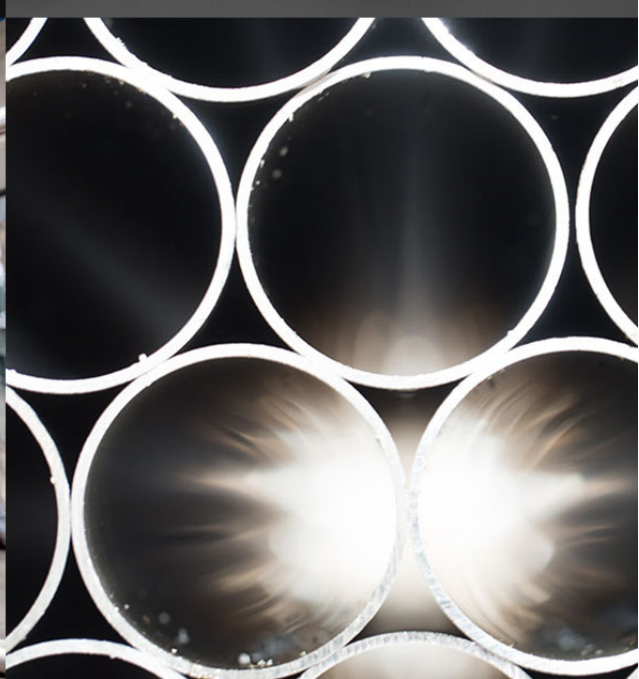
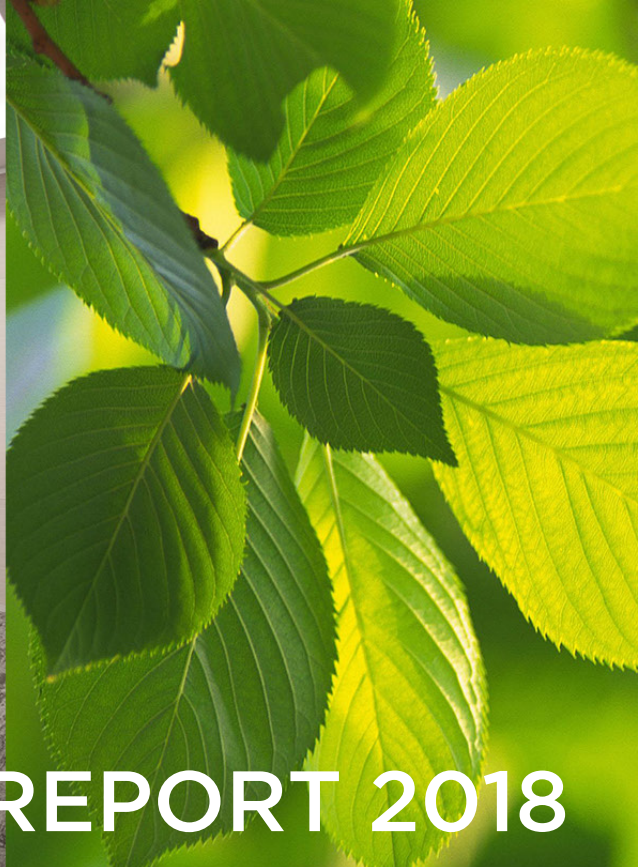


SUSTAINABILITY REPORT 2018



Content

CEO comments	3
A new department for sustainability	4
About ROL Group	5
Our business areas	6
ROL ERGO	6
RIO- ROL Intelligent Office	7
ROL Fredbergs	8
Global sustainability	9
Follow-up of our sustainability work	10
Follow-up of sustainability goals 2017	11
Follow-up of risk analysis from 2017	12
Stakeholder analysis	13
Our customers are all over the world	14
Products and services	15
Material	16
Sustainable design	17
Manufacturing process	18
Energy used towards heating	19
Electricity	20
Water	22
Waste and recycling	23
Chemicals	24
External transporting	25
Internal transporting	25
Social responsibility	27
Sustainable supply chain	28
Risk analysis and self-declaration	28
Local engagement	29
Our Coworkers	30
Promote good health	31
Follow-up	32
Equality	33
Project circular economy 2019	34



CEO comments

The year that has passed has, despite volume reductions in shop fittings, fulfilled the expectations we set on quality improvements and commissioning of both investments and efficient energy production. Our flexibility has increased through a flatter organization within the production and quality area.

Our opportunities and challenges during 2019 will be characterized by improved working environment and improved business processes in both product and sustainability development globally. For example, the life cycle is influenced by our early position on future environment and sustainability in our improved product development process.

The implementation of our new factory in Lithuania started in 2018 and will be utilized in full capacity at the end of 2019. Consumption figures and utilization of resources will thus have a more positive impact on our environment.

A sustainable product with a strong customer and supplier relationship creates loyalty and trust, and thus security and profitability. This will always be within ROL's commitments and future orientations.

Per-Olof Svensson CEO ROL Group

A new department for sustainability

We ended 2018 with a glimpse of what is to come.

At the end of the year, we could see how a young Greta Thunberg got the world's leaders to pay attention by protesting every Friday against climate change.

Being as alert and understanding at the age of 16 of where the world is heading and to challenge the issue at hand is inspiring to us and for a whole generation. It is the new generation entering the work force that is creating demands towards companies. Promising words from politicians, people in power and businesses are not enough to stop climate change.



We at ROL believe in the same thing. We can communicate and talk about the things that we do for sustainable development. However, if we are not aware of our shortcomings and the risks in this development, then we can make the wrong decision along the way.

Last year was the first time we conducted a sustainability report. Now, one year later, at the turn of the year 2018-2019, we established a department for Sustainable Development to coordinate our global strategy for sustainability.

We are redefining our existing business-critical processes to create better opportunities for a sustainable product development.

We were also given the opportunity to participate in a project within Circular Business Models that is to be completed at the end of 2019 together with Region Jönköping, the Swedish Agency for Economic and Regional Growth and CSR Småland.

We are updating our sustainability report this year with a focus on how ROL contributes and affect the UN's global sustainability goals.

It is said that 2019 is the year of change, and that sustainability – for real – will have an impact.

Hanna Stengård

Corporate Sustainability Manager, ROL Group



About ROL Group

ROL AB is a family-owned company with headquarters in Jönköping and a history that extends over a span of 30 years. Since 1985, we have developed and delivered functional office and shop fittings to thousands of offices and stores around the world. Today, ROL has production facilities in Sweden, Lithuania, USA and China. Our customers are spread across large parts of the world.

Within the ROL Group, there are two main business areas; ROL ERGO and ROL FREDBERGS.

At ROL we have a long history of utilizing our employees' knowledge and we see it as a strength to own the production process.

These factors have led us today, owning a large part of our production chain, which covers everything from design to electronic control and finished product. This holistic approach allows us to deliver high quality products while also being cost effective and having absolute control over the manufacturing process.

The report presents the entire group's earnings unless otherwise stated.



Our Business Areas

ROL ERGO

ROL Ergo strives to create workplaces where health and well-being lead to job satisfaction and inspiration.

We believe that a workplace where the soft values are prioritized is the key to success. Since the nineties, we have been a customer-driven company of knowledge with a passion for sustainable solutions, which has led us to become what we are today.

ROL ERGO is one of the leading suppliers of height-adjustable stands and digital office solutions.



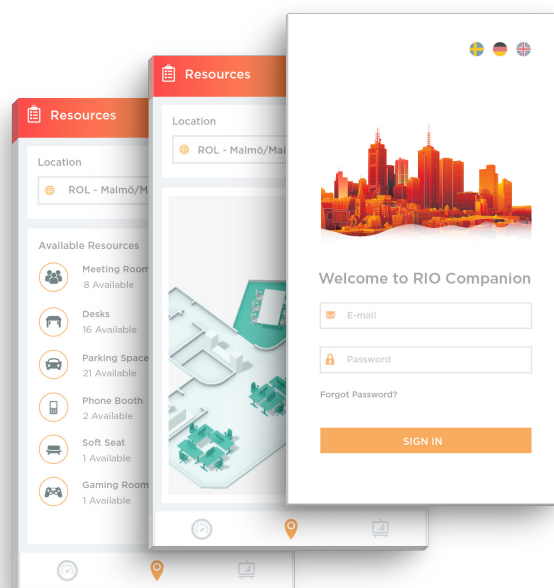


RIO- ROL Intelligent Office

With RIO, ROL Intelligent Office, the consumer decides how much they want to sit and stand when they work with the help of a reminder – for a better health-promoting workday.

