

Habia Cable AB  
556050-3426

# Sustainability report 2023



**Habia**

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# About the company

Habia Cable AB and its subsidiaries are manufacturers of custom-designed wires, cables and harnesses. Our products enable communication and connection between different devices and systems.

Habia Cable was founded in 1941 and became one of the first companies in Europe to manufacture components in PTFE. Production of cables started in 1957. The company expanded internationally and became part of the listed Beijer Alma group.

In 2022 HEW-Kabel Holding GmbH acquired Habia Cable. The company was merged with HEW-Kabel GmbH. The new group is named Habia and is and became one of the largest a leading special cable manufacturers in Europe and Asia.

To actively work with sustainability issues is important to us because our operations require large amounts of energy and have a significant impact in Scope 3. We also want to ensure that we take responsibility for our production throughout the entire value chain, which is why we consider sustainability (ESG) to be a prioritized issue.

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## Governance

This report is based on Beijer Alma's sustainability reporting regarding the years 2021-2023 but pertains to the divested Habia Cable AB and its subsidiaries.

The sustainability report is prepared in accordance with Chapter 6 of the Annual Accounts Act and we utilize World

Favor's tool for data collection. Habia Cable AB's board bears ultimate responsibility for the report and sustainability consultants from Aspia AB have assisted in compiling the report with support from Habia's CFO & HR, QA & Audit Manager, Customer Centre Manager and Managing Director.

# Policies and steering documents

Our central policies are included in each employee's job description and are referenced in the newer employment contracts. Our Code of Conduct includes social conditions, personnel-related matters, human rights, and anti-corruption. It describes how we take responsibility for the impact that our operations and products have on both the environment and society. During 2024, a pilot project will be launched to make it easier for our employees to access our Code of Conduct, test their knowledge, and receive a certificate proving they have taken part in the Code of Conduct online. After the pilot is conducted in Sweden, we plan to implement the system in our facilities in Szczecin, Poland and Norderstedt, Germany.

We conduct annual reviews of our policies and governance documents in conjunction with management's review of our management systems and update them if necessary.

## Relevant policies:

- Code of Conduct
- Leadership
- Work environment policy
- Alcohol and Drug policy
- Information security policy
- Travel policy
- Company car policy
- Environmental policy
- Quality policy
- Risk Management

Our whistle-blower system is open to employees, customers, suppliers, and other stakeholders for the reporting of possible violations of our Code of Conduct by the company or its employees. Information can be reported anonymously at all hours. All communication is treated confidentially and no disadvantage or consequences for people who make a report will be tolerated.

To ensure that our policies are adhered to, we offer our employees training sessions and workshops, and the documents are always easily accessible to our employees. We also have a document outlining violations of rules and policies, as well as the potential consequences of breaching our policies.

Our policies and governance documents are reviewed regularly and updated as needed. Internal audits by the quality management team and external audits by LRQA are conducted on a regular basis. We have systems for incident and accident reporting.

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## Materiality analysis

Our commitment to sustainable development (ESG) means that we take responsibility for managing the environmental, financial and social impacts of our operations and from our value chain.

The climate and climate-related issues are high on the sustainability agendas of our customers. When it comes to the development of components and services – which is carried out in close dialogue with customers – adopting a lifecycle perspective is becoming increasingly important. Our work in these areas supports our efforts to reduce our

climate impact, with a focus on resource efficiency and circular solutions.

The materiality analysis was conducted when Habia was a part of Beijer Alma. The greenhouse gas emissions from direct and indirect energy consumption were calculated according to Scope 1, Scope 2, and Scope 3 of the Greenhouse Gas Protocol (GHG), which is the most common international methodology for calculating greenhouse gases.

# Stakeholder analysis

Our operations affect people, society, and the environment. All our stakeholders have opinions and expectations about how the business is conducted. Our success depends on the ability to create value that meets stakeholders' needs while considering economic, environmental, and social consequences. This is done through stakeholder and materiality analyses. A new materiality analysis was conducted in 2021. It follows both the requirements of GRI and the expected requirements to be updated in the new EU Corporate Sustainability Reporting Directive (CSRD) concerning the application of the dual materiality perspective and the conduct of dialogues with key stakeholders.

