

SAQ 5.0 Rating Report

Organisation name	Brickpack AB
Location name	Laholm
DUNS	354745754
Industry sector	25.99 - Manufacture of other fabricated metal products n.e.c., 28.29 - Manufacture of other general-purpose machinery n.e.c.
Address	Laholm, Laholm, Hallands län, 31232
Country	Sweden
SAQ 5.0 Completed date	27/03/23



SAQ 5.0 completion process

SAQ 5.0 is a Sustainability Assessment Questionnaire which covers themes such as Company Management, Human Rights and Working Conditions, Health and Safety, Business Ethics, Environment, Responsible Supply Chain Management and Responsible Sourcing of Raw Materials. An SAQ goes through the following 3 stage process on the SUPPLIERASSURANCE platform before it is completed:

1. **R** Responding

As you answer the questions within an SAQ you may be asked to upload evidence to support your response. The evidence you upload must meet the acceptable evidence criteria that is set out against each question and support the answers that you select.

2. **V** Validating

The SUPPLIERASSURANCE team reviews the documents that you have uploaded to ensure that the evidence meets the acceptable evidence criteria. The team also checks if you could improve your SAQ 5.0 Rating by declaring something that they found in your evidence and that you did not select in your response. Where evidence does not meet the acceptable evidence criteria or cover the answers that you select or we find evidence that you missed, a gap will be raised. Gaps will be highlighted in this report like in the example shown below. You should look to address these gaps by updating your SAQ with acceptable evidence or by selecting the answers that we found evidence for.

Example Gap

Example policy area not found in the evidence

Example policy area found in the evidence but not declared

3. **R** Results

This report also sets out the results of your SAQ including scores and any recommendations for improvement. They will be highlighted in this report like in the example shown below. You can go back onto the SUPPLIERASSURANCE platform, at any time to update your SAQ answers to demonstrate improvement in your sustainability performance.

Example Recommendation

Your organisation should have a policy that outlines your principles regarding:

Example policy area

SUPPLIERASSURANCE Platform

The SUPPLIERASSURANCE platform is provided by NQC LIMITED and allows third party organisations to complete an SAQ 5.0 questionnaire once and share with multiple clients reducing the time and effort associated with demonstrating your sustainability performance. The platform also provides comprehensive feedback to third parties on the steps that they can take to improve their sustainability performance and demonstrate how they are meeting their client's sustainability compliance requirements.

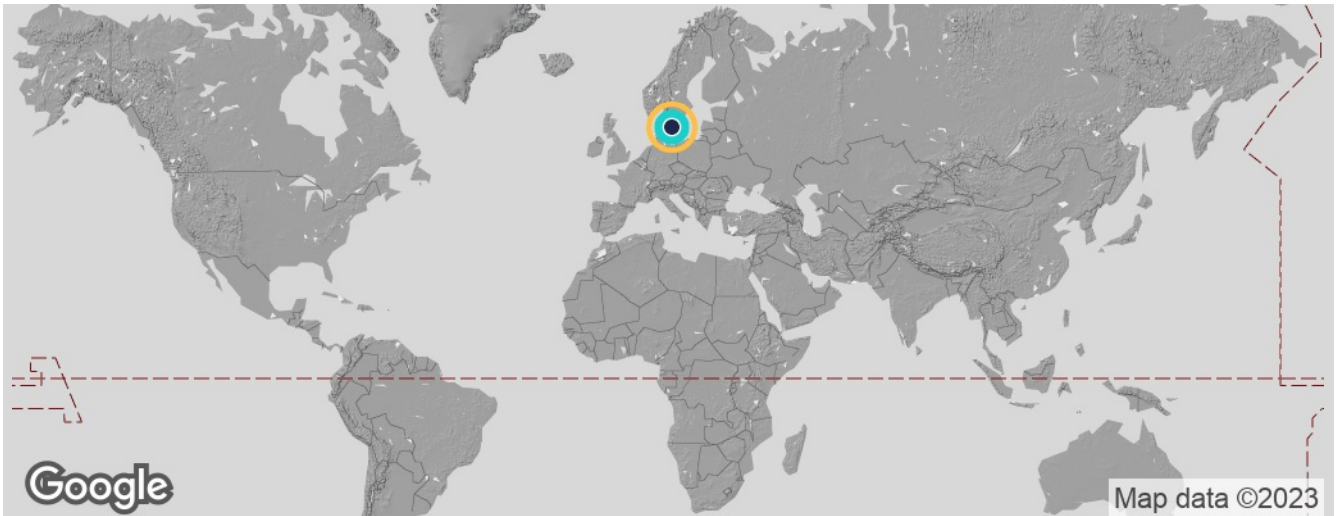
Understanding the SAQ 5.0 Rating Results

SAQ 5.0 Rating

The SAQ 5.0 Rating provides an indicator of the location's sustainability performance, compared with the Automotive industry standards. It also provides a benchmark of performance compared with the industry and location's country averages.