You can also get user reports on how different workplaces in the office are used, in order to optimize productivity and the office environment.

There is a value in optimizing the use of your workplace today to make the right decisions for future needs and future investments. This also reduces any waste of resources due to not having to invest in more office space than what you really need.





ROL Fredbergs

ROL Fredbergs has more than 30 years of experience in projecting and installing furnishings for stores, restaurants and public environments.

We specialize in turnkey projects by giving our customers a turnkey environment where we handle the whole process from an idea and turn it into an establishment and the opening of a new premise. It can be anything from architecture, concept design, design work, prototyping, production and supply, warehousing and logistics solutions, project management of construction and installation.

When the customers' businesses are in operation, ROL Fredbergs will continue their support and offer their services to keep the concept stylish and functional. The customer will receive a contact person who coordinates all professions involved. Our idea is to work locally but think globally.

ROL Fredbergs and its collaborators are therefore represented in several strategic countries to provide our customers with the local service that is needed

Global Sustainability

Last year's report focused on the implementation of a materiality analysis and risk analysis.

We have now proceeded and rectified some of the risks that we identified last year, which is accounted for on page 12.

We want to compile our visions, goals and collaborations this year, and exhibit how our work ties to the global sustainability goals*. We assessed our processes against the 17 sustainability goals and identified those processes where we have the greatest opportunities to make an impact on – directly or indirectly. This will solidify our focus and our answer to why we are doing this and making it easier for us to communicate internally and externally.

We are not able to contribute to all goals, but we have identified goals that we have matched with our internal goals and activities in this sustainability report.



* Global Sustainability Goals: On September 25, 2015, UN members adopted Agenda 2030, a universal agenda as the Global Sustainable Development Goals. The 17 global targets in turn have 169 sub-goals and 230 global indicators.

The Global Goals and the Agenda 2030 are the most ambitious agreement for sustainable development that world leaders have ever adopted. The concept of sustainable development integrates the three dimensions of sustainability: social, economic and environmental. With Global Goals, world leaders have committed to achieving three great things by the year 2030; to abolish extreme poverty, to reduce inequalities and injustice in the world and to solve the climate crisis. Source: www.sustainabledevelopment.un.org,



Follow-up of our sustainability work

We now have different processes to follow up on our Sustainability work.

The management team have the overall responsibility for strategies, goals and measures as well as making sure to follow-up on said responsibilities. The managements companies and departments have operational responsibilities for their own sustainability work. The people who are held accountable are the respective companies' CEO and head of departments.

A follow-up of the sustainability work is conducted by the department within Corporate Sustainability, as well as via internal and external audits, for example, customer audits, supplier audits or certification audits.

During spring 2019, a completely anonymous whistleblower function will be available to all employees. Giving everyone the opportunity to report on any anomalies within the ROL Group.

Follow-up of sustainability goals 2017

To develop an overall strategy and organization towards sustainability for ROL globally in 2018.

The Corporate Sustainability department was implemented at year-end of 2018/2019 and will work for the entire group. The Corporate Sustainability Manager is also a member of the expanded management team for ROL AB, which was introduced in November 2018. An overall strategy has been developed for 2019 and 2020.

To increase the share of renewable energy in 2018, compared to 2017. Measured as a percentage of total energy use.

Most actions have been implemented. Page 19 and 20.

In 2018, carry out a risk assessment of our suppliers from a sustainability perspective. By 2019, all suppliers who have received the assessment “significant risk” shall have undergone an audit to the requirements of our Code of Conduct.

The process for supplier evaluation has been established and the risk assessment has been extended regarding risks related to sustainability. The plan for carrying out audits in 2019 is now complete. See page 28.



Follow-up of risk analysis from 2017

NO.	RISK	RISK MANAGEMENT (FROM REPORT 2017)	ACTION PLAN
1.	Energy supply in China (KH factory).	There are possibilities of moving production to other facilities if energy shortages arise.	No action required. Has been assessed as low risk in 2018.
2.	Risk of conflict in the Baltic countries can affect the production plant in Lithuania.	We are monitoring the development. There are opportunities to move production in the event of any impact.	No action required. Has been assessed as low risk in 2018.
3.	Barriers to trade (customs duties etc.)	We are monitoring the development. There are possibilities to move production in the event of any obstacles.	No action required. Risk has again been assessed as low in 2018.
4.	Development of circular business models - is both an opportunity and a risk.	We monitor the possibility of developing the business in a circular direction.	Projects started together with Region Jönköping, the Swedish Agency for Economic and Regional Growth and CSR Småland. Page 34.
5.	Risk of corruption when choosing a supplier.	Decisions are made in a group, Code-of-Conduct is applied in supplier agreements, a policy against bribery exists, certificate procedures exist.	Risk is reduced thanks to wholly anonymous whistleblower service that was established in the winter of 2018/2019 and is communicated and introduced to all employees in the spring of 2019.
6.	The supplier who is hired does not meet our expectations and requirements.	Clear directives are available from the management, e.g. By Code-of-Conduct. Supplier agreement and self-assessments are applied. Audit is done by the quality department when purchasing from a new supplier.	Risk is reduced through arrangements. Page 28.
7.	The procedure for supplier assessments is not complete. There is a risk that important issues will not be considered.	During 2018, a review will be carried out and completion of routines, checklists and reporting.	Risk is reduced through arrangements. Page 28.
8.	Unclear internal communication risks causing customer's expectations and requirements not being met	During 2018-2019, a review and clarification of our processes and internal requirements are made between the departments.	Development of the existing management system began in September 2018 and is expected to be completed before the summer of 2019. The work means that all business-critical processes are clarified.
9.	Lack of resources entails the risk that ambitions, and goals will not be reached in the working environment area.	In 2018, a review of the resources is carried out to ensure that enough resources are available or added.	Risk remains. Plan for 2019 to develop working environment.
10.	Shortcomings in the system for ensuring competence have been identified. Any lack of competence could jeopardize for example that supplier audits are not carried out in accordance with ROL's level of ambition.	In 2018, a review of the system for competence requirements will be carried out with the aim of clarifying the competence requirements that ensure the right competence of our employees.	Risk remains. Plan for 2019 is to develop competence development plans for all employees.
11.	Abuse could risk being undiscovered due to whistleblower function not being anonymous.	Alternative systems will be investigated in 2018.	Risk is reduced thanks to wholly anonymous whistleblower service that was established in the winter of 2018/2019 and is communicated and introduced to all employees in the spring of 2019.

Stakeholder analysis

The purpose of a stakeholder analysis is to ensure that relevant stakeholders get the opportunity to influence and contribute to ROL's sustainability work. The stakeholder analysis below aims to identify dialogue opportunities at different stages when contact with ROL has taken place. The stakeholder analysis is a useful tool to be utilized when meetings are to be arranged so that the right stakeholders are invited based on the purpose of the meeting.

