-49	32%	32%	33%
Age range 50-67	40%	40%	38%
New employees	2019	2020	2021
Number of new employees	366 ¹	49	85
- Whereof women	4%	12%	8%
- Whereof men	96%	88%	92%
Age range 20-34	34%	39%	34%
Age range 35-49	33%	33%	32%
Age range 50-67	33%	28%	34%
People in a leading position	2019	2020	2021
Number of unit managers, department heads, group managers	72	71	70
- Whereof women	3%	4%	4%
- Whereof men	97%	96%	96%
Age range 20-34	7%	13%	12%
Age range 35-49	43%	49%	48%
Age range 50-67	50%	38%	40%
Collective agreement	2019	2020	2021
Proportion of employees covered by collective agreements	100%	100%	100%

¹ The increase is due to Jernbro acquiring a business of 300 employees in October 2019.

² The sum is excluding the Automation department, which was divested from Jernbro in 2021.

INFORMATION SECURITY

HEIGHTENED AWARENESS ABOUT IT RISKS

Since 2020, Jernbro's IT department has worked to increase knowledge about information security among all employees. The reason is that our organization is dependent on digital technology and that makes us vulnerable.

IT attacks occur every day around the world. If Jernbro were to be attacked, it could disrupt our business by losing valuable information, as well as affecting third parties.

With education, awareness of the risks can be raised and thus also safety. All staff at Jernbro therefore participate in lessons on digital security

Every two weeks, every autumn and spring, information and a number of related questions are emailed to employees. The online training is short, which makes it easy for everyone to take the time to participate. Participation is registered and followed up by the employee's manager.

