



SUSTAINABILITY REPORT 2024





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 lower emissions. By implementing a climate strategy that reduces carbon dioxide emissions and invests in renewable energy, Dunlop Hiflex can contribute to both a better environment and a sustainable future.



Magnus Andersson, CEO Dunlop Hiflex Scandinavia.

The sustainability report you are now reading covers the fiscal year 2024 for the companies within Dunlop Hiflex Scandinavia. The chapter “Sustainability Our Way” describes how we work to meet the requirements of the Norwegian Transparency Act. The part of the business covered by the Transparency Act is Dunlop Hiflex AS. Certain functions such as purchasing, HR, and sustainability efforts are centrally managed by the sister company Dunlop Hiflex AB.

// ALFAGOMMA GROUP - AN ACTIVE AND INNOVATIVE OWNER

Since 2005, Dunlop Hiflex has been part of the Alfagomma Group, where we share many common synergies. Both companies have a strong innovative spirit, ingenuity, and a powerful brand.

Alfagomma was founded in 1956 by Felice Gennasio and is a global company specializing in the development and manufacturing of hydraulic and industrial integrated fluid handling solutions. The Alfagomma Group is headquartered in Milan, Italy, with factories and facilities spread across five continents. The group includes brands such as Alfagomma, Dunlop Hiflex, Argus, Sitef, and GEFE.Polymers.

As a full-service supplier and trusted partner, Alfagomma supports its customers with technical innovation and customized solutions for all applications. This ensures reliable logistical support for customers wherever they are, thanks to the company's global presence and worldwide operations. Extensive experience combined with state-of-the-art and patented products guarantees high quality and reliability.



// OUR BUSINESS

Dunlop Hiflex Scandinavia has its headquarters in Halmstad and a strong local presence across the other Scandinavian countries. We operate an efficient production and warehouse facility in Halmstad, which serves as the central hub for all Scandinavian markets. To meet our customers' needs for proximity and service, we are also located in several sites across Scandinavia, offering local production, hose services, and retail sales.

The headquarters and largest production facility in Norway are located in Kristiansand. Here, we assemble hoses for oil and gas customers, and one of our newest stores is also located within the same premises.

In Denmark, we have a central production facility in Kolding, covering the entire country. Together with our partners and online shop, we are always ready to serve our customers.

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



Inside the Dunlop Hiflex store in Kristiansand, Norway.



Seldonsvägen 2
302 62 Halmstad



Kokbjerg 1A
6000 Kolding



Buråsen 7
4636 Kristiansand

// SUSTAINABILITY OUR WAY

The backbone of our sustainability work is our Code of Ethics, which we share with all companies within the Alfagomma Group. At Dunlop Hiflex, we are committed to maintaining a sound business culture and preventing corruption and other irregularities. The full document can be read on our website.

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

There are two channels available for whistleblowing:

- Call: **+46 77-140 16 87**
- Form: <https://wbreport.amo.kpmg.se/556123-6141>



// DUE DILIGENCE

We use the OECD Due Diligence Guidance for Responsible Business Conduct as the foundation for our due diligence processes. To communicate our expectations to the supply chain, our supplier agreements include requirements for suppliers to support the OECD Guidelines for Multinational Enterprises and to contribute to the Ten Principles of the UN Global Compact.

// OUR SUPPLIERS

Our due diligence process consists of several steps:

1. Assess the environment in which the supplier operates
2. Conduct a survey focusing on human rights and decent working conditions for suppliers with the highest risk
3. Follow up on results and analyze risks
4. Stop, prevent, and mitigate negative impacts
5. Monitor implementation and outcomes
6. Communicate how impacts are managed
7. Remedy or contribute to remedy when necessary

We assess the environment in which our suppliers operate using the World Governance Indicators. The country where the supplier is based is analyzed using the “rule of law” and “control of corruption” indicators. The indicators are ranked from -2.5 to +2.5, where higher scores indicate a better environment and lower scores a poorer one. Each country is also given a percentile ranking for comparison.

