# SUSTAINABILITY REPORT 2023

COMMUNICATION ON PROGRESS

UN GLOBAL COMPACT

BIM

## Statement from Owners - A Sustainable future for coming generations

The long-term nature of a family business suits us and creates the conditions for the sustainable entrepreneurship that we protect within BIM. Sustainability is not only a worldwide focus area for the coming generation but also for the survival of our company. We have overcome several challenges during our 50-year journey within the pulp and paper industry, and we are ready to face new ones.

Already from the start of our company a part of the vision was that BIM shall develop, manufacture and deliver speciality chemicals and green concepts to the pulp and paper industry, and concentrate on specific niches where our concepts offer a clear environmental benefit.

Our unique BIM way of working, thinking outside the box, and encouraging own initiatives and creativity will generate new ideas and help us take the next step and stay successful in the future.

We shall remain a family-owned company for generations to come.

The family's vision for BIM Kemi is global presence, innovation, and flexibility. We will continue to put a lot of effort and resources into R&D. We shall develop niche products in close cooperation with our customers and suppliers to meet the increased environmental awareness for sustainable solutions caused by the climate change.

Our flexibility and focus on R&D give us a competitive edge.  We want to be the best at what we do, delivering tailored solutions with a focus on sustainability. It's not for nothing that we have green in our logo!

We have a very positive and exciting future ahead of us, with many interesting product developments in the pipeline.

*Peter Wållberg, Founder and Owner*

*Anna Wållberg Axelsson, Owner*

*Martin Wållberg, Owner*

## Statement from CEO

To our stakeholders:
In 2023, “Your mission, Our challenge!”served as a steadfast guideline for BIM Kemi, driving our unwavering commitment to sustainability forward. Thanks to dedication and hard work from our team, we successfully met our customers’ demands and needs while maintaining our focus on sustainable development despite the challenges we see around us.

The events of the past years have further highlighted both the fragility and resilience of our global economic, environmental, and social systems. During 2023, we have started to recover from the effects of the worldwide pandemic, supply chain disruptions, raw material shortages, and cost increases. However, the war situation continues, and the humanitarian support worldwide is bigger than ever. The need for an agile way of working and cooperation within the value chain remains to be our biggest challenge for the future. It is not enough to just embrace change, we intend to take actions and work together to ensure that our industry will not only survive, but thrive, and achieve a sustainable future for the next generation.

This sustainability report covers a Communication on Progress for the year 2023, according to United Nations Global Compact (UNGC). Thus, BIM Kemi reaffirms its support of the Ten Principles of the UNGC, where we have been a member since 2018. The principles involve aspects of Human Rights, Labour, Environment, and Anti-Corruption. The report outlines our ongoing efforts to continue to incorporate the principles of the Global Compact into our business strategy, culture, and daily operations, in compliance with EU regulations and sanctions. This includes our decision to exit the Russian market entirely in 2022, which remains unchanged. We committed to transparently sharing this information with our stakeholders using our primary channels of communication.

Focus areas for our sustainability work are to continue to decrease our climate impact in line with the Paris agreement and further develop our Green chemistry. We are proud that we have decreased our greenhouse gas (GHG) emissions from scope 1 & 2 by over 30% compared to last year and over 40% compared to 2021. This means we are well in line with our long-term goal of 50% by 2030. This achievement is mainly due to the replacement of an oil pan to a pellet boiler in Stenkullen and the installation of the liquified petroleum gas boiler in Drammen. Furthermore, during 2023 our energy consumption of renewable resources has increased by almost 80% compared to 2021.

Totally in 2023, our GHG emission intensity ratio for BIM Kemi (kg CO2 e/ton trade product) has decreased by over 20% compared to last year. We also continue to invest in long-term collaborative innovation projects, to find more sustainable and environmentally friendly customer solutions.

Our sustainability work is based on best practice, recent research and dedicated support from our employees and management.

*BIM Kemi is dedicated to achieve our long-term goals that aim to benefit future generations.*

Sincerely yours,

*Anders Rietz CEO*



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The reporting period for this sustainability report is full year 2023.
This is the third GRI referenced report from BIM Kemi.

# General information

## Company Profile and Entities

**OWNERSHIP AND LEGAL FORM**

BIM Kemi is a Swedish, privately-owned entrepreneurial chemical company supplying the pulp- and paper industry with speciality chemicals and application knowledge. It is 100% owned by the Wållberg family and has been so since it was founded in 1973. We provide services and concepts all over the world through a global network of experts, production sites, and R&D facilities, employing about 220 employees.

The BIM Kemi Group consists of the parent company BIM Kemi AB, organised under the laws of Sweden, and 11 operating companies located in Sweden, Norway, Finland, United Kingdom, Germany, Poland, Benelux, Czech Republic, Portugal, France, and South Africa.
We have 5 production sites located in Sweden, Norway, Finland, United Kingdom, and South Africa. The headquarter is in Gothenburg, Sweden. The local operating companies are organised under local national legislations and fully owned subsidiaries to BIM Kemi AB.

**PRODUCTS, SERVICES, AND MARKET**

With our Green chemistry and a customer-focused research and product development, we strive to develop innovative, long-term sustainable products with high quality and minimal impact on people and the environment. Our speciality chemical concepts are designed to improve customer products and processes in a cost-effective and sustainable way, by e.g., streamlining and maximising their energy, water, and fibre efficiency. **Global strength, local presence**. We work globally, meaning that we can provide teamwork, services, and concepts all over the world, and have customers and local representation in most pulp and papermaking countries. Secondary market industries include construction, paint & coatings, and other industries. We have a single brand, BIM, which represents the entire company's operations, our positioning, values, and vision forward as well as our products and services.

## Value Chain

At BIM Kemi, we strongly believe that an effective supply chain management is the key to ensure sustainability of our operations and customer satisfaction. We need to consider the environmental and human impact throughout the whole supply chain, from raw materials sourcing to production, storage, delivery, and every transportation link in between. BIM Kemi Group is committed to conducting business in a sustainable and responsible manner - in the interest of the company, its staff, the public, and our planet. Promoting proper business ethics, respect for internationally recognized human rights, decent working conditions and environmental practices in BIM Kemi is part of our strategy, to act in a socially responsible manner. Adherence to applicable laws and regulations of the respective countries as well as applicable international laws is the basis for cooperation.

BIM Kemi has a Group Supply Chain Team consisting of representatives from our production

**With our Green Chemistry and a customer-focused research and product development, we strive to develop innovative, long-term sustainable products with high quality and minimal impact on people and the environment.**

**At BIM Kemi, we strongly believe that an effective supply chain management is the key to ensure sustainability of our operations and customer satisfaction.**

sites and the supply chain – Purchase, Quality, Environment, Production, and Logistics. The Supply Chain Team cooperates and benchmarks between the production sites to ensure that we always work according to best practice in our internal processes.

A key aspect in ensuring the sustainability of our products and business is to carefully choose our suppliers and raw materials. We believe that a strong supplier relationship management and well-defined risk and compliance assessment of our suppliers are essential for sustainable sourcing. We are proud of our high-quality speciality chemicals and solutions and the positive contribution they do for our customers. It is important for us that our suppliers keep the same high focus on quality and sustainability as we do. We expect our business partners to follow our Supplier Code of Conduct. BIM Kemi's Supplier Code of Conduct sets requirements for suppliers and is inspired by the UN Global Compact, the UN Guiding Principles for Business and Human Rights and the Sustainable Development Goals.

In 2023, there were some factors that affected and posed challenges for our supply chain:

- Global logistics problems due to the Red sea crisis caused freight cost increases and delays for overseas shipments. This increased the need for extra close dialogue with our customers, orders with longer lead times, and sharper forecasts.

- The shortage of raw materials in Europe, which had a major impact in 2021 and 2022, was stabilised during 2023. But still, cost increases, and limited availability remained for some raw material groups. To manage the situation, we continued our work initiated to secure alternative raw materials and suppliers.

Thanks to our cross-functional Supply Chain Team, we handled the challenges regarding raw materials and transport in a good way and ensured deliveries to our customers to the greatest extent possible.

## Governance

BIM Kemi is governed by a five-member Board of Directors, whereof three members are outside directors. The Board sets our strategic direction based on the owners' vision, approves our long-term strategy, and takes appropriate action to ensure that we have the resources we need to achieve our strategic aspirations. Our Group Management Team, where each local company is represented including HR and Finance, is responsible for implementing our strategy and growing our business.

We measure progress through a set of sustainability key performance indicators (KPIs) and associated targets, involving aspects of e.g., human resources, quality, health and safety, supply chain, finance, environment, and product development. The group-level key performance indicators (KPI) and targets are followed-up by the Group Management continuously.

The Sustainability Coordinator is responsible for ensuring that relevant management processes relating to material corporate sustainability topics are being developed and implemented as part of our strategy and integrated management system. The Corporate Sustainability Steering group has members representing each sustainability area. It acts as a collaboration forum to ensure the implementation and follow-up of sustainability as part of daily business operations.

## Strategy, Policies, and Practices

**STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY**

BIM Kemi is aware of the chemical industries' role in the history of modern eco-movement. We also have an insight in the huge potential we, as a supplier of chemicals and application techniques within the pulp and paper industry, have of being an enabler of a sustainable future, e.g. to enhance our customers' energy, water and fibre efficiency. By working closer with our customers and partners, looking into prospects, we aim at making life on earth more comfortable, healthy, and inspiring.

BIM Kemi has based our sustainability strategy on the UN Global Compact Principles and UN Sustainable Development Agenda. Hence, sustainable development for BIM Kemi is defined as the "development that satisfies the needs of the present without compromising the ability of future generations to satisfy theirs". We are specifically focusing on four of the UN SDGs that are most important to us and our stakeholders:

- Being a chemical industry **Good health and wellbeing** for every one that comes into contact with our products and operations is of highest concern. Health and safety and compliance are always in focus; to prevent accidents and incidents, substitute hazardous chemicals with less harmful ones, and provide accurate and sufficient product safety information.

