



**REACH NEW HEIGHTS™**

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REACH NEW HEIGHTS™

**One of northern  
Europe's leading  
machining companies**



**EKETS**  
GROUP

# About EKETS Group

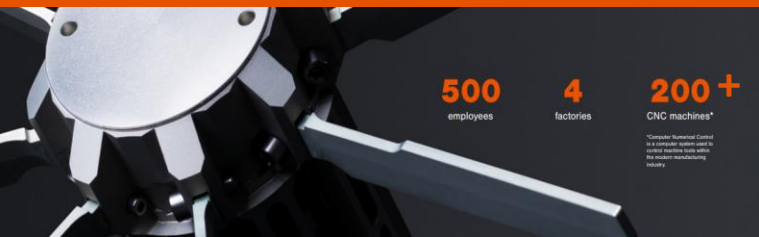
## EKETS Group

We provide world-class parts to leading companies around the world.

Ekets Group AB comprises four operating companies: Ekets Uppåkra Mek AB, Ekets Precision AB, Ekets Ullman AB and Speedtool AB, with machining as the common denominator unifying the companies.

Our objective at Ekets Group is to offer a unique breadth of both materials and processing options, as well as supplying world-leading industrial companies across a range of sectors with the components they need.

Led by a common organisation, components are developed from prototypes all the way through to batch production. The key to our success lies in combining our state-of-the-art machinery resources with our employees' unique skills and unparalleled experience.



**500**  
employees

**4**  
factories

**200+**  
CNC machines\*

\*Computer Numerical Control  
in a controlled, defined and  
isolated working space within  
the company's manufacturing  
facility



**EKETS**  
GROUP

# About EKETS Group

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**Speedtool  
Habo**



**Ekets Uppåkra  
Skillingaryd**



**Ekets Ullman  
Alvesta**



**Ekets Precision  
Eket**



# Voice from our CEO



By monitoring the world around us in several areas, and above all maintaining constant dialogue with our customers, suppliers, and collaboration partners, Ekets Group keeps itself up-to-date on global developments influencing the company. Some of the key developments that influenced Ekets Uppåkra are set out below.

## THE ENERGY TRANSITION

Global awareness of major climate actions is growing in line with increasing demand for legislation and policy restricting carbon dioxide emissions, which, in turn, leads to increased demand for fossil-free energy. Ekets is working to reduce its energy usage, generate its own electricity using solar cells, and purchase only fossil-free electricity, to ensure long-term and environmentally friendly energy efficiency.

## INCREASED STAKEHOLDER REQUIREMENTS

There is an increased interest – and demands from our value chain stakeholders – in reporting on, providing accounts of, and measuring sustainability work to be transparent in demonstrating our tangible work on the climate impact of operations. There is also increased incentive here to take care of residual products throughout the value chain – implementing a circular approach for increased resource efficiency that generates new business models and improves profitability in the longer term.

## UNCERTAINTY IN GLOBAL TRADE

Strained and uncertain global trade is affecting the company's value chain in a variety of ways, leading to impacts such as higher shipping costs, shortages, tariffs and rapidly changing supply and demand, which in turn affects price trends. Ekets has made strategic investments in regional manufacturing and local business relationships throughout the value chain, which strengthen our offering, improve competitiveness and are a prerequisite for profitable growth.

## WAR AND FOREIGN POLITICS

The year was characterised by political unrest in terms of Russia's war of aggression against Ukraine, storm clouds surrounding Taiwan's independence, Hamas's terror attack against Israel, change of President in USA, inflation and at the moment reduced financing costs. Here at Ekets, daily operations have worked well, however, unfortunately the above factors are clearly reflected in our profitability.

"We have an important role to play in enduring sustainability throughout our value chain."  
Niclas Mårtensson, CEO

# Management systems

## Certificate

## Control and demands

Our board and management have the ultimate responsibility for this sustainability report. The daily work is led by our sustainability manager Fredrik Wallin and carried out in cross function groups in the Ekets Group.

We are certified according to ISO 14001:2015 which ensures good planning, execution, and follow-up of our environmental work.