We have chosen to categorize our suppliers into two groups based on the ranking of the country where they are headquartered:

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

INFO: Worldwide Governance Indicators (WGI) omfattar sex huvudsakliga indikatorer som mäter olika aspekter av styrning och förvaltning i länder världen över. Dessa indikatorer är:

1. Rösträtt och Ansvarskrävande (Voice and Accountability): Mäter i vilken utsträckning ett lands medborgare kan delta i att välja sin regering, samt graden av yttrandefrihet, föreningsfrihet och mediefrihet.
2. Politiskt Stabilitet och Frånvaro av Våld (Political Stability and Absence of Violence/Terrorism): Mäter sannolikheten för att regeringen störts genom konstitutionella eller våldsamma medel, inklusive politiskt motiverat våld och terrorism.
3. Regeringens Effektivitet (Government Effectiveness): Mäter kvaliteten på offentliga tjänster, kvaliteten på statsförvaltningen och dess oberoende från politiska påtryckningar, kvaliteten på policyformulering och implementering, samt trovärdigheten i regeringens åtaganden.
4. Regelverkets Kvalitet (Regulatory Quality): Mäter regeringens förmåga att formulera och implementera sunda policyer och regler som möjliggör och främjar den privata sektorn.
5. Rättssäkerhet (Rule of Law): Mäter graden till vilken aktörer i samhället har förtroende för och följer reglerna, inklusive avtalens upprätthållande, egendomsrättens säkerhet, polisens tillförlitlighet, och domstolarnas effektivitet.
6. Korruptionens Kontroll (Control of Corruption): Mäter graden till vilken offentlig makt utövas för privat vinning, inklusive små och stora former av korruption samt kapning av staten av elit- och privata intressen.



// RESULTS

The mapping shows that only a small proportion of our suppliers operate in countries with low governance, and are therefore exposed to higher risks related to human rights, working conditions, corruption, and more.

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: 97% Low governance: 3%
Central supplier	External suppliers used by Dunlop Hiflex Scandinavia	Managed by Dunlop Hiflex AB central purchasing team	22%	17%	High governance: 94% Low governance: 6%
Local supplier	External suppliers used by branches within Dunlop Hiflex	Managed by local Dunlop Hiflex branch	57%	10%	High governance: 100% Low governance: 0%

Analysis of suppliers used by Dunlop Hiflex Scandinavia during 2024.

During the year, a survey was sent to suppliers we assess as being located in countries with a low level of governance. All responding suppliers reported that they monitor their impact on human rights and decent working conditions. No negative impacts were identified.

We actively manage our supplier base, and in 2024 we reduced the number of active suppliers by 2%. By carefully selecting suppliers who share our values, we can build strong relationships and effectively monitor risks and improvement efforts.

// IMPROVEMENT POTENTIAL

Analyzing the key figures above shows that there are significant opportunities to develop our supply chain:

- Continue reducing the proportion of local suppliers
- Shift responsibility for shared suppliers to the central level
- Formally regulate business relationships through agreements for both central and local suppliers
- Map the supply chain based on the UN principles on environment and anti-corruption
- Set targets for the number of suppliers with agreements and completed supplier assessments

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

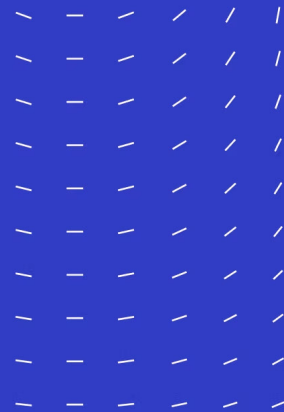
// ENVIRONMENT

Our management system is certified according to ISO 9001, and in 2024 significant progress was made toward certification under ISO 14001. This work has been carried out in close collaboration with Alfagomma's environmental system owner in Italy and local stakeholders. The environmental system now covers all three countries – Denmark, Norway, and Sweden – and is well established through management in each country.