Stakeholders	Requirements and expectations	Created value	Communication channel	Measurements
<b>Customers</b>	We supply quality, service and products on time.	To be the first choice in cable solutions for demanding applications.	Code of conduct, website, customer satisfaction surveys.	Growth, customer satisfaction survey.
<b>Employees</b>	Analyze results from previous employee surveys.	A great place to work, proud to work in Habia.	Employee survey, Code of Conduct.	Annual employee survey.
<b>Authorities</b>	A trustworthy supplier who meets the requirements and has the permits requested by the authorities.	A law-abiding organization	Continuous follow-up via external service provider, all changes in laws and regulations to be read and ticked off by relevant manager.	Keeping up to date on relevant changes and thereby fulfilling laws and regulations.
<b>Society</b>	A positive contribution to society.	Environmental and social responsibility and sound business ethics.	Owner sustainability targets have been applied, weekly/monthly/yearly follow ups, activities linked to such targets.	Annual sustainability reporting.
<b>Suppliers</b>	A reliable and sustainable supplier base.	Suppliers which meet Habia's requirements in terms of cost, delivery and sustainability.	Supplier audit results, supplier performance.	Supplier audit results, supplier performance.

# Materiality areas

## **Reduce energy consumption and emissions throughout the value chain**

Our production contributes to emissions, especially through our energy consumption and in the manufacture of the raw materials we consume. It is therefore important for us to do what we can to reduce our environmental footprint throughout the entire value chain. We strive to reduce our emissions as much as possible, both internally and by placing demands and expectations on our suppliers.

## **Safe work environments, fair labor conditions**

We aim to ensure that employees and others impacted by our operations work in a way that contributes to their safety and well-being. Our ambition is to minimize the rate of workplace accidents, learn from one another in our daily work and to create opportunities for customized and integrated learning. This provides a foundation for professional development as well as business and personal success.

## **High level of business ethics and anti-corruption**

We work to reduce the risks of bribery and corruption by providing training to our employees. We impose demands on honesty and honorability throughout operations and expect the same from our business partners. Bribes are prohibited and all forms of compensation to public agents, suppliers and other business partners must only be for actual goods or services.



# Our sustainability work

Environmental responsibility, social responsibility and sound business ethics (ESG) are core elements of our daily operations and Habia's long-term strategy. We comply with or exceed environmental requirements set by authorities and set, measure and review relevant environmental objectives tied to our environmental impact.

As a global manufacturer of specialized cables and connectivity solutions, we are aware of our corporate responsibilities - in particular, our responsibilities towards the environment and society. The principles of responsible corporate management, energy and environmental protection, and support for our employees, therefore, form an integral part of our corporate policies. Our primary objective is to create added value for our customers, investors, employees and business partners. This can include various kinds of benefits, such as improved profitability, competitiveness, efficiency or sustainability for our customers, attractive returns for our investors, and competitive salaries and conditions for our employees. We aim to create this value without compromising our aspirations concerning quality and sustainable development.

We have implemented several initiatives to improve our sustainability efforts. We have taken a number of measures to reduce VOC emissions at our facility Norderstedt by investing in an exhaust gas cleaning system that will be operational later this year. At our factory in Poland, the property is designed with energy efficiency and sustainability in mind, including solar panels on the roof. We have invested and continue to invest in more energy-efficient HVAC units. Additionally, we have invested in more energy-efficient equipment for drying plastic materials. We are installing LED lighting in our facilities and regularly reviewing ventilation systems for increased energy efficiency. These are initiatives we have implemented to contribute to our focus areas, see below.

## Areas of Focus – Sustainability Efforts

- More efficient energy usage.
- Reduced emissions of solvents.
- Decreased waste volumes - increased recycling of plastics and metals.
- Further development of incident registration systems in the work environment.
- Continued work on anti-corruption, increased societal engagement, and fostering collaborations with schools.

In 2024, we plan to initiate the process of establishing a sustainability plan with concrete actions for the upcoming years.

### Long-term goals

- We will maintain a culture of robust business ethics principles and social engagement.
- We will contribute to reduced global GHG emissions through development of products that enable the energy transition.
- We will strive to increase resource efficiency by minimizing waste in our value chain.
- We will decrease our climate impact by reducing CO2 from energy in relation to revenue.
- We strive for a safe and stimulating work environment by improving safety at work and ensuring equal treatment and opportunities for all employees.

### Performance indicators

All of our units report their figures to World Favor, from which we have retrieved the most relevant data based on our areas of importance.