Please note: Some buyers may apply their own score or rating to the SAQ 5.0 answers, which could be different to the SAQ 5.0 Rating set out below.

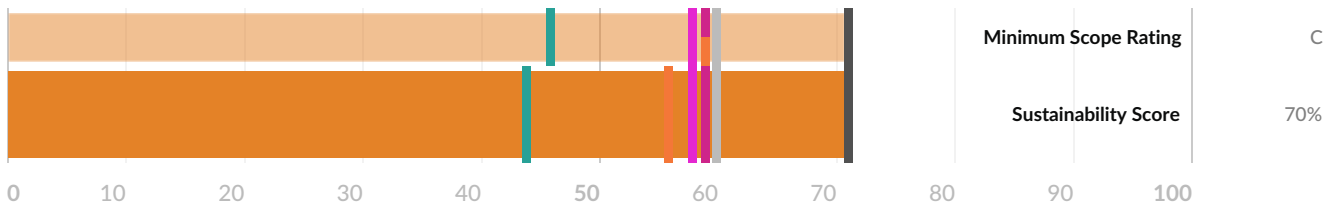
The location Laholm with address Laholm, Laholm, Hallands län, 31232, Sweden has achieved an SAQ 5.0 Rating of C70.



Industry and country comparison

- SAQ 5.0: Laholm
- Industry average: 25.00 - Manufacture of fabricated metal products, except machinery and equipment
- Industry average: 28.00 - Manufacture of machinery and equipment n.e.c.
- Country average: Sweden
- Headcount average: 10-49

SAQ 5.0 Rating breakdown



Understanding the SAQ 5.0 Rating Results

The Minimum Scope (MS) Rating of C and the Sustainability Score of 70% for Laholm can be compared against other locations with similar answers across the SUPPLIERASSURANCE platform. The following figures were calculated at 13/04/23 when this report was downloaded.

Minimum Scope (MS) Rating

The Minimum Scope Rating compares favourably with the industry average for 25.00 - Manufacture of fabricated metal products, except machinery and equipment, which is D across 1,959 locations.

The Minimum Scope Rating compares favourably with the industry average for 28.00 - Manufacture of machinery and equipment n.e.c., which is D across 975 locations.

Additionally, the Minimum Scope Rating compares favourably with the average rating for Sweden which is D across 312 locations.

The staff headcount at this location is 10-49 and the Minimum Scope Rating is significantly higher than the average for locations with a similar headcount, which is D .

Sustainability Score

The Sustainability Score compares favourably with the industry average for 25.00 - Manufacture of fabricated metal products, except machinery and equipment, which is 57% across 1,959 locations.

The Sustainability Score compares favourably with the industry average for 28.00 - Manufacture of machinery and equipment n.e.c., which is 58% across 975 locations.

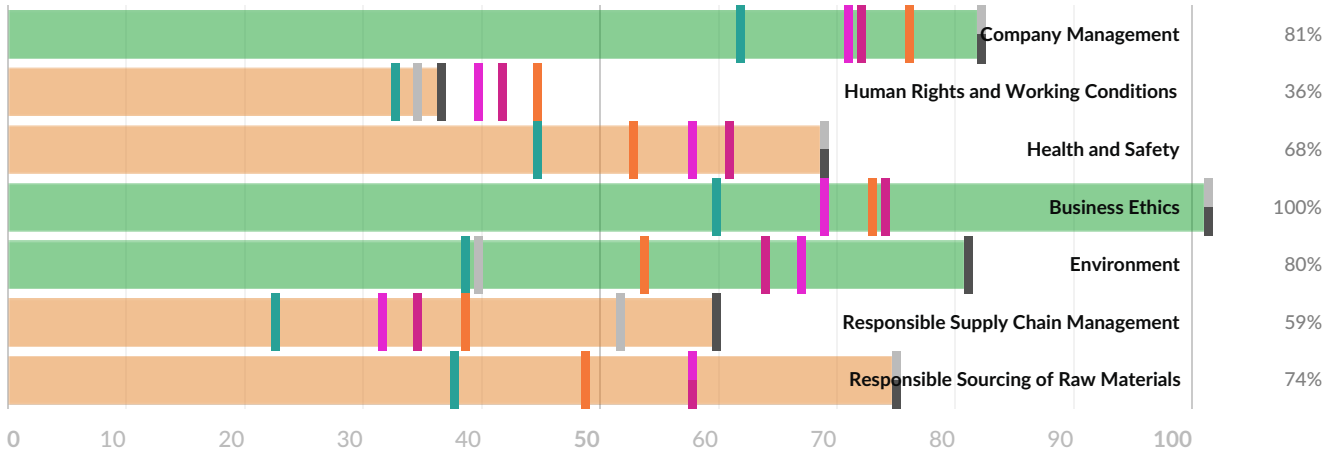
Additionally, the Sustainability Score compares favourably with the average Sustainability Score for Sweden which is 55% across 312 locations.