STAKEHOLDER	QUESTIONS 2018	WHAT DOES ROL DO?	OPPORTUNITY FOR DIALOGUE DURING 2018
CUSTOMERS	Product quality, prices, efficient delivery, environmental product performance, circular business models, product security.	Well-defined business processes and goal management. Market prices. Code of Conduct.	Business talk with customers, industry fairs, development of new products in consultation with customers.
OWNERS	Meet the economic goals and operate a sustainable business.	Business plan, well-defined business-critical processes, goals and strategies for sustainable business.	Board meetings, Annual General Meeting.
CREDITORS/ BANK	Economic development, financial stability, sustainable business, new business opportunities.	Business plans for each business. Annual Sustainability Report.	Business talk, investor meetings, sustainability report.
COWORKERS & MANAGERS	Providing, competence development, work environment, gender equality, diversity, organization and clarity, values, prepared for the generational changes.	Performance review, introductory education, competence development plans, Systematic work environment work, employee surveys.	Employee survey 2018 for Swedish companies within ROL Group. Performance reviews. Union collaboration.
ENTREPRENEURS/ CONSULTANTS	Long-term collaborations, contractual and remuneration issues, work environment and safety.	Collaborative projects, information and follow-up of code of conduct, field control, contracting agreements.	Business talks during procurement of services, project meetings.
MATERIAL SUPPLIERS	Payment ability, fulfillment of code of conduct / certifications, market prices.	Risk assessment of suppliers, on-site audits of suppliers, third-party audits, tax returns, supplier agreements.	Business talk with suppliers, supplier assessments, audits.
LOCAL COMMUNITY/ NEIGHBOURS	Local environmental impact (Noise, land use, vibration, pollution).	Noise measurements.	No comments or complaints received. There is no dialogue opportunity.
MARKET & INDUSTRY	Sustainable competitive industry development in the construction retail and furniture industries.	Members in different industry networks. Members of CSR Småland (a network for sustainable business).	Regular industry and network meetings during the year. Tradeshows.
POTENTIAL EMPLOYEES	Credibility, livelihood, competence development, work environment, gender equality, diversity, organization and clarity, values, prepared for the generational changes.	Strives for an even age and gender distribution. Digitization projects. Promote competence development.	Labor market fairs, trainees and thesis projects in collaboration with the university.
LOCAL AUTHORITIES	Local regulations, development of circular business models in the region of Jönköping.	Law monitoring service for environment and work environment.	The environmental office and Swedish Work Environment Authority inspection in 2018.
NATIONAL AUTHORITIES	Agenda 2030.	Sustainability report. Law monitoring service for environment and work environment.	No dialogue opportunity in 2018. Communication is developed in sustainability report 2018.
INTERNATIONAL AUTHORITIES & ORGANIZATIONS	Global sustainability goals.	Sustainability report and annual report.	No dialogue opportunity in 2018. Communication is developed in sustainability report 2018.



Our customers are all over the world!

In both of our business areas, ERGO and FREDBERGS, we have the privilege of working with big customers who make extensive demands on us regarding social, economic and environmental responsibility.

The demands of our customers have meant that we work proactively with sustainability issues both internally and in our supply chain. The customers requirements help us to constantly develop and further enhance our sustainability work within the group.

A challenge for us is to develop our business model and our business strategy to achieve more efficient integration and ensure the governance of sustainability work. Our desire is to set the level of ambition to our sustainability work at the same time as we meet our customers' requirements.



Products and services

We manufacture products for the furniture industry but also furnishings for retail and restaurant industries through our business areas ROL ERGO and ROL FREDBERGS.

At FREDBERGS we have a so-called turnkey project where the service entails total commitment of helping the customer throughout the renovation and the construction of the project to complete installation of all the furnishings.

Material

Electronics

Electronics is the largest, by purchasing volume, material category in our products. All our electronics suppliers must guarantee that they do not use conflict minerals in the products that we purchase from them. Suppliers must of course also comply with the RoHS directive for electronic components.

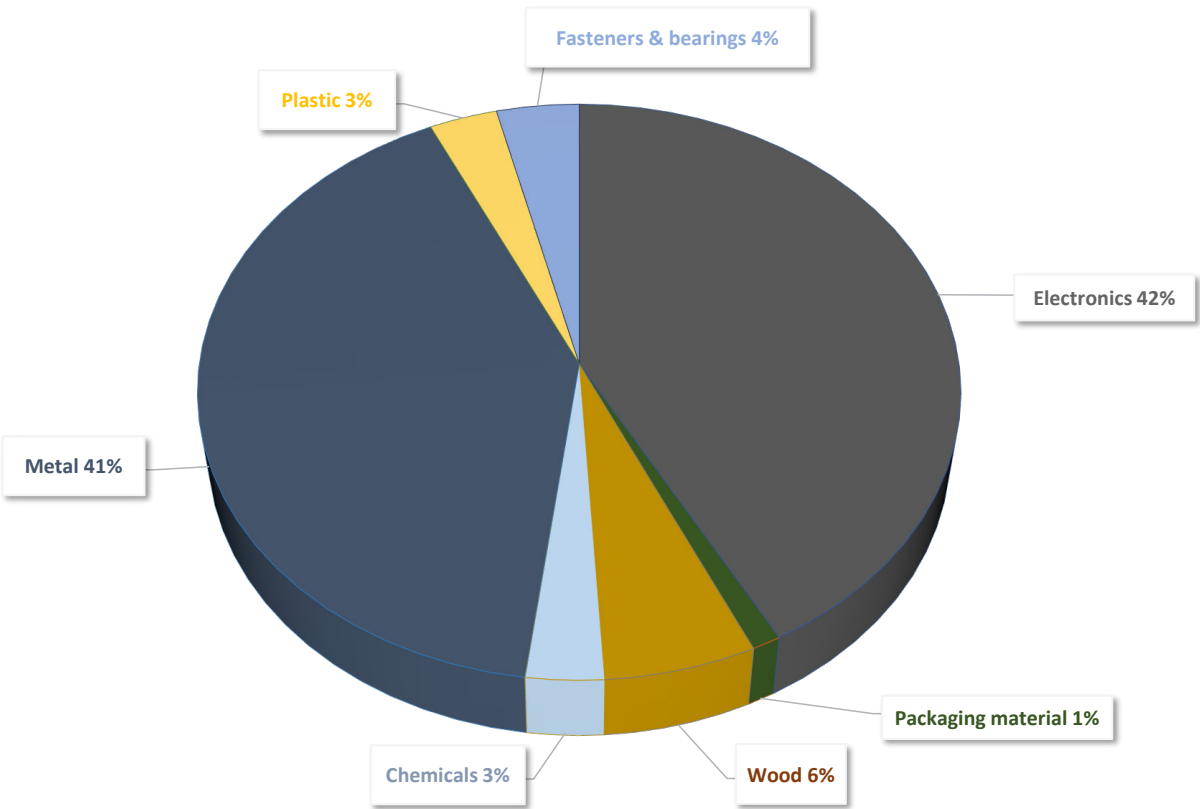
Metal

We purchase and use as much recycled metals as possible without affecting the quality of our final product. We request certificates from our smelters for how large a proportion of recycled metal is in purchased raw metal material which can vary anywhere between 20-25%. Chromium III is only used for chrome plating.

Wood

We purchase a small amount of wood material. If a request is made by the customer, we will buy FSC certified wood and track it. Our factory in Lithuania is certified for FSC® - Chain of custody*.

The distribution of purchased materials of our products looks like the following (based on total purchasing volume in 2018).



Sustainable design

We create an impact on the environment throughout the products' life cycle. Our biggest opportunity to act against this matter is within our walls, i.e. we transport and manufacture ourselves. We can also influence the suppliers who deliver our material or components by placing a demand to improve their environmental impact and follow-up on it.

Our customers make demands on how our products are to be made and often said customer decides what materials to be used. However, there are moments when we follow the market trends and find a need to develop a new product for the market. This gives us the possibility to influence and improve the products design so that it contributes towards a sustainable products' life cycle.

We make sure that the product is designed in way that makes it possible to use as much recycled material as possible in the product without deteriorating the quality. We want to enable the opportunity to replace components to extend product life and ultimately promote recycling in the best possible way.

Our product development process will be defined with even more clarity on sustainability performance during spring 2019.

Read about our project on circular business models on page 34.



Picture. ROL Product Life Cycle shows in which areas we can influence both within and outside our own organization.

For example, by increasing the proportion of recycled material in our products, we can have a large positive impact to reduce the use of non-renewable raw materials.



Manufacturing process

Some of our factories are certified according to international standards.

By working with our management system in both quality and environment, we are creating the right pre-requisites for systematically improving our processes for measuring our quality and environmental impact. ROL ERGO, ROL FREDBERGS and ROL PRODUCTION SWEDEN AB are ISO 9001: 2015 and ISO 14001: 2015 certified.

In the United States, our factory is ISO 9001: 2015 certified with plans for environmental certification in 2020. Arrangements are made for our component factory in China to be certified in ISO 14001 and ISO 9001 by 2021.

Our largest factory which is stationed in Lithuania is undergoing improvements to existing quality and environmental management systems and is expected to be certified by the end of 2019/early 2020.