ECONOMIC STABILITY

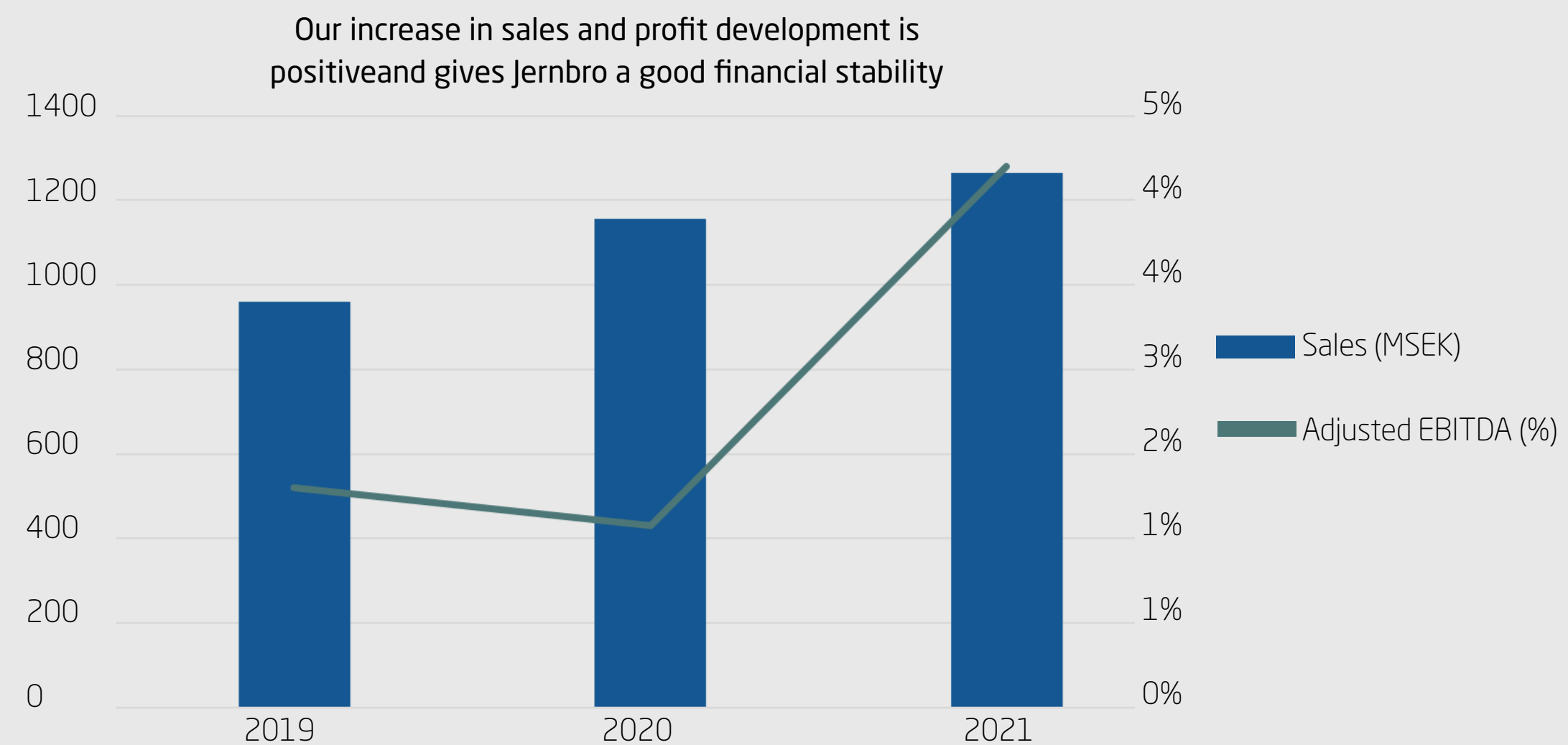
STABILITY CREATES DEVELOPMENT AND SECURITY

Jernbro's financial stability is the basis for the company's growth and creates security in the form of salaries for its employees.

Our economic stability is based on a number of parameters. An important aspect is that we operate in a large number of industries. This means greater flexibility and less dependence on individual industries.

Jernbro has operations in about 30 locations throughout Sweden. This geographical spread also gives us a continuity in the economy that contributes to the business being both secured and developed.

As our customer offering largely includes various forms of services, few investments are required. In combination with the short cycles of the projects and assignments, it gives Jernbro both good liquidity and cash generation as well as the opportunity to plan long-term.



For further financial information, we refer to Jernbro's Annual Report.



KEY FIGURES - ENVIRONMENT

WE TAKE OUR RESPONSIBILITY

At Jernbro, we not only take responsibility for society and the environment in general, but also for how our operations affect the place where we operate. Our environmental responsibility includes constantly trying to reduce our own environmental impact and to influence our customers and help them in their environmental work. Our responsibility is also reflected in the requirements for our suppliers.

We strive to protect the environment from several perspectives. Externally, we help our customers fulfill their environmental commitments by proactively proposing environmental improvement measures through the services and products we offer. Internally, we do this mainly by reducing our own environmental impact that arises from energy use and transport. For a service company, transport is a prerequisite for being able to perform services and develop the business.

However, where we see opportunities, we work continuously to reduce transport:

- We have digital meetings instead of physical ones
- We travel by train instead of by car and plane
- We are increasing the proportion of hybrid and electric cars as well as the use of fossil-free diesel among the remaining cars
- We have entered into a transport agreement with a supplier of logistics services that has enabled joint deliveries and deliveries with the help of biofuels

Flights and trains	2019	2020	2021
Number of kilometers by air ¹	285 945 ³	48 270	67 598 ²
Number of kilometers by train ¹	41 864	18 795	17 581

Tjänstebilar	2020	2021
Electric and hybrid cars	26%	46%
Remaining company cars	74%	54%

¹ Bookings via Jernbro's travel agency
² The sum is excluding travel made by the Automation department, which was sold from Jernbro in 2021
³ Customer commitment in China increased the number of flights in 2019