The staff headcount at this location is 10-49 and the Sustainability Score is significantly higher than the average for locations with a similar headcount, which is 43%.

Understanding the SAQ 5.0 Rating Results

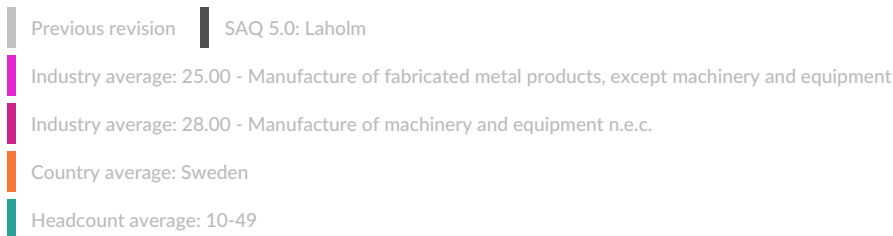
Sustainability Score breakdown by section

The Sustainability Score is an aggregation of scores that have been achieved for each of the sustainability sections which make up SAQ 5.0. The Sustainability Score breakdown is as follows:

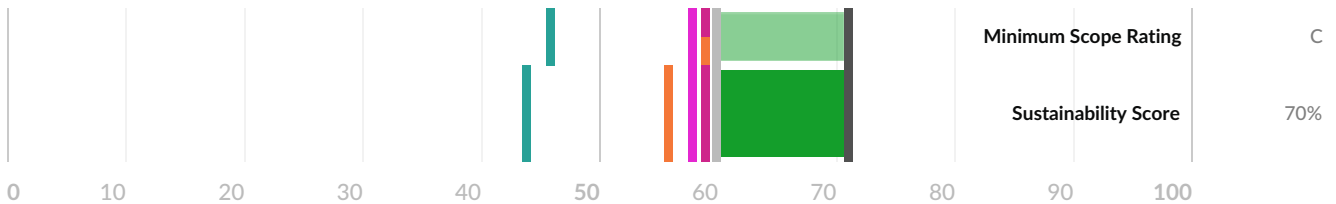


How you have improved over time

Your Minimum Scope Rating has changed from D to C and the Sustainability score has increased by 11% since your last revision. Update your SAQ to improve your score.



SAQ 5.0 Rating breakdown



Improving your sustainability performance

This report is designed to provide you with guidance on how you can improve your sustainability performance. It may include a number of recommended improvements to your sustainability policies and practices. These recommended improvements will also display on your SAQ and are visible to buyers. To demonstrate that you are committed to improving your sustainability performance, you are encouraged to implement these recommended improvements.

Profile Details

Questionnaire Responses

0a Please provide details of the location you are completing this assessment for

Location address

Laholm, Sverige

Location name

Laholm

Location DUNS number

354745754

Address line 1

Laholm

Town or City

Laholm

County or State

Hallands län

Country

Sweden - SWE

Purpose

Administration

Manufacturing

0b What is the staff headcount at this location?

10-49

0c Please provide your ultimate parent company's address details

Location address

Indianapolis, Indiana, USA

Location name

Indianapolis

Address line 1

Indianapolis

Town or City

Indianapolis

County or State

Indiana

Country

United States - USA

0d What is the total staff headcount for the company group?

100-249

0e Which category best describes your company's business area? Please select the main category for your company.

25.00 - Manufacture of fabricated metal products, except machinery and equipment

25.99 - Manufacture of other fabricated metal products n.e.c.

28.00 - Manufacture of machinery and equipment n.e.c.

28.29 - Manufacture of other general-purpose machinery n.e.c.

0f Select a commodity category that best describes what is produced at this location

Gaskets

Seals

Profile Details

Og Please select the questions that you wish to complete.