We also have stakeholders who impose requirements related to quality, and to ensure that we meet their needs in the best possible way we are also certified according to ISO 9001:2015 and IATF 16949:2016.

For our various customers with specific demands CSR, we have developed reference systems and matrices to continuously stay updated on client requirements as well as where in our operations we meet these different requirements.

Also Risk analyses, stakeholder analyses, SWOT, KPI matrices and contingency plans are updated annually. Together with our daily continuous improvements all this contributes to trustworthy, safe, reliable and stable processes in our operations. This also shows of in the rating score result from the sustainability platform SAQ 5.0

Fredrik Wallin Head of Sustainability, Quality & Environment



# Projects, activities and highlights 2024

- 250 improvements in daily operations
- The energy team have nearly 100 done or ongoing activity's
- Recruited to 2 new roles in the group Management: Head of Sustainability, Quality and Environment also a Head of Production and Technical support
- Invested 78 MSEK in new energy effective machinery and equipment
- Updated our supplier manual with sustainability demands and security demands
- Developed and launched several new policies
- Performed Policy education for employees
- Updated our SAQ 5.0 for all sites with much higher score
- Employee education in continuous improvements like 5-Why and Ishikawa
- IT-security educations via Nimblr
- Employee education in products for security and defense systems
- Integrated a new management operations system platform
- Training for the future, 46 apprentices have been in our productions.
- Energy mapping have been performed
- 1 800 training hours have been completed
- Performed 57 safety walks



# Agenda 2030

## The road to sustainable development



At the UN's General Assembly in 2015, heads of state and government from around the world adopted Agenda 2030 with 17 Sustainable Development Goals. The world's countries have committed to, up to 2030, leading the world towards a sustainable and fair future, with the help of Agenda 2030 – a business plan for the whole world. Ekets Group has selected and prioritised goals that align with our own values as a business.

Ekets strives to create sustainable, smart and innovative solutions. The business is continually developing its relationships with stakeholders in the value chain to find the best overall solutions.

Historically, we have had 5 prioritized areas, but after evaluations and calculations regarding climate impact through CO<sub>2</sub>, we have chosen to also add UN goal number 13 as a prioritized area.

We prioritised these goals in 2024 in continued sustainability work throughout our operations. We are aware that our operations impact the world around us and that there is still much to be done.

For this reason, our objective is to heighten our sustainability ambitions in coming years. We will deepen our work, focusing on more comprehensive sustainability reporting and an analysis of Agenda 2030 to accelerate our sustainable development work.

Solar cells are installed at Ekets Uppåkra and work to replace our oil-fired boiler at Ekets Precision are following the plan.

We continued with the aim of reducing our carbon footprint and mapping all categories in Scope 1-2-3 for establishing methods to calculate and reduce the CO<sub>2</sub> of products in a structured way.

Develop processes for Corporate Sustainability Reporting Directive (CSRD) and Double Material Assessment to ensure effective areas of sustainability focus for our operations.





# Sustainability goals and our prioritized areas



UN SDG	Goal	Our Activities to achieve the goals
	<b>Good health and well-being</b> Ensure healthy lives and promote well-being for all at all ages	Proactive and preventative health work, with measures taken including raising the wellness allowance considerably.
	<b>Equality</b> Achieve gender equality and empower all women and girls	Increase gender equality and equity in line with the seven grounds of discrimination.
	<b>Sustainable energy for all</b> Ensure access to affordable, reliable, sustainable, and modern energy for all	Reduce electricity consumption through continuous investments in an efficient machine fleet.
	<b>Decent working conditions and economic growth.</b> Promote lasting, inclusive and sustainable economic growth with decent working conditions	Promotes all employees' ability to develop their own professional skills and continuous learning of new tasks.
	<b>Sustainable consumption and production</b> Ensure sustainable consumption and production patterns	Recovery of residual products that are then delivered to operators locally.
	<b>Fight climate change</b> Take immediate action to combat climate change and its consequences.	Setting goals for Scope 1-2-3 Reducing our carbon footprint

# ESG and Agenda 2030

Our work with **ESG**—Environmental, Social, and Governance is closely aligned with several of the United Nations' 17 Sustainable Development Goals (SDGs).

