



SUSTAINABILITY REPORT 2023





Dunlop Hiflex is one of the market's most established suppliers of hydraulic fluid conveyance and industrial fluid conveyance products and systems.

The manufacturing of hoses and couplings, for both high and low pressure, gives Dunlop Hiflex extensive knowledge of the products and enable us to put forward suggestions for new solutions and improvements for the industry.



HQ Dunlop Hiflex Scandinavia – Halmstad, Sweden.

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// INTRODUCTION

Dunlop Hiflex works daily to improve its environmental impact by optimizing resource use, reducing waste, and streamlining transportation to cut emissions. By implementing a climate strategy that reduces carbon dioxide emissions and focuses on renewable energy, Dunlop Hiflex can contribute to a better environment and a sustainable future.



Magnus Andersson, CEO Dunlop Hiflex Scandinavia.

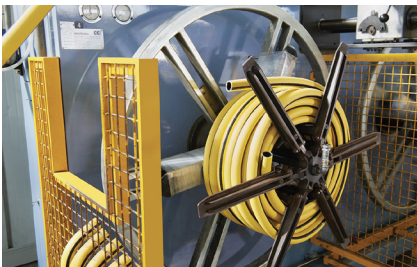
// ALFAGOMMA GROUP - AN ACTIVE AND INNOVATIVE OWNER

Alfagomma is a family-owned company founded in 1956, with 4,800 employees and a turnover of more than 650 million EUR. The global operations are managed from the headquarters in Italy, just outside Milan, and today include 24 production plants around the world.

These factories produce hydraulic hoses, industrial hoses, couplings, sleeves, adapters, and quick couplings in large volumes for many of the world's largest OEM customers. Our products are developed and tested together to ensure precise dimensions, safety, longevity, and generally the highest quality.

Our manufacturing plants assemble the products and create customer-specific solutions for low, medium, and high pressure, including hybrid solutions, pipe bending, welding, hose production, block making, and assembly building.

There is a clear investment and development strategy, with a focus on being a leader in product development, as well as production efficiency and overall processes, where continuous improvements and innovative engineering solutions are an important and natural part of daily operations.



// DUNLOP HIFLEX - OUR HISTORY, OUR HERITAGE & OUR BRAND

Dunlop Hiflex is part of the Alfacomma Group, where we share many common synergies. We both have a strong innovative mindset, inventiveness, and a strong brand.

For Dunlop, this began back in 1888 in Scotland when John Boyd Dunlop observed his son riding a bicycle on a bumpy gravel road. The bicycle had solid tires, and the ride was tough and bumpy. John then came up with the idea of wrapping an air-filled rubber tube around the rim, thus making history.

Since 1969, Dunlop Hiflex has been based in Sweden, with its headquarters in Halmstad. Much has happened since the beginning, and we proudly carry the brand, heritage, and history that originates from a Scotsman and an air-filled rubber tube on a bicycle.



HQ Dunlop Hiflex Scandinavia – Halmstad, Sweden.

The story in Norway began back in 1898 when Gummi AS K.Lund (GKL) was established in Oslo. GKL eventually became a leading supplier of various rubber products to the industry. GKL was later acquired by British Tyre and Rubber/BTR, which sold the company to Unipoly, who then sold it to Alfacomma in 2005.

// OUR BUSINESS

Dunlop Hiflex Scandinavia has its headquarters in Halmstad and a strong local presence in the other Scandinavian countries. We have an efficient production and warehouse operation in Halmstad covering 13 000 square meters, which serves as the central warehouse for all the Scandinavian countries. To meet our customers' needs for proximity and service, we are also present at several locations across Scandinavia with local production, hose service, and retail outlets.

We are specialists in fluid conveyance and hydraulics for both low, medium, and high-pressure applications. We take pride in our high-quality products that we have developed, tested, manufactured, and ensured that all incoming components meet the highest standards and are tested together to ensure pressure ratings, safety, quality, and compliance with the applicable regulations.