**The focus forward is captured by our Green Chemistry concept. It is about having a life cycle perspective and sustainability focus in everything we do.**

- We incorporate our climate work in the goal for **Responsible consumption and production,** as well as our Green chemistry concept, and the safe and sustainable design of our products and application techniques. We rely on indicators like renewable resources, recyclability, climate impact and others. We also maintain a high ambition in our daily operations according to ISO certified environmental and quality systems, which also implies continuous improvement.

- **Decent work and economic growth** perspectives balances our efforts to improve social and environmental aspects, as the company needs a sufficient level of profitability to be able to re-invest in innovation and a healthy growth for a sustainable development. Developing our human resources and having a favourable environment in the workplace is also crucial to maintain our most important asset, our employees. Their engagement, experience, and knowledge is the key to success.

**Partnerships for the goals** is in the core of our company. In our innovation processes, we work closely with customers, suppliers, and other partners, as well as engage in networks and research projects. We are not the biggest player on the market, but we know how to create good collaborations and quickly adapt to changing conditions. We also understand that the performance of the value chain will never exceed the weakest link.

As members, we are dedicated to the ten sustainability principles of the UN Global Compact. The precautionary Principle 15 of the Rio Declaration is also a framework that we apply, implemented in our guidelines when developing new products. Please see specific sections for Products and materials, Energy, and Climate accounts in this report for more information on the specific actions.

The sustainability goals set for the coming years are based on our materiality analysis and focus on:

- Sustainable products

Based on our Green chemistry concept we have developed a guideline for Safe and Sustainable Design that constitutes the framework for processes, routines, checklists, and other tools in sourcing, product development and product evaluations. The main indicators for sustainable product profile are defined as circularity by using renewable and recycled resources, reuse and recyclability of products, risk profile and management, carbon footprint, and customer value as well as societal benefits. It is our goal to improve our products in line with these guidelines.

- Carbon footprint

Our long-term target is to decrease our climate impact to achieve net zero emissions by 2050, in accordance with the Paris Agreement. To accomplish this, we must improve the basis for governance and reporting, tighten the requirements on suppliers, and take measures to replace fossil fuels and reduce energy consumption.

For more information about these goals, please see sections about Sourcing, Products and materials, Energy, and Emissions/ Climate accounting.

## AFFIRMATIONS AND ENDORSEMENTS

We maintain a high quality in our sustainability work, and we have a continuous improvement process in place, which is strengthened by the following affirmations and endorsements:

- Certificates according to **ISO 9001 and 14001**, environmental and quality management systems, based on yearly external audits.

- Sustainability rating by the independent assessment agency **EcoVadis**. They assess companies globally and across several business sectors about environment, labour and human rights, ethics and sustainable procurement. The EcoVadis rating reflects the quality of the company's sustainability management system regarding policies, actions, and results. The last years, we have made the assessment for BIM Kemi Group and achieved gold rating, with improved score result every year.

- Membership of the **UN Global Compact**. We are dedicated to the ten sustainability principles, and we report our progress annually. This means that we operate in ways that meet fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption.

- Members of The International Council of Chemical Associations and **Responsible Care Global Charter.** Responsible Care is the global chemical industry's unifying commitment to the safe management of chemicals throughout their life cycle, while promoting their role in improving quality of life and contributing to sustainable development.

## POLICY COMMITMENTS

BIM Kemi is committed to conducting business in a sustainable and responsible manner – in the interest of the company, its staff, and the public. As a medium-sized family-owned company, we are a part of society in all the regions in which we operate. Adherence to applicable laws and regulations of the respective countries is the basis for cooperation. Furthermore, we respect the cultural, social, political, and legal diversity of societies and nations.

Our operating values and corporate philosophy are laid down in the internal document **BIM Spirit** and **BIM's Code of Conduct**, which are available on our website. The Code of Conduct includes principles of Business Ethics, Human Rights, and Environment. They represent a commitment for all employees with respect to their own conduct within the company and their dealings with the outside.

The Code of Conduct is signed upon employment. Our Code of Conduct was updated and approved by the Board of Directors in 2023. The effectiveness of this policy and its implementation is reviewed by our Group Management on a yearly basis.

Operating with integrity extends to preventing corruption and anticompetitive behaviour

**BIM Kemi is committed to conducting business in a sustainable and responsible manner – in the interest of the company, its staff, and the public.**

**During 2023, BIM Kemi was awarded a top 4% Gold rating for Sustainability by EcoVadis.**

**Operating with integrity extends to preventing corruption and anti-competitive behaviour. All our operating units and employee roles undergo risk analysis related to corruption.**

according to our **Anti-corruption Policy,** available on our website. All our operating units and employee roles undergo risk analysis related to corruption. We have identified groups of employees that are extra vulnerable to anti-corruption and established a routine for adopted training every three years.

At BIM Kemi, we expect all our employees (including but not limited to its Board of Directors, permanent and non-permanent employees, volunteers, and representatives) to make systematic, targeted efforts to conduct their work in full compliance with our Code of Conduct, applicable domestic and international laws, and conventions, as well as other relevant BIM policies and directives, such as the **Sustainability, Environmental, Quality, and Occupational Health & Safety Policies.** All of them available on our website. Other internal policies related to equal treatment, IT, drugs and alcohol, and travels are available for all employees on our intranet.

Our employees, partners, and other stakeholders are encouraged to report actual, potential, or suspected violations of the BIM Code of Conduct. Reports can be either in line with our regular channels of reporting and communication or the report mechanism and whistle blower link on our website.

**COMPLIANCE WITH LAWS AND REGULATIONS**

We are committed to strict compliance to laws and regulations, as well as the standards for which we hold certificates, and internal guidelines related to our operations and products. Compliance is a top priority according to the materiality analysis and it is also a mandatory requirement according to ISO 9001 and 14001. There is a continuous work establishing a company-wide compliance culture with undisputed standards according to our Code of Conduct and other Policies.

During the reporting period, BIM Kemi have not had any fines or other non-monetary sanctions for non-compliances with environmental, financial, or other laws and regulations.

## Stakeholder Engagement

The stakeholders are chosen out of their importance for our business – if they affect our business or if they are affected. Our success is dependent on being relevant to our stakeholders. It is of great importance to receive feedback from different perspectives, which supports our ability to focus on the topics that are most important.

| STAKEHOLDER | ASPECTS | COMMUNICATION STRATEGY |
|---|---|---|
| External customers | *Right quality on time*<br>*Product safety*<br>*Data about sustainability performance, especially climate and CO2 emissions* | *- Regular face-to-face communication from sales activities and meetings*<br>*- Communication about sustainability and product safety matters*<br>*- Customer survey, which will give input to improvement areas* |
| Raw material supplier | *Requirement specifications*<br>*Forecasts*<br>*Pricing*<br>*Sustainability matters* | *- Regular communication regarding forecasts and prices*<br>*- A yearly assessment of performance which is sent out for discussion to improve relations*<br>*- Follow up of Code of Conduct and in some cases site audits* |
| Employees | *Clear responsibilities*<br>*Communication*<br>*Safe and stimulating workplace*<br>*Development possibilities*<br>*Values, Code of Conduct* | *- Yearly development talks*<br>*- Biyearly employee survey, which is a platform for continuous improvement* |
| Authorities and third party auditors | *Compliance with legal requirements and standards*<br>*Improvements*<br>*Clear communication* | *- Regular reporting of specially environmental status.*<br>*- Audits and inspections in the area of quality, environment and health & safety* |
| Owners | *Result and target fulfilment*<br>*Culture* | *- Board meetings and regular informal meetings* |
| Competitors | *Code of Conduct* | *- Benchmarking* |
| Transport companies | *Requirement specification*<br>*Planning*<br>*Pricing*<br>*Climate impact* | *- Yearly assessment of performance* |

**Our success is dependent on being relevant to our stakeholders. It is of great importance to receive feedback from different perspectives, which supports our ability to focus on the topics that are most important.**

| STAKHOLDER | ASPECTS | COMMUNICATION STRATEGY |
|---|---|---|
| Financial, bank, insurance companies, investors | *Risk handling*<br>*Economic stability* | *- Regular reporting* |
| Local community and NGOs | *Local environmental aspects*<br>*Employment possibilities* | *- Networking*<br>*- Seminars*<br>*- Projects with local schools* |
| Universities and research institutions<br>Other organisations within Pulp & Paper industry | *Knowledge sharing*<br>*Product development*<br>*Sustainability* | *- Attending in different projects*<br>*- Seminars*<br>*- Networking*<br>*- Master thesis possibilities* |



## Reporting Practice and Material Topics

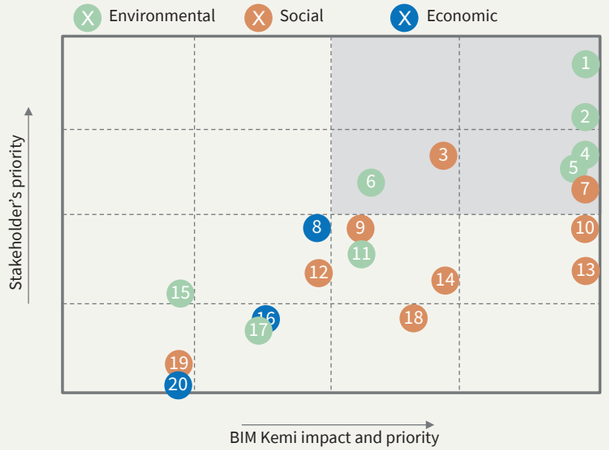
**REPORTING PERIOD AND ENTITIES INCLUDED**

The reporting period for this sustainability report is 1 January 2023 to 31 December 2023. In some disclosures there are comparable values from previous years, but this is clearly described. This is the third GRI referenced report from BIM Kemi.
Entities included in the report are all companies described above except for South Africa.