Energy used towards heating

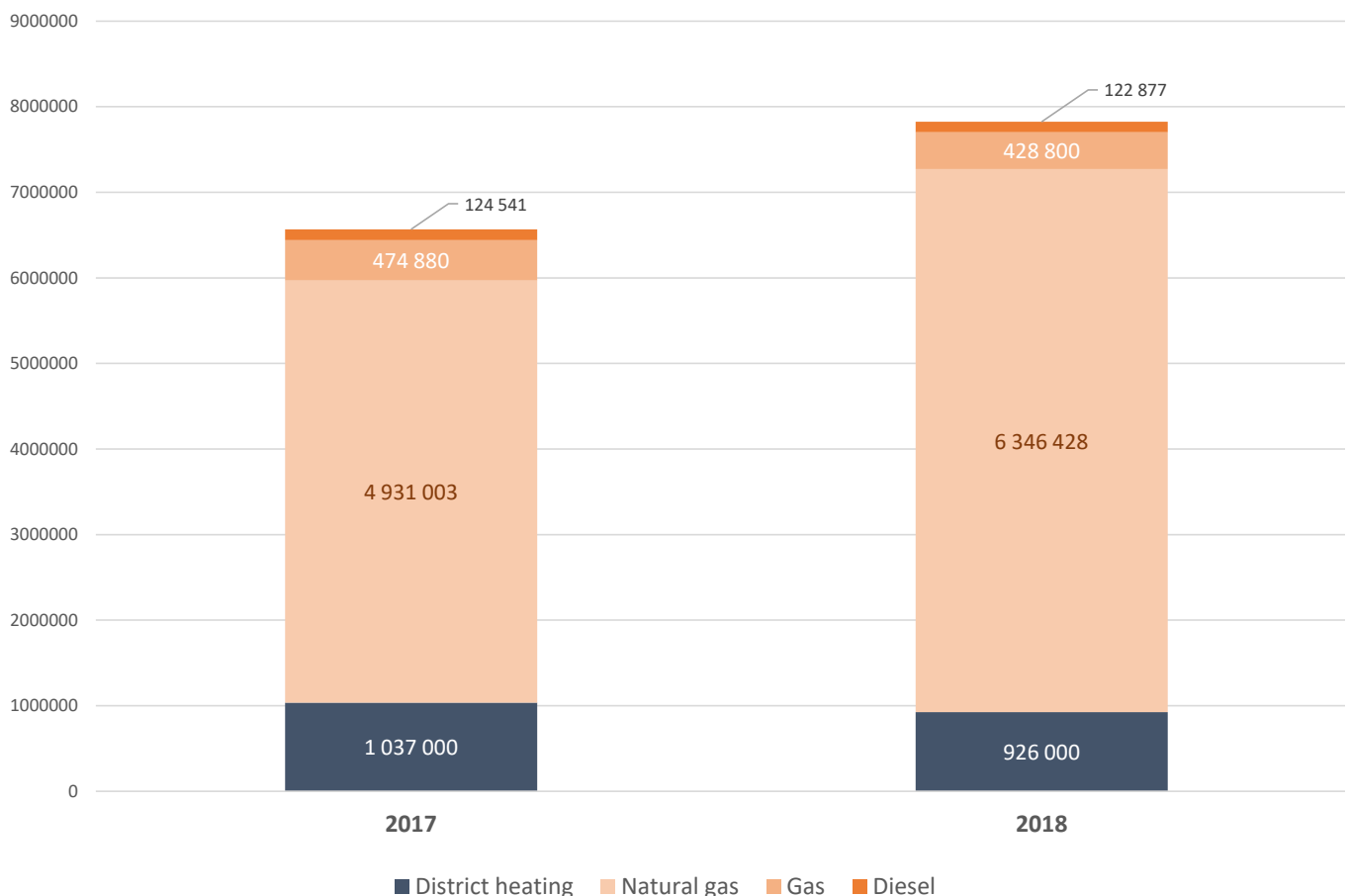
We have different kinds of energy used for heating our factories. Different countries provide different conditions for which type of energy is available.

To a large extent, natural gas is used in our factories. We are investigating the possibility of changing to other methods of heating. We are connected to a district heating network in Sweden, which is not available at this given moment in the other factories.

The energy used for heating in 2017 was measured at: 6 567 424 kWh, which in 2018, increased to 7 824 105 kWh. This increase is due to a completely new factory was put into operation in Lithuania. As a result, we did not achieve our goal of reducing energy consumption in 2018.

To attain our new goals of reducing our total energy consumption we are implementing heat monitors in Sweden. In 2019, we believe that there will be a 30% decrease of energy consumption used for heating by recycling heat through our compressors at our production unit located in Sweden.

TOTAL ENERGY CONSUMPTION (kWh) 2017-2018



Electricity

The electricity that was consumed in 2017 totaled at 7,514,456 kWh and made a small decrease to 7,163,578 kWh in 2018. An increase was made using renewable energy (sun, wind, water, biomass) from 60% to 62%.

To achieve our goal of 2019, new LED lights will be installed throughout the Swedish factory. This initiative is estimated to save up to 224 000 kWh/year, i.e. approximately 8% of the total energy consumption at our factory in Sweden. More methods of saving energy will be implemented by installing a throttle and a speed controller on our welding suction as it regulates how much ventilation should be used.

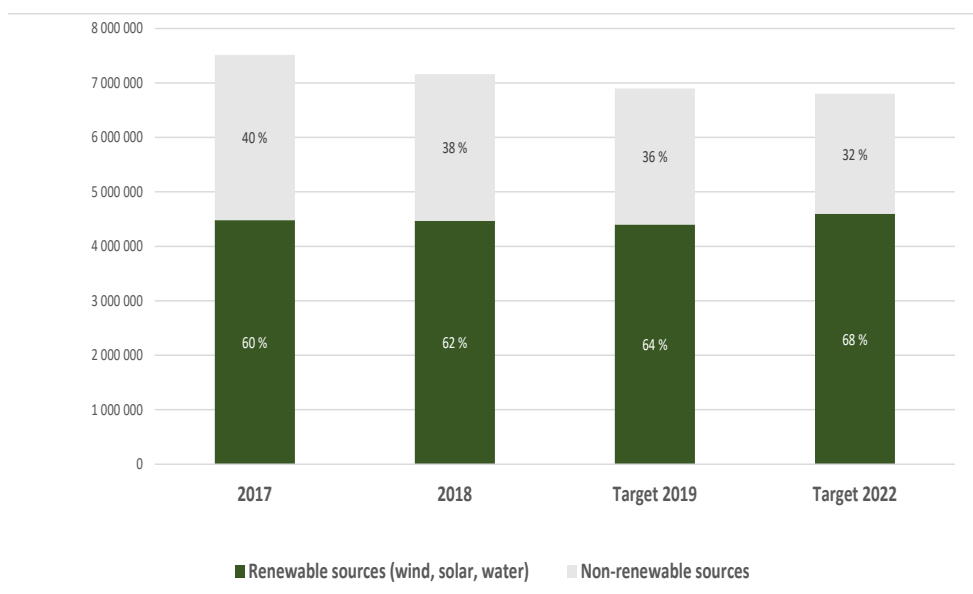




Solar panels were installed in 2018 at our factory in Lithuania

Most energy-enhancing measures were made at the end of 2018 at our factory in Lithuania, such as the installation of electricity meters for each production line and installation of solar panels on the roof. This will hopefully make an impact on the total electricity consumption.