GHG emissions (Tonnes)/year	2023
Scope 1	57
Scope 2	406
Scope 3	5 698
Total	6 161

The table shows the annual greenhouse gas emissions. 92 percent of our climate footprint falls under Scope 3 (indirect emissions), with business travel, purchases, transport and distribution, and waste being the primary drivers of these emissions.

Year	Total energy consumption (MWh)
2023	11 059

The table shows our total energy consumption per year. We strive to reduce our energy consumption, for example, through the solar panels we have installed on the roof of our factory in Poland.

Year	Waste generated (total, Tonnes)
2023	646

The table shows the total amount of waste generated in 2023. We aim to reduce our actual waste by working with scrap recycling. For waste collection and recycling, including plastics and copper, we partner with Stena Recycling or equivalent services.

Year	Employees covered by collective bargaining agreements (average, %)
2023	32

The table shows the number of employees covered by collective agreements. Since we operate in several different countries, collective agreements are not applicable to all employees, which has resulted in this figure.

Year	Total number of work-related injuries
2023	10

The table shows the total number of work-related injuries in 2023. To minimize the risk of injuries and accidents, we conduct regular technical safety measures on the equipment, such as automatic shutdowns in the event of excessive tensile forces and offer our employees training and instruction on how to use the equipment.



Year	Total number of work-related injuries
2023	10

The table shows the total number of work-related injuries in 2023. To minimize the risk of injuries and accidents, we conduct regular technical safety measures on the equipment, such as automatic shutdowns in the event of excessive tensile forces and offer our employees training and instruction on how to use the equipment.

Year	Confirmed incidents of corruption or bribery (total)
2023	1

The table shows the total number of confirmed incidents of corruption or bribery. To reduce the risk of corruption, we continuously offer our employees training on anti-corruption.

Year	Employees that have received training on anti-corruption (%)
2023	52

The table shows employees that have completed training in anti-corruption. In 2024, the operations in Sweden will initiate an e-training program on the Code of Conduct. After completing the pilot project in Sweden, the e-training will be rolled out to Poland and Norderstedt.

Year	Training hours/full-time employee (average, h)
2023	21

The table shows the average number of training hours per full-time employee.

Year	Health and safety training (average, %)
2023	96

The table shows the average percentage of employees who received health and safety training during 2023.

Year	Number of discriminations
2023	2

The table shows the total number of reported cases of discrimination in 2023. We take reports of discrimination very seriously and always take relevant actions, such as conducting thorough investigations, providing support to those affected, implementing diversity and inclusion training programs, and ensuring accountability within our organization.

Year	Female employees (%)	Female managers (%)
2023	41	37

The table shows the percentage breakdown of gender among all employees and within the management team.

# Risk analysis

## ESG Review – risks and opportunities

We utilize large quantities of materials, such as metals, plastics, chemicals (solvents), energy, and water. Emissions of climate-affecting gases and volatile organic compounds (VOCs), as well as waste, are all significant concerns. Below, a number of ESG risks are listed along with the measures we take to mitigate them.

## Environmental risks

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### Energy consumption

**Risk:** Increased energy consumption can lead to increased emissions of greenhouse gases and other air pollutants. Lack of control over energy consumption and rising energy costs.

**Risk Management:** Installing solar panels at some production facilities. Institute measures to make energy use more efficient, sustainable in the long-term, and to reduce consumption in line with sustainability goals.

### Raw materials and resource utilization

**Risk:** Depletion of natural resources or environmental degradation.

**Risk Management:** Procedures are in place to ensure that the raw materials we use do not originate from areas of armed conflict.

## Social risks

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### Working conditions and human rights

**Risk:** Poor working conditions. Violations of human rights – either within the company or by suppliers.

**Risk Management:** We provide training and educational programs for employees to raise awareness of their rights and responsibilities regarding working conditions and human rights. Human rights violations are prevented through information, training and internal regulations (Code of Conduct). Annual employee surveys.

## Governance-related risks

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### Business ethics, integrity and corruption

**Risk:** Corruption, unethical behavior, or lack of integrity within the company or its supplier network. There is a risk that the company is involved in corrupt activities or that corruption occurs among suppliers or partners.

**Risk management:** We have an established Code of Conduct that is accessible to all employees. We provide regular training sessions and awareness programs to educate employees about the risks of corruption and unethical behavior, as well as how to identify and report such instances. As a part of our risk management, we have a whistleblowing system where employees can report instances of corruption or unethical behavior without fear of retaliation.

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