Publication date for this report is May, 2024.
Contact point is info@bimkemi.com

**MATERIALITY ANALYSIS**

A materiality analysis survey was conducted to obtain a relevant and sufficient scope for improving our sustainability work. Twenty topics from the GRI standard, chosen by our management, were sent out to selected stakeholders for prioritisation of the top ten topics. Their prioritisation of these topics was weighed against BIM Kemi's own assessment of our impact of each topic and then used as coordinates in the materiality analysis. The topics in the upper right corner are chosen as focus areas and strategic goals.




1) Climate impact, GHG emissions
2) Renewable/non renewable materials
3) Human rights compliance
4) Compliance with environmental laws and regulations
5) Sustainable product profiles
6) Supplier environmental impact
7) Occupational health and safety
8) Direct economic value generated and distributed
9) Supplier Code of Conduct compliance
10) Product responsibility
11) Energy measures
12) Diversity and equal opportunity
13) Customer Health and Safety
14) Business ethics compliance & training
15) Waste measures
16) Distribution of employee wages and benefits
17) Water measures
18) Training and education of employees
19) Employment/employee turnover and parental leave
20) Research grants and tax relief for R&D

*Graph: Materiality Analysis, BIM Kemi - stakeholders*

## LIST OF MATERIAL TOPICS

The total list of material topics is presented below together with topic boundaries:

| MATERIAL TOPIC | GRI DISCLOSURE | WHY THE TOPIC IS MATERIAL | PART OF VALUE CHAIN |
|---|---|---|---|
| Climate impact, GHG emissions | *305-1*<br>*305-2*<br>*305-4* | *GHG emissions are the most important topic according to materiality analysis* | *Manufacturing* |
| Renewable/non renewable materials | *301-1* | *High importance among our external stakeholders* | *Resources* |
| Human rights compliance | *202-1*<br>*401-1*<br>*406*<br>*408-1*<br>*414-1* | *BIM Kemi Code of Conduct*<br>*BIM Kemi Supplier Code of Conduct* | *Manufacturing*<br>*Resources* |
| Compliance with environmental laws and regulations | *2-27* | *BIM Kemi Code of Conduct*<br>*BIM Kemi Supplier Code of Conduct* | *Manufacturing*<br>*Resources* |
| Sustainable product profiles | *BIM Specific* | *High importance among our external stakeholders* | *Customer* |
| Supplier environmental impact | *308-1* | *BIM Kemi Supplier Code of Conduct* | *Resources* |
| Occupational health and safety | *403-1 --9* | *Our employees health is of most importance* | *Manufacturing* |
| Direct economic value generated and distributed | *201-1*<br>*201-4* | *Owners demand and expectation* | *Resources* |
| Supplier Code of Conduct compliance | *308-1*<br>*408-1*<br>*414-1* | *BIM Kemi Supplier Code of Conduct* | *Resources* |
| Product responsibility | *416-1*<br>*416-2* | *Impacts of our products can be both positive and negative* | *Customer* |



| MATERIAL TOPIC | GRI DISCLOSURE | WHY THE TOPIC IS MATERIAL | PART OF VALUE CHAIN |
|---|---|---|---|
| Energy measures | *302-1*<br>*302-3* | *Energy is one of BIM Kemi´s important environmental aspects* | *Manufacturing* |
| Diversity and equal opportunity | *202-1*<br>*405-1*<br>*405-2* | *BIM Kemi Code of Conduct* | *Manufacturing* |
| Customer Health and Safety | *416-1*<br>*416-2*<br>*417-1*<br>*417-2* | *Impacts of our products can be both positive and negative*<br>*Incidents of non-compliance of our products and services can be severe* | *Customer* |
| Business ethics compliance & training | *205-2*<br>*205-3* | *BIM Kemi Code of Conduct* | *Resources* |
| Waste measures | *306-3* | *Waste is one of BIM Kemi´s important environmental aspects* | *Manufacturing* |
| Distribution of employee wages and benefits | *202-1*<br>*405-2* | *BIM Kemi Code of Conduct* | *Resources* |
| Water measures | *303-3*<br>*303-4*<br>*303-5* | *Water consumption is one of BIM Kemi´s important environmental aspects* | *Manufacturing* |
| Training and education of employees | *404-1*<br>*404-2*<br>*404-3* | *Competence is a core value at BIM Kemi* | *Manufacturing* |
| Employment/employee turnover and parental leave | *401-1*<br>*401-3* | *Competence is a core value at BIM Kemi* | *Manufacturing* |
| Research grants and tax relief for R&D | *201-4* | *Owners' demand and expectation* | *Resources* |

*GRI 3-2 List of material topics*

# Business

At BIM Kemi, all business decisions and actions are founded in a strong commitment to ensure we remain a long-term, value based, and innovative family-owned company.

Our focus is on the future, both for us as a company and our customers. We are aware that the decisions we make and the way we conduct business have an impact on our employees, customers, suppliers, communities, and our future.

Based on our materiality analysis, several of the topics in this section are prioritised by us.

## Economic Performance

**MANAGEMENT APPROACH**

The financial result is considered as essential for the BIM Group and its subsidiaries for efficient management of the company and its resources. The consolidated financial statement include BIM Kemi AB, the parent company, and it's legal entities.

BIM Kemi generates economic value from innovative, green speciality chemistry to provide sustainable solutions and expertise to our customers, enabling them to develop sustainable products and processes with high quality and a positive overall contribution to society.

BIM Kemi distributes the generated economic value to various stakeholders, which helps our customers to operate more efficiently and sustainably.

This includes suppliers and service providers through payments for raw materials and services. Our employees are beneficiaries through compensation, benefits, and training. BIM Kemi's capital investors benefit from dividend and interest payment and the official public sector through taxes.

In the BIM group, we support our local communities by sponsoring associations, individuals, and activities which promote social commitment, healthy living, and improved environment.

The economic value retained is reinvested in the company for capital investments and R&D to develop new sustainable products to our customers.

BIM Kemi legal entities report according to local GAAP.

Our revenue has been stable for year to year and increased in 2023 compared to 2022 due to new innovative concepts, generating new business opportunities. 2023 also presented some challenges due to the geopolitical situation in the form of lost business following the invasion of Ukraine.

To improve our financial process, we continuously enhance our administration efficiency and have a strict focus on cash flow activities.

**All our business decisions and steps are founded in a strong commitment to ensure we remain a long-term, value based, and innovative family-owned company.**

**DISCLOSURES**
**201-1 Direct economic value generated and distributed**

| STAKEHOLDER | FINANCIAL VALUE | 2023 (MSEK) | 2022 (MSEK) | 2021 (MSEK) |
|---|---|---|---|---|
| **DIRECT ECONOMIC VALUE GENERATED (REVENUES)** | | | | |
| Customers | *Income from customers* | 854 | 813 | 684 |
| **DIRECT ECONOMIC VALUE DISTRIBUTED** | | | | |
| Employees | *Employee wages and benefits* | 166 | 156 | 156 |
| Suppliers | *Supplier payments for raw materials and services* | 605 | 645 | 501 |
| Shareholders & banks | *Dividends, interest payments* | 10 | 4 | 7 |
| Government | *Corporate income taxes* | 9 | 5 | 4 |
| Economic value retained | | 64 | 3 | 16 |

The numbers are based on BIM Kemi's annual and operational report.

**201-4 Financial assistance received from government**
Due to the high amount of R&D-work, BIM Kemi also receives government support through reduced social taxes for persons involved in product and process development. As an innovative chemical supplier, it's important to be in the forefront of development and participate in research projects to bring the pulp and paper industry forward for a more sustainable society.



## Procurement Practices

**MANAGEMENT APPROACH**
BIM Kemi believes that an effective supplier relationship management is a key aspect to guarantee security of supply and contribute to our long term profitability. Based on our materiality analysis, three of the most important areas of information to stakeholders are present in this section, Human rights compliance, Supplier Environmental impact, and Supplier Code of Conduct compliance.

Our suppliers' impact on the environment, human rights, employees, and society is an important part of the group purchasing process to ensure responsible sourcing. The process includes all raw material suppliers and forwarders that supply our four European production sites situated in Sweden, Finland, Norway, and the UK.

BIM Kemi's Purchase Team is responsible for the sourcing of raw materials to our four European production sites. Our procurement activities cover the identification and selection of suppliers, negotiations, contract management, and the management of supplier relationships.

Our suppliers are selected and evaluated based on BIM Kemi's Supplier questionnaire and BIM Kemi's Supplier Score card. The BIM Kemi Supplier Score card covers important areas such as supply security, business stability, cost competitiveness, sustainability performance, environment and quality aspects, climate issues, labour and human rights, ethics, innovation and service. As part of the supplier development, the supplier receives feedback based on the result from the Supplier Score card in order to be able to improve in identified weak areas or maintain and develop identified strong areas. If sufficient improvements could not be implemented, suppliers with a result below a set minimum score are not selected or a phase out plan is created for the supplier

To be approved as a supplier to BIM Kemi, the supplier must comply with our Supplier Code of Conduct, or an equivalent standard with the same level of protection. Suppliers are expected to work to ensure that their business partners and sub-contractors also recognise and adhere to these principles.

BIM Kemi's Supplier Code of Conduct is inspired by the UN Global Compact, the UN Guiding Principles for Business and Human Rights and the Sustainable Development Goals and covers the areas:

- General Principles, such as compliance with national and international laws and regulations
- Business Ethics, e.g., Anti-Corruption & Fraud, Transparency, and Information security
- Human rights, e.g., Non-discrimination Freedom of Association and Child labour
- Health and Safety
- Environment

To ensure that our suppliers maintain a high focus on these areas, the Supplier Code of Conduct (or an equivalent standard with the same level of protection) commitment shall be renewed every third year.