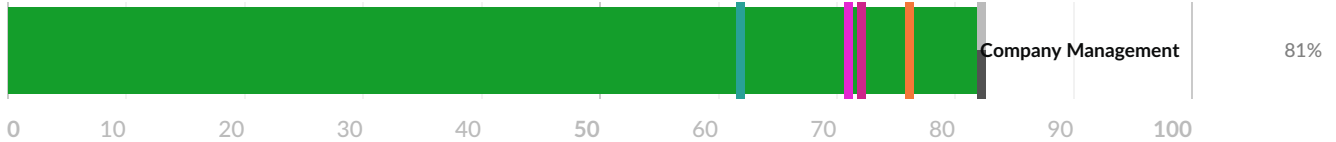
- A. Company Management
- B. Human Rights and Working Conditions
- C. Health and Safety
- D. Business Ethics
- E. Environment
- F. Responsible Supply Chain Management
- G. Responsible Sourcing of Raw Materials

Company Management

The Company Management section considers accountability and reporting. The score for this theme considers the practices reported such as senior management representatives and sustainability reporting.

Company Management Score

Sustainability score breakdown by section



Brickpack AB achieved a score of 81% for its location Laholm. This compares with an industry average of 70% and 71% and a country average score of 75%.

Questionnaire Responses

1 Has your company appointed senior management representation for environmental, social, ethics or human rights? **MS**

Yes

1a Does your company have a management person responsible for **Social Sustainability**? **MS**

Yes

Name

Mikael Strand

Email

Mikael.strand@brickpack.se

Job Title

Managing Director

1b Does your company have a management person responsible for **Compliance/Business Ethics**? **MS**

Yes

Name

Mikael Strand

Email

Mikael.strand@brickpack.se

Job Title

Managing Director

1c Does your company have a management person responsible for **Environmental Sustainability**? **MS**

Yes

Name

Mattias Pålsson

Email

mattias.palsson@brickpack.se

Job Title

Q&M Manager

1d Does your company have a management person responsible for monitoring **sustainability risks** (e.g. a Human Rights Officer)? **MS**

Yes

Name

Mikael Strand

Email

Mikael.strand@brickpack.se

Job Title

Managing Director

2 Does your company publish a **Corporate Social Responsibility (CSR)/Sustainability Report**? **MS**

No

Recommendation

- Your company should publish a Corporate Social Responsibility (CSR)/Sustainability Report

Recommendation

- Your Corporate Social Responsibility (CSR)/Sustainability Report should be assured by a third party

Recommendation

Your Corporate Social Responsibility (CSR)/Sustainability Report should disclose:

- Identified human rights risks
- Existing measures that your company has already taken to address human rights risks and review of their effectiveness
- Future measures that your company plans to take to manage your human rights risks

Recommendation

Your Corporate Social Responsibility (CSR)/Sustainability Report should disclose:

- Identified environmental risks
- Existing measures that your company has already taken to address environmental risks and review of their effectiveness
- Future measures that your company plans to take to manage your environmental risks

Recommendation

- Your company should report annually on the fulfilment of statutory due diligence obligations

3 Does your company have a **Code of Conduct**? **MS**

Yes

The document provided as evidence and titled Code of Conduct Brickpack English V6.pdf was accepted during the validation process.

3a Does your company organise training for your employees on the **Code of Conduct**? **MS**

Yes

The document provided as evidence and titled Code of Conduct Training Brickpack 2021.pdf was accepted during the validation process.

4 Does your company have a grievance mechanism or documented complaints procedure established at this location? **MS**

Yes

The document provided as evidence and titled Grievance Mechanism Brickpack English.pdf was accepted during the validation process.

4a What are the characteristics of your company's grievance mechanism or complaints procedure? Please tick all that apply. **MS**

Outlines who is responsible for the complaints procedure if applicable (there is a complaint body in place which third parties can contact directly or via an external service provider)

Please provide the contact details

mikael.strand@brickpack.se

The responsible person(s) entrusted by the enterprise is impartial, independent and not bound by instructions

The written rules of the complaints procedure outline the ways in which a complaint may proceed and indicates the approximate time each step may take

Complainant is provided confirmation of receipt upon reporting the complaint

The complainant's identity is treated confidentially

Commitment to non-retaliation against complainants

Complaints can be reported anonymously

The complainant or their representative is consulted during remediation/resolution

Recommendation

Your company should provide a grievance mechanism/complaints procedure which has the following characteristics:

- Is publicly made available in relevant local languages in all countries in which your company operates
- Evaluation of the effectiveness of the complaints procedure at least once every 12 months
- An appeal procedure

4b What kind of complaints can be submitted? Please tick all that apply. **MS**

Human rights complaints

Environmental complaints

Unethical business practices

4c Which stakeholder groups is the complaints mechanism available to? Please tick all that apply. **MS**

Internal Stakeholders (company/non-permanent employees, direct suppliers, service providers etc.)