Through our efforts in reducing environmental impact, promoting social responsibility, and ensuring ethical governance, we actively contribute to goals such as Climate Action, Decent Work and Economic Growth, Responsible Consumption and Production, and Gender Equality.

**ESG and the SDGs together forms a clear path in our operations and guide us in building a more sustainable and resilient future.**



## ESG

## Our activities and projects to meet ESG expectations

### Environmental

- Goal 13 Fight climate change→ Our Climate strategies, our climate policy and climate goals
- Goal 7 Sustainable energy for all→ Our Projects for energy efficiency. Our investments in fossilfree heating and cooling
- Goal 12 Sustainable consumption and production→ Minimize our scrap rate

### Social

- Goal 3 – Good health and well-being→ Work environment, projects for wellness in our employee surveys
- Goal 5 – Gender equality→ Gender balance, equal opportunities, new policy for harassment and discrimination
- Goal 8 – Decent work and economic growth→ Fair working conditions, promote continuous learning




### Governance

- Goal 12 – Responsible consumption and production→ Measure, optimize and improve our processes daily
- Goal 8 – Decent working conditions and economic growth→ Supply due diligence, supplier handbook, Code of Conduct



# Our investments in responsible environment work and related activity's




Ekets' largest environmental and climate impact is its use of energy in the manufacturing and processing of products, where the emissions consist primarily of carbon dioxide. This is where the business has its largest negative impact and thus the greatest potential for improvement in terms of continually reducing the company's environmental and climate impact. Solar cell plant are installed at Ekets Uppåkra and an investigation of the heating and cooling needs carried out at Ekets Precision.

Category	Investment/activity 2023	Investment/activity 2024	Investment/activity 2025
	Strategic plan for heating and cooling at Ekets Precision Replace the control equipment for the ventilation units at Ekets Precision Complete the switching of lights to LEDs at all factories New compressor unit with recovery facility at Ekets Uppåkra	Decision on choice of technology and investment for heating and cooling at Ekets Precision Investigation of a new, energy efficient cooling tower at Ekets Ullman Investments new energy effective machines All heat treatments concentrated at Ekets Ullman	Register us and sign up for Ecovadis and implement related processes for climate improvements A clear picture of CO2 impact in all scopes (1-2-3) for Ekets Uppåkra Update our sustainability policy with short-term and long-term climate goals Investing 75 MSEK plus in energy effective machines and energy effective robots cells Install new fossilfree heating and cooling system at Ekets Precision
	Installation of charging posts at Ekets Precision Installation of charging posts at Ekets Ullman Installation of free cooling at Ekets Ullman Installation of solar cells at Ekets Uppåkra	Plan to phase out fossil fuel cars	Register us and sign up for Ecovadis and implement related processes, continue to invest in energy efficient equipment Plan for fossil-free car in the carpool
	Expanded the use of local partners	Follow scrap trends in daily management	Work with scrap in a standardized process Minimize the scrap rate, by daily observation and with prioritized scrap list for continues improvements

# Our investments in responsible work relations and related activity's

Ekets is working to create a sustainable value chain to ensure the company is operating sustainably. This will allow sustainability matters to permeate the entire materials, design and production chain, in order to create a sustainable business that creates value at all levels. Ekets code of conduct and ethical guidelines are based on our values: value-focused, professional, decisive and inclusive.

Ekets has not had any known incidents of corruption or anti-competitive conduct over the course of the year. The objective is to have no internal or external incidents relating to corruption.