KEY FIGURES - ENVIRONMENT

A PROFESSIONAL AND SAFE BUSINESS

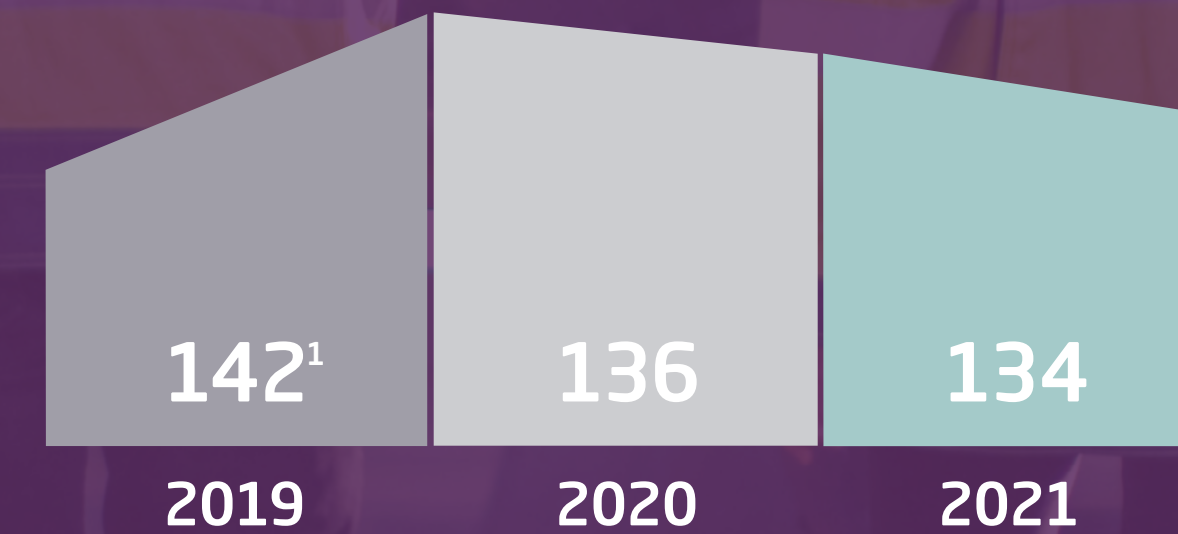
Jernbro will conduct environmentally friendly and safe operations with high quality. We do this, among other things, by protecting our employees and the environment through a safe chemical handling.

We measure and monitor the use of environmentally hazardous chemicals with the ambition of reducing the proportion over time. This is done through a safe and systematic way of working. In 2021, we have developed our way of working by introducing Chemicals Administrators at each workplace where chemicals are used and stored. The role clarifies the responsibility locally and we hope and believe that this will lead to a safer work environment and reduce our own environmental impact.

Chemicals	2019	2020	2021
Number of registered products in our chemical handling system	1012 ¹	947	1018
– Whereof environmentally hazardous	142 ¹	136	134

¹ The increase is due to Jernbro acquiring a business of 300 employees in October 2019

Number of environmentally hazardous products



CUSTOMER CASES

WE HELP OUR CUSTOMERS WITH THEIR ENVIRONMENTAL WORK

MAINTENANCE AGREEMENT INCREASES THE LIFE SPAN OF MACHINES

AGES' unit in Kulltorp is one of many companies that have seen the benefits of preventive maintenance, such as extending the life of the equipment. The agreement that has been entered into with AGES entails full responsibility for the planning, implementation and documentation of preventive maintenance for their machines. Our responsibility also includes proposing opportunities for improvement to secure and increase the operational reliability of the equipment.



MAINTENANCE OF H&M'S RECYCLING SYSTEM

With H&M, we have a maintenance agreement that covers the machines that are part of their recycling system "Loop". The system contains several machines that Jernbro handles both remedial and preventive maintenance on. The remedial work is both mechanical and electrical. Maintenance contributes to better productivity and increased safety. Potential improvements, such as environmental improvement measures, are also continuously discussed.



10 TONS OF SHEET CONTRIBUTES TO CLEANING LAKES

The company Vattenresurs has a patented method for effectively stopping the leakage of phosphorus in lakes. In the work of cleaning lakes, two specially built boats of 10 tons are used, which Jernbro has welded together. These, so-called pavers, are 30 meters long and equipped with a tank and boom to process the bottom sediments with aluminum salt to bind up phosphorus. The assignment has a valuable environmental value and gives a positive feeling of having contributed to a better water for animals, nature and people.