External Stakeholders (contractors, indirect suppliers, local communities etc.)

Others

4d How does your company optimise accessibility of the complaints procedure for all the stakeholder groups that are entitled to use it? Please tick all that apply. **MS**

None of the above

Recommendation

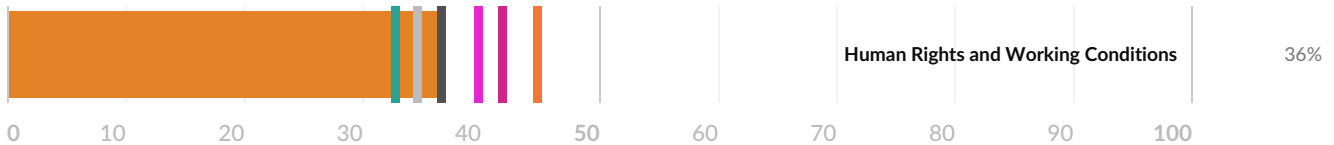
- Your company should optimise accessibility of your complaints procedure through different communication channels or training

Human Rights and Working Conditions

The Human Rights and Working Conditions theme considers employment related factors such as working conditions, wages and benefits as well as human rights issues such as harassment, discrimination and modern slavery. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Human Rights and Working Conditions Score

Sustainability score breakdown by section



Brickpack AB achieved a score of 36% for its location Laholm. This compares with an industry average of 39% and 41% and a country average score of 44%.

Questionnaire Responses

- 5 Does your company have a formal policy covering **human rights and working conditions**? **MS**
Yes

The document provided as evidence and titled Code of Conduct Brickpack English V6.pdf was accepted during the validation process.

- 5a Which of the following areas are covered by this policy? Please tick all that apply. **MS**

Child labour and young workers

Wages and benefits

Working hours

Modern slavery (i.e. slavery, servitude and forced or compulsory labour and human trafficking)

Ethical recruiting

Freedom of association and collective bargaining

Non-discrimination and harassment

Women's Rights

Diversity, Equity, and Inclusion

Rights of Minorities and Indigenous Peoples

Land, Forest and Water Rights and Forced Eviction

Use of Private or Public Security Forces

- 5b Does your company organise training for your employees on your **human rights and working conditions** policy? **MS**
Yes

The document provided as evidence and titled Code of Conduct Training Brickpack 2021 English.pdf was accepted during the validation process.

- 6 Does your site have a management system in place to manage the **human rights and working conditions** issues? **MS**
No

Recommendation

- Your company should have a management system to manage human rights and working conditions issues

Guidance for implementing a human rights and working conditions management system

A human rights and working conditions management system is a set of documented processes and procedures that enables an organisation to effectively manage the impact from the company operations on human rights and working conditions . A human rights and working conditions management system also helps to empower employees and communities and prevents human rights violations.

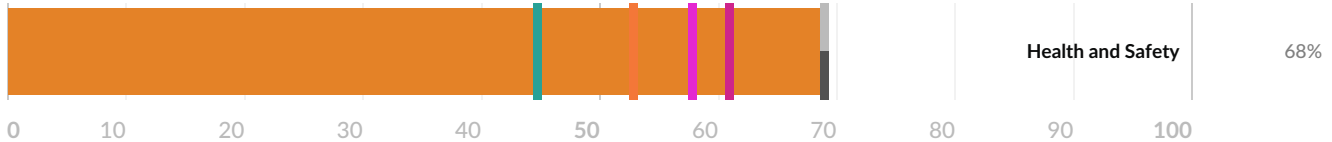
A human rights and working conditions management system can be developed internally or in accordance with national or international standards. Certified management systems give better assurance to your customers and stakeholders that you are committed to do your business in a sustainable manner and have implemented all the necessary processes in place. While SAQ 5.0 also recognises internally developed and uncertified management systems, the highest score is achieved if your human rights and working conditions management system is certified according to internationally recognised standards such as SA8000 and RSCI audit certificate.

Health and Safety

The Health and Safety section considers the recognition, evaluation and control of hazards arising in or from the workplace. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Health and Safety Score

Sustainability score breakdown by section



Brickpack AB achieved a score of 68% for its location Laholm. This compares with an industry average of 57% and 60% and a country average score of 52%.