**Our suppliers are selected and evaluated based on BIM Kemi's Supplier questionnaire and BIM Kemi's Supplier score card.**

**To be approved as a supplier to BIM Kemi, the supplier must comply with our Supplier Code of Conduct**

**An important part of our supplier management is the supplier risk and compliance management where we focus on identifying, evaluating and preventing risks in the supply chain.**

Environmental and quality criteria are important for us and a part in the Supplier score card. It is important that our suppliers work according to an environmental management system (ISO 14001) and a quality management system (ISO 9001) or "corresponding process". In general, BIM Kemi's suppliers have a good environmental standard. In 2021, we initiated a closer cooperation regarding environmental questions with some of our main suppliers concerning climate data and carbon footprint improvement plans. This work has continued and the intention is to share information and learn from each other with the purpose to further develop our climate accounting.

An important part of our supplier management is the supplier risk and compliance management where we focus on identifying, evaluating and preventing risks in the supply chain.

In 2022, on site supplier audits (production quality, supply security and CSR questions) for selected suppliers was implemented as a part of the sourcing process. The on site supplier audits originally scheduled for 2023 were conducted in the first quarter of 2024 due to scheduling constraints.

In order to continue to ensure a good environmental standard from our suppliers and to secure that we continue to improve and develop, we have identified further areas of improvement. Two of those areas are improved communication regarding green chemistry and increased focus on renewable raw materials. In January 2023, we implemented a new Supplier Questionnaire in which we, among other things, included climate questions regarding carbon footprint, both on a company and raw material level.

**DISCLOSURES**

| | TOTAL # OF SUPPLIERS | # OF SUPPLIERS FULFILLING CODE OF CONDUCT | % OF SUPPLIERS FULFILLING CODE OF CONDUCT |
|---|---|---|---|
| BIM Group | *127* | *127* | *100* |

*Suppliers from whom we purchased for more than 5000 EUR during 2023.*

**408-1 Operations and suppliers at significant risk for incidents of child labour**

In 2023, we have not identified any operations or suppliers at risk for incidents of child labour.

| | # NEW SUPPLIERS | # NEW SUPPLIERS SCREENED ACCORDING TO BIM SUPPLIER SCORE CARD | % |
|---|---|---|---|
| BIM Group | *7* | *7* | *100* |

**308-1 New suppliers that were screened using environmental criteria**

All new suppliers were screened using environmental criteria as part of BIM Kemi's screening according to the BIM Supplier Score Card.

**414-1 New suppliers that were screened using social criteria**

All new suppliers were screened using social criteria as part of BIM Kemi's screening according to the BIM Supplier Score Card.

**METHODOLOGY AND REFERENCES**

*- BIM Kemi's Supplier Score Card.*

BIM Kemi's Supplier Code of Conduct is based on BIM Kemi's Code of Conduct. The Supplier Code of Conduct can be found on our website, www.bimkemi.com

## Product Responsibility

**MANAGEMENT APPROACH**

In line with the UN sustainability goal number three, one of BIM Kemi's major concerns are *Good health and well-being* for everyone who comes into contact with our operations and products. It is stipulated in our Sustainability policy and further addressed in our Product responsibility policy as well as our Health and Safety policy.

Our approach to manage safe chemical products and applications is to ensure regulatory fulfilment and safe handling along the entire value chain of our products.
The legislation sets out clear test and documentary requirements that manufacturers and

**Our approach to manage safe chemical products and applications is to ensure regulatory fulfilment and safe handling along the entire value chain of our products.**

distributors placing chemicals on the market must follow to demonstrate that our products meet defined safety criteria and are safe for the intended use, for example:

- We comply with the relevant legislation for regulated substances
- We inform our customers if the product contains regulated substances, according to CLP and REACH
- Our products have clear labelling in relevant language, including information about hazards identification, first aid measures, accidental release measures, protection equipment, according to CLP
- Regulated products and substances are reported to or registered at the legal authorities, both locally and on EU level.

BIM Kemi has policies and routines in place to manage and collect relevant product safety information from our suppliers, to keep updated on the regulatory framework and applicable risk assessment data and methodology, to assess all our products, and to provide our customers with sufficient information to handle our products in a safe way. The sales and technical teams have established ways of working, including safety instructions and documentation, when introducing new products at a customer site. If there is an incident or emergency at the customer, we have routines clarifying responsibilities, communication, documentation, and support.

We monitor our product responsibility with regular audits in accordance with ISO 9001 and 14001. According to our management system, we have a Non-Conformance Report (NCR) tool where we register risks and incidents and follow-up with root cause analysis, corrective, and preventative measures. Further, compliance and NCR reporting is a standard item on the regular management team meeting agenda. Further improvements can be made, mainly regarding implementation of best practice in BIM Kemi Group.

**DISCLOSURES**

**416-1 Customer Health and Safety, assessments of health impacts of our products**

During 2023, we have continued the work to improve the organisation, collaboration, and implementation of our product responsibility that was initiated in 2022. This involves for example improved advice in using protection utilities, handling emergencies and non-conformities. This focus area was a result of an updated assessment of health and safety impacts from our chemicals management, based on internal non-conformities and benchmark according to EcoVadis, Responsible Care and customer requirements.

**416-2 Customer Health and Safety, incidents of non-compliance**

No incident of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services has occurred during 2023.

**417-1 Requirements for product and service information and labelling**

BIM Kemi provides a REACH formatted SDS for all our products, even though it is not always required by law. The SDS contains information for a safe handling of the product. The SDS can be used to perform risk assessments, to adapt to local contexts, and identify suitable measures for a safe handling. All products are labelled in accordance with REACH and CLP.

BIM Kemi also performs other assessments to provide product safety, environmental and sustainability information, when required. Examples of common requests involve food contact, Kosher, ecolabel statements, Life Cycle Assessments, Caron Footprint etc.

**417-2 Incidents of non-compliance concerning product and service information and labelling, penalties for incidents**

No incident of non-compliance concerning product and service information and labelling, penalties for incidents has occurred during 2023.

## Anti-Corruption

**MANAGEMENT APPROACH**

BIM Kemi is committed to conducting business in an ethical and honest manner. BIM Kemi's overall policy on anti-corruption is that it will fight corruption in all its forms, including bribery, facilitation payments, trading in influence and extortion. BIM Kemi complies with all relevant laws, including anti-corruption laws. Bribery is punishable under the Swedish Criminal Code, and in the markets in which we operate.

BIM Kemi's principles for anti-corruption are included in our anti-corruption policy as well as the Code of Conduct and Supplier Code of

**BIM Kemi has policies and routines in place to manage and collect relevant product safety information from our suppliers, to keep updated on the regulatory framework and applicable risk assessment data and methodology, to assess all our products, and to provide our customers with sufficient information to handle our products in a safe way.**

**We take the privacy of our customers seriously and are committed to complying with data privacy protection laws in the countries where we do business and the EU General Data Protection Regulation (GDPR).**

Conduct. The policies are available publicly on www.bimkemi.com and for all employees on the Intranet.

The anti-corruption policy has been communicated to all employees via the intranet. External training has been provided to all managers and identified roles that are extra vulnerable to corruption at BIM Kemi. In the risk assessment, which was performed in cooperation with external experts, three groups of employees were identified as extra vulnerable to corruption: Purchase, Sales & Marketing, and Finance. Managers of those departments are responsible for securing continuous communication of and commitment to the anti-corruption policy.

All new employees receive information and a review of the anti-corruption policy as part of their induction process. Employees will also receive regular, relevant training on how to adhere to this policy. In 2023, we updated our Code of Conduct and anti-corruption policy. A refresher course for groups of employees extra vulnerable to corruption will be conducted in 2024.

BIM Kemi expects our suppliers and other business partners to conduct their business with integrity and act in accordance with our Code of Conduct.
Information about BIM Kemi's anti-corruption policy is included in the Supplier Code of Conduct, which all suppliers to BIM Kemi have committed compliance to. The compliance check of the Supplier Code of Conduct shall be renewed every third year, including the distribution of our latest updated anti-corruption policy. In 2023, we conducted the scheduled compliance check.
The effectiveness of the anti-corruption policy and its implementation is reviewed by Group management on a yearly basis.

**DISCLOSURES**
**205-2 Number and percentage of suppliers/ partners received communication of the anti-corruption policy.**

| | NUMBER OF SUPPLIERS | % OF SUPPLIERS |
|---|---|---|
| BIM Group | *127* | *100* |

**205-3 Confirmed incidents of corruption**
During 2023, we have had no confirmed incidents of corruption in the BIM Group.

## Customer Privacy

**MANAGEMENT APPROACH**
We take the privacy of our customers seriously and are committed to complying with data privacy protection laws in the countries where we do business and the EU General Data Protection Regulation (GDPR).

All of our processing of data takes place in accordance with General Data Protection Regulation ("GDPR"). Our Privacy policy state how we process and ensure protection of personal and customer data. The Privacy policy is available on our Intranet and external Website. We always aim to maintain a high level of security in all processing of personal data where we continuously always consider both technical and organisational risks to protect our partner's personal data from unauthorised access, usage, and deletion.

In accordance with the data protection legislation, our partners are entitled at any time to request access to the personal data that is processed about them, or If processing is based on consent, they are entitled at any time to withdraw the consent to processing.

We evaluate our data handling by a continuous control of access, permissions, organizational and physical security environment. There is also a recurrent system review and spot-check of authorizations access and permissions. If any data breaches occur or any other improper handling of personal data according to GDPR, there is a reporting structure in place to inform relevant authorities. Once a year we get a report from our whistle-blower system regarding the status of cases.

**418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data**
BIM Kemi has identified 1 data breach during 2023 (IMY-2023-3305). This is reported to the authorities and the case was closed without any actions.

## Quality

**MANAGEMENT APPROACH**
Quality at BIM is in the DNA. Everything we do is about creating benefits for our customers – to supply sustainable products and processes with high quality. To make this happen, it is important to understand the challenges and develop products in close cooperation with key customers.