GUARANTEED REPAIR IS A SUSTAINABLE ALTERNATIVE

Many industries today have challenges in obtaining spare parts for their older machines. The Guaranteed Repair concept is a sustainable alternative to ensure the operation of older machines, instead of rebuilding or buying new machines. Stora Enso Paper AB, Nymölla Mill, Metsä Tissue, Borås Tryckeri and others have agreements with Jernbro regarding, for example, servo drives, servo motors, electronics, electric motors, electric motor controls and control and drive systems.

More information can be read at jernbro.com, where there are also more cases and in-depths.

SYSTEMATIC WORK AND CONTROL

JERNBRO LIVES UP TO STANDARDIZED REQUIREMENTS

The overall business management system at Jernbro focuses on quality, environment and work environment and consists of processes, aids and descriptions of how we should work with service, assignments and management.

Jernbro complies with current legislation regarding Systematic Work Environment Work.

To ensure an accurate presentation of financial information, we work with authorized public accountants.

Our certifications ensure that our working methods and processes live up to standardized requirements and that the information in these areas is transparent and follows accepted principles.

ISO 45001 means that we are work environment certified and work in accordance with current regulations and standards. The certificate also shows that we work actively with the work environment and systematic improvements.

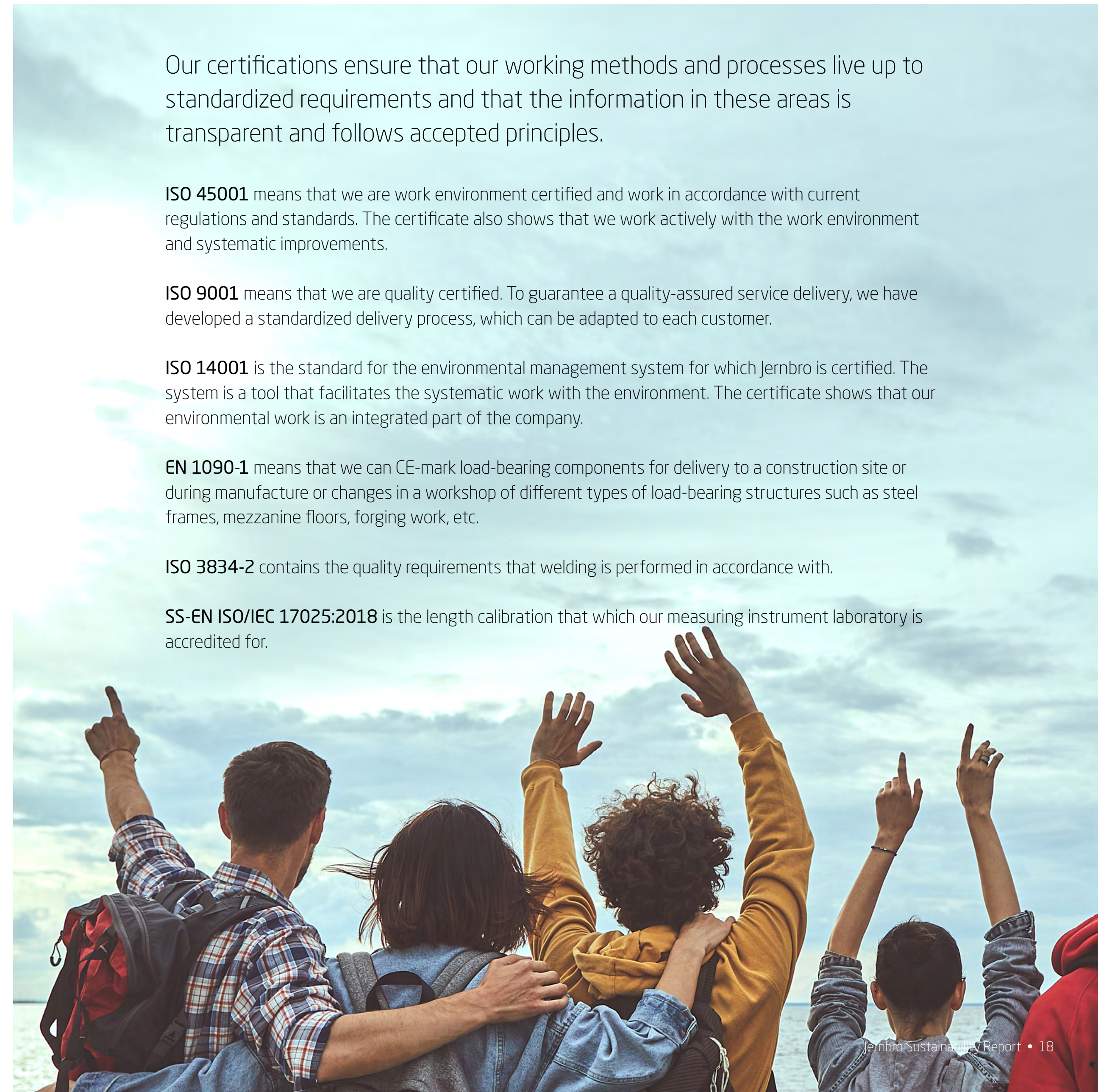
ISO 9001 means that we are quality certified. To guarantee a quality-assured service delivery, we have developed a standardized delivery process, which can be adapted to each customer.