Protecting the environment and understanding our climate impact is extremely important to us. Therefore, we have participated in the Halland Climate Initiative project, where we were coached by IVL Swedish Environmental Research Institute and EMC to increase our competence in climate impact and climate-smart business practices. The coaching took place during autumn 2024 and spring 2025, with a total of six sessions involving various companies from the region.

"Henrik and I participated in the Halland Climate Initiative and received coaching from EMC's experts. We have gained methods, tools, and the knowledge needed to analyze our own operations and calculate our emissions within scope 1 and scope 2. We have also learned how to set emission targets and implement measures to achieve those targets. Together, we are taking our climate work to the next level." – Louise Nilsson, Quality and Environmental Manager at Dunlop Hiflex Skandinavien.

HALLANDS
KLIMATLYFT



// 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 sustainable development policy with the goal of minimizing potential environmental impact by using the best available technology within our resources, both in production and in our products.

The company commits to defining, implementing, and maintaining an environmental management system to ensure this. The system shall apply to all relevant parties, 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 regulations for the facilities covered by this policy and to continuously improve the system to enhance environmental performance.

Within this framework, the company commits to defining and maintaining a system for environmental analysis aimed at identifying all environmental aspects related to the facilities covered by this policy and their significance regarding impacts under all operating conditions – both normal and abnormal – considering the entire product lifecycle for the relevant facilities. The company therefore considers it crucial to engage both suppliers (raw materials, auxiliaries, and services) and customers in this work.

The company views continuous improvement as a central part of all activities and therefore sets annual reduction targets based on the conducted environmental analysis, related to:

- Use of energy resources
- Water consumption
- Hazardous substances in wastewater systems
- Greenhouse gas emissions
- Waste management, particularly recyclable and non-recyclable waste
- Implementation 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 of our employees and the local community near the production facilities and commits to:

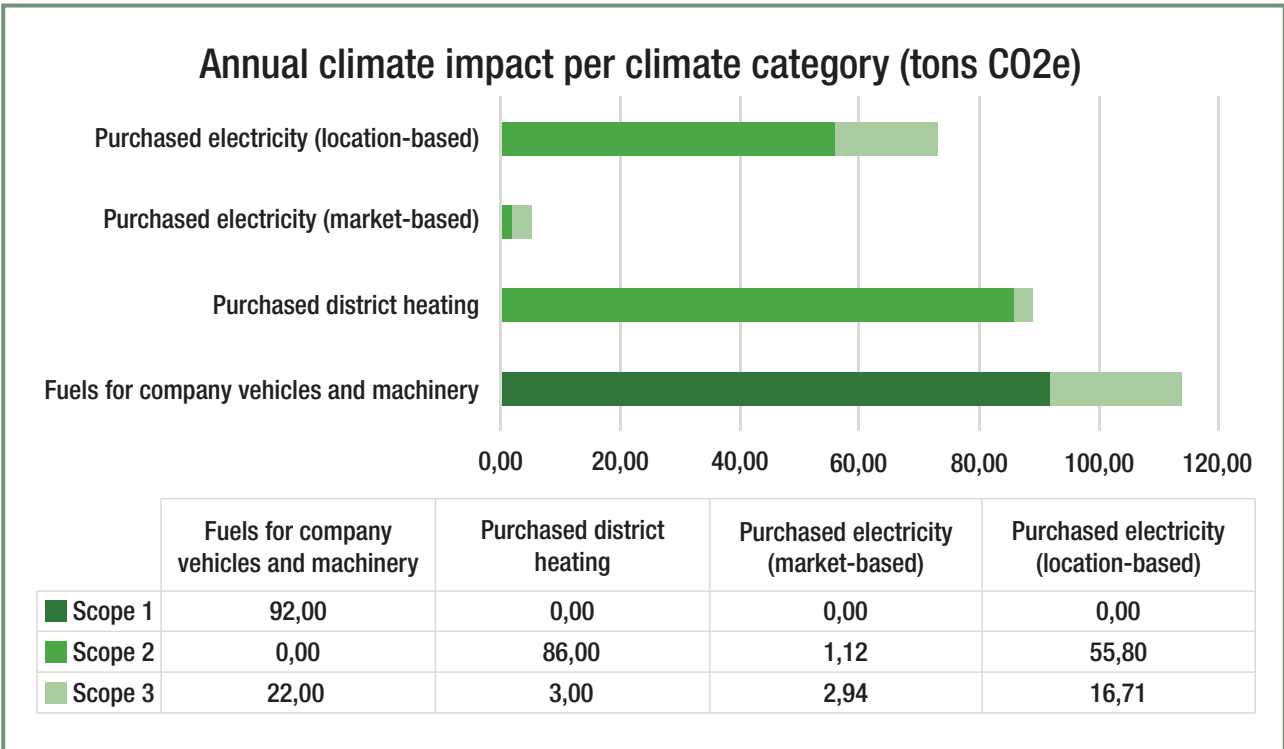
- Ensuring the necessary resources for the proper functioning of the environmental management system
- Providing a continuous training plan for all areas
- Maintaining a communication system with authorities and the local community to ensure transparency regarding processes/products and mutual cooperation