We offer everything from individual components and spare parts to complete sets and system solutions that include pipe bending, end forming, welding, hose assembly, hybrid solutions, block assembly and design, as well as the construction of hydraulic power units, according to the customer's requirements for packaging, labeling, testing, pressure testing, flushing, and logistics.

Our vision – Preferred partner in the Scandinavian Hydraulic & Fluid Conveyance market.



Seldonsvägen 2
302 62 Halmstad



Kokbjerg 1A
6000 Kolding



Buråsen 7
4636 Kristiansand

// SUSTAINABILITY OUR WAY

The backbone of our sustainability work is our ethical code, the Code of Ethics, which we share with all companies within Alfagomma. At Dunlop Hiflex, we are committed to maintaining a healthy business culture and combating corruption and other irregularities. The document can be read in its entirety on our website.

To support the Code of Ethics and promote key values such as openness and transparency, we introduced a whistleblowing system in 2023, provided by KPMG. The whistleblowing service is an internal reporting channel designed to facilitate the reporting of misconduct and irregularities within Dunlop Hiflex Scandinavia. It gives our employees and other affected parties the opportunity to report situations that violate laws, regulations, or our internal guidelines.

Call **+46 (0)77-140 16 87** to report.

// DUE DILIGENCE

We use the OECD Guidelines for Responsible Business Conduct to shape our due diligence processes. To communicate our expectations to the supply chain, our supplier agreements include a request for suppliers to support the OECD Guidelines for Multinational Enterprises and contribute to the ten principles of the UN Global Compact.

// MAPPING OF BUSINESS RELATIONSHIPS

During the first half of 2024, we created an overview of our suppliers to evaluate risks in each country using the Worldwide Governance Indicators. We chose to examine “rule of law” and “control of corruption” to assess the environment in which the supplier operates. These indicators are graded from -2.5 to +2.5, where higher scores indicate a better environment and lower scores indicate a worse one. Each country is also assigned a percentile ranking to enable comparison.

We have chosen to divide our suppliers into two groups based on the ranking of their country of registration:

- > 60% The country has a high level of governance
- < 60% The country has a low level of governance

INFO: The Worldwide Governance Indicators (WGI) encompass six main indicators that measure various aspects of governance and management in countries around the world. These indicators are:

1. Voice and Accountability measures the extent to which a country's citizens can participate in selecting their government, as well as the degree of freedom of expression, freedom of association, and freedom of the press.
2. Political Stability and Absence of Violence/Terrorism measures the likelihood that the government will be overthrown by constitutional or violent means, including politically motivated violence and terrorism.
3. Government Effectiveness measures the quality of public services, the quality of civil service and its independence from political pressures, the quality of policy formulation and implementation, as well as the credibility of the government's commitments.
4. Regulatory Quality measures the government's ability to formulate and implement sound policies and regulations that enable and promote the private sector.
5. Rule of Law measures the extent to which actors in society have confidence in and abide by the rules, including the enforcement of contracts, security of property rights, reliability of the police, and the effectiveness of the judiciary.
6. Control of Corruption measures the extent to which public power is used for private gain, including both petty and grand forms of corruption, as well as the capture of the state by elites and private interests.

// RESULTS AND PLANNED ACTIONS

The supplier mapping shows that only a small portion operates in countries with low governance, which means they are exposed to higher risks concerning human rights, working conditions, corruption, etc.

Supplier level	Organizational level	Governance	% of suppliers	% of purchase value	WGI distribution
Global supplier	Sub-suppliers of raw materials for our own production and suppliers used across the Alfagomma Group	Managed by Alfagomma central purchasing team	21%	73%	High governance: 95% Low governance: 5%
Central supplier	External suppliers used by Dunlop Hiflex Scandinavia	Managed by Dunlop Hiflex AB central purchasing team	19%	19%	High governance: 93% Low governance: 7%
Local supplier	External suppliers used by branches within Dunlop Hiflex	Managed by local Dunlop Hiflex branch	60%	8%	High governance: 100% Low governance: 0%

Analysis of suppliers used by Dunlop Hiflex Scandinavia during 2023.

