

# CALDARO

## 2022 Sustainability Report





# Sustainability is necessary

Sustainability is growing in importance every year. What used to be an "extra" is a necessity for doing business today. There is no business on a dead planet. Everyone has to contribute.

In February 2022, Russia attacked Ukraine, and the war is still ongoing. The human cost of violence, destroyed infrastructure, deaths, physical injuries, and hunger is an ongoing trauma that affects us all. Another effect is that the prices for fuel and electricity have increased, which gives us another incentive for more innovative energy use.

The war has also made it unreliable to use trains for transportation from Asia. This is one of the reasons why we focus even more on sourcing and producing our products locally in Sweden. Another reason is that it's convenient to have the suppliers near our own production so that we can visit them quickly whenever needed, and it's easier to secure the quality we demand. Additionally, it greatly reduces the climate impact of transportation.

In spring 2022, we became part of the vision goals for sustainability of our business group, Addtech. In the autumn, we got our first rating from Ecovadis, and we are very proud that we received a Platinum rating, which means we are among the top one per cent!

From now on, we expect all our business partners to also sign up with Ecovadis so that they, together with us, can secure sustainability throughout the whole value chain.

We keep on working with the UN Global Compact goals. We renew our commitment to support the UN Global Compact.



Claudio Talamo, CEO of Caldaro







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# About Caldaro

Caldaro is a leading OEM supplier of customer adapted control components to major industrial customers: joysticks, pedals, sensors, and marine levers.



HQ in Stockholm



Close to 50/50 ♀♂



300 000 products per year



4 production sites in Sweden



Customers in 42 countries



# Contributing to UN Global Compact

Caldaro has committed to focusing on the following five sustainability goals of the UN Global Compact

**5** GENDER  
EQUALITY



**Goal 5:** Gender equality. Caldaro has a nearly even gender distribution. Employee's salaries are not affected by gender.

**8** DECENT WORK AND  
ECONOMIC GROWTH



**Goal 8:** Decent working conditions and economic growth. With the best possible working conditions, we create the best products that satisfy customers.

**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**Goal 9:** Sustainable industry, innovations, and infrastructure. Many of our sub-components are made close to Caldaro's factories. It saves time, money, and the environment.

**11** SUSTAINABLE CITIES  
AND COMMUNITIES



**Goal 11:** Sustainable cities and communities. All our products feature electronic controls, enabling electrification of the customers' machines, which leads to greatly reduced emissions.

**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



**Goal 12:** Responsible consumption and production. Our headquarters' premises are environmentally certified according to the international BREEAM In-Use.



# Our philosophy

In our company philosophy, it is evident that the whole process — from the extraction of raw materials to a finished product fitted in a machine — is a context that involves individuals, workplaces, local communities, nations, and ultimately our entire planet.

One cannot talk about growth without, at the same time, thinking about sustainability in both a biological and social sense.

Sustainability concerns our entire existence. It is a vast and complicated matter, and for an individual or for a company, the task might feel overwhelming. Nevertheless, the decision lies in what each one of us does every day. We can all contribute with what we have the ability to influence.

For Caldaro, this means that we ensure that our production and products comply with international directives, regulations, and certification requirements. We are transparent with our engagement for sustainability and quality, so our customers can trust us.

Our mission is to be part of creating a better driving environment for machine operators. We save operators from bad joysticks and simultaneously make the world a better place.







# Our working environment

Since 2010, Caldaro's head office is situated on Kungsholmen in Stockholm. We chose the building because it was one of Sweden's few environmentally certified properties. Our property belongs to only 5 per cent of properties that, according to the international certification BREEAM In-Use, have been rated Excellent or better.

This certification addresses issues such as personal health, energy use, and waste management, and it ensures that our entire business starts from such a sustainable foundation.

We track all our waste and recycle everything that can be recycled. The lighting is 100 per cent LED. We use 100 per cent renewable energy.

Our production plant in Flen is 100 per cent self-sufficient with solar panels.



# Working at Caldaro

Our people are problem solvers, innovators, and always ready to listen to a customer. Our employees tend to stay at Caldaro for many years, which make us very proud. It's generally an inspiring, creative, and fun workplace.

With the best possible working conditions, we create the best possible products, which give us satisfied customers. This is a fundamental principle for Caldaro's business.

By creating a good company culture, being explicit in terms of organisation and leadership, and setting clear goals, we give ourselves the best chance to succeed in a tough industry.

We offer all employees a wellness allowance and time to work out during working hours, something we believe is behind the fact that we have a low staff turnover rate, and very low sickness absence.