// EMISSION CALCULATIONS

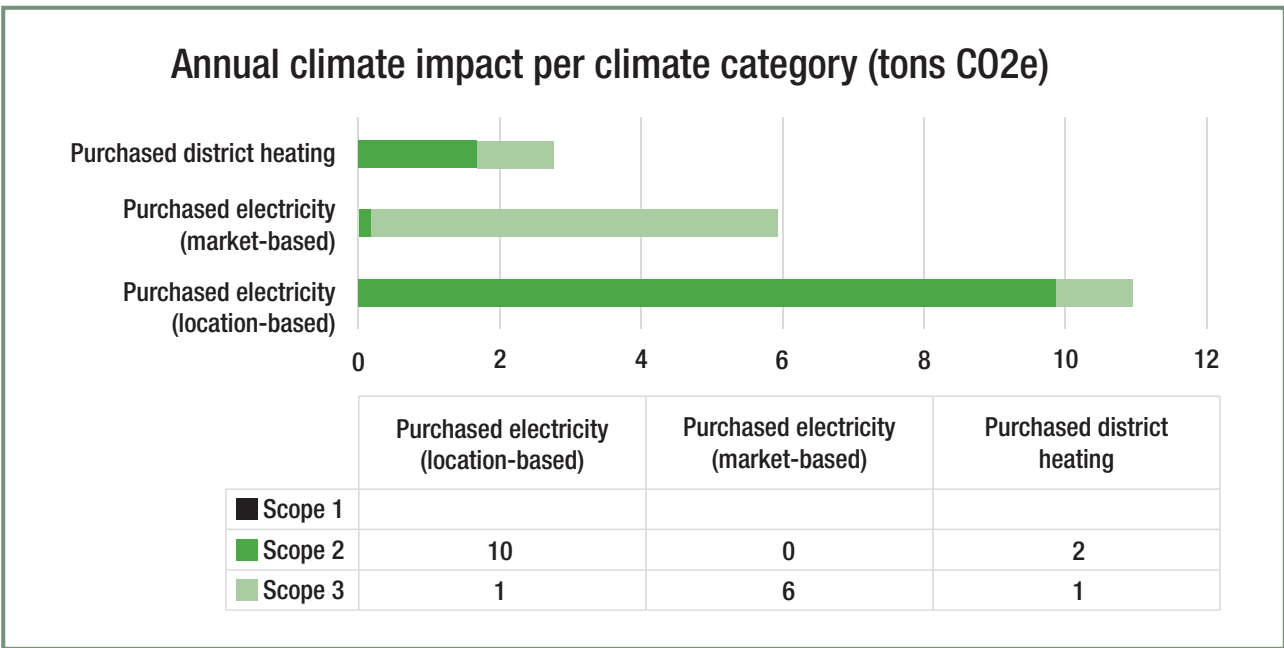
Emissions according to the GHG Protocol for Dunlop Hiflex AB, 2024.

