

Sustainable development & sustainable business

Sustainability
Report 3.0



Tidbecks your partner today and tomorrow



It is with great joy, satisfaction and pride that we have now compiled the various parts of our daily activities and for the third time are choosing to call it our Sustainability Report

3.0. Sustainable business and sustainable development, ever present guiding stars, have probably illuminated our path ever since 1840 when J.H. Tidbeck founded the company. Our daily activities, together with conscious and wise choices, have interacted with the passage of time, our owners and employees and brought us to the place where we are today.

Since 2014, I have led the business at Tidbecks and am responsible for developing the company in both the local and global context together with the owners and employees. In 2014, the world had a population of 7.317 billion people and our municipality had 11,640 inhabitants.

Now, ten years later, the global figure has increased by just over 900 million and the local one by 200! Population growth, limited resources and the balance between these are always included in our discussions and education as we train ourselves in sustainable business. It is important for us to understand the “why” so that we can correctly choose the “how”. The materials, transport, etc. we choose impact how long we as a company will last and are relevant to all our stakeholders. We understand that the global impacts us locally in the same way that

our local impacts someone else globally.

To learn more about the world around us, we constantly refine our knowledge in different areas. The entire staff has learned more about how CO₂ spreads evenly in the atmosphere regardless of where on earth the emissions occur, and in the management team we have learned about the purpose and meaning of the EU’s new CSRD directive, the Corporate Sustainability Reporting Directive. All so we can be more relevant to all our stakeholders.

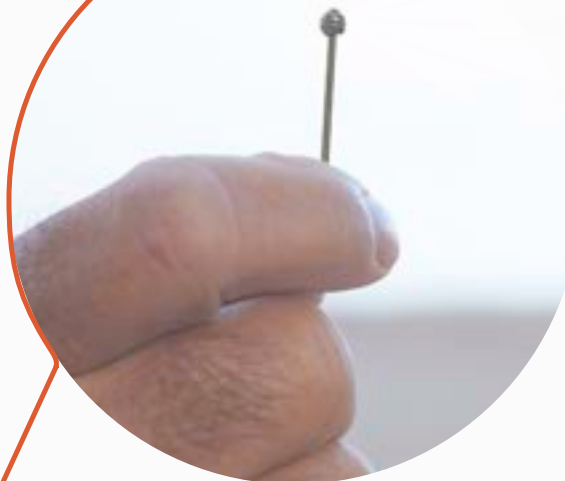
My ambition is to manage time perspectives for both the short and long term. In 16 years, Tidbecks could be a spirited 200-year-old looking forward to new opportunities and looking back on challenges that we have gone through and helped us grow. We are grateful for opportunities to learn new things, sharpen our skills, and be a significant investment for our owners, staff, customers and suppliers. By creating value without compromising values, I want us to continue to cultivate our curiosity to be a link in the value chain that will last long in the future.

We welcome you to be a part of our daily activities, which began with a needle and continue to follow the same path, making conscious choices with every bend and turn.

Welcome to Tidbecks!

Sven-Olov Kronaas
Managing Director of
Tidbecks, Ljungsarp

“Join us on the journey as we share how we have chosen to take responsibility for staying true to ourselves in a changing world.”



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Our vision

“Our vision is to contribute sustainable value to all our stakeholders and be relevant locally, regionally and globally, both today and tomorrow.”

Strategy

To ensure sustainable value and sustainable development for Tidbecks, our strategy is to be responsive, committed and reliable.

This will enable us to capture opportunities, face challenges and better manage threats and risks. Through good understanding and insight into the needs and values of all our stakeholders, we strive to be their first choice now and in the future. Tidbecks stakeholders include our **customers, suppliers, employees, society, environment and owners.**

It is important to us that all parties find benefit from what we contribute and that we act in such a way that we create assets and minimise debt. Our aim is to have the smallest possible negative environmental footprint and to act to make the best possible contribution to the society in which we operate, and to our owner who believes in us and give us their trust. With our guiding stars of sustainable development and sustainable business, we believe that we will remain relevant and in demand as a company and as an employer.