Among the central suppliers, a small proportion are based in countries with low governance. In 2024, a self-assessment will be sent to all suppliers in this group located in low-governance countries. The assessment will focus on the UN's principles on human rights and working conditions.

Among local suppliers, none are based in countries with low governance. Although the purchase value has been low over the past year, the introduction of CBAM* means that a closer analysis of the value chain will also need to be conducted for local suppliers. The focus within this group will be on those located outside the EU delivering steel products.

// IMPROVEMENT POTENTIAL 2024 AND BEYOND

By analyzing the key figures above, it is clear that there are significant opportunities to develop our supply chain:

- Reduce the proportion of local suppliers
- Transfer responsibility for shared suppliers to the central level
- Formalize business relationships with agreements for central and local suppliers
- Map the supply chain in relation to the UN principles on environment and anti-corruption
- Set goals for the number of suppliers with agreements and completed supplier evaluations

**Daniel Kaufmann and Aart Kraay (2023). Worldwide Governance Indicators, 2023 Update (www.govindicators.org), Accessed on 29/05/2024.*

**CBAM: The EU's Carbon Border Adjustment Mechanism (CBAM) is the EU's tool to put a fair price on the carbon emitted during the production of carbon intensive goods that are entering the EU, and to encourage cleaner industrial production in non-EU countries.*

// ENVIRONMENT

Our management system is certified according to ISO 9001, and through our sustainability journey, we are expanding with procedures and follow-up in accordance with ISO 14001.

Throughout our operations, Dunlop Hiflex actively works to:

- Comply with applicable environmental legislation and regulations
- Continuously improve to reduce our environmental impact

After a thorough analysis of Alfagomma's manufacturing operations at various facilities around the world, we have identified and prioritized our various measures and goals to be followed up within the environmental area, and have defined these in Alfagomma's environmental policy. To adhere to the policy, we have started an extensive effort in 2023 to standardize our environmental work within Dunlop Hiflex Scandinavia. Please feel free to read our environmental policy on the next page.

None of the operations in Denmark, Norway, or Sweden are covered by permits for environmentally hazardous activities.



Dunlop Hiflex in Bergen, Norway.

// ENVIRONMENTAL POLICY

For us, the environment and its well-being are fundamental principles in our business philosophy, and we strive to ensure the best possible living conditions for current and future generations. Therefore, the company has decided to follow a policy for sustainable development with the goal of reducing any environmental impact by using the best available technology within the limits of our resources, both in production and in products.

The company is committed to defining, implementing, and maintaining an environmental management system in order to ensure this. The system shall be applied to all relevant stakeholders, as identified in the context analysis, in accordance with the ISO 14001:2015 standard. The primary requirement for the environmental management system is to comply with applicable binding requirements for the facilities covered by this policy and to continuously improve the environmental management system to enhance environmental performance.

Within this framework, the company is committed to defining and maintaining a system for environmental analysis, with the aim of identifying all environmental aspects related to the facilities covered by this policy, as well as their significance in terms of impact under all operating conditions – both normal and abnormal – taking into account the entire life cycle of the product for the facilities included in this policy. The company therefore considers it essential that both suppliers (of raw materials, auxiliaries, and services) and customers are engaged in this effort.

The company sees continuous improvement as a central part of all its work and therefore sets annual reduction targets based on the environmental analysis carried out, related to:

- Use of energy resources
- Water consumption
- Hazardous substances in the wastewater system
- Greenhouse gas emissions
- Waste management, especially recyclable and non-recyclable waste
- Introduction of more health- and environmentally friendly cleaning agents and workshop chemicals

To carry out all activities in accordance with the guidelines of this policy, the company also recognizes the important role played by our employees and the local community in the immediate vicinity of the production facilities, and commits to:

- Ensuring the necessary resources for the proper functioning of the environmental management system
- Providing a continuous training plan for all areas
- Maintaining a communication system with authorities and the local community to ensure transparency regarding processes/products and mutual cooperation



// ENVIRONMENTAL OBJECTIVES

After an environmental aspect analysis conducted in 2023 at Dunlop Hiflex Sweden, it was determined that the headquarters in Halmstad is the unit in Scandinavia that consumes the most resources by far. Because of this, we have chosen to focus our efforts specifically on the Halmstad production and warehouse operations. The operations in Norway and Denmark are expected to have significantly lower resource consumption than that of Halmstad.