Questionnaire Responses

7 Does your company have a formal written **health and safety policy** in place, which complies with local law, industry requirements and international standards? **MS**

Yes

The document provided as evidence and titled Health and safety Policy Brickpack English.pdf was accepted during the validation process.

7a Which of the following areas are covered by this policy? Please tick all that apply. **MS**

Personal protective equipment

Machine safety

Emergency preparedness

Incident and accident management

Workplace ergonomics

Handling of chemical and/or biological substances

Fire protection

7b Does your company organise training for your employees on your **health and safety** policy? **MS**

Yes

The document provided as evidence and titled Health and safety Policy Brickpack Training.pdf was accepted during the validation process.

8 Does your site have a **health and safety management system** in place? **MS**

Yes, but the system is uncertified

The document provided as evidence and titled Health and safety Policy Brickpack English.pdf was accepted during the validation process.

Recommendation

- Your company should have a certified management system to manage health and safety issues

Guidance for implementing a health and safety management system

A health and safety management system is a set of documented processes and procedures that enables an organisation to control its operations and to manage health and safety risks and impacts. Having a health and safety management system helps companies to effectively manage the impact from the company operations on occupational health and safety and help to prevent workplace incidents.

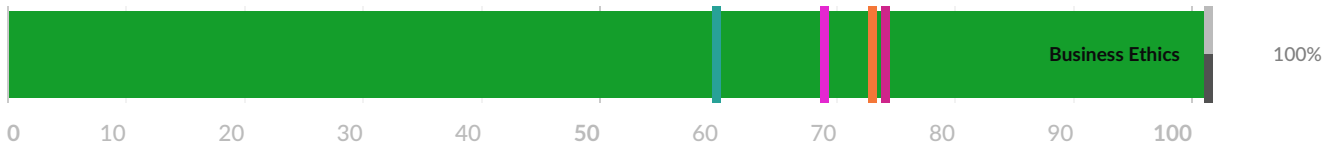
A health and safety management system can be developed internally or in accordance with national or international standards. Certified management systems give better assurance to your customers and stakeholders that you are committed to do your business in a sustainable manner and have implemented all the necessary processes in place. While SAQ 5.0 also recognises internally developed and uncertified management systems, the highest score is achieved if your health and safety management system is certified according to internationally recognised standards such as ISO 45001 or OHSAS 18001.

Business Ethics

The Business Ethics section considers factors such as corruption or bribery, as well as effective governance and compliance with local and international legislation. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Business Ethics Score

Sustainability score breakdown by section



Brickpack AB achieved a score of 100% for its location Laholm. This compares with an industry average of 68% and 73% and a country average score of 72%.

Questionnaire Responses

- 9 Does your company have a formal policy covering **business ethics**? **MS**
Yes

The document provided as evidence and titled Code of Conduct Brickpack English V6.pdf was accepted during the validation process.

- 9a Which of the following areas are covered by this policy? Please tick all that apply. **MS**

- Anti-Corruption and Anti-Money Laundering
- Data Protection and Data Security
- Financial responsibility (Accurate Records)
- Disclosure of Information
- Fair competition and anti-trust
- Conflicts of interest
- Counterfeit parts
- Intellectual property
- Export controls and economic sanctions
- Whistleblowing and protection against retaliation

- 9b Does your company organise training for your employees on your **business ethics** policy? **MS**
Yes

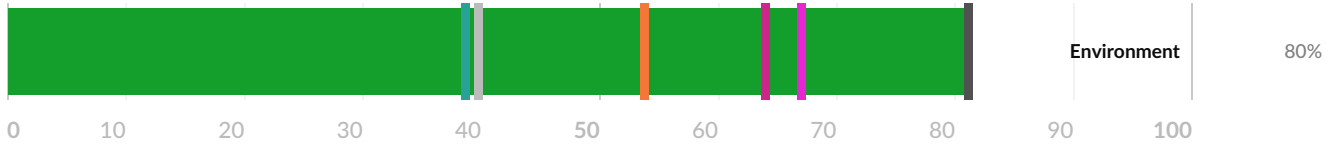
The document provided as evidence and titled Code of Conduct Training Brickpack 2021 English.pdf was accepted during the validation process.

Environment

The Environment section considers environmental protection through the implementation of policies and management systems. The score for this theme considers the extent to which policies and procedures are established for the location that this assessment report covers.

Environment Score

Sustainability score breakdown by section



Brickpack AB achieved a score of 80% for its location Laholm. This compares with an industry average of 66% and 63% and a country average score of 53%.