Tidbecks Business concept

Tidbecks is an engineering company that designs, produces and delivers a variety of unique, customised products. We are specialists in the manufacture of contact protection, filters and products made of wire and sheet metal. We manufacture both low carbon steel and acid-resistant stainless steel, and we offer the usual surface treatments.

Our vision shows us the direction of our business. We strive to stay the course and we see our business concept as a means to continue operating and creating benefits for our stakeholders. We classify our sustainable development into the areas of ecology, economy and social issues

Continuous development

We are certified according to quality management system ISO 9001:2015 and environmental management system ISO 14001:2015.

We build our business on these systems and by actively using them we ensure that we get the best possible return from our investments.

It is important to make the best use of what already exists, creating benefit for our stakeholders both today and tomorrow.

For us, it is also a way to turning words about efficiency into action.



Sustainable development "From the inside out"

We want what we do to create net value and therefore we work with sustainable development from the inside out. Our vision shows us direction of our business and, with the help of our strategy, we strive to stay on course to implement our business concept and strengthen the benefits for all our stakeholders.

We use our strategy in action to enable us to be ready to capture opportunities, face challenges and better manage threats and risks.

By being responsive, committed and reliable, we gain a good understanding and insight into the needs, demands and interests of our stakeholders. We strive to accommodate and prioritise these interests and be their first choice both today and tomorrow.

In the spring of 2023, we conducted a dialogue with 10 of our largest suppliers. We wanted to inform ourselves about and be sure of their sustainability work

in order to better understand the sustainability of the "baton" that we then deliver further along the value chain so that it continues to be effective in the long run.

In the same way that we had conversations with our suppliers, in the autumn of 2024 we started a dialogue with 10 of our largest customers. All in order to continue to be a valuable link in a sustainable value chain and to meet the needs of all our stakeholders.

Sustainable development "From the outside in"

We work with sustainable development from the inside out while being prepared and informed about laws, directives and requirements from the world around us.

Each year, we identify goals that we also relate to Agenda 2030 and the 17 global goals. We classify sustainable development in the way that the Brundtland Commission did in 1987 in "Our common future", namely ecology, economy and social issues.

The EU's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), were established and adopted in the EU and have also been introduced into Swedish law. At the moment, we are indirectly impacted by this through customers and suppliers. But our desire to always be prepared remains. To learn more about CSRD and ESRS, and how we are impacted, our management team received training in this area in spring 2024.

Both the UN goals and the EU directives are guidelines we relate to and strive to achieve. Regardless of whether they impact us directly or indirectly through demands on one of our stakeholders, we consider it essential to have the knowledge, preparedness and ability to act for all of our common future. For us, this means moving from words to action and contributing to more sustainable development.



CSRD

Corporate Sustainability Reporting Directive

The directive can be seen as a means to comply with the EU's Green Deal from 2019, where the goal is to be climate neutral by 2050 and at the same time meet the UN's global goals. CSRD aims to increase the transparency and comparability of how companies impact people and the environment, but also to see how businesses are impacted by sustainability issues.

CSRD determines that sustainability information must be reported.

ESRS

European Sustainability Reporting Standards

New reporting standard for sustainability reporting covering 12 reporting areas. ESRS describes what and how these should be reported.

ESRS 1	General requirements	ESRS E5	Resource use and circular economy
ESRS 2	General disclosures	ESRS S1	Own workforce
ESRS E1	Climate	ESRS S2	Workers in the value chain
ESRS E2	Pollution	ESRS S3	Affected communities
ESRS E3	Water and marine resources	ESRS S4	Consumers and end users
ESRS E4	Biodiversity and ecosystems	ESRS G1	Business conduct

Global goals

Agenda 2030

"The global goals are integrated and indivisible. They may have numbers, but that does not mean that one goal is prioritised over the other. By meeting one goal, it simplifies the way to achieve another."

Ref <https://www.globalamalen.se/fragor-svar/>





Materiality and stakeholders are used to structure Tidbecks Sustainability Report 3.0

Tidbecks stakeholders include our customers, suppliers, employees, society, environment and owners. These are the ones that have the greatest impact on us or are most impacted by our business. We try to keep the issue of impact alive and ask ourselves questions about how, where and when effect is created. We do this with regard to our own activities and those of our stakeholders. Legal requirements, directives and customer requirements impact us from the outside. They are part of the changing



Double materiality

Which sustainability issues do we impact and which sustainability issues impact us?