By setting objectives for our operations and monitoring the improvements made, we can contribute to the global goals. Following the environmental aspect analysis, we have chosen to concentrate our efforts on Goal 7: Affordable and Clean Energy for All, and Goal 12: Responsible Consumption and Production.

Resource	Location	Consumption 2023	Goals for 2024
Electricity consumption	Halmstad HQ – Production and central warehouse	529 000 kWh/yr	Analyze the electricity, water, and heating consumption at headquarter and set scope 1 and 2 targets
Electricity consumption	Average branch with store and small-scale production	46 000 kWh/yr	Analyze the electricity, water, and heating consumption of all units
Waste sorting	Halmstad HQ – Production and central warehouse	Treated waste: 77 574 kg Sorted waste: 83%	Sorted waste: 90%
Waste sorting	Average branch with store and small-scale production	Treated waste: ~6 000 kg Sorted waste: ~50%	Analyze all units

// GOAL 7: SUSTAINABLE ENERGY FOR ALL

A large portion of our greenhouse gas emissions comes from the way we extract, transform, and use fossil energy, but renewable energy solutions are becoming cheaper, more reliable, and more efficient every day. By changing how we produce and use energy, we can ensure access to electricity and energy services for all without harming our planet.

To produce our goods and services, it is inevitable to use energy. Energy consumption primarily involves running our machines, as well as ventilation and lighting in our facilities.

How we apply the global goal in our operations:

- Purchasing efficient machines, equipment, and light sources
- Ongoing maintenance of properties and machinery to reduce energy waste
- Use of energy from renewable sources

// GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

12.4 responsible handling of chemicals and waste – By 2030, achieve environmentally friendly management of chemicals and all types of waste throughout their entire life cycle, in accordance with the agreed international framework, and significantly reduce emissions of these into the air, water, and soil to minimize their negative impacts on human health and the environment.

As part of our business, we use certain chemicals in production. We also offer our customers various chemical products such as hydraulic oils, lubricants, adhesives, and more. To provide our employees and customers with the necessary conditions to handle these products correctly, we have worked with our suppliers throughout 2023 to offer safety data sheets in the Scandinavian languages – Danish, Norwegian, and Swedish.

12.5 significantly reduce the amount of waste – By 2030, significantly reduce the amount of waste through measures to prevent, reduce, reuse, and recycle waste.

How we apply the global goal in our operations, along with the waste hierarchy:

1. Prevention

- Reduce waste in production by actively working with internal deviations
- Reduce storage time of hoses with limited lifespan

2. Preparation for reuse

- Reuse packaging one more time
- Maintain equipment and replace it in time to give it a new chance

3. Material recycling

- Sort waste into clear fractions at each location

4. Other recycling, such as energy recovery

- Combustible waste – the goal is to reduce this type of waste and instead focus on material recycling

5. Landfilling

- Landfill is the last resort for waste that can't be reused or recycled into new material

// IMPROVEMENT POTENTIAL 2024 AND BEYOND

- In 2024, we plan to further map our resource usage within Scandinavia. The focus areas are energy consumption and waste management, where close collaboration is our strategy to achieve the set goals.
- In Halmstad, we plan to reduce energy consumption by investing in LED lighting at the central warehouse.
- By filtering process liquids, we aim to reduce the amount of waste oil (hazardous waste) from production in Halmstad.
- We also aim to optimize the logistics flow from the central warehouse to reduce transportation.
- Investment in solar panels is being considered for Halmstad in Sweden and Kolding in Denmark.



// EMPLOYEE

The people at Dunlop Hiflex are our most important resource. We encourage all our employees to maintain a healthy lifestyle and engage in active exercise through wellness initiatives.