Category	Investment/activity 2023	Investment/activity 2024	Investment/activity 2025
 <b>3</b> GOOD HEALTH AND WELL-BEING	Contributions for leisure activities	Introduced Benify app with benefits for our employees	Register us and sign up for Ecovadis, and implement related processes and improvements to secure high score and wellness in our employee surveys
 <b>5</b> GENDER EQUALITY	Introduction of a whistle blow policy Implement Code of Conduct Processes for supplier appraisals concerning human rights, covering topics such as child labour and forced labour.	Implement information about or Code of Conduct to our supplier manual.	Register us and sign up for Ecovadis and implement related processes, update our Policy against harassment and discrimination  Coordinate job descriptions in the group
 <b>8</b> GOOD JOBS AND ECONOMIC GROWTH	Implement IT system support for work environment	1 800 training hours have been completed	Register us and sign up for Ecovadis and implement related processes, work with employee participation and leadership through Part Development Coordinate competency matrices in the group



# Climate Improvements and Emission Reduction goals (Scope 1, 2 & 3)

Climate change poses significant risks to both society and business. For our company, reducing greenhouse gas emissions is not only a moral responsibility, but also essential for long-term resilience, competitiveness, and stakeholder trust. By actively working to lower our carbon footprint across Scope 1, 2, and 3 emissions, we contribute to global climate goals while also strengthening our operations, reducing costs, and future-proofing our business against regulatory and market shifts. Sustainability is a core part of our strategy, and climate action is central to how we create value for customers, employees, and the communities we serve.

The EKETS Group are committed to actively contributing to limiting global warming in accordance with the Paris Agreement and the UN climate goals. This means that we will reduce our greenhouse gas emissions in line with science-based targets and work towards net-zero emissions for Scope 1-2-3 by no later than 2040. We will also integrate sustainability principles according to ESG (Environmental, Social, Governance) throughout the organization.

- Map and measure our direct and indirect emissions for Scope 1 and 2 as well as relevant parts of Scope 3 by 2027 for all units in Ekets Group.
- Reduce our absolute emissions in Scope 1 and 2 to 100% Net zero by 2030 from baseline 2019.
- Reduce our absolute emissions in Scope 3 to 100% Net zero by 2040 from baseline 2024.
- Prioritize emissions reductions throughout the value chain before climate compensation.

Scope	Main Project EKETS Group	Reduction	Plan
Scope 1	Fossil-free company cars and pool cars	100% CO <sub>2</sub> -free	2030
Scope 2	Sustainable sourced district heating	100% CO <sub>2</sub> -free	2030
Scope 3 Upstream	Climate requirements and goals for our key suppliers Use key suppliers and partners that are 100% CO <sub>2</sub> -free in scope 1 & 2	100% CO <sub>2</sub> -free	2040
Scope 3 Downstream	Customer dialogues to switch to materials with low or no climate impact. Customer dialogues for increased load factor in transport.	100% CO <sub>2</sub> -free	2040

# Reporting on Energy usage

In 2025, we will launch work to develop a structure for reporting on our energy and transport use, ensuring we can measure and compare the usage over time. Ekets Ullman was incorporated into the group on 1 October 2022. Speedtool was incorporated into the group on 1 of September 2022 but has such minimal impact on our energy usage that it is not included until 2023. Solar electricity at Uppåkra came into use on 3 October 2023, explaining the low proportion.

Ekets Precision AB					Ekets Ullman AB				
Energy usage	2021	2022	2023	2024	Energy usage	2021	2022	2023	2024
District heating					District heating		520 MWh	518 MWh	667 MWh
Heating oil	355 MWh	310 MWh	230 MWh	226 MWh	Heating oil				
Electricity	3,940 MWh	3,956 MWh	3,076 MWh	3,123 MWh	Electricity		9,072 MWh	8,455 MWh	8,280 MWh
Speedtool AB					Ekets Uppåkra AB				
Energy usage	2021	2022	2023	2024	Energy usage	2021	2022	2023	2024
District heating					District heating	1,383 MWh	844 MWh	725 MWh	488 MWh
Heating oil					Heating oil				
Electricity			307 MWh	386 MWh	Electricity	6,056 MWh	5,632 MWh	4,806 MWh	4,201 MWh
Production of solar enery			153 MWh	122 MWh	Production of solar enery			73 MWh	1,409 MWh

# Sustainability linked to our stakeholders

Sustainability is a shared responsibility, and our stakeholders play a vital role in shaping our sustainability agenda. We engage with a wide range of stakeholders—including employees, customers, suppliers, investors, and local communities—to understand their expectations and align our sustainability efforts accordingly.