ISO 14001 is the standard for the environmental management system for which Jernbro is certified. The system is a tool that facilitates the systematic work with the environment. The certificate shows that our environmental work is an integrated part of the company.

EN 1090-1 means that we can CE-mark load-bearing components for delivery to a construction site or during manufacture or changes in a workshop of different types of load-bearing structures such as steel frames, mezzanine floors, forging work, etc.

ISO 3834-2 contains the quality requirements that welding is performed in accordance with.

SS-EN ISO/IEC 17025:2018 is the length calibration that which our measuring instrument laboratory is accredited for.



GLOBAL GOALS

Our contribution to the Global Goals in Agenda 2030

Jernbro's operations are involved and contribute to the Global Goals in several different ways. The goals we consider to specifically contribute to are Goals 8, 9, 12, 13, 3, 10 and 5.



We protect the rights of employees and work actively to ensure that the work environment is safe and secure for all employees. In addition, decent working conditions and equal pay for all are ensured through freedom of association, collective agreements and wage setting. Our salary policy guides to a skills-based wage setting. In addition to this, ensuring the financial stability of the company is one important contribution to Objective 8.



Most of our services and products we offer promote efficient resource use. Our work contributes to the circular transition as we slow down the flow of industrial equipment through efficient maintenance. Our investment in Energy management, which partly involves the implementation of energy-efficient solutions that can utilize surplus energy, is another example of how we contribute to more sustainable production in industry.



We contribute to the sustainable management and use of the earth's resources through maintenance, repairs and energy efficiency improvements. This supports sustainable consumption and production. Through systematic chemical handling, the chemicals in our operations are handled responsibly. Furthermore, we work to prevent, reduce and recycle our waste.



To reduce our transports' direct greenhouse gas emissions, one of Jernbro's goals is to gradually replace company cars powered by fossil fuels with electric or hybrid cars. As we work with energy and resource efficiencies, both internally and with customers, we help to reduce our climate impact.



Jernbro values and promotes employees' health and well-being through qualitative occupational health care and encouragement for a healthy everyday life where the annual wellness allowance is one way.



Jernbro enables and works to be a workplace that is inclusive, equal, characterized by diversity in thought and action and that is free from violations, harassment and discrimination. All are treated equally regardless of gender, ethnicity, sexual orientation, functional variation, religion, age or transgender identity. This is clarified in our Equal Treatment Policy.



By working to increase the proportion of women in senior positions and within the company as a whole, Jernbro works for increased gender equality. The Equal Treatment Policy clearly states that everyone should be treated equally, regardless of gender.

WE CREATE LOCAL GROWTH

Our goal is local growth and development. This is why we invest locally. Many of us live in the area. Our children go to school in the town. We care about its survival – for the next generation. We strive to develop business relations with local companies. In this way, we secure the competence for more efficient and safer production in your local area. It also creates new job opportunities.

Read more about us and how we make your production spin faster at jernbro.com

Jernbro annually reports its sustainability work as part of Jernbro's annual report. The sustainability report follows the provisions in ÅRL chapter 6. Jernbro's sustainability report has not been reviewed by third parties.

JERNBRO®