Here, we have listed the main activities we have worked on throughout 2023 to be an attractive and safe workplace.

// EMPLOYER BRANDING

- Increase the supply of new skills and desired attributes
- Follow-up on skills and gap analyses
- Reduce the loss of skills and attributes
- Risk analyses related to key roles

// SAFE WORKPLACE

- Safety rounds in Denmark, Norway, and Sweden
- Health, Safety, and Environment (HSE) training for safety representatives in Norway
- Standardized checklists for safety rounds
- Forms for risk analysis and change management

// INTRODUCTION & CONCLUSION

- Effective introduction process according to the checklist
- Introduction days for new employees
- “Listen to”-meetings and introduction program, with a survey after 1-3 months

// ADMINISTRATION

- All job descriptions updated in Denmark, Norway, and Sweden
- The intranet is continuously updated
- An efficient and unified HRM and payroll system for Denmark, Norway, and Sweden



Team Dunlop Hiflex Norrköping, Sweden – Håkan Schäder, Emelie Olsson, Izabell Gyllander.

// DISCRIMINATION

The purpose of the Anti-Discrimination Act is to promote equality, ensure equal opportunities and rights, and prevent discrimination based on ethnicity, national origin, ancestry, skin color, language, religion, and belief. The management actively, purposefully, and systematically works to promote the law's objectives within our organization. Activities include, among others, recruitment, wages and working conditions, promotions, development opportunities, and protection against harassment. Please refer to our Code of Ethics for more information on how we at Alfagomma Group address issues like discrimination.

Dunlop Hiflex aims to be a workplace where discrimination based on disability does not occur. We work actively and purposefully to design and adapt the physical conditions so that the company's various functions can be utilized by as many people as possible. For employees or job applicants with disabilities, individual accommodations are made to the workplace and tasks.

// KEY FIGURES

		2023	2022
Equality*	Denmark	34 employees, of which 3 are women	35 employees, of which 3 are women
	Norway	53 employees, of which 7 are women	45 employees, of which 11 are women
	Sweden	115 employees, of which 28 are women	112 employees, of which 28 are women
Sick leave % including long-term absenteeism Target: max 3%	Denmark	2,32 %	2,66 %
	Norway	2,96 %	3,90 %
	Sweden	2,62 %	4,30 %
Sick days	Denmark	178 days	230 days
	Norway	405 days	529 days
	Sweden	694 days	1162 days
Workplace accidents Target: accidents < last year	Denmark	0	0
	Norway	4	1
	Sweden	9	20

***Equality:** the hydraulic industry is male dominated, and we are actively working to recruit more women to find a good balance at the workplace.

// RISK ASSESSMENT AND IDENTIFIED RISKS

The company conducts risk analyses related to key roles, the work environment and safety. Identified risks include loss of competence, increased sick leave and potential workplace accidents. To reduce these risks, the focus is on competence development, preventive health and safety measures and strengthened employee follow-up.

// SUCCESSES IN 2023

- Retrieval of safety data sheets for all products we sell. In Denmark, the safety data sheet is linked to each individual item in the online store.
- Training on safe storage of flammable goods in stores conducted in Sweden.
- A new system for collecting accident statistics has been implemented in Denmark and Norway. The system is already in use in Sweden.
- The use of a skills matrix to monitor staff competence and development has been expanded from Halmstad to Kolding, Bergen, and Kristiansand.

// IMPROVEMENT POTENTIAL

- During 2024, we will conduct an inventory of all chemicals used by staff in all branches. Subsequently, the safety data sheets will be made available via QR codes for staff and customers in the stores.
- HSE (Health, Safety, and Environment) training will be planned in Norway and Sweden.
- First aid training will be planned in Norway and Sweden.