Operations in Sweden consist of the Scandinavian headquarters with a central warehouse and production in Halmstad, as well as 11 branch offices.

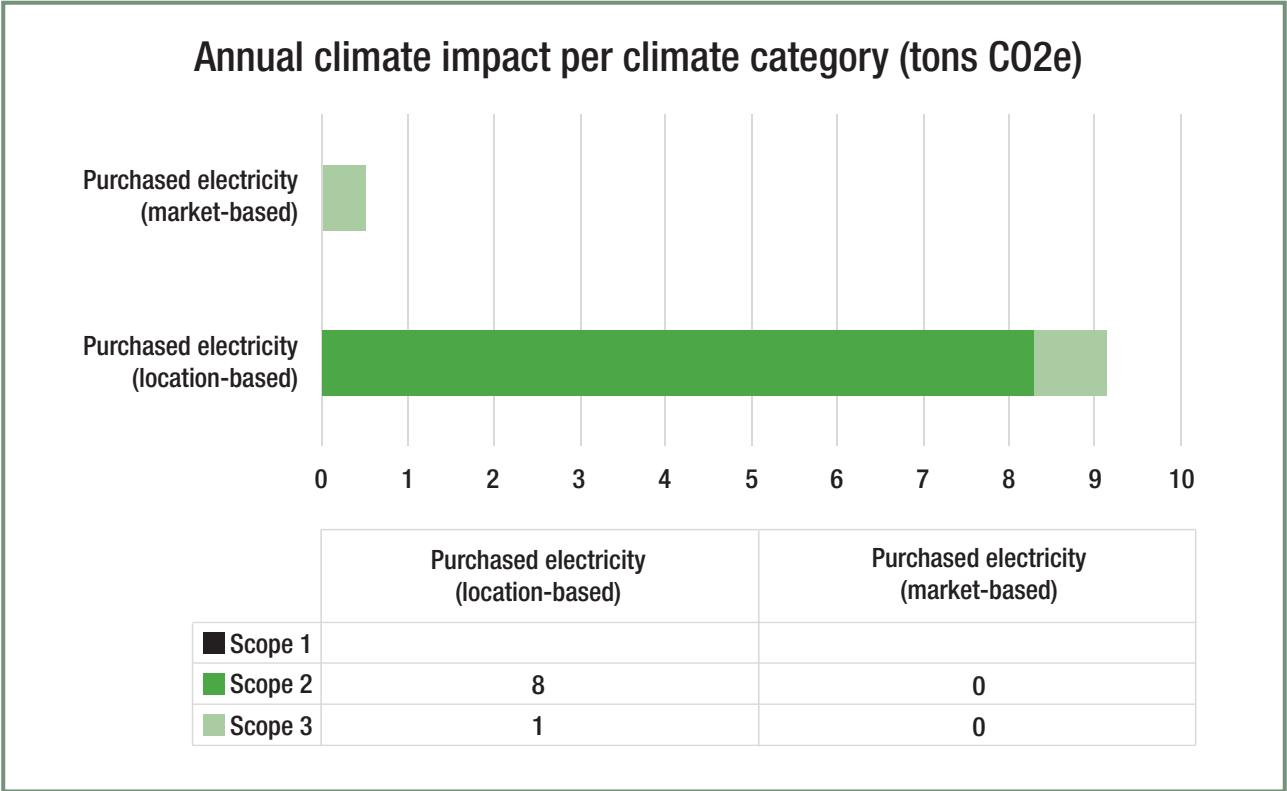


Emissions according to the GHG Protocol for Dunlop Hiflex AS, 2024.