We have an even gender distribution and 33 per cent women in leading positions.





# When we travel

We plan our travel routes carefully to limit carbon dioxide emissions. We measure all emissions, and in 2023 we will introduce a new environmental goal for CO<sub>2</sub>/Turnover.

Here are some examples of what we do.



60% of our cars are plug-in hybrid electric cars. Our goal is 80%.



We choose to travel by train when possible.



We still need to go by airplane for international travels.



We often choose to have online meetings.



# When we exhibit at expos

Anyone who has been part of exhibiting at an expo is familiar with the enormous waste of materials used. It's prevalent that the furniture, floor and prints are used on just one occasion and then thrown away.

We felt that we couldn't continue doing that, so we changed our expo behaviour in an effort to care more for natural resources.

We bought high-quality furniture that we can use at many exhibitions. When we are not using them at exhibitions, we have them placed in our lobby where every visitor can see our products.

We are using a sustainable oak floor that we will reuse during many exhibitions, and we have a brass plate on it where we add a place and a year for every time we use it.

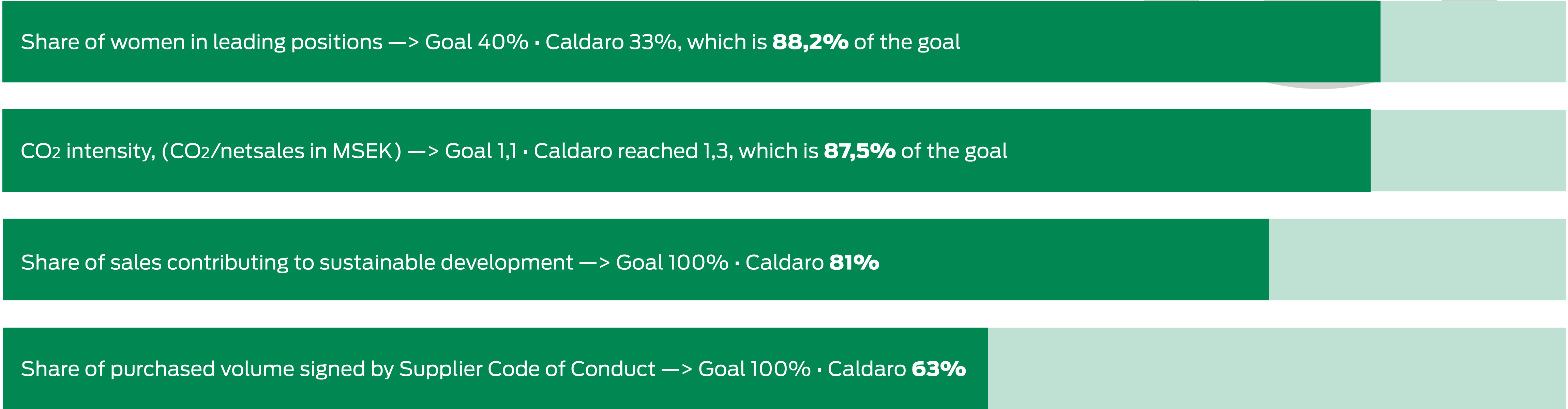




# We are part of Addtech's vision goals for sustainable development

Addtech is a publicly listed Swedish technical solutions group. The business comprises about 140 independent companies that sell high-tech products and

solutions to customers, primarily in the manufacturing and infrastructure sectors, in around 20 countries. Caldaro is one of these companies.





# Our Ecovadis rating

We are proud to be among the top 1 per cent of Ecovadis-rated companies worldwide.

They rate our performance in Environment, Labor & Human Rights, Ethics, and Sustainable procurement. Ecovadis require evidence supporting the reported data making the rating trustworthy.

Looking forward, we encourage all our business partners to sign up for Ecovadis and become active in creating a sustainable chain of value.





# Our production

We work with three main production sites in Sweden, so it's easy for us to visit them and fully engage in the production process. Short distances mean shorter travel and shorter transport.

Our production partners are socially engaged companies creating meaningful jobs for people with disabilities, which for them is a chance for personal development, and increased quality of life.

Small-scale production in a network of production sites promotes personal relations and flexibility. It allows us to quickly scale up or down the production capacity.



Our productions sites in the north of Sweden:  
Överkalix, Kalix, Arvidsjaur, and Luleå.

Caldaro's HQ in Stockholm

Our production site in Flen has one of Sweden's largest thin-film solar cell roofs.

Our productions sites in the south of Sweden:  
Kalmar and Nybro.