Our main quality goal is to deliver products that meet the customers´ needs and expectations – on time.

To have everything in order is the baseline for good quality – including documentation, work processes and equipment. Important prerequisites are our well-structured management systems and the certifications according to ISO 9001.

Every part of the chain is essential for excellent quality. Therefore, we need to ensure that all employees know our quality policy and follow other important guidelines and instructions. Our audits are essential to check that we fulfil all requirements and also continuously improve.

To make sure our customers get the right quality at the right time, we strive for predictable processes throughout the whole supply chain, with a minimum of variation. All produced batches are checked by set quality parameters and logged in our ERP system.

Unnecessary transports and rework are also part of the waste. So for every non-conformity, we must act immediately to find the root cause and relevant preventive actions. A failure should not happen again.

**High quality is a part of sustainability – decreasing waste and minimise cost of poor quality is crucial.**

# Environment

Operational environmental aspects are identified and managed both on our local sites and on an overall group level by the Purchase, R&D and Supply Chain organisations. Three out of four sites are certified according to ISO 14001. Environmental aspects are also regulated by European and National legislation and operational permits. Based on our materiality analysis, several high priority areas are related to environmental aspects, e.g., climate impact and sustainable products. In this report, supplier related environmental and social information and disclosures are presented together in the Business section.

## Materials and Products

**MANAGEMENT APPROACH**

Based on the result of the materiality assessment, sustainable products and materials are one out of three focus areas for BIM Kemi.

We provide products and services which are constantly adapted to specific customer situations and niches and our Green Chemistry concept captures the most important sustainability aspects. It includes circularity, chemical risk, climate impact and other aspects that add to customer value. The concept is based on a life cycle perspective, stretching from sourcing of raw materials through the product development process, manufacturing in our production sites, application at our customers, and the waste management of our materials.
A close collaboration between the R&D-, ERA-, Supply Chain -, market and sales organisations has proved to be a success factor to improve the sustainability profile of our products. Screening for new sustainable raw materials from both present and new suppliers and identifying markets and customers with a true drive and demand for sustainability are key items.

In our product development process, we have a project model that supports our design for the environment, that is based on the Green Chemistry Concept. New and adapted products are assessed and optimized to have an improved sustainability profile. Investigating alternate renewable raw materials, performing recyclability tests, and risk assessments are part of the early feasibility study.

In 2023, our focus has been to continue to develop sustainable solutions for the packaging sector as a substitute for plastic and fluorocarbon-based materials i.e., BIM Oilguard and BIM Green Barriers. Projects with the goal to reduce the risk profile and food safety compliance for selected products have been completed during 2023.

During the year to come, we will continue to implement and develop the project model and our safe and sustainable by design methodology. We aim at 75% of the product development projects to lead to sustainability improvements. Specific goals are also set to increase the share of bio-based and recycled materials in our products, expand the testing of recyclability,

**In 2023, focus has been to continue to develop sustainable solutions for the packaging sector as a substitute for plastic and fluorocarbon-based materials i.e., BIM Oil Guard and BIM Green Barriers.**

**Specific goals are set to increase the share of bio-based and recycled materials in our products, expand the testing of recyclability, compostability and repulpability for selected products, phase-out or substitute hazardous components**

compostability and repulpability for selected products, phase-out or substitute hazardous components etc.
In addition, the innovative sustainability work will continue to focus on a few selected areas where we have a true market drive and specific customer demands, sustainable packaging for food contact applications is one example. The cost and product safety aspects are still challenging since innovative renewable sources often lack both a competitive price and necessary safety assessment documentation.

To improve the sustainability focus in the product development process further, it is crucial to have accessible, accurate and quality assured data as a base for decisions and follow-up. Thus, a project to adapt our ERP system to provide better support in the process is ongoing.

The follow-up of the five perspectives of our Green Chemical concept in Project Review - and steering group meetings has been an indicator to the sustainability profile of our project portfolio - a steering tool for continuous improvement aiming for 75% of ongoing development projects focused on sustainability improvements in 2024.

To further understand the need for sustainable solutions, during 2024 value-based selling will be introduced in contacts with customers to identify sustainable values and demands.

To promote our sustainable approach and support marketing and sales of our sustainable concepts, relevant products in our product portfolio will continue to be assessed using our in-house laboratory scale methods for compostability, repulpability and recyclability, in 2024.

**DISCLOSURE**
**301-1 Renewable and non-renewable materials used**
In the table below, a summary of renewable and non-renewable materials, used to produce the organization's primary products, has been compiled.

| | SHARE (VOL-%) | | |
|---|---|---|---|
| | **2023** | **2022** | **2021** |
| Renewable (bio-based) | *10* | *8* | *9* |
| Non-renewable (mineral/ inorganic) | *34* | *36* | *34* |
| Non-renewable (synthetic/ fossil-based) | *56* | *56* | *57* |

**BIM Disclosure Sustainable products**
In 2023, the goal to improve and/or develop ten formulations with an improved substantial profile was met. The projects and activities completed during 2023 has contributed to increase safety during handling, reduce hazardous substances and compliance to food contact, contribution to sustainable development and to improve environmental impact after use, i.e., compostable, repulpable and recyclable.

In 2023, approx. 22% of the new or modified products contain renewable raw materials defined by our Green Chemical Concepts and approx. 72% is in line with at least one of the five life cycle perspectives in the definition.



Our ambition for 2024, is to stay on a continuous high level when it comes to improved substantial profile of our products and to have a project portfolio focusing on sustainability improvements.

External collaboration projects will have an important impact on the progress in the development of sustainable solutions. Close collaboration with customers and new suppliers of sustainable raw materials will also be important to be able to take further steps.

**METHODOLOGY AND REFERENCES**
The data in table 301-1 is based on the top 50 bestselling products during 2023. Materials from all four production sites are included in the calculation. The raw materials are treated as commodities, i.e., % wet material.

All components in the products are included in the calculation except water used as dilution or for formulation purposes. 44% of the materials used to produce the organization's primary products origin from non-fossil sources and 10% comes from renewable sources.

The products on the top sales list have changed when comparing sales figures in 2022 with 2023. Overall, the results are on the same level as last year since products with a high content of renewable raw materials have dropped out of the list but in some cases are being replaced by others.

To further increase the number and the quantity of renewable materials in our products, it is important to find new applications with a defined sustainable need. Still a majority of newly developed solutions have not been fully commercialized yet and sales figures have not reached the level to enter the top list and will therefore not contribute to this year's disclosure.

**To further develop new sustainable concepts based on renewable raw materials, research and collaboration is needed. We are taking part in several joint research projects with external partners involved.**

**The proportion of renewable energy sources has increased, mainly due to the installation of the new steam boiler in Sweden, using wood pellets as energy source.**

# Energy

**MANAGEMENT APPROACH**

In discussions and surveys with our customers and other interested parties, climate change is ranked as a top priority. There are also requirements to handle this topic in our environmental management systems and our operating permits from the authorities. Decreasing our climate impact is in line with our core values and our concept of green chemistry.

To decrease our climate impact is identified as one of our three most important goals, thus it is a focus area going forward. Our usage and source of energy in our plants is a big part of this, and it is also an area where we have the possibility to make changes ourselves. Furthermore, there are economic incentives to optimize energy consumption.

Activities in this area are governed by our Sustainability and Environmental policy and our commitment to net zero in 2050, in accordance with the EU target (see also section about Emissions and Climate accountings). All activities and actions are coordinated and monitored within the Supply Chain management team, involving all 4 production sites in Europe.
The total energy consumption at our facilities has decreased by approx. 7% compared to 2022. The main reason is lower production volumes during 2023 (-11%). The proportion of renewable energy sources has increased by 23%. This is mainly due to a full year operation of the new steam boiler in Sweden, installed 2022, using wood pellets as energy source.

There are some activities that are ongoing or that will be initiated during the coming year to further improve our sustainable energy consumption. Amongst others changing lights to LED, installing inverters on feeding pumps, decrease heating/cooling, installation of solar panels for energy production, heat recovery by heating pumps, alternative fuels for stationary combustion.

Many of the improvement projects and activities require long term investment plans. When investing in or replacing energy systems and process equipment, energy sources and efficiency are parameters evaluated. To be successful, these actions need to be handled on a long-term basis and something we need to focus on even more in our work going forward. In 2023, the energy consumption from renewable resources has increased by 23% compared to 2022 and now constitutes 59% of the total energy consumption in the Group. Installed solar panels contribute to 0.2% (21,6 MWh) of the total energy consumption.

| DISCLOSURE 302-1 | ENERGY CONSUMPTION (MWH) | | | SHARE (%) | | |
|---|---|---|---|---|---|---|
| | 2023 | 2022 | 2021 | 2023 | 2022 | 2021 |
| Total Energy consumption | *10 558* | *11 400* | *12 132* | | | |
| From renewable resources | *6 203* | *5 440* | *4 027* | *59* | *48* | *33* |
| From non-renewable resources | *4 355* | *5 960* | *8 105* | *41* | *52* | *67* |

**302-3 Energy intensity**

The energy intensity has increased due to lower production volume in 2023 compared to 2022.

| | 2023 | 2022 | 2021 |
|---|---|---|---|
| Total energy usages (MWh) | *10 558* | *11 400* | *12 132* |
| Total production (tons) | *46 166* | *51 889* | *54 683* |
| Energy intensity (kWh/ton) | *228,7* | *219,7* | *221,9* |

**DISCLOSURES**

Energy is predominantly used for production. In our sites different sources are being used depending on local differences and availability. Electricity and district heating sourced from certified sources together with biofuel are included as Renewable Energy. Non-renewal sources are not certified electricity, diesel, and gas.