TOTAL ELECTRICITY CONSUMPTION (kWh) 2017-2018 AND TARGETS

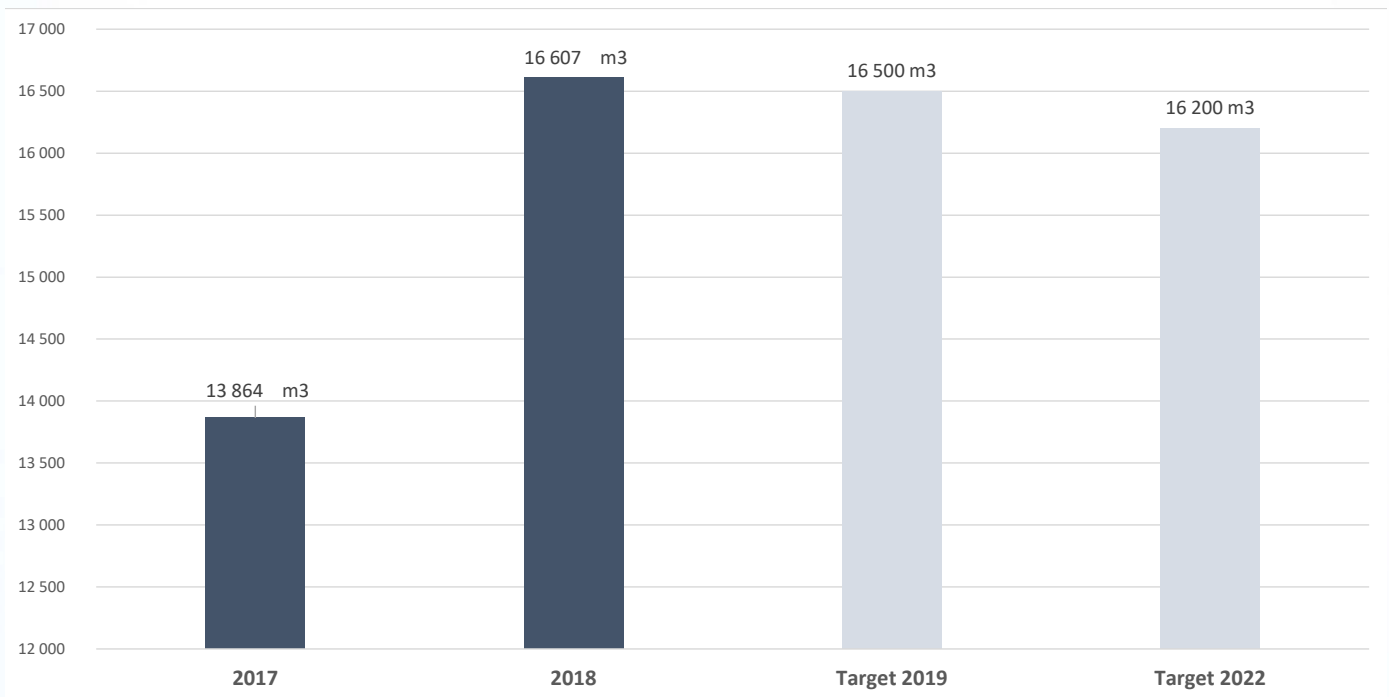


Water

Water is needed during the painting process in our factories and we recycle as much of it as possible. However, it does create a fair share of volume.

We estimate that our production volume will increase in the future and it will be difficult to reduce our water consumption in the short run. One of the bigger projects in 2020 consists of improving our product range for surface treatments that will help lower our water consumption.

TOTAL WATER CONSUMPTION AND ESTIMATED CONSUMPTION IN THE UPCOMING YEARS.



Waste and recycling

We increased our total amount of waste in 2018 compared to 2017.

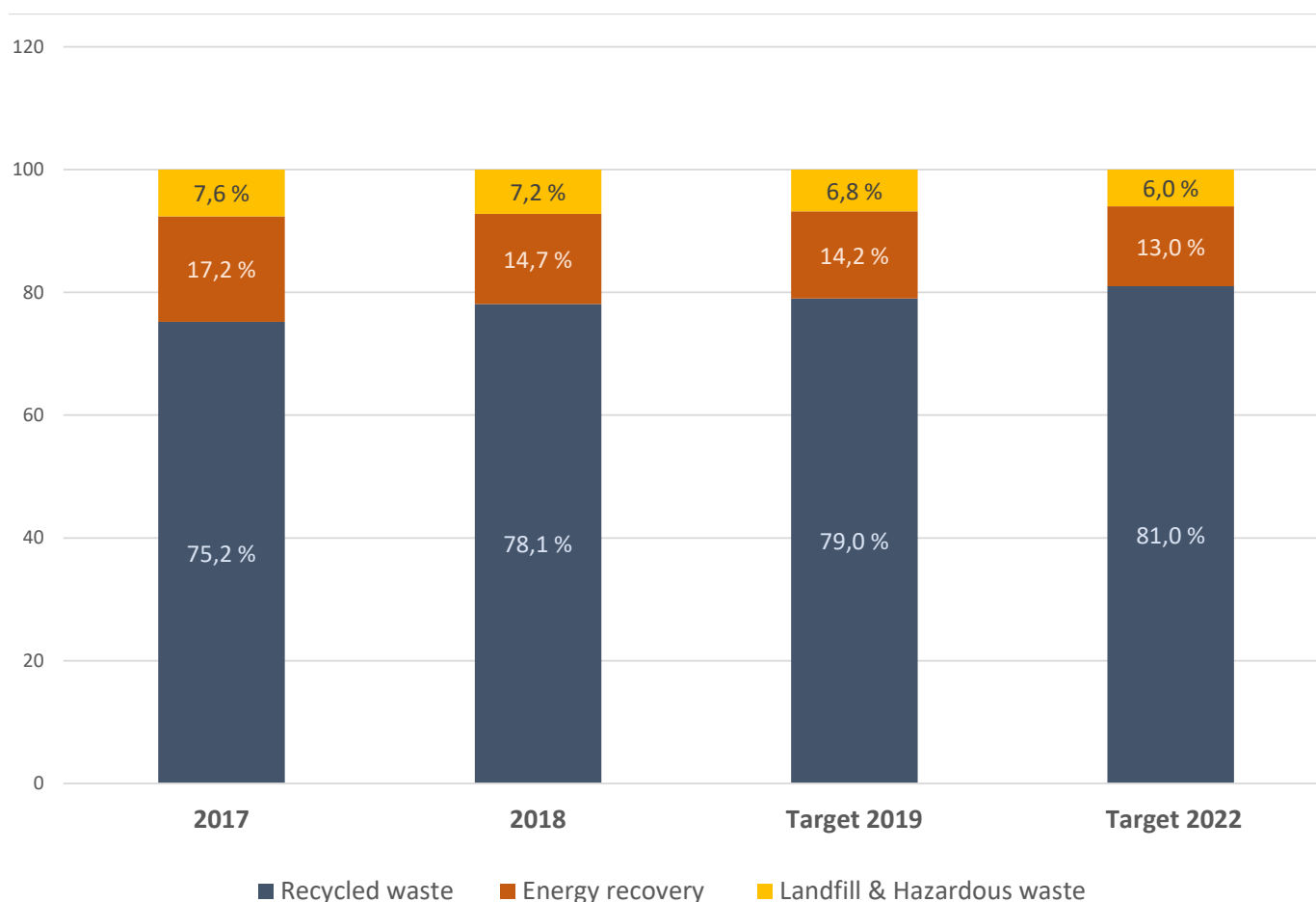
However, we managed to reduce the amount of waste that goes to into a landfill from 4.9% to 2.4% in our largest production site.

We are heading towards the right direction on waste management in our factory in the US but there is still room for improvements. It is difficult to obtain exact information on how the waste is handled today. Even when we sort the different types of waste, it is sometimes handled as landfill, and thus the proportion of landfill is high.

During 2019, we will investigate different alternatives for waste management that are available in the area near our factory in the US. This action is needed to reduce the amount of waste that goes to landfills and collect accurate statistics of our waste management.



TOTAL WASTE DISTRIBUTION AND FUTURE OBJECTIVES



Chemicals

We use chemicals in our manufacturing process. In Sweden, we do chemical assessments by using the webtool ECO online to attain the right information on risks, environmental impacts of using our chemicals as well as always having access to an updated safety datasheet.

Responsible staff will always evaluate and consider all chemicals before they are purchased and placed into the system. There are also opportunities to seek substitutional alternatives to reduce health risks and environmental impacts. In our development process, chemical requirements are clearly stated by our customers.

We comply within the REACH legislation, and sometimes we will send material to be tested to find out with certainty that the purchased materials do not contain unwanted chemicals.

The biggest share of chemicals used in our factories are used in powder coating our leg frames. Our powder coating stations are adjusted so that any leftover powder that does not cling on the product is easily reused for future use and therefore creating minimal waste.



External transporting

Various transports are carried out daily and we are striving to reduce the number of transits made

We avoid intermediate storage as much as possible and deliver directly to the customer. We coordinate and plan routes to make transports more efficient and reduce our negative impact on the environment. The idea is to have complete factories as close as possible to our final customers within reason that our investment plan allows us. By doing this we can affect our carbon footprint even more.

Internal transporting

Our staff travels between our units.