By maintaining open and transparent dialogue, we ensure that our strategies reflect the values and concerns of those affected by our operations. This collaboration helps us identify material issues, improve our environmental and social performance, and create long-term value for all parties involved. Our stakeholder relationships are essential to driving meaningful progress toward a more sustainable future.

## Sustainability linked to our stakeholders

Stakeholders	Dialogs	Fokusarea
Owners	Board meeting, visit, reporting, KPI	Strategic sustainability work, growth, code of conduct
Employees	Daily management, personal development meetings, safety committee, monthly meetings, union representatives, TV screens in the operation	Safe workplace, personal development, information and training
Customers	Meetings, trade fairs, customer audits, surveys, marketing activities and evaluations	Effective development, climate and climate reporting, ESG Environment Social and Governance, certifications
Suppliers	Meetings, fairs, surveys, audits and evaluations	Transport and logistic, Code of Conduct, work environment and safety, improvements related to sustainability and development
Authorities municipalities	Meetings, visits, monitoring of government portals, reporting	Long-term perspective in decision-making, reporting regarding conditions
Society	Meetings and visits from schools, associations and organizations	Climate impact, attractive, diversity engagement in the community, sponsorship and recruitments
Interest organisations	Meetings, visits, networking, membership	Climate, development, sustainable production

# Sustainability risks connected to our operations

As part of our commitment to responsible business practices, we continuously assess the sustainability risks associated with our operations. These risks may include environmental impacts such as emissions, energy consumption, and waste generation, as well as social and governance-related challenges, including labor practices, supply chain transparency, and regulatory compliance.

We recognize that our activities can influence both local and global ecosystems, and we are actively working to mitigate these risks through targeted initiatives, stakeholder engagement, and continuous improvement of our sustainability performance. By identifying and addressing these risks proactively, we aim to ensure long-term resilience and contribute positively to the communities and environments in which we operate.

## Sustainability risks related to our operations

Actor	Risk	Management
Customer	Completely new technologies, demands, customer confidence, branding	High competence, personnel development, follow market developments, member of development organizations, ESG reporting to our customers, customer dialogue and feedback.
Suppliers	Transporters, inadequate environmental & working conditions	Supplier Handbook, Code of Conduct, visits and audits, supplier development
Politics & legislation	Deficiencies in compliance with the law, new trade barriers	Legal monitoring, following global developments, training and education
Economy & Conjunctures	Increased costs for sustainable materials, reduced investment in sustainability during economic downturns	Long-term sustainability strategy, budget work
Technology, production and technical development	Technology with high environmental impact	Investment plans, phase-out plans, energy analyses, maintenance planning
Society, social values & nature	Societal changes, national or international events, changed behaviors, pollution	Meetings and visits from schools, associations, and organizations, marketing of our companies, monitoring changes, surveys
Media & corporate profiling	Incorrect reporting and description of our operations, spreading of rumors	Website, communication with media, communication in social media
Employees & personnel supply	Deficiencies in safety and work environment, competencies	Training and educations, safety committee, safety rounds



# Prioritized sustainability projects to REACH NEW HEIGHTS



- Continue to work on our global UN goals
- Finalize our DMA, Double Material Analysis
- Report and sign up for EcoVadis
- Report and Submit targets
- CO2 Footprint for all the sites in Ekets Group
- Expand our work with continuous improvements through cross-functional expert training
- CO2 reports for products delivered
- Develop a broken down plan for our sustainability goals
- Implement a sustainability policy
- Further higher score for SAQ 5.0
- Update our supplier manual with IT security demands in line with NIS2

# Sustainable leadership and employeeship

Ekets have approximately 500 employees. These employees are our most valuable resource – their drive, curiosity and commitment.

The company has worked actively on both communication and anchoring in our values, resulting in positive outcomes for both leadership and employeeship. By working constantly on involving employees and improvement measures, whereby employees are involved in so called improvement groups, new processes have been established focusing on common problem solving. Approximately 350 improvement measures were carried out in the Group.