Material for us

It is important to us that we follow and act on the words we speak. Using a time perspective to support our memory when we make decisions in different situations gives us the opportunity to see clearly how, and what, benefit is created for our various stakeholders, both today and tomorrow. Supported by facts, we can make more sustainable decisions.

Stakeholders

Customers



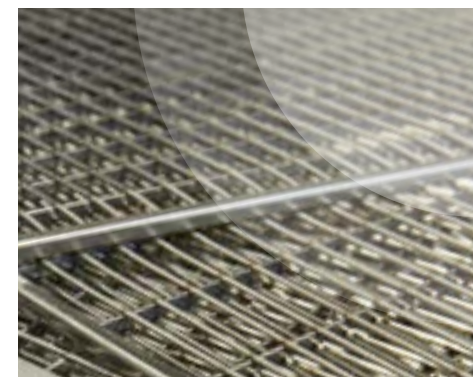
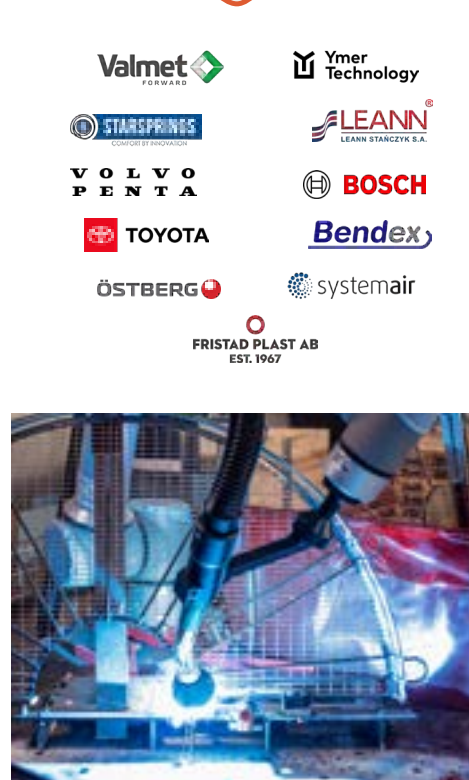
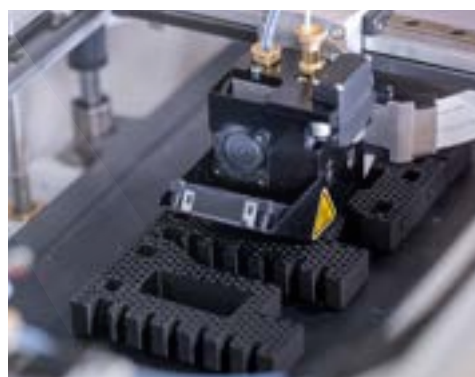
Our customers are an important stakeholder for us. We place great value in our collaborations and we are keen to engage in constructive dialogue that benefits both of us. We want to understand their needs and deliver as closely and as optimally as possible.

We also strive to communicate to them what influences and contributes to our sustainable business. All to enable both us and our customers to be sustainable links in the value chain that will continue into the future.

To put these words into action, we started stakeholder dialogues with our customers in autumn 2024 in the same way as we did with our suppliers

in 2023. In the customer dialogue, we want to highlight issues of sustainable development, hear about the need to comply with CSRD and how we can continue to be their sustainable supplier.

We believe in the dialogue as a valuable means to create a consensus on what will benefit all our stakeholders today and tomorrow