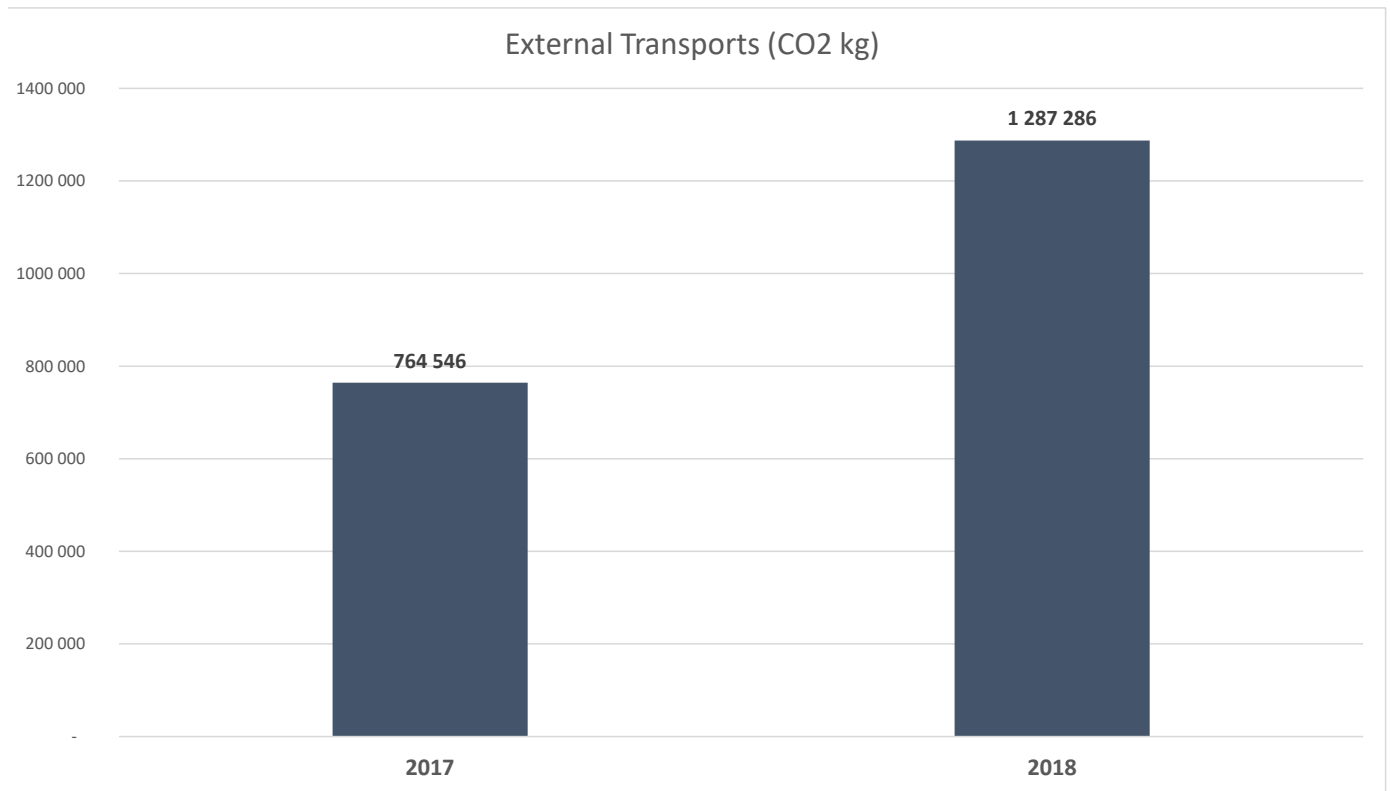
During 2017, 1 520 013 km of air travel were made *, and in 2018 the number increased to 1,683,417 km of air travel. The reason for an increase of air travel is partly due to a new factory that opened in Lithuania, resulting in an increase in air travel for our staff due to an expanded global collaboration of our sites.

The target for 2022 is to reduce the number of km of air travel by 5%.

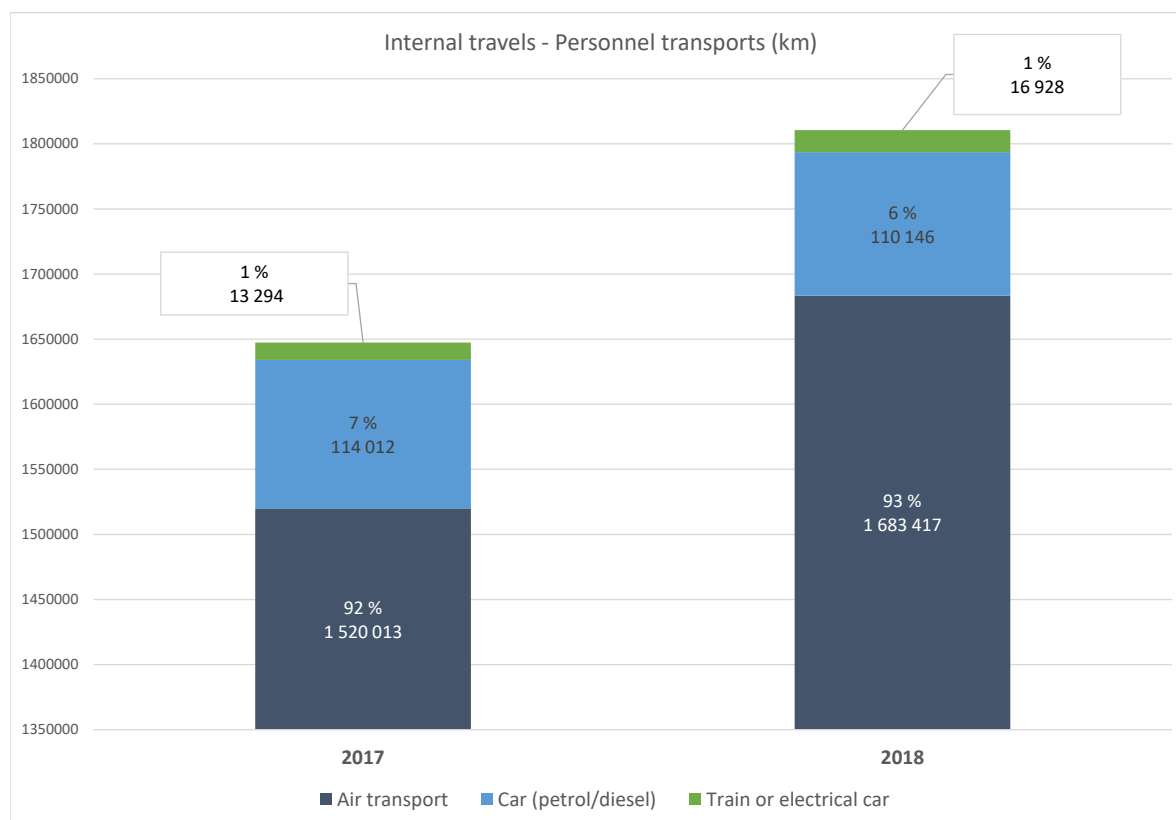
Measures are being made to use video conferencing for easier communication between sites.