# Our products



## Durable, ergonomic and innovative

Creating durable products implies being responsible for the use of natural resources. Ergonomic design cares for human operators.

We use innovative technologies, and our products are often part of the ongoing electrification of industrial machines.

They are part of making the working environment cleaner. The end-user is always in focus!

Many of our products have over-moulded electronics to make them better protected!

We test the products in lifetime tests to ensure the best endurance and quality.

100 per cent traceable, tested and stored data. Every product has a unique ID.

All of these products are locally produced in Sweden, with trusted, long-term partners.

Brilliant ideas and designs have been rendered in several IP rights!



**Industrial joysticks:** Ergonomic, high-precision, heavy duty, premium joysticks.



**Sensors:** Many types of reliable sensors and the patented pulley sensor.



**Industrial pedals:** Ergonomic, high-precision, heavy duty premium pedals.



**Marine levers:** Ergonomic, sophisticated, high-precision levers for demanding boats and ships.



# Our certificates and policies



ISO 9001 is a management system standard for quality management.



ISO 14001 is a management system standard for environmental management.



Restriction of Hazardous Substances (RoHS): EU rules.



Registration, Evaluation, Authorisation and Restriction of Chemicals, an EU regulation.



## Caldaro Conflict Minerals Policy Statement

Caldaro is committed to the ethical sourcing of minerals used in our products.



## Caldaro Code of Conduct

Addtech’s Code of Conduct which summarises how we all should act in order to run our business in an ethically, socially and environmentally sound way.



A group of business professionals in suits are silhouetted against a bright, glowing world map. The map is centered on the Atlantic Ocean, with North and South America visible on the left and Europe and Africa on the right. The background is a warm, orange-yellow gradient.

# Our Customers

You can find our customers in 42 countries all over the world. Our typical customer is a leading OEM within their niche. They have high demands and expectations of quality. Often they want customised products and, many times, exclusively designed products.

We like to create long-term business relationships with our customers. Then we can become creative and work together to customise our products and develop new ideas. Customer satisfaction is high, and we continuously work to increase it further.

Our hopes of influencing the development towards higher sustainability do not end with delivering our products to customers. By cultivating good cooperation with them, we create relationships based on long-term and mutual responsibility.

Customers testify that thanks to our product's functionality and design, they have less downtime and lower sick leave with their operators, which gives companies the tools for good sustainability work.

Every electrified machine, where our electric controls replace hydraulic controls, enables a more efficient machine. An onboard computer will interpret the joystick movement and translate it into a perfect machine operation the first time, resulting in lower emissions.

We are thankful that we have demanding customers who continuously force us to perform better.





# Our Recycling

We recycle as much as possible and track all of our waste.

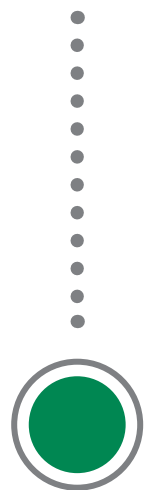
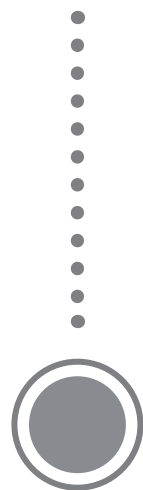
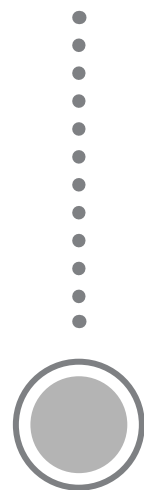
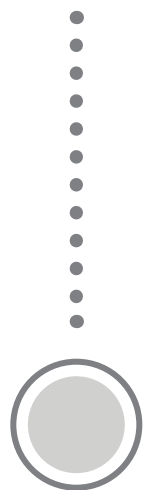
Paper  
Cardboard  
Metal  
Plastics  
Chemicals  
Electric waste



# ZERO WASTE!



# Our transformation towards sustainability



2019

Committed to UN Global Compact.

2020

The first plug-in hybrid electric car.

2021

Due to the pandemic, we almost didn't travel at all.

2022

Committed to Addtech's vision goals. Rated by Ecovadis. Reusable expo furniture on tour.

2023

Create more sustainability goals. 80% plug-in hybrid electric cars.





# LOOKING FORWARD

## What can we do better?

- » Ensure that every supplier signs up for our Supplier Code of Conduct
- » Encourage all of our business partners to get an Ecovadis rating
- » Set a goal for CO<sub>2</sub>/Turnover
- » Write a policy for diversity.
- » Make a clear effort to make sure both women and men feel welcome to apply for open job positions.