**METHODOLOGY AND REFERENCES**

BIM Kemi has four production sites in Europe, all included in the reporting. No significant changes have been made in the company structure, size, or ownership during the year.
Usage of energy is highly dependent on production volume and product mix. High utilization will lead to a decrease in energy intensity, since there are a great portion of total energy used for keeping storage tanks and warehouses in temperature, lights, and general heating of buildings. The figures in the table are based on invoiced consumption from energy suppliers.

# Water and Effluents

**MANAGEMENT APPROACH**

There are requirements on how to handle water and effluents in our environmental management systems and our operating permits from the authorities. Further, water is a resource regarded in the circularity concept, where reduction, reuse, and recycling of water after cleaning are desirable.

Water is one of our most important raw materials. Even though there is no high water-stress in our region, we monitor usage and consumption and strive for continuous improvements.

All activities and actions are coordinated and monitored within the Supply Chain team, involving all 4 production sites in Europe. The team meets every quarter and environmental performance and plans is a standing item on the agenda. All sites are using municipal water, and no other sources are utilized.

Apart from being a raw material, water is also used for cooling purposes. In most of our production sites, this is done in a closed circuit. We are currently investigating how to implement this for all sites, to bring down consumption. Changing to use steam for cleaning tanks and processing equipment has been implemented in several places, but this work will continue. It will reduce water use. Work is also ongoing to investigate the actual cooling demand for some of our products to reduce the amount of cooling water needed.

**Several actions are taken to bring down the usage of water in production when it comes to discharged water. Changing to use steam for cleaning of tanks and process equipment has been implemented in several places**

Two of our production sites have internal wastewater treatment plants. The cleaned water is reused on one site and discharged to the municipal water treatment plant on the other site. None of the sites discharge wastewater directly to the recipient.

In our UK site, logging the amount of water used in cleaning in the mixing plant was introduced during 2023. This has resulted in a reduction to a minimum of washing water whilst maintaining plant hygiene.

Some of the water reduction projects and activities require investments, which need to be included in a long-term investment plan.

## DISCLOSURES

Water is used as raw material in many of our products, and the usage in our products is shown as Water consumption. It is also used for cooling of products and cleaning, which is shown as Water discharge. Water used in offices is not included in the figures.

## METHODOLOGY AND REFERENCES

BIM Kemi has four production sites in Europe, which all are included in the report. No significant changes have been made in the company structure, size, or ownership. Usage of water is highly dependent on the production volumes. Sanitary water for offices etc. is not considered in the report. Water consumption is calculated from production statistics, and water discharge is coming from invoiced quantities from municipal treatment plants.

| | QUANTITY ($M^3$) | | |
|---|---|---|---|
| | **2023** | **2022** | **2021** |
| **DISCLOSURE 303-3**<br>Water withdrawal | *42 391* | *49 583* | *31 012* |
| **DISCLOSURE 303-4**<br>Water discharge | *12 361* | *18 491* | *13 173* |
| **DISCLOSURE 303-5**<br>Water consumption | *30 001* | *31 092* | *17 839* |

**In 2023, total CO2 emissions decreased by 31% compared to 2022, and by 44% compared to 2021. The main reasons are increased usage of the pellet boiler in Sweden (full year).**

# Emission

**MANAGEMENT APPROACH**

Air emissions from BIM Kemi's operations mainly originate from energy consumption. In the materiality analysis, climate impact is a focus area, and this is the third year we publish our climate accountings for scope 1 and 2, according to the GHG Protocol. Our products do not contain volatile solvents and other emissions are regarded as not relevant.

It is the local production site that manages energy and refrigerant systems, as well as BIM Kemi's owned vehicles. Our Group level Supply Chain team coordinates common plans and projects, and follow-up on overall goals. The Sustainability Coordinator supports the Supply Chain Team with data collection templates and performs the climate calculations, based on local site reports.

To decrease the climate impact from our operations, BIM Kemi has focused on the transfer to renewable energy resources, mainly for stationary combustion. In June 2021, we installed a pellet boiler in Stenkullen replacing the oil pan. Two of our facilities have 100% renewable electricity and the others partially renewable electricity, which has further reduced emission levels.

In 2023, total CO2 emissions decreased by 31% compared to 2022, and by 44% compared to 2021. The main reasons are increased usage of the pellet boiler in Sweden (full year) and the new steam boiler in Norway running on gas instead of oil. Already in 2023, we are close to the 2030 target of 50% reduction of emissions for scope 1 & 2, with 2021 as the reference year. GHG emissions intensity ration for BIM Kemi Group (kg CO2 e/ton trade product) has dropped by 22% compared to 2022, even though produced tons have decreased by 11%.

Our long-term target is to decrease our climate impact by energy conversion and efficiency, to achieve net zero emissions by 2050, in accordance with the Paris Agreement. According to this agreement, the goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels. Until we have a rough estimation of our scope 3 contribution, we apply the Carbon Law [1] , which implies a 50% reduction of emissions for scope 1 & 2 by 2030, with 2021 as the reference year.

For the coming years, we will focus on three main areas:

- Improve the basis for governance and reporting, e.g. perform a complete Scope 3 emission mapping for each production site, as well as refine our current life cycle assessment (LCA) methodology to ensure high quality sustainability data to all our stakeholders.
- Tighten the requirements on suppliers regarding management, reporting, and measures to decrease emissions.
- Continue to take measures to replace fossil fuels and reduce energy consumption.

It requires extended resources to redirect our operations and business to a more sustainable development. To decrease the climate impact, crucial components are investments in education initiatives, digitalization projects, and new energy systems.

[1] *Carbon Law, Stockholm Resilience Center (Johan Rockström)*

These are long-term investments which require commitment and perseverance from management and employees on all levels. In addition, the development needs to regard economic, social, other environmental perspectives.

**DISCLOSURES**

| **CLIMATE ACCOUNTING** | | | | |
|---|---|---|---|---|
| *Financial control scope* | **2023** | **2022** | **2021** | **2023** |
| | **TONS OF CO2E EMISSIONS** | | | **SHARE OF TOTAL CO2E EMISSIONS** |
| **DISCLOSURE 305-1 SCOPE 1, DIRECT GHG EMISSIONS** | | | | |
| Stationary combustion | *836* | *1 477* | *1 873* | *56%* |
| Mobile combustion (trucks and fork-lifts) | *165* | *172* | *241* | *11%* |
| Refrigerant leakage | *0* | *0* | *0* | *0%* |
| Total Scope 1 | *1 002* | *1 648* | *2 114* | *67%* |
| **DISCLOSURE 305-2 SCOPE 2, INDIRECT GHG EMISSIONS** | | | | |
| Electricity (location-based) | *281* | *290* | *304* | *19%* |
| District heating | *223* | *245* | *276* | *15%* |
| Total Scope 2 | *504* | *535* | *580* | *33%* |
| Total Scope 1 & 2 | *1 506* | *2 183* | *2 694* | *100%* |
| *Additional information:*<br>*Scope 1 Biogen CO2e from new pellet boiler* | *1006* | *772* | *0* | |

| **DISCLOSURE 305-4 GHG EMISSIONS INTENSITY** | **2023** | **2022** | **2021** |
|---|---|---|---|
| GHG emissions intensity ration for BIM Kemi Group (kg CO2e/ton trade product) | *32,6* | *41,4* | *50,5* |

**GRI 305-7: NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS FROM STATIONARY COMBUSTION IN SWEDEN, NORWAY, AND FINLAND.**

| Year | $NO_x$ (kg) | *$SO_x$ (kg)* | *Particulate matter (kg)* |
|---|---|---|---|
| 2023 | 867 | *68* | *113* |
| 2022 | *1 010* | *200* | *174* |
| *Change* | *-14%* | *-66%* | *-35%* |

The new gas steam boiler at our site in Norway, installed in 2023, along with a full year use of the pellet boiler in Stenkullen has had a substantial impact on air emissions.

Emission data for UK is missing in this report but will be included next year.

In our UK site, all fork-lifts in production are now electrified and new, at the latest standards, own-transport wagons for delivery of goods have been purchased.

**METHODOLOGY AND REFERENCES**

The consolidation method for our climate accounting is financial control scope, including our sites in Europe. BIM Kemi rents the factory in Norway but owns all equipment such as the boiler. 90% of the electricity is used for production, thus, 10% belongs to scope 3 and is not included. Sales offices belong to scope 3, as they are home or rental offices. Company cars are leased and belong to scope 3.
BIM Kemi provides no return energy to the market and does not climate compensate. Biogenic emissions are reported separately, as well as the result from market-based electricity calculations. Please find references for emission factors in the table below.

| CATEGORY | REFERENCE |
|---|---|
| Stationary combustion | Results 2021 Stationary combustion tool, version4-1, Greenhouse Gas Protocol [2]<br>Liquid fossil; Gas, Diesel oil (Swe, Fin, No)<br>Gaseous fossil; Natural gas (UK) |
| Mobile combustion in UK | Transport tool, version 2-6, Greenhouse Gas Protoco [2]<br>On-road diesel fuel |
| Mobile combustion in the Nordic countries | Swedish Environmental Protection Agency, Tool for calculating the climate impact from transportation [3]<br>Work machine, diesel<br>Vehicle gas mixture |
| Local-based emission factor, Nordic electricity mix | Nordic electricity mix: 69,6 ton CO2 e/kWh, Emissionsfaktor för nordisk elmix med hänsyn till import och export, IVL Svenska Miljöinstitutet i samarbete med Naturvårdsverket, Report Nr C 619, 2021 [4] |
| Local-based emission factor, UK electricity mix | UK electricity mix: 212,3 CO2 e/kWh, Greenhouse gas reporting on conversion factors for 2021, UK government [5] |
| Local-based emission factor, District heating in Finland | District heating in Finland, Combined Heat and Power (CHP): 340 CO2 e/kWh, Fingrid (Finnish electricity network company), Conversion factors 2020 [6] |

*2. https://ghgprotocol.org/calculation-tools*
*3. https://www.naturvardsverket.se/*
*4. https://www.ivl.se/download/18.556fc7e17c75c84933f392/1635759400558/FULLTEXT01.pdf*
*5. https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2021*
*6. https://www.fingrid.fi/en/electricity-market/electricity-market-information/real-time-co2-emissions-estimate/*

**Work is in progress on all sites to reduce the amount of waste, e.g. by preventing quality problems of stock and products which become outdated or fall outside the specification.**

# Waste

## MANAGEMENT APPROACH

Waste management is not a top priority according to our materiality analysis, but there are strict requirements on how to handle waste fractions according to our environmental management systems and operating permits from the authorities. Circularity is a central concept in our sustainability work and plans for further reduction, reuse, and recycling of waste are part of our daily work.