**Figures refer to Swedish ROL companies' trips.*

TOTAL CO2 KG FROM EXTERNAL TRANSPORT *



TOTAL NUMBER OR KM STAFF TRANSPORT **



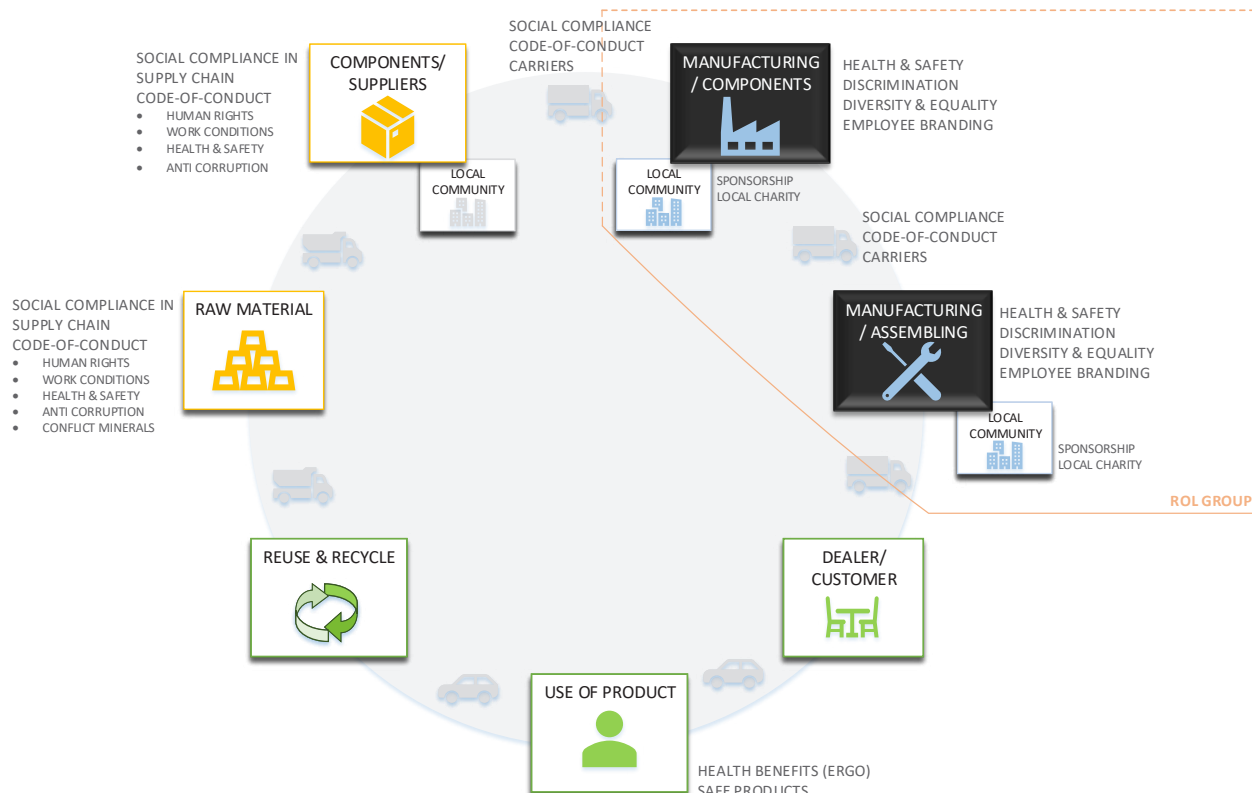
** Figures refer to Swedish ROL companies' trips.

Social responsibility

We are a global company with production in three continents and almost 800 employees in various countries. In addition to our own production facilities, all companies who supply raw materials and details for our products are added. Our global presence brings a great responsibility ensuring that our employees are provided with a good working environment. Because of this, we have the opportunity to influence our suppliers to take responsibility for better working conditions and to decrease their environmental impact.

The foundation of our sustainability work is our Code-of-Conduct (CoC) which can be found in www.rolgroup.com. Our CoC is based of UN's "Global Compact" and in it we clarify our guidelines and rules regarding sustainability within ROL as well as our suppliers and partners. Our Code-of-Conduct covers the social, economic and environmental requirements and guidelines.

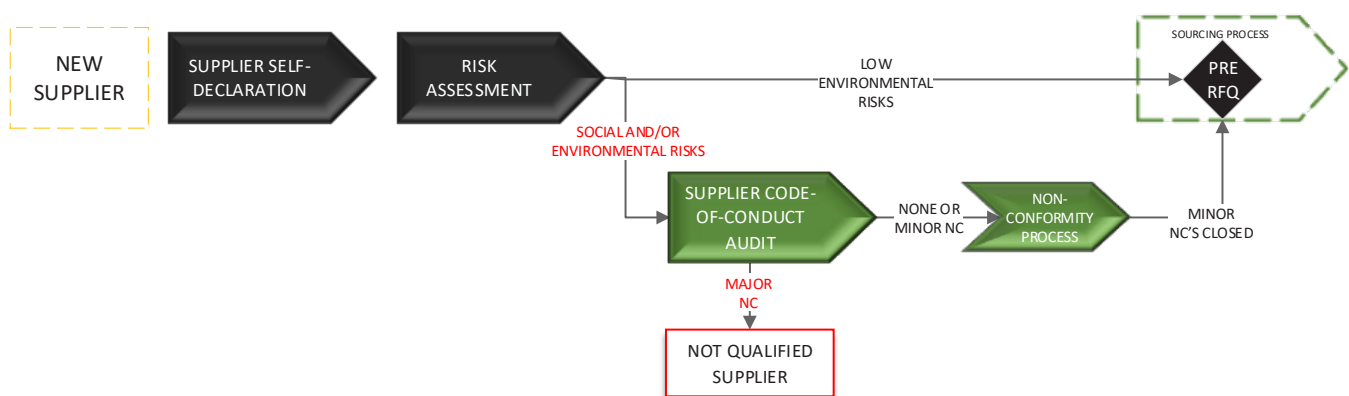
Our social responsibility goes beyond ROL Group. We demand our material suppliers, entrepreneurs, consultants and transporters to follow our Code-of-Conduct.



Sustainable supply chain

In 2018, we updated our Supplier Evaluation process to make it easier to prioritize how and when audits should be done on existing and new suppliers.

SUPPLIER EVALUATION PROCESS



Risk analysis and self-declaration

The potential supplier shall upon request fill in a self-evaluation. The party in question submits validated certificates regarding their social and environmental responsibility as well as an overall quality of health and safety if they are available.

In the risk analysis, an assessment will be made of their financial, quality, delivery, environmental and social risk. The self-assessment is evaluated regarding certifications, land risk, risk of child labor and crimes against human rights. If the supplier is labelled as a significant risk on their assessment, then a “Code-of-Conduct” audit will be done on site. Supplier audits are conducted by ROL and may include an interpreter if needed or with the help of a certified third-party auditor.

The audit protocol, pictures and any necessary documentation is gathered in our system for supplier audits as well as other internal or external audits.

During 2018, 15 supplier audits were carried out. However, in 2019, in-depth audits on social responsibility and environment will be implemented on all new and existing suppliers who are assessed as a significant risk.

Local engagement

ROL has chosen to sponsor some organizations and businesses.

For instance, we have chosen to sponsor a local girls handball team and a YE (Young Enterprise) * company who also won the Company of the Year at the Junior Achievement Fair.

We have also chosen to sponsor an organization called “Aktiv Skola” (active school) in prevention of net grooming. “Aktiv Skola” is a non-profit organization whose goal is to create a better and safer school environment in Sweden. Their mission is to prevent today’s most important issues such as drugs, grooming, health, environment and bullying.

**Young Enterprise is a politically independent, non-profit education organization and is part of the global organization Junior Achievement. Since 1980, Young Enterprise has trained high school students in entrepreneurship through the UF business education.*

The logo for Aktiv Skola features the words "AKTIV" and "SKOLA" in a bold, orange, sans-serif font. Between them is a stylized orange icon of a person with arms raised, composed of three circles and two vertical lines.



Our Coworkers

Our strength as a global group is the exchange of the different countries' history, culture and social context. Our contributors offer invaluable knowledge and experience. Through collaboration, communication and exchange of knowledge, we can run their respective site for long-term sustainable companies.

In 2018, our global cooperation increased, which also resulted in an increased number of internal trips on page 30.



Promote good health

In the spirit of ROL's values; creativity, innovation, product excellence, and entrepreneurial thinking are our ambition to always act according to our best ability. Therefore, we encourage the understanding for each site to promote good health and working environment for their employees.

ROL's Code of Conduct clearly demonstrates our efforts to treat all people, employees and suppliers, with respect according to the UN's directive on human rights. We aspire for a fair and safe working environment where diversity is encouraged, and discrimination is not tolerated. That all employees are paid fairly for the job that has been done. That all our employees work in an environment that is safe, healthy and free from mental and physical stress. We require that all ROL sites follow and comply with the standard set out in our Code of Conduct.

During 2017 and 2018, several global knowledge exchanges of work-related improvements took place. This led to increased knowledge and awareness of a safer physical work environment.

ROL's units in Sweden offer all their employees' healthcare benefits and the opportunity to undergo a health examination every two years.

Through strong cooperation with the local unions and the fulfillment of the occupational health and safety requirements, the conditions for a satisfying and safe environment are met.

ROL China offers its employees an annual health check.

ROL Lithuania have also discovered the importance of a healthy balance between work and leisure by introducing a physical fitness challenge. Employees shall, if they accept the challenge, do “squats” (a leg exercise) at the end of the working day to be able to mentally disconnect from work when going home for the day.