Questionnaire Responses

- 10** Does your company have a formal **environmental policy**, which includes a commitment to legal compliance, continuous measurement and continuous improvements in environmental performance? **MS**

Yes

The document provided as evidence and titled Code of Conduct Brickpack English V6.pdf was accepted during the validation process.

- 10a** Which of the following areas are covered by this policy? Please tick all that apply. **MS**

- GHG emissions reporting
- Energy efficiency
- Renewable energy
- Decarbonisation
- Water quality and consumption & management
- Air quality
- Responsible chemical management
- Sustainable resources management
- Waste reduction
- Reuse and recycling
- Animal welfare
- Biodiversity, land use and deforestation
- Soil quality
- Noise emissions

- 10b** Does your company organise training for your employees on your **environmental policy**? **MS**

No, but we communicate it through Intranet/Brochures, etc.

The document provided as evidence and titled Code of Conduct Training Brickpack 2021 English.pdf was accepted during the validation process.

Recommendation

- Your company should organise training on environmental management

11 Does your site have an **environmental management system** in place? **MS**

Yes, we have an internationally recognised certified management system

Certification standard

ISO 14001:2015

Awarding body

BMG

Certificate number

14503492

Valid until

08/10/2024

The document provided as evidence and titled Brickpack AB Certifikat ISO 14001_2023.pdf was accepted during the validation process.

Recommendation

- Your international environmental management system certification should be renewed before it expires on: 08/10/24

12 Does your site have an **energy management system**? **MS**

No

Recommendation

- Your company should have a management system to manage energy issues

13 What percentage of **electricity** used at your site in the last calendar year came from renewable sources? **MS**

91%-100%

The document provided as evidence and titled Intyg förnyelsebart Brickpack Engelska 230310.pdf was accepted during the validation process.

14 What percentage of **heating/cooling** used at your site in the last calendar year came from renewable sources? **MS**

91%-100%

The document provided as evidence and titled 17043.pdf was accepted during the validation process.

15 Does your company set Greenhouse Gas reduction targets? **MS**

No

Recommendation

- Your company should set Greenhouse Gas reduction targets

Recommendation

- Your company's Greenhouse Gas reduction targets should be Science Based Targets Initiative (SBTi) approved

Recommendation

- Your company should have emission reduction targets for your upstream supply chain emissions (scope 3)

16 Does your site use any **substances with restrictions** under any national or international statutory provision in production or operations? **MS**

No

17 Does your company have a current **CDP score**? **MS**

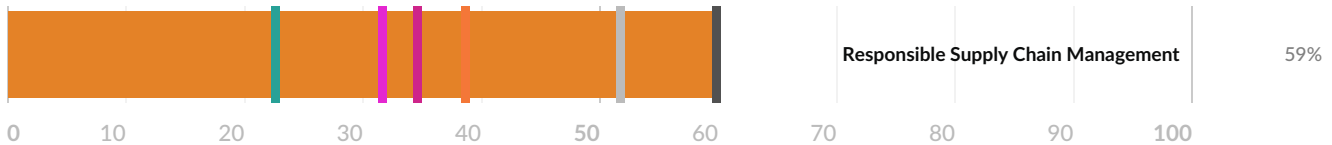
No

Responsible Supply Chain Management

The Responsible Supply Chain Management section considers compliance to all the aforementioned areas within a company's supply chain. The score for this theme considers the extent to which these areas are formally required of a company's suppliers and how this is communicated.

Responsible Supply Chain Management Score

Sustainability score breakdown by section



Brickpack AB achieved a score of 59% for its location Laholm. This compares with an industry average of 31% and 34% and a country average score of 38%.

Questionnaire Responses

18 Does your company have set **CSR/Sustainability** requirements towards suppliers? **MS**

Yes

The document provided as evidence and titled Supplier Code of Conduct Brickpack English V2.pdf was accepted during the validation process.

18a Which areas are covered by these **CSR/Sustainability** requirements? Please tick all that apply. **MS**

Child labour and young workers

Wages and benefits

Working hours

Modern slavery (i.e. slavery, servitude and forced or compulsory labour and human trafficking)

Ethical recruiting

Freedom of association and collective bargaining

Non-discrimination and harassment

Women's Rights

Diversity, equity, and inclusion

Rights of minorities and indigenous peoples

Land, forest and water rights and forced eviction

Use of private or public security forces

Health and safety

Anti-corruption and anti-money laundering

Data protection and data security

Financial responsibility (Accurate Records)