A major part of our waste fractions originates from production.  It is a mix of packages, waste products and sludge from the wastewater treatment plants. Apart from the financial view, there are environmental reasons why we try to decrease the amount of waste as well as to sort the waste to find more suitable treatments.

Our Quality- and Environmental management system provides policies and procedures to improve our way of working. Through sorting of waste fractions, we are striving to move up in the waste hierarchy.

In 2023, additional waste fractions have been introduced on some of the sites. A project investigating improvements by Statistical Process Control has been carried out in Sweden and the UK, aiming to decrease quality issues in relation to process capability. The plan is to start implementing the results during the coming year.

In Sweden, a project has started to improve the quality of data received from our raw material suppliers. This data will be used to improve data analysis and continuous improvement work within the organization.
Work is in progress on all sites to reduce the amount of waste, e.g. by preventing quality problems of stock and products which become outdated or fall outside the specification.

Since the sites are in different countries, local legislation differs from site to site. Also, the possibilities for final treatment of the waste varies. This implies that the strategies need to be different for each site, but we try to learn from eachother. All work in this area is handled by a team consisting of representatives from all sites, who reports to the Supply Chain team.

## DISCLOSURE

Waste class and quantities are presented in the below table.

**306-3 Waste generated**

| WASTE CLASS | | | | | | FRACTIONS | |
|---|---|---|---|---|---|---|---|
| | *Non-hazardous (tons)* | *Hazardous (tons)* | *Total 2023 (tons)* | *Share (%)* | *Total 2022 (tons )* | *Non-hazardous* | *Hazardous* |
| Reuse | *1 111,3* | *0,0* | *1 111,3* | *69,9* | *1  038,8* | *Washed IBC:s and drums* | *¨-* |
| Recycle | *113,7* | *0,0* | *113,7* | *7,1* | *168,2* | *Paper, Metal, Plastic, Glass* | *Electronics* |
| Recovery | *197,8* | *158,5* | *356,3* | *22,4* | *364,2* | *Mixed waste for incineration* | *Cleaning water, laboratory waste* |
| Landfill | *9,5* | *0,0* | *9,5* | *0,6* | *10,9* | *MgO-waste, Paint, Adhesive waste* | *Chemical waste* |

## METHODOLOGY AND REFERENCES

BIM Kemi has four production sites in Europe, all included in the reporting. No significant changes have been made in company structure, size or ownership. Figures and statistics are coming from invoiced quantities from different treatment plants for waste.

# People

At BIM Kemi, our people are the most important key to reaching our goals and being the successful, knowledge-based, and innovative company that we want to be.

We are committed to providing our employees with good working conditions, a safe and healthy environment, and possibilities for personal training and development consistent with our goals and ambition.

## Employment

**MANAGEMENT APPROACH**

Our employees are our most valuable asset. They create our company culture with their creativity, passion, cooperation skills, and ability to adapt to a constantly changing world. We call it our BIM Spirit – a unique state of mind and one of the keys to our success.

To be competitive and achieve the goals we have set in the group, BIM Kemi needs to attract and develop a committed and efficient workforce.

The HR department is responsible for BIM Kemi's competence management process, aimed at ensuring competence both today and in the future.

Based on a needs analysis, it is determined which skills that should be strengthened and in what way. It could, for example, be about recruitment, development measures, or external skills support

When recruiting, we have a structured method to find skilled, competent, and motivated people through a non-discriminative way of working.

All new employees are thoroughly introduced during the first weeks according to a well-defined scheme. Important parts include BIM Code of Conduct and the meaning of BIM Spirit.

To feel motivated and engaged, all employees should be able to influence their own work, feel responsible for their tasks and have the necessary power. Besides the ordinary work, BIM Kemi is keen on building team spirit by arranging different social activities.

At BIM Kemi, we encourage all our employees to take parental leave and we want them to have a good balance between work and private life. Before they go on leave there should be a plan for returning, so they will feel motivated and welcome when coming back.
We follow up the number of employees that have taken parental leave during the year.

When people leave BIM Kemi, we conduct exit interviews to get feedback for improvements. We regularly follow up the employee turnover and the reasons for leaving.

Every two years, we perform an employee survey to measure the engagement of the employees. The outcome is basis for an improvement plan, both at department and management level, with identified focus areas and actions.

**The employees are our most valuable asset. They create our company culture with their creativity, passion, cooperation skills, and ability to adapt to a constantly changing world. We call it our BIM Spirit.**

**DISCLOSURES**
**401-1 New employee hires and employee turnover**

| NUMBER OF NEW HIRES | 2023 | 2022 | 2021 |
|---|---|---|---|
| Total new hires | *13* | *20* | *26* |
| **New hires by age group** | | | |
| <30 | *3* | *8* | *10* |
| 30-50 | *9* | *10* | *9* |
| >50 | *1* | *2* | *7* |
| **New hires by gender** | | | |
| Females | *1* | *7* | *7* |
| Men | *12* | *13* | *19* |

| NUMBER OF TURNOVERS | 2023 | | 2022 | | 2021 | |
|---|---|---|---|---|---|---|
| Total turnover | *28* | *15%* | *29* | *15%* | *17* | *8%* |
| **Turnover by age group** | | | | | | |
| <30 | *9* | *5%* | *5* | *3%* | *2* | *9%* |
| 30-50 | *7* | *4%* | *18* | *9%* | *7* | *7%* |
| >50 | *12* | *6%* | *6* | *3%* | *8* | *8%* |
| **Turnover by gender** | | | | | | |
| Females | *9* | *5%* | *9* | *5%* | *4* | *7%* |
| Men | *18* | *10%* | *20* | *10%* | *13* | *8%* |

**401-3 Parental leave**

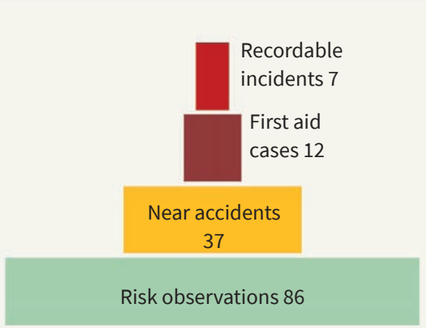
| PARENTAL LEAVE BY GENDER | 2023 | 2022 | 2021 |
|---|---|---|---|
| Females | *2* | *1* | *4* |
| Men | *2* | *2* | *3* |



## Occupational Health and Safety

**MANAGEMENT APPROACH**
Occupational Health and Safety is a top priority according to the materiality analysis, as well as an important strategic issue within BIM Kemi. We aim for an accident-free workplace that all employees find safe, developing, and stimulating.

To achieve an accident-free workplace, it is of most importance to work proactively. BIM Kemi has no formal certification according to any Health & Safety management system but complies with the local work environmental regulations in each country. The application of the regulations implies examination, analysis, measures, and follow up of the work environment in a systematic way, which is a similar approach as the management systems. BIM Kemi has a group-common policy for health and safety, which includes all employees including hired and temporary personnel. All employees are encouraged to report risks, the managers have responsibility to analyse and mitigate risks, and top management will monitor the effects by following up certain KPI: s.




*Heinrich Triangle for 2023*

To ensure a proactive work, BIM Kemi is using Total Recordable Incident Frequency Rate (TRIFR), which is the total number of Recordable Incident (TRI) multiplied with 1.000.000 divided by the total work hours. This is illustrated in a Heinrich triangle, to make sure we can work proactively by striving for the risk reporting always to out-weigh the near accidents and accidents.

**DISCLOSURES**
**403-2 Hazard identification, risk assessment, and incident investigation**
Identification of hazards and risks is a regular management activity, by conducting safety walks with worker representatives.
Chemical risks are monitored in a dedicated chemical team. Also, every employee has the responsibility and possibility to report risks that are found in their working area.
Every site has its own reporting system which is available for all employees. The managers have the responsibility to investigate risks, near accidents and accidents/injuries. Root cause analysis is performed where relevant, to find the most effective preventive actions. Risks and accidents are discussed at regular meetings, such as weekly production and laboratory meetings but also at quarterly health and safety committees.

Severe accidents are reported to the work safety authority in the respective country. Through our systematic approach, we make sure we have knowledge of risks and clear procedures for critical operations. Each critical work activity has been risk assessed, and there are clear instructions to lower the risk to workers. The assessments are reviewed annually.

**To ensure the proactive work, BIM Kemi is using Total Recordable Incident Frequency Rate (TRIFR).**

**This is illustrated in a Heinrich triangle, to make sure we can work proactively by striving for the risk reporting always to out-weigh the near accidents and accidents.**

**We ensure that we have knowledge of risks as well as clear procedures for critical operations. Each critical work activity has been risk assessed, and there are clear instructions to lower the risk to workers.**

**403-4 Worker participation, consultation, and communication on occupational health and safety**

There is a Health & Safety committee on each site that meets on quarterly basis. The committee consists of both management and worker representatives. The tasks are among others, reporting of sick leave, accidents, dangerous substances, and need of improvements. Beside this, there are health and safety tours several times a year, with representatives of the department managers and workers. At some sites we conduct 5S audits where the workers are involved.

Communication of health and safety is done both by our intranet, notice boards, and at internal meetings. If needed, direct and focused information is made for target groups, as e-mail or directly at department meetings. There is also a monthly, formal report to local management and top management.