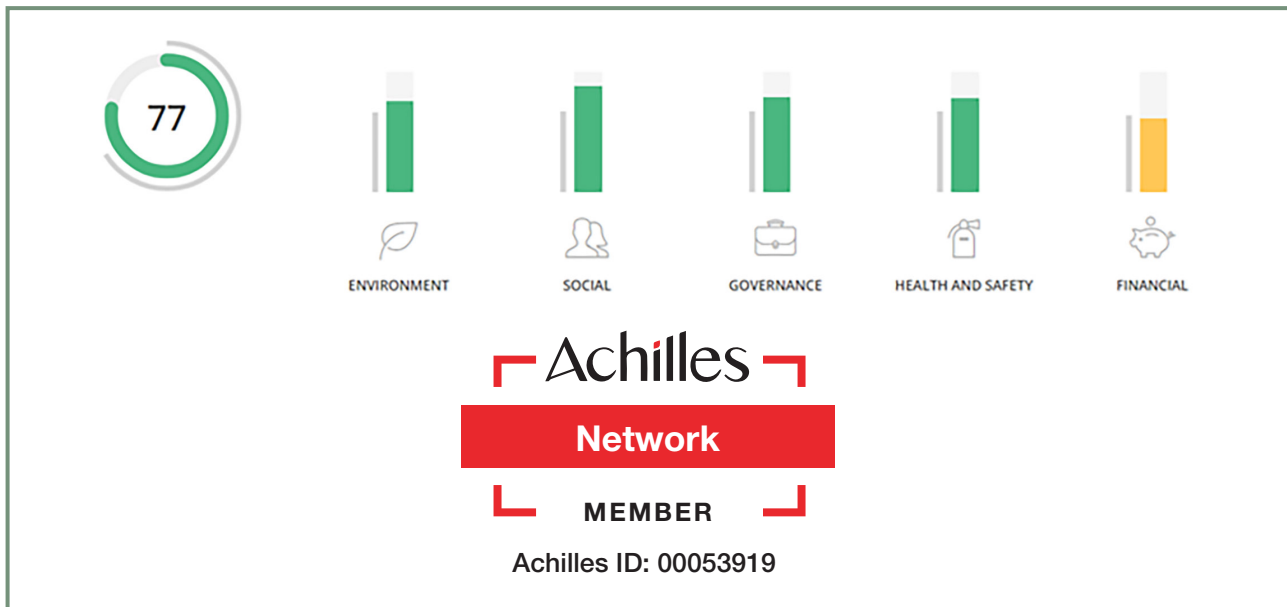
In action picture from our Special Hose Assembly & Kitting Center in Helsingborg, Sweden.

// NETWORK FOR A BETTER FUTURE

For us, it is important to showcase our sustainability efforts in a standardized and credible manner. With the help of Achilles, we have evaluated our operations in Denmark and Norway, gaining valuable insights into how we compare to others in the industry and identifying areas where we can strengthen ourselves.

// DUNLOP HIFLEX A/S

Our Achilles-score: 77 (average in the network: 66)



// DUNLOP HIFLEX AS

Our Achilles-score: 68 (average in the network: 60)



// DUNLOP HIFLEX AB

Our EcoVadis-score: 56/100

As part of our commitment to the community, our employees, and the environment, Dunlop Hiflex AB conducts an annual comprehensive evaluation of its sustainability practices through EcoVadis, the global standard for sustainability assessments in business. The EcoVadis assessment covers 21 sustainability criteria across four main themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

In our latest evaluation, completed in May 2024, we received the “Committed” label, highlighting our progress toward sustainability.



Earth's ecosystems are the foundation of all life; they provide us with resources and maintain the planet's balance. At Dunlop Hiflex, we work every day to preserve our environment and continually set new goals to improve our efforts and contribute to a sustainable future.

// CLOSING WORDS FROM THE MANAGEMENT

Dunlop Hiflex together with our owner Alfagomma Group has a strong focus on sustainability. Increased internal understanding and communication with external partners, with a focus on reducing the environmental impact of our operations, is evidence of this.

A major change that has occurred in recent years is the increased focus on education, information, and thereby raising awareness of sustainability and the purpose of all the activities we undertake, which are crucial for a sustainable future. In this effort, we also emphasize a shift in our culture and mindset within the company, which clearly strives toward a sustainable future.