Stakeholders

Suppliers



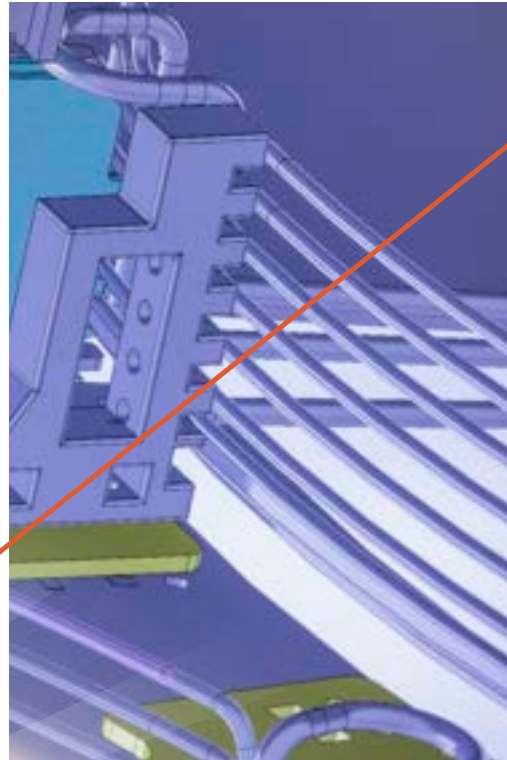
In 2023, we started a stakeholder dialogue with 10 of our largest suppliers. The dialogue was about sustainable development, their sustainability work and how we can contribute to increasing sustainability in their businesses. The conversations were valuable and gave us good feedback and the opportunity to show the importance of collaboration for more sustainable value chains. It also created space for both hearing and highlighting good examples of measures taken to reduce emissions. Consolidation of deliveries, reduced energy consumption and better handling of chemicals are some of the things that our suppliers implement and contribute to their sustainability work.

It is important for us and for the continuation of our shared value chain that the link before us works for sustainable development, to reduce negative climate impact and to reduce CO2 emissions.

We believe in dialogue as a valuable means to create a consensus on what will benefit all our stakeholders today and tomorrow.

One of our carriers is also actively committed to making a lasting difference into the future. They have installed solar cells and invested in electric vehicles. One of their distribution vehicles is an electric truck. Solar cells now mean that you can reduce your purchase of fossil fuels and also run your business using the energy generated on the roof of your property.





Stakeholders

Employees



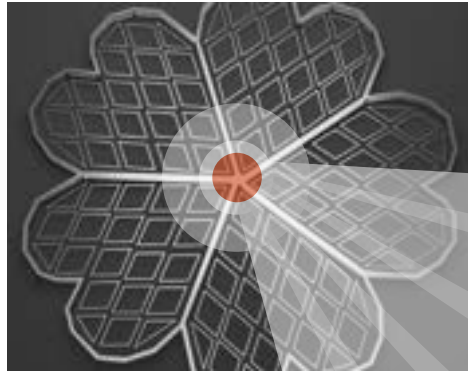
We continuously hold employee reviews and create opportunities for personal development, feedback and planning. During these conversations, we capture the opportunity for both our employees and ourselves as employers to exchange thoughts, ideas and wishes.

We have an employee who is now developing their knowledge in production technology and CAD design. As part of our trainee programme, she alternates these areas with wire bending, which is her speciality in our production. Going forward, the plan is that we will have another production technician with very good understanding

and knowledge of our production.

In order to keep our entire staff updated and informed in the area of sustainability, we have chosen to continuously carry out the latest training on the principles of sustainable development and sustainable business.

Our staff are offered regular environmental and health checks. This is done every three years and includes physical, social and personal health. We have recently had feedback and a review of the survey outcome was conducted in spring 2024.



Stakeholders

Employees



We take the opportunity to celebrate a variety of theme days. This is a way for us to show appreciation for the important work that all employees do at the company.

Theme days we have celebrated:
Tulip Day
International popcorn Day
Shrove Tuesday
Valentine's Day

Sausage Day
Waffle Day Easter
Gifts Cinnamon
Bun Day



Stakeholders Society



Some of our youngest visitors are the 5-year-olds from Ljungbackens preschool in Ljungsarp. We had the pleasure of having them visit us to talk about different robots and show how they can weld, cut and punch. The children also tried to drive a robot from the iPad, sit in a truck, beep the horn and try out the cool welding helmets.

We have participated in the recruitment fair for high school students at Strömsfors Bruk. Tidbecks wants to present all the opportunities and interesting jobs that can be found in local manufacturing companies.

We accept work experience students from both Tranemo and

Svenljunga Municipality and the number of applications for the places we offer is increasing.

We have held short sustainability training courses followed by a tour of Elmia Subcontractor for students from the Industrial Program at Tranemo High School. First to Ljungsarp and then to Elmia, 16 November 2023.