To improve communication and ensure the shared flow of information, digital information boards have been installed in several locations. The boards display current news items, information, our values and other elements, serving as a way of involving all employees and ensuring everyone has access to the same information.

In terms of health and safety and the working environment, the number of accidents and near-misses is measured. In 2024 we had 4 minor accidents resulting in at least one day off sick were reported, along with 184 near misses across our three larger factories. We have introduced a new whistleblower policy, and an external service is implemented.



# Diversity, equality and an Attractive Workplace

We actively work to ensure equal opportunities in recruitment, career development, leadership roles, and compensation. Our policies and practices are designed to eliminate bias and support a balanced representation of genders across all levels of the organization.

By integrating gender equality into our core values and daily operations, we aim to create an inclusive and attractive workplace, one where people feel valued, motivated, and empowered to grow. We believe that a diverse and respectful work environment enhances employee well-being, strengthens our employer brand, and helps us attract and retain top talent.

Through continuous training, inclusive leadership, and open dialogue, we strive to build a culture where diverse perspectives are embraced. Gender equality is an integral part of our sustainability strategy, and we believe that a diverse and inclusive workplace is essential for building a resilient and responsible business for the future.

Ekets Uppåkra	2023	2024	Ekets Ullman	2023	2024
Employees	79,6% men 20,4% women	77,6% men 22,4% women	Employees	77,6% men 22,4% women	78,5% men 21,5% women
Management group	80% men 20% women	80% men 20% women	Management group	40% men 60% women	40% men 60% women
Totalt employees	181	170	Totalt employees	123	125
Staff turnover	3,7%	4,8%	Staff turnover	4,8%	6,9%
Healthy presence	97,3%	97,54%	Healthy presence	97,48%	97,38%

Ekets Precision	2023	2024	Speedtool	2023	2024
Employees	78,7% men 21,3% women	75,4% men 24,6% women	Employees	100% men 0% women	93,75% men 6,25% women
Management group	100% men 0% women	100% men 0% women	Management group	100% men 0% women	93,75% men 6,25% women
Totalt employees	122	121	Totalt employees	13	16
Staff turnover	3,4%	6,8%	Staff turnover	7,7%	6,25%
Healthy presence	96,6%	96,9%	Healthy presence	98,4%	98,7%

Ekets Group	2023	2024	Ekets board	2023	2024
Management group	100% men 0% women	100% men 0% women	Board	100% men 0% women	100% men 0% women

# Personal safety and education

At the core of our sustainability and environmental efforts is a strong commitment to our employees. We believe that a well-informed and engaged workforce is essential for achieving our environmental and safety goals.

All employees receive regular training tailored to their roles, covering environmental awareness, quality standards, and workplace safety. This includes both mandatory onboarding sessions and continuous learning opportunities throughout the year. Special focus is placed on risk prevention, emergency preparedness, and compliance with relevant environmental legislation and internal policies.

We actively promote a culture of safety and responsibility, encouraging open communication and continuous improvement.

Our safety performance is monitored through regular audits, incident reporting, and follow-up actions. In addition, we ensure that all personnel have access to the necessary protective equipment and are trained in its proper use. By investing in our people, we not only strengthen our operational resilience but also foster a workplace where sustainability and safety are shared values.

Ekets Uppåkra	2023	2024
Education hours	159	771
Apprentices	10	22
Safety walks	20	28
Incidents	79	52
Accidents with sick leave	3	6
Risks assessments	4	5
Whistlerblow	0	0

Ekets Precision	2023	2024
Education hours	57	296
Apprentices	11	15
Safety walks	23	28
Incidents	13	13
Accidents with sick leave	3	3
Risks assessments	2	4
Whistlerblow	0	1

Ekets Ullman	2023	2024
Education hours	332	757
Apprentices	4	8
Safety walks	19	23
Incidents	31	35
Accidents with sick leave	4	0
Risks assessments	3	0
Whistlerblow	0	0

Speedtool	2023	2024
Education hours	25	25
Apprentices	1	1
Safety walks	0	0
Incidents	0	0
Accidents with sick leave	0	1
Risks assessments	0	0
Whistlerblow	0	0



# Our Core value and responsible relations

Ekets is working to create a sustainable value chain to ensure the company is operating sustainably. This will allow sustainability matters to permeate the entire materials, design and production chain, to create a sustainable business that creates value at all levels. Ekets Uppåkra's code of conduct and ethical guidelines are based on our values: value-focused, professional, decisive and inclusive.