We are aware that sustainability is something that requires commitment and continuous follow-up to succeed. Our journey has now gained momentum with strong growth in the Scandinavian companies, and we are committed to doing our utmost to ensure that our business has as little impact as possible on human rights, working conditions, and environmental impact. We aim to be proud of what we leave behind for the next generation, and we will do everything we can to achieve our goals for long-term sustainability and our contribution to the conditions for a healthy and well-functioning world.

This report is approved by the board of Dunlop Hiflex AB, Dunlop Hiflex AS and Dunlop Hiflex A/S.

// CEO ALFAGOMMA GROUP

Enrico Gennasio

Enrico Gennasio (6 maj 2025 09:24 GMT+2)

Enrico Gennasio

// CEO DUNLOP HIFLEX SCANDINAVIA



Magnus Andersson

// SUSTAINABILITY SUMMARY

// OVERVIEW

- Established supplier of hydraulic fluid convenience products and systems
- HQ Halmstad, Sweden
- Part of Alfagomma Group

// GOVERNANCE

- Maintaining a healthy business culture and combating corruption
- 97% of all global suppliers in countries with high governance

// ENVIRONMENT

- Policy for improved energy efficiency and renewable energy sources
- Tracking emissions
- Waste sorting; 77 574kg / 83% sorted
- Plastic and metal recycled to new materials

// EMPLOYEE

- Focus on health, safety and well-being
- Training and opportunities for development





// DUNLOP HIFLEX SCANDINAVIA

// SWEDEN

**HEADQUARTER
DUNLOP HIFLEX AB**
Seldonsvägen 2, Halmstad
+46 (0)10-414 44 00
info@dunlophiflex.se

BORLÄNGE
+46 (0)10-414 46 00
borlange@dunlophiflex.se

GÖTEBORG
+46 (0)10-414 45 40
goteborg@dunlophiflex.se

HALMSTAD
+46 (0)10-414 44 04
halmstad@dunlophiflex.se

HELSINGBORG
+46 (0)10-414 45 60
helsingborg@dunlophiflex.se

LJUNGBY
+46 (0)10-414 45 20
ljungby@dunlophiflex.se

MALMÖ
+46 (0)10-414 45 00
malmo@dunlophiflex.se

NORRKÖPING
+46 (0)10-414 45 70
norrkoping@dunlophiflex.se

STOCKHOLM
+46 (0)10-414 45 80
stockholm@dunlophiflex.se

UMEÅ
+46 (0)10-414 45 30
umea@dunlophiflex.se

VÄXJÖ
+46 (0)10-414 45 10
vaxjo@dunlophiflex.se

ÖREBRO
+46 (0)10-414 45 50
orebro@dunlophiflex.se

// NORWAY

**HEADQUARTER
DUNLOP HIFLEX AS**
Buråsen 7, Kristiansand
+47 23 00 47 00
sales@dunlophiflex.no

BERGEN
+47 23 00 47 70
bergen@dunlophiflex.no

HARSTAD
+47 23 00 48 10
harstad@dunlophiflex.no

KRISTIANSAND
+47 23 00 47 50
kristiansand@dunlophiflex.no

SARPSBORG
+47 23 00 48 30
sarpsborg@dunlophiflex.no

STAVANGER
+47 23 00 47 60
stavanger@dunlophiflex.no

TROMSØ
+47 23 00 48 20
tromso@dunlophiflex.no

TRONDHEIM
+47 23 00 48 00
trondheim@dunlophiflex.no

ÅLESUND
+47 23 00 47 80
alesund@dunlophiflex.no

// DENMARK

**HEADQUARTER
DUNLOP HIFLEX A/S**
Kokbjerg 1A, Kolding
+45 43 25 40 00
kundeservice@dunlophiflex.dk





HEADQUARTERS DUNLOP HIFLEX SCANDINAVIA

Dunlop Hiflex AB

Seldonsvägen 2, 302 62 Halmstad – Sweden

Tel +46 (0)10-414 44 00

info@dunlophiflex.se

www.dunlophiflex.se