- One student answered the question of what sustainable development is about; "It should be good for those who come after us too."

We award scholarships to students from the Technology Programme at Tranemo High School.



Stakeholders

Society



Robot installation

**Tranemo High School
18 September 2024**





Stakeholders

Environment



After implementing an energy mapping review and taking subsequent measures, we have now reduced our electricity consumption by 17%.

Actions carried out:

- All lighting replaced with LED (PHOTO)
- Critical up-and-over doors switched to high-speed doors
- New frequency controlled air compressor
- Fine adjustment of ventilation system
- Employees and visitors can charge their vehicles at our nine charging stations.



Water



Water is a location-bound resource that is valuable and vital to all of us. The fact that we have good access to fresh water today will not be a given in the future. Tranemo Municipality has therefore established water protection areas and Ljungsarp, the location of our activities, is included within it.

We keep up to date in this area and ensure that we do not contaminate and do not over-consume the water that we all so need.

We employ a cooling water system to cool our welds. It contains about 1.5 m³ of water, the quality of which deteriorates over time and then needs to be replaced. Going forward, this will be handled differently and we will be able to use the same water over and over again.



Stakeholders

Owners



Our owners are an important stakeholder. We recently celebrated 20 years together with ours. Since 2004, our owners have shown a keen interest and actively followed our development. This long-term approach has been and continues to be an asset that creates value for the company.

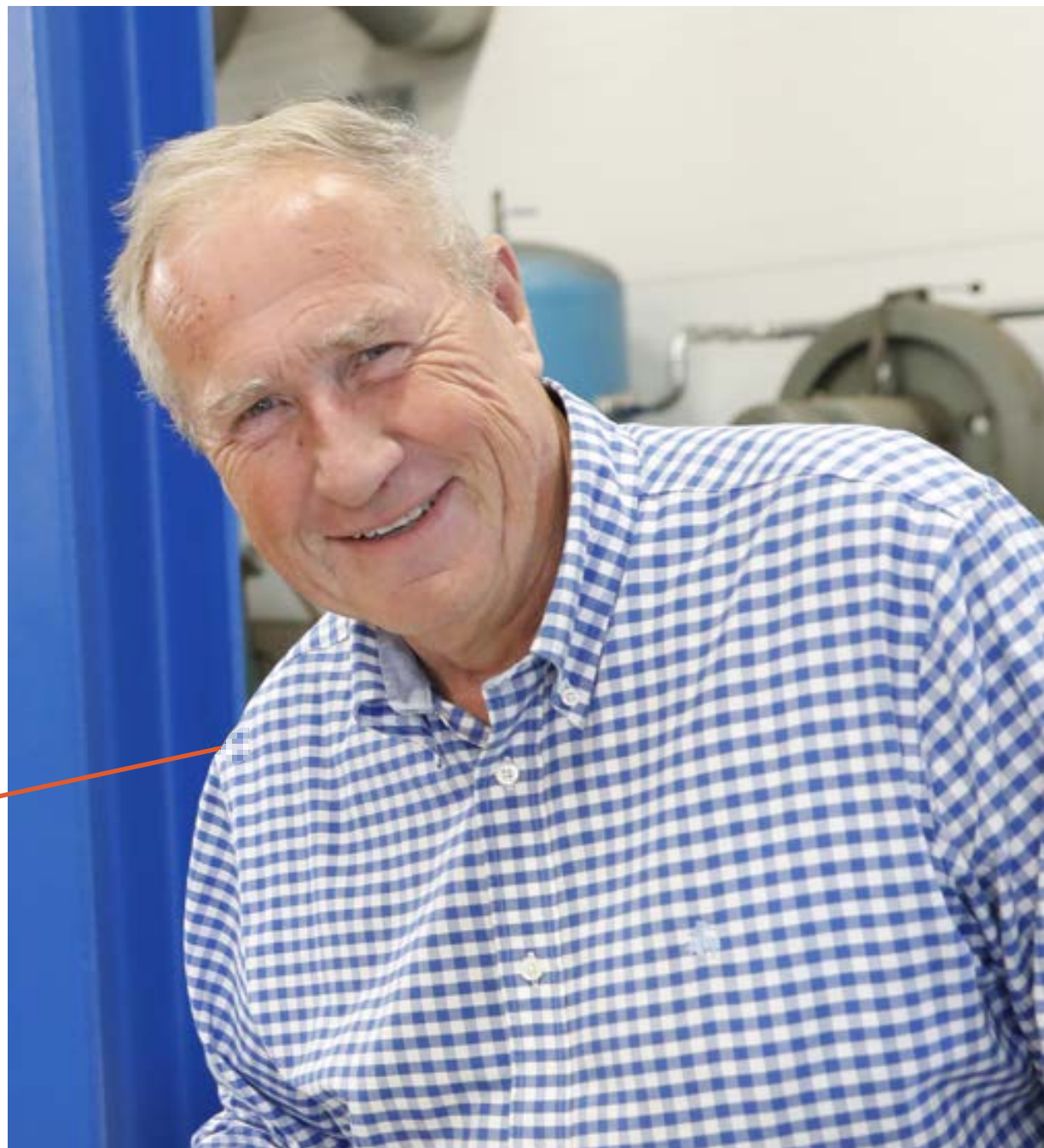
Being a profitable company is a prerequisite for being able to invest in development in terms of staff, capacity and technology, and with regard to the needs of our other stakeholders. This is our reality today and, as our owners also continue to see as Tidbecks opportunity for more sustainable development, well into the future.

