



SUSTAINABILITY POLICY

OEM Automatic's

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OEM Automatic is one of Europe's leading suppliers of industrial automation components. We continuously strive to improve our sustainability performance, always based on compliance with applicable legislation. Our sustainability efforts focus on ensuring economic stability through profitable growth, reducing negative environmental impact, maintaining high business ethics, and being an attractive and healthy workplace. To show how we achieve this, our work is structured around three focus areas: our three Ps – Product, People, and Planet.

Our sustainability policy complements our Code of Conduct, which addresses our corporate culture, how we promote human rights, and our stance against corruption and bribery. We encourage accountability and transparency, and all stakeholders can report concerns through our whistleblower service.

PRODUCT

OEM Automatic supplies a wide range of automation components to the Swedish market, and we take responsibility for promoting the development of a more sustainable industry. This includes providing product information that helps customers choose the best option for their applications. Our ambition is to consider the full life cycle of our products.

CIRCULAR ECONOMY

The production of our products requires significant amounts of raw materials. To ensure future availability of raw materials, a shift toward a circular economy is necessary.

We maintain close, long-term partnerships with our suppliers and push them to offer products that meet circular criteria. This includes monitoring the share of recycled or renewable materials in our products and the extent to which products are designed for easy disassembly, repair, and recycling. We deepen our technical expertise and share it with our customers to help them find more sustainable solutions.

POLLUTION

We monitor that our products are manufactured in a sustainable way. Undesirable chemical content in products and during manufacturing is a key area of focus – both for human and environmental health and for enabling material recycling at the end of a product's life.



Our products also impact global microplastics and pollution of air, soil, and water during manufacturing and use. Through due diligence processes, we map our supply chains and implement measures where needed.

PRODUCT SAFETY

OEM Automatic's products are primarily intended for professional use and are handled by trained personnel. However, they may still pose safety risks if handled incorrectly. We are responsible for ensuring our products carry the necessary approvals, markings, and warnings, and for forwarding instructions for use from our suppliers.



PEOPLE

We work according to our core values: **Commitment, Care, Competence, and Simplicity.** Enjoying our workplace and having room for creativity are prerequisites for our success. We support this through annual development reviews and ongoing training, a focus on gender equality, and employee surveys. Our work with human rights and working conditions is governed by our Code of Conduct.

EQUALITY AND NON-DISCRIMINATION

We aim to be an inclusive workplace where everyone – regardless of gender, ethnicity, sexual orientation, or any other grounds for discrimination – has equal opportunities. Discrimination, harassment, bullying, threats, abuse, or similar behavior are not tolerated.

OEM Automatic recruits many of its leaders internally and encourages staff to seek new challenges within the company. To achieve equality at all levels, we apply gender-equal recruitment practices, with particular focus on sales and product roles.

SAFETY AND COMPLIANCE

Our systematic health and safety work is based on risk assessments to manage major hazards, safety inspections to ensure compliance, identification of new risks, and regular cooperation meetings between employer and employees. Procedures are in place to handle emergencies, and these are regularly practiced.

SUPPLY CHAIN

Most of our suppliers are based in Europe, with some in Asia. They are market leaders in their fields, and we maintain long-term collaborations with them. When qualifying new suppliers, we typically visit them multiple times before entering into agreements. We also ensure that their employees work under approved conditions.

Suppliers are required to sign our Code of Conduct or have an equivalent of their own and meet our additional requirements. If we suspect issues, we create an action plan in collaboration with the supplier.

LOCAL RESPONSIBILITY

OEM Automatic aims to act as a responsible member of society. Each year, we sponsor local organizations involved in youth work. We also contribute to local, regional, or international aid projects and charitable organizations.



PLANET

CLIMATE CHANGE

Mitigating climate change is one of the greatest challenges of our time. Our goal is to reduce the carbon emissions we can influence in order to meet the Paris Agreement targets. To achieve this, we must measure our footprint and continuously identify and implement ways to reduce our climate impact.

Freight transportation is one of our largest contributors to emissions. We collaborate with our carriers to find more environmentally friendly shipping methods. Our products contribute to emissions throughout the entire supply chain. We aim to map these emissions and work with suppliers to reduce their environmental and climate impact.

We also monitor whether suppliers have conducted risk assessments related to climate change, enabling us to work with risk mitigation.

BUILDINGS AND ENERGY

Our closest emissions are linked to our buildings. We aim for high energy efficiency and exclusively use renewable energy. We install solar panels on all buildings where it is technically and economically feasible. All facilities we operate in undergo weather-related risk assessments, with strategies in place to reduce potential impact.

WASTE

We work actively to reduce the amount of waste and scrapped materials in our operations. Whenever possible, we ensure that materials are reused or recycled. A few of our products are subject to producer responsibility, and for these we collaborate with partners that manage collection and appropriate handling.

By digitizing our processes and marketing materials, we reduce the use of paper and physical mailings.

BIODIVERSITY

OEM Automatic's direct impact on biodiversity is limited and not considered material. However, our supply chain includes activities such as mining and petrochemical processes for raw materials. Our ambition is to use due diligence throughout the value chain to demand improvements in these areas.