ROL USA, give all employees access to, through their own insurance, subsidized by ROL, an annual health check. Recently, an offer of five free therapies was introduced each year.

Follow-up

In ROL Group, we continuously follow up on data from turnovers, accidents, incidents, sickness and health presence.

Our ambition is to be able to set up work environment goals on each site as well as global goals. These goals must be followed by action plans, which must be well communicated and anchored with all employees.

The areas we consider important for our development are:

- Psychosocial work environment
- Safety rounds
- Risk analysis
- Skill development
- Equality Index
- Attendance
- Sick leave
- Employee turnover
- Incidents and accidents

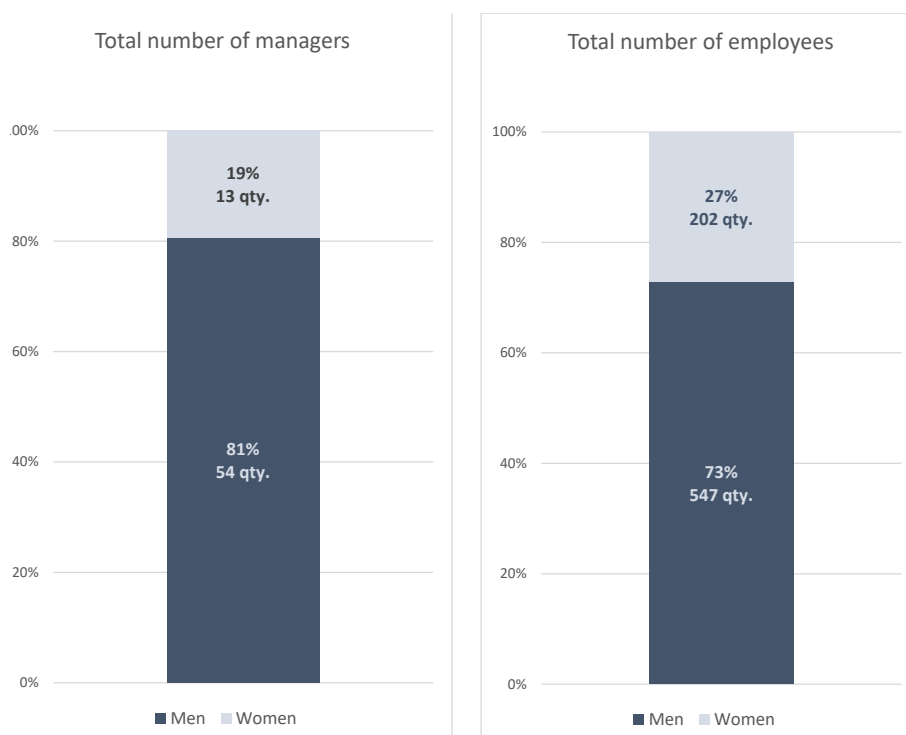
Equality

We believe that people with different experiences and perspectives are a decisive factor in creating a successful, sustainable and profitable organization. We are dependent on the diversity and competence of our employees.

Within our organization both men and women have an equal opportunity for employment, education and development at work. The basic principle of our organization is to apply equal pay for equal work, regardless of gender. When recruiting, we strive to achieve an even gender distribution and mix at the workplace and we are working actively to make it easier for women and men to unite parenthood and working life. The organization values both women and men's ways of exerting leadership. Both men and women's experience and approach are utilized and valued equally to increase the overall efficiency and competence and well-being in the workplace.

We want to show, through transparency, how the gender distribution among employees and managers look in our organization to highlight the issue. The figures below represent ROL's companies in Sweden, Lithuania, USA and China.

Like many other manufacturing companies, we have an uneven gender distribution. We want to change this by having a workplace culture where everyone can thrive and develop. This is an issue that top management continues to actively work with to strengthen competitiveness and promote growth within the company.



Project circular economy 2019

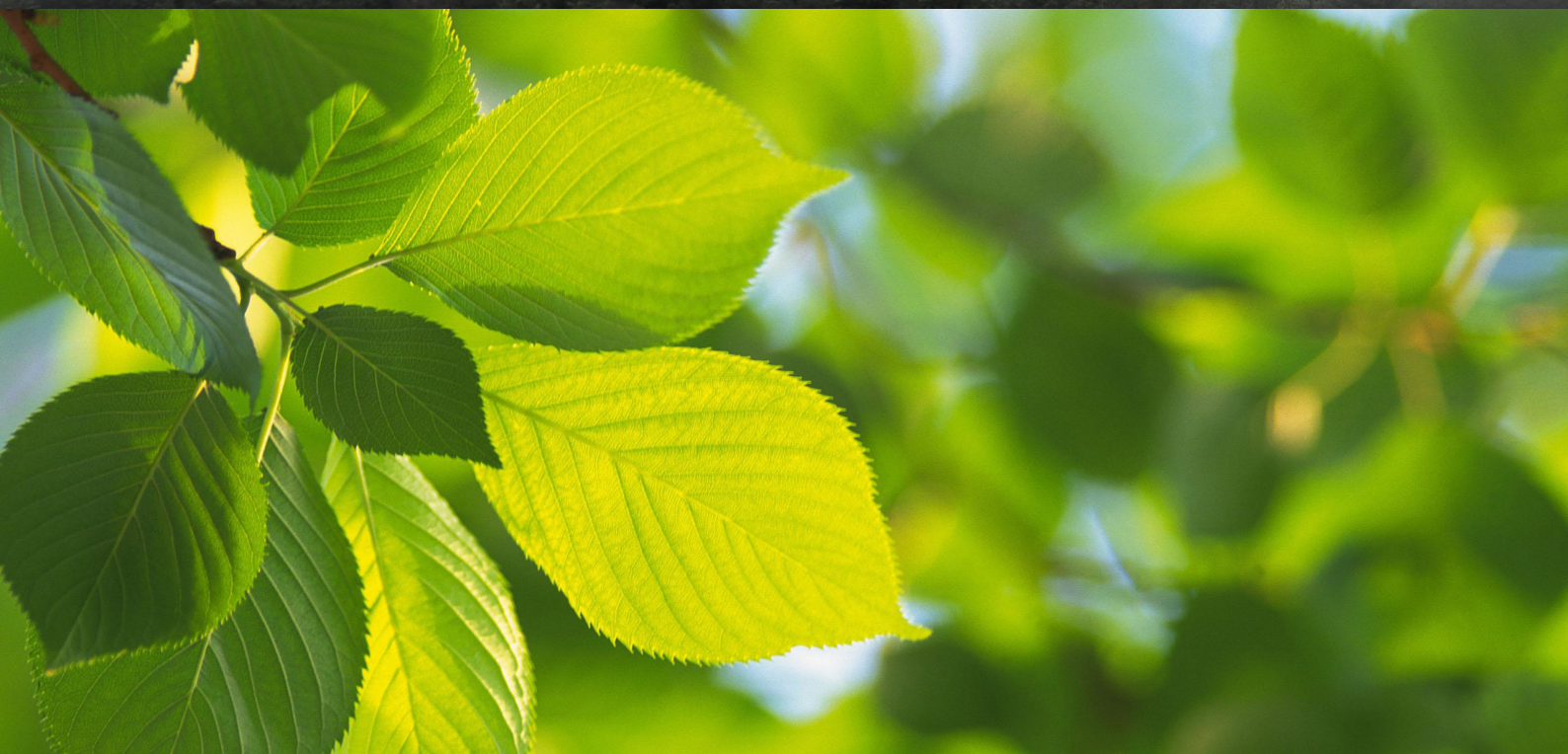
Circular business models have been talked about for a long time in different industries. Different initiatives are taken, and a lot is happening when switching from a linear economy to a circular. Today, ROL has customers who strive to be circular and we hope to cooperate together to push forward on this issue at hand.

However, we want to go forward on this development on our own.

In 2018, we applied to participate in a project regarding circular business models. The project is financed by Region Jönköping and the Swedish Agency for Economic and Regional Growth and operate together with CSR Småland in Jönköping, Sweden.

We were admitted to the project and will contribute as one of the major participants. During 2019, workshops and coaching discussions will be held together with CSR Småland. The goal is to have an action plan for circular business models by the end of the year.





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