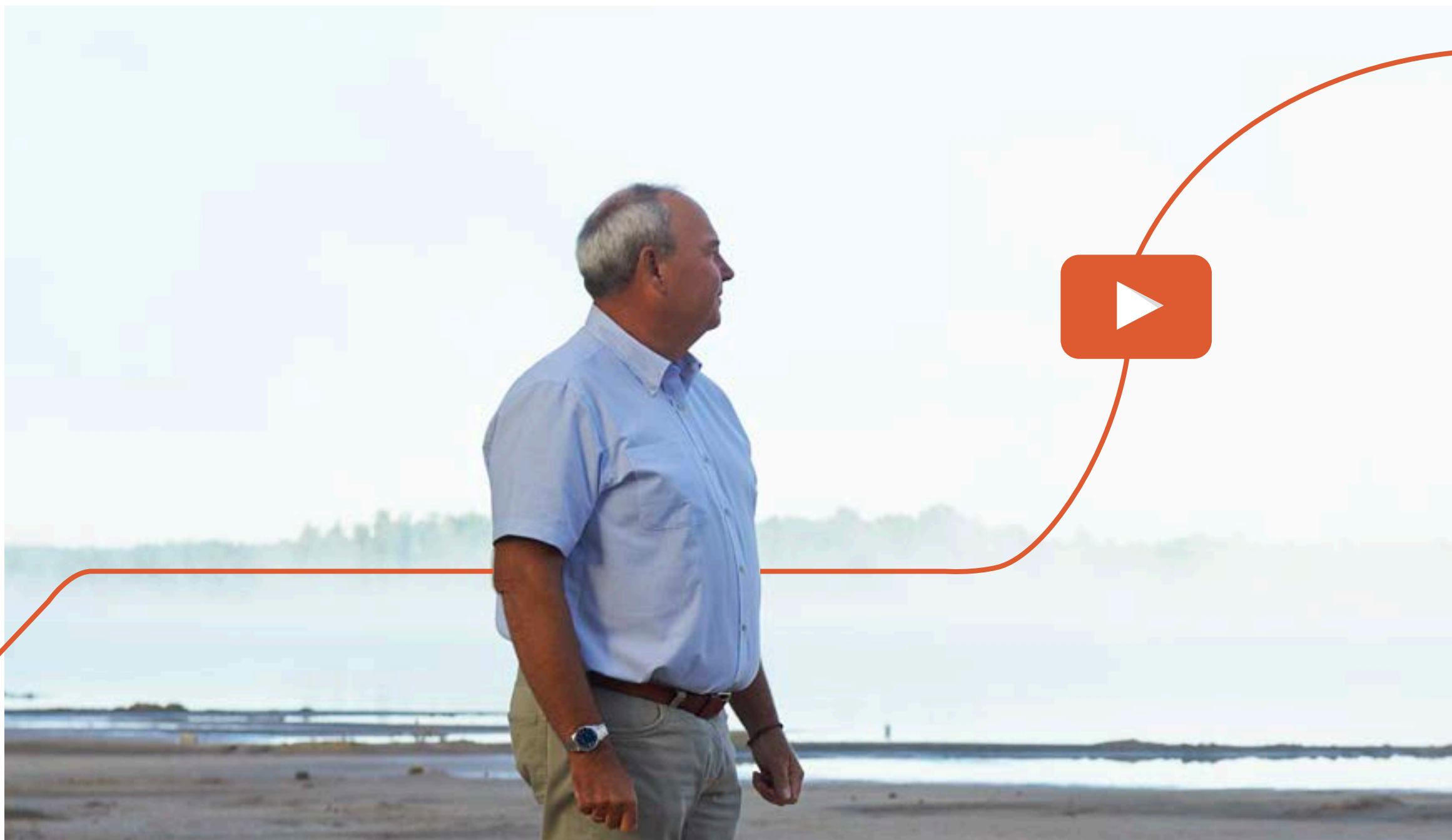


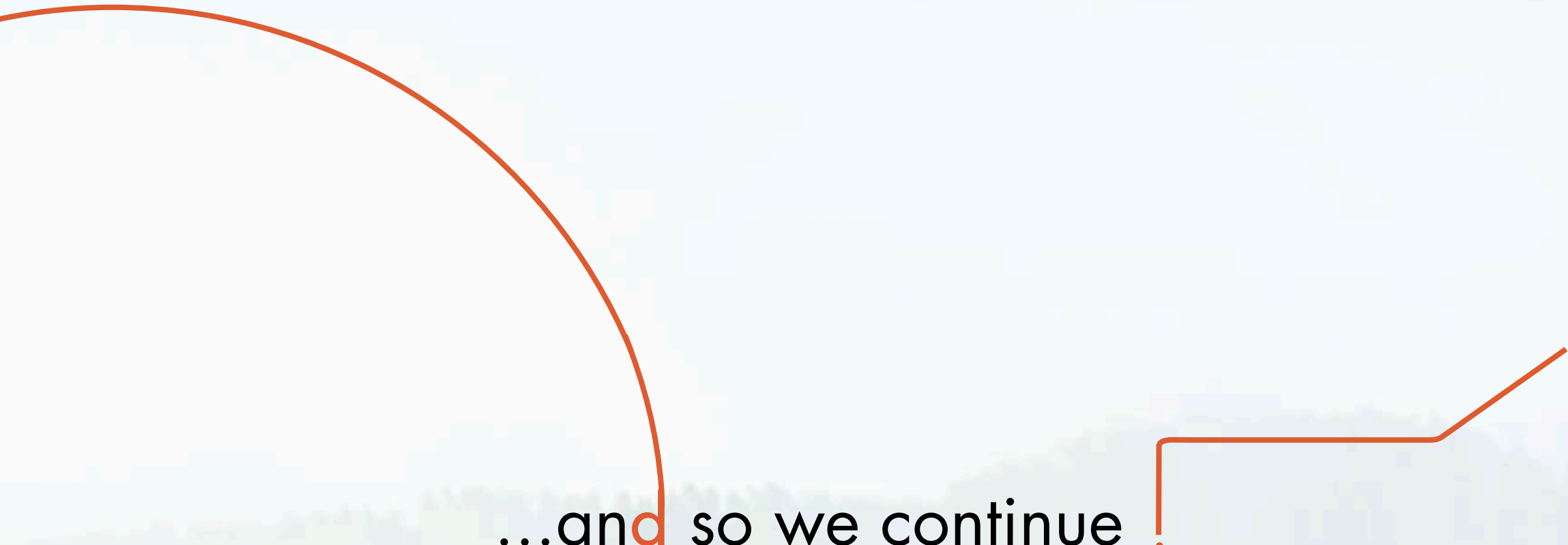
Owners



” *To ensure continued good development is important, not least for the staff but also for making investments in good machines so that we continue to develop and are relevant to our customers* ”







...and so we continue !

*Tidbecks for
a sustainable
world*

tidbecks

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