**403-5 Worker training on occupational health and safety**

For new employees an introduction is held about safety routines. Every manager and worker's health & safety representatives will be trained in the legal requirements of health and safety. Regularly, trainings are held for firefighting and first aid, and there are also possibility to join online safety trainings which cover a wide range of safety related matters. There are mandatory safety courses on a regularly basis, like forklift card and certain dangerous work.

**403-6 Promotion of worker health**

Through BIM Kemi's wellness work, we stimulate and create the conditions for our employees to influence their mental and physical health through their lifestyle and participation in various wellness activities with their own power.

**403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships**

Everyone who needs to visit the customer sites – the mills – needs to complete a repetitive, compulsory education for every single mill. This is the daily life for our sales people, who spend the most of their working time at the customers. This training includes risks, mandatory safety gear, and evacuation routines. If there is an incident at customer site, BIM Kemi has reporting procedures to ensure handling of any accident and internal learning about risks.

For BIM Kemi's visitors and entrepreneurs, there are certain site specific safety rules to follow and they are obliged to read and accept these rules when signing in at the site. Visitors are always supervised by a BIM Kemi representant, who takes responsibility that all rules are followed.

**403-9 Work-related injuries**

BIM Kemi has not had any fatalities during 2023, and not even at all since the start of the company. The number of Total Recordable incidents has been on a steady level over the last three years.

| COUNTRY | 2023 | 2022 | 2021 |
|---|---|---|---|
| TRI - Total Recordable incidents | *7* | *3* | *6* |
| Total Accidents | *12* | *12* | *17* |
| Fatalities | *0* | *0* | *0* |
| TRIFR | *15,9* | *7,98* | *15,23* |

**The number of Total Recordable Injuries has decreased during the last three years, so also the total numbers of accidents. When looking at the TRIFR value, there has been a positive trend.**

**To be in the frontline of our field of work it is important for us that all employees have the opportunity to have regular training and education**

## Training and Education

**MANAGEMENT APPROACH**

BIM Kemi is an entrepreneurial company that has knowledge, research, and development in its DNA. To be in the frontline of our field of work it is important for us that all employees have the opportunity to have regular training and education. That goes for all roles and positions, and we are constantly striving towards being high performance teams.

The need of training is decided at individual development talks. BIM Kemi has set a target to carry out individual development talks with all employees annually and set goals for the coming year. To secure that all employees receive individual development talks, we have intensified the support to all managers, for example by developing instructions and checklists. It is important for BIM Kemi to show that there are several ways to learn and develop skills, not only taking external courses. We also promote our internal training sessions and job rotation program, networking activities, mentorship, and site visits.

At the yearly management reviews, the competence need is analysed at company level. We continuously work with improving the quality of our yearly performance reviews. This is measured by a KPI from the employee survey, that consist of an average score of the questions regarding the quality and content of the yearly performance reviews. The employee survey is conducted every two years. The next survey is scheduled for 2024.

Employee training hours are followed up for each country and year and categorised in terms of gender and age group.

**DISCLOSURES**

**404-1 Average hours of training per year per**

| TRAINING | TOTAL 2023 | TOTAL 2022 | TOTAL 2021 |
|---|---|---|---|
| Average training hours per employee | *14,2* | *10,6* | *39* |

**404-2 Programs for upgrading employee skills and transition assistance programs**

Training focus for the year is decided based on the current needs and gaps. In 2022, leadership training was a focus area and managers, both in the UK and Sweden, participated in different leadership programs. In 2023, the main focus area was on developing technical and sales related skills for our salespeople in the field.

**404-3 Percentage of employees receiving regular performance and career development reviews**

| PERFORMED REVIEWS | TOTAL 2023 | TOTAL 2022 | TOTAL 2021 |
|---|---|---|---|
| BIM group | *100%* | *81%* | *97%* |

## Diversity and Equal Opportunity

**MANAGEMENT APPROACH**

At BIM Kemi, we work actively with the matters of gender equality, diversity, and inclusion, and it is embedded in our culture to have an inclusive environment. Everyone at BIM Kemi has the right to be respected – no matter gender, age, sexual orientation or identity, religion, ethnicity, or disability.

During the last years, BIM Kemi has worked according to a set plan for equal treatment, to counteract discrimination, harassment, and abusive treatment. All employees must promote respect for the equal value of all people, equality, and solidarity between people. In accordance with the plan, we investigate the level of equality regarding sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, and age. If investigation leads to the conclusion that BIM Kemi must do more in a specific area to reach equal treatment, there are goals set which are followed up on a yearly basis. We strive to recruit women in roles that have male dominance in numbers, but for example in production and sales there are fewer female candidates and sometimes even no female applicants at all.

Every two years, employees at BIM Kemi have the opportunity to answer an employee survey. In this survey there are questions about diversity and equal opportunity. If there is any indication of impaired results or trends, actions must be taken.
In the 2022 survey there was a big improvement regarding inclusion at BIM Kemi Sweden - a result of an active effort. There is no updated result for 2023, as the next survey is scheduled for 2024.

**DISCLOSURES**

**405-1 Diversity of governance bodies and employees**

| EMPLOYEES | TOTAL 2023 | | TOTAL 2022 | | TOTAL 2021 | |
|---|---|---|---|---|---|---|
| Total no. | *187* | | *198* | | *220* | |
| <30 | *14* | | *20* | *10%* | *22* | *10%* |
| 30-50 | *81* | | *79* | *40%* | *100* | *45%* |
| >50 | *92* | | *100* | *51%* | *98* | *45%* |
| Female | *51* | *27%* | *60* | *30%* | *57* | *26%* |
| <30 | *3* | | *6* | | *4* | |
| 30-50 | *23* | | *27* | | *27* | |
| >50 | *25* | | *27* | | *26* | |
| Men | *136* | *73%* | *138* | *70%* | *163* | *74%* |
| <30 | *9* | | *14* | | *18* | |
| 30-50 | *63* | | *52* | | *73* | |
| >50 | *64* | | *72* | | *72* | |
| | | | | | | |
| Total number white collar | *142* | *76%* | *156* | *79%* | *178* | *81%* |
| Total number blue collar | *45* | *24%* | *42* | *21%* | *42* | *19%* |

| NUMBER OF MANAGERS | 2023 | | 2022 | | 2021 | |
|---|---|---|---|---|---|---|
| Total | *32* | | *35* | | *35* | |
| By gender | | | | | | |
| Females | *7* | *22%* | *8* | *23%* | *9* | *26%* |
| Men | *25* | *78%* | *27* | *77%* | *26* | *74%* |

**Comment:**
In our sales organisation in Central Europe there are no women employed at all, which affects the result of Mangers by gender. In Sweden and Finland, 33% of the females are managers and in the UK 25%.

| Group Management | 2023 | 2022 | 2021 |
|---|---|---|---|
| Total | *6* | *6* | *7* |
| Female | *0* | *0* | *1* |
| Men | *6* | *6* | *6* |
| Age group | | | |
| <30 | *0* | *0* | *0* |
| 30-50 | *1* | *1* | *1* |
| >50 | *5* | *5* | *6* |

| Board of directors | 2023 | 2022 | 2021 |
|---|---|---|---|
| Total | *5* | *5* | *5* |
| Female | *2* | *2* | *2* |
| Men | *3* | *3* | *3* |
| Age group | | | |
| <30 | *0* | *0* | *0* |
| 30-50 | *0* | *0* | *0* |
| >50 | *5* | *5* | *5* |

| 405-2<br>PAY RATIO SALARY WOMEN/MEN % | 2023 | 2022 | 2021 |
|---|---|---|---|
| COUNTRY | | | |
| Sweden | *95* | *94* | *97* |
| Norway | *91* | *96* | *96* |
| Finland | *69* | *99* | *98* |
| UK | *98* | *92* | *99* |
| Continental Europe | - | - | *49* |

When analysing the pay ratio for women compared to men, there is almost equality in salary between gender in most companies except in BIM Finland. Two women left the Finnish organisation in 2023 and was replaced by two men. At present, there are no women employed in the sales organisation in Continental Europe.

**202-1 Ratios of standard entry level wage by gender compared to local minimum wage**
100% of all salaries in BIM Kemi Group are above local minimum wages. The nature of our business requires that all our employees have competence and roles with salaries above local minimum wages. This is independent of gender.

**At BIM Kemi we do not accept any kind of discrimination or bullying – all individuals should be treated equally and with respect. We work systematically to investigate and follow up any signs that could indicate that we don't behave as we should.**

# Non-Discrimination

## MANAGEMENT APPROACH

At BIM Kemi, we do not accept any kind of discrimination or bullying – all individuals should be treated equally and with respect.

We work systematically to investigate and follow up on any signs that could indicate that we don't behave as we should. One source is our bi-yearly employee survey where all employees can answer questions about discrimination, harassment, threats, violence or bullying.

Furthermore, we have regular workshops with the staff where we discuss work culture, different dilemmas and how to behave towards each other. Other preventive actions can be training in conflict management or teambuilding activities.

There is a group common policy and procedure in place for how to act in case of unequal treatment, discrimination, and/or harassment.

BIM Kemi is fully compliant with the new EU directive regarding whistleblowing, and there is a reporting channel on the BIM Kemi website. The latest update is that now can harassments also be reported here. In case of incidents, they are followed up both at a Group Management level and locally. Actions will be taken locally, both in meetings with concerned staff members as well as discussions in all departments.

It is important that all our employees are aware of the policy regarding unequal treatment, discrimination, and harassment, and have the opportunity to discuss how to behave towards each other

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The reporting period for this sustainability report is full year 2023.
This is the third GRI referenced report from BIM Kemi.

This is the third GRI referenced sustainability report for BIM Group. It is also our Communication of Progress in accordance with our membership in UN Global Compact.

More information and digital copy of this report is available at www.bimkemi.com

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