Disclosure of information

Fair competition and anti-trust

Conflicts of interest

Counterfeit parts

Intellectual property

Responsible Supply Chain Management

Export controls and economic sanctions

Whistleblowing and protection against retaliation

GHG emissions reporting

Energy efficiency

Renewable energy

Decarbonisation

Water quality, consumption & management

Air quality

Responsible chemical management

Sustainable resources management

Waste reduction

Reuse and recycling

Animal welfare

Biodiversity, land use and deforestation

Soil quality

Noise emissions

Definition and implementation of similar standards towards own tier-1 suppliers

Binding requirements towards tier-1 suppliers to pass on standards along the supply chain

18b Does your company use any of the following channels to communicate its **Supplier CSR/Sustainability** requirements to your suppliers? Please tick all that apply. **MS**

Supplier code of conduct/supplier sustainability policy

The document provided as evidence and titled Supplier Code of Conduct Brickpack English V2.pdf was accepted during the validation process.

18c Which processes does your company have in place to review if suppliers fulfil your sustainability requirements? Please tick all that apply. **MS**

Self-assessment questionnaire

The document provided as evidence and titled DriveSustainability_SAQ_English.pdf was accepted during the validation process.

Recommendation

- Your company should conduct audits to ensure that suppliers fulfil your CSR/sustainability requirements

Responsible Supply Chain Management

Guidance for reviewing supplier performance against your CSR/Sustainability requirements using audits

If your suppliers do not follow the policies and procedures set out in your supplier code of conduct, your company may be at risk. It is therefore recommended that you conduct audits of your suppliers.

Audits can be conducted by your company or by an organisation appointed by your company. These are known as 2nd party audits. Alternatively you can request evidence from your suppliers of external audits that they have been subject to via an independent organisation such as a certification body. These are known as 3rd party audits. If you collect evidence of audit certification, you might consider inviting your own suppliers to complete the SAQ 5.0 sustainability assessment questionnaire on the SUPPLIERASSURANCE platform. Through this platform, you will gain visibility of third party audits and certifications achieved by your suppliers.

19 Does your company perform sustainability risk assessments as part of the due diligence activities? MS

No

Recommendation

- Your company should perform sustainability risk assessment as part of due diligence activities

Recommendation

Your company's sustainability risk assessment should cover:

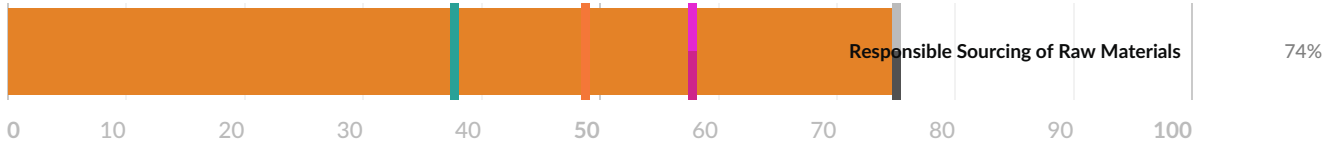
- Own business area
- Direct suppliers (Tier 1)
- Indirect suppliers (Tier n)

Responsible Sourcing of Raw Materials

The Responsible Sourcing of Raw Materials section considers due diligence conducted to understand the source of the raw materials used in a company's products. The score for this theme considers the extent to which policies are established for the location that this assessment report covers.

Responsible Sourcing of Raw Materials Score

Sustainability score breakdown by section



Brickpack AB achieved a score of 74% for its location Laholm. This compares with an industry average of 57% and 57% and a country average score of 48%.

Questionnaire Responses

20 Are any of the following materials contained in your products? Please tick all that apply. **MS**

Aluminium/Bauxite

Copper

Graphite (natural)

Mica

Nickel

Natural Rubber

Steel/ Iron

Zinc

20a Does your company have a policy for the responsible sourcing of these raw materials? **MS**

Yes

The document provided as evidence and titled Responsible sourcing of raw materials Policy.pdf was accepted during the validation process.

20a.1 Which of the following materials are covered by this policy? Please tick all that apply. **MS**

Copper

Graphite (natural)

Nickel

Natural Rubber

Steel/ Iron

20b Does your company participate in raw material specific initiative(s)? **MS**

No

Recommendation

- Your company should participate in raw material specific initiatives

20d Does your company have a company-scope Extended Minerals Reporting Template (EMRT)? **MS**

No

Responsible Sourcing of Raw Materials

Recommendation

- You should upload a company scope Extended Minerals Reporting Template (EMRT), using the latest version from the RMI website

21 Does your company have a responsible sourcing raw materials management system or undertake supply chain mapping? **MS**

No

Recommendation

- Your company should have procedures or processes in place for the responsible sourcing of raw materials

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