Ekets has not had any known incidents of corruption or anti-competitive conduct over the course of the year. The objective is to have no internal or external incidents relating to corruption

## Professional

Knowledgeable  
Loyal to the company and colleagues  
High integrity

## Value-focused

Create value for the customer and the company  
Eliminate inefficiency

## Determined

Goal-oriented  
Keeps the promise

## Inclusive

Build teams  
Develop others and inspires



# Collaborating partners

In today's fast-paced and interconnected world, staying ahead as a company requires more than just internal excellence—it demands strong, strategic relationships across markets, partners, educational institutions, and collaborative projects.

By actively engaging in diverse networks, we:

- Gain valuable insights into emerging trends and market needs.
- Foster innovation through collaboration with schools, research institutions, and creative partners.
- Expand our reach and visibility in new and existing markets.
- Build trust and credibility through meaningful partnerships.
- Stay agile and competitive by learning from others and sharing best practices.

Ekets networking is not just about making connections—it's about creating opportunities for mutual growth, learning, and long-term success. By investing in these relationships, we position ourselves at the forefront of our industry and ensure we continue to evolve with purpose and impact.



## • Collaborations

- Member to FKG, Scandinavian Automotive Supplier Association
- Member of SOFF, Swedish Security & Defense Association
- Member of SKTC, Swedish Precision Turning Association
- Member of SID, Syndicate International du Décolletage
- Member of Gnosjöregionen.se regional interest organization
- Member of Swedish Business & Engineering Companies
- Member of college Teknikcollege Småland
- Member of Cleanliness group at RISE
- Member of AR/VR project at Vinnova

# Policys

At Ekets Group our policies are more than just formal documents—they are the foundation of a healthy, productive, and ethical workplace. Each policy is carefully designed to guide our actions, protect our people, and support our mission. Whether it's about safety, data protection, equality, sustainability or professional conduct, our policies ensure that everyone knows what is expected and how we can work together effectively.

Understanding and adhering to our policies is not just a responsibility—it's a commitment to excellence and integrity.



## ● Policy's

- Environment policy
- Sustainability policy
- Purchasing policy
- Quality policy
- Health and safety policy
- Drugs and alcohol policy
- Visit policy
- Code of Conduct policy
- Traveling policy
- Rehab and work adaption policy
- Policy against Harassment and discrimination
- Whistlerblow policy
- IT Policy
- Information security policy
- Mobile use policy
- Raw material policy

# An important community operator

Ekets plays an important role in the community and has particularly high responsibility in the areas where we operate. For this reason, the company is involved in developing the local community and working with its local operators in the surrounding area. Local cooperation both benefits current employees and ensures a future supply of labour in the area.

Ekets collaborates with local education organisers to support young people and ensure a future supply of labour, for example through collaboration with Teknikcollege.

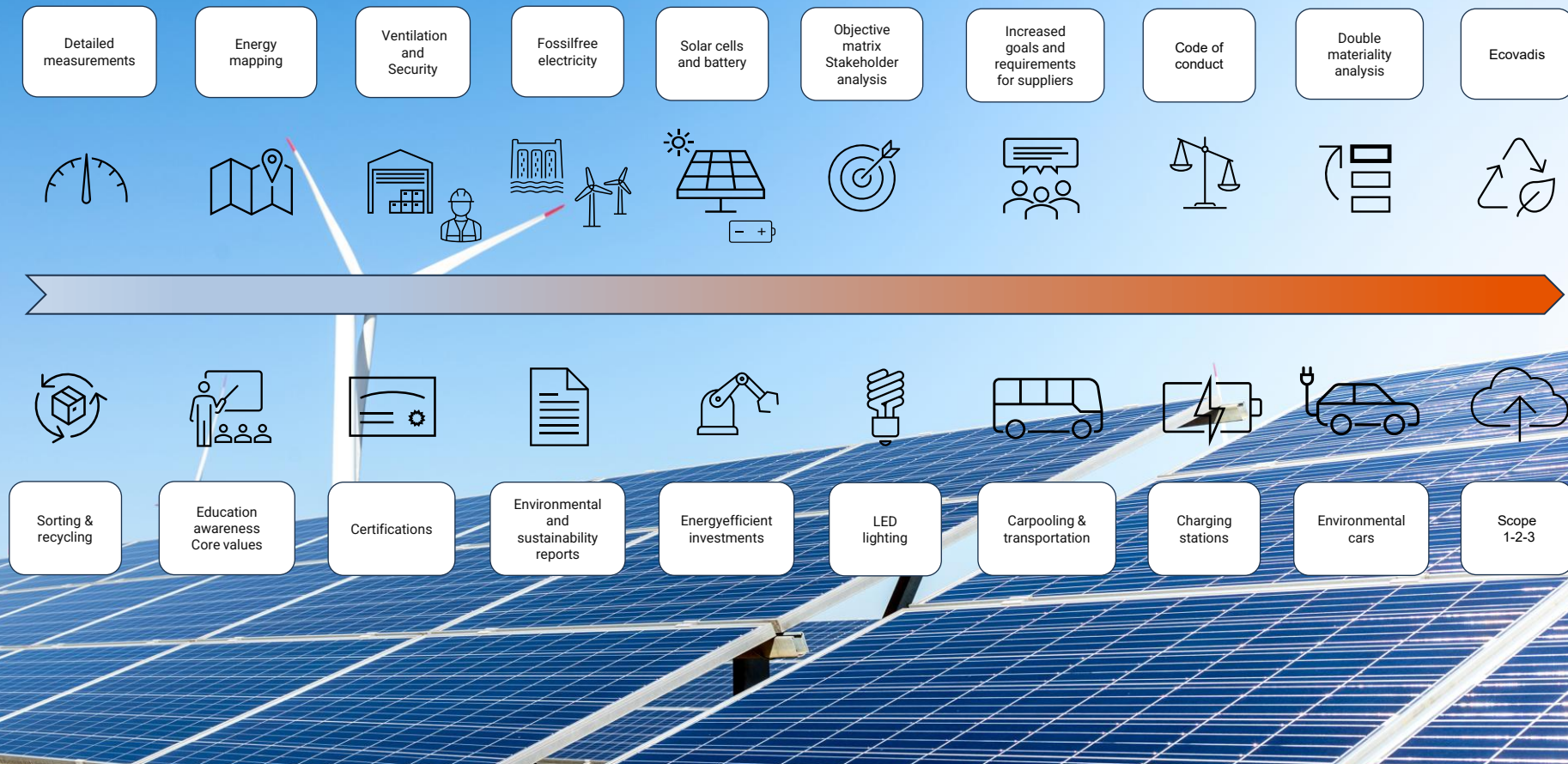
Ekets sponsors sports activities and other activities of benefit to society, focusing on the municipalities in which we operate and youth activities in particular. In total, we sponsor more than 20 club's, associations and organizations, below are a number of these.

- Skillingaryd IS
- Götastöms Golfklubb
- Cancerfonden
- Team Rynkeby
- Alvesta IBK
- Alvesta United
- Alvesta SK
- Moheda IF
- The youth of Ekets
- Räppe Goif
- Moheda Innebandy
- Ekets Goif
- Branch Firefighter
- Industrial Technology Program in Ängelholm





# Our sustainability journey REACH NEW HEIGHTS



A full-page background image showing two hikers from behind, walking on a rocky mountain trail. They are wearing yellow jackets and carrying large backpacks. The hiker in the foreground has a yellow backpack with 'EKETS' written on it. They are looking out over a vast mountain range with snow-capped peaks and dense forests. The sky is cloudy.

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# REACH NEW HEIGHTS™

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