Operations in Norway consist of the headquarters in Oslo and 8 branch offices. During the year, the headquarters was relocated to Kristiansand, which is also our largest production facility in Norway.



Emissions according to the GHG Protocol for Dunlop Hiflex A/S, 2024.
 Operations in Denmark consist of the headquarters and production facility in Kolding.



// ENVIRONMENTAL OBJECTIVES

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

Resource	Location	Consumption 2024	Goals for 2025
Electricity consumption (kWh per hose produced)	Halmstad HQ – Production and central warehouse	3,4	2,0 kWh per hose produced
	Växjö	1,8	Goals will be developed in 2025
	Helsingborg	10,3	
	Kristiansand	3,3	
	Bergen	136,3	
	Stavanger	54,0	
	Kolding	1,5	
Purchased electricity	Other branches	Data collection in progress	Goals will be developed in 2025
Waste sorting	Halmstad HQ – Production and central warehouse	Treated waste: 77 574 kg Sorted waste: 89% Material recycling: 67%	Sorted waste: 90%
Waste sorting	Branches	Data collection in progress	Analyze all units

We maintain a high level of ambition in our climate work and have chosen to align our targets with the SBTi for SMEs. However, please note that we are not affiliated with SBTi and have therefore not undergone any review of the targets.

Short-term target: Our companies commit to reducing their scope 1 and scope 2 GHG emissions by 50.4% by 2032 from a 2023 baseline, as well as to measuring and reducing scope 3 emissions.

// GOAL 7: SUSTAINABLE ENERGY FOR ALL

A large share of our greenhouse gas emissions comes from how we extract, convert, and use fossil fuels, 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, the use of energy is unavoidable. Our energy consumption mainly consists of operating our machines, as well as ventilation and lighting in our facilities.

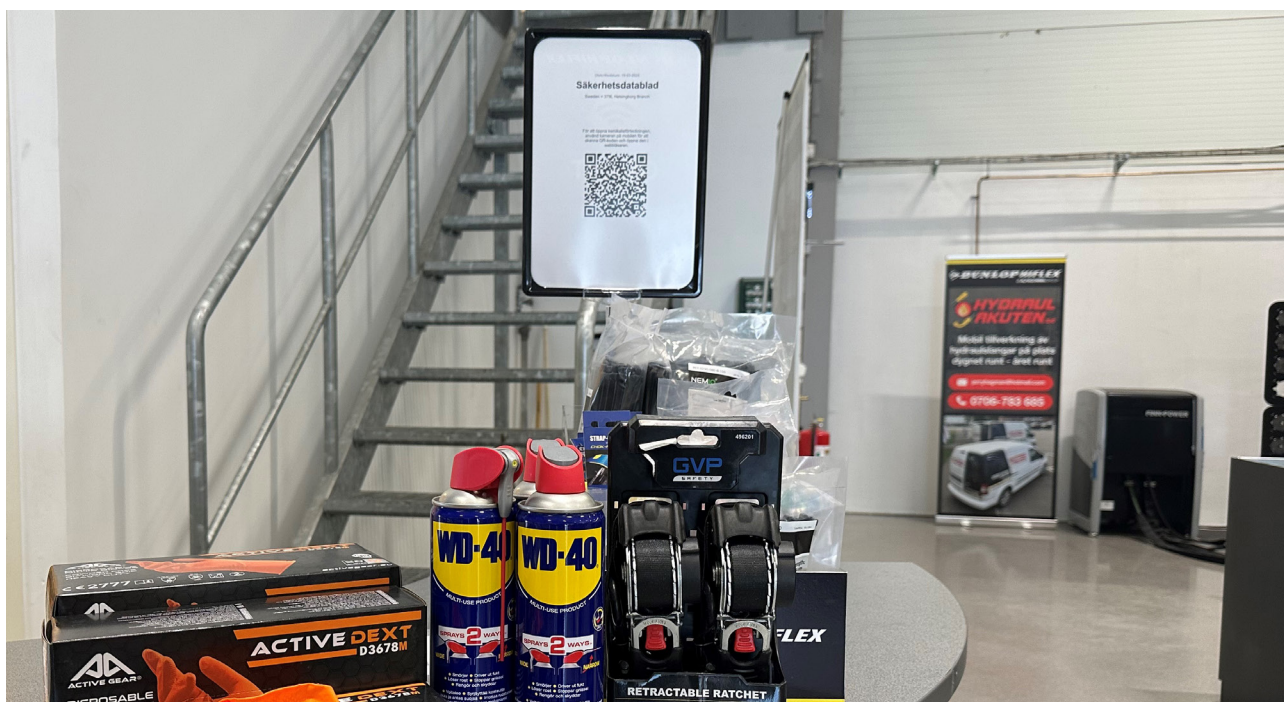
This is how we apply the global goal in our operations:

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

// GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

12.4 Responsible management of chemicals and waste – By 2030, achieve environmentally sound management of chemicals and all types of waste throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil in order to minimize adverse impacts on human health and the environment.

As part of our operations, we use certain chemicals in production. We also provide our customers with various chemical products such as hydraulic oil, lubricants, and adhesives, among others. To ensure that our employees are equipped to handle these products correctly, we carried out an inventory in 2024 of all chemicals used by our employees and ensured that safety data sheets are easily accessible at the workplaces via a QR code.



// KEY MEASURES

Energy

Halmstad will make the property more energy efficient by reviewing the façade, heating system, ventilation, and replacing fluorescent tubes with LED lighting. Helsingborg will switch to LED lighting during 2025. Bergen will move into a newly built facility at the beginning of 2024, which will reduce energy consumption. In 2025, a project for more environmentally conscious driving will be launched. The project will also enable data collection on our business travel by car in Denmark and Norway.

Chemical Management

Logistics and inventory levels of flammable chemicals are reviewed to ensure that maximum thresholds are not exceeded.

Waste Management

Continue to maintain a high degree of sorting of waste generated in our production sites and branches.

Transport

Optimize inventory parameters and transport days within our own operations to reduce emissions from goods transportation.



Recycle Today For A Better Future

Dunlop Hiflex sorts waste to contribute to a sustainable future. By carefully separating materials such as plastic, metal, paper, and hazardous waste, we ensure that they are recycled and resources are preserved.

This reduces our climate impact and is part of Dunlop Hiflex's commitment to taking responsibility for the environment – today and for generations to come.



// EMPLOYEE

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

Our goals:

// EMPLOYER BRANDING

- Increase the supply of new skills and desired qualities
- Reduce the loss of skills and valuable qualities

// SAFE WORKPLACE

- Safety inspections in Denmark, Norway, and Sweden
- Health, Safety, and Environment (HSE) training for safety representatives in Norway

// 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

// DISCRIMINATION

The purpose of the Discrimination Act is to promote equal treatment, ensure equal opportunities and rights, and counteract discrimination based on ethnicity, national origin, heritage, skin color, language, religion, or belief. Management works actively, purposefully, and systematically to promote the Act's objectives within our operations. Activities include, among other things, recruitment, salary and employment conditions, promotion, development opportunities, and protection against harassment. Please refer to our Code of Ethics for more information on how the Alfagomma Group addresses issues related to discrimination.

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

// KEY FIGURES

		2024	2023
Equality ¹	Denmark	30 employees, of which 5 are women	34 employees, of which 3 are women
	Norway	56 employees, of which 8 are women	53 employees, of which 7 are women
	Sweden	103 employees, of which 25 are women	115 employees, of which 28 are women
Sick days due to working conditions	Denmark	0 days	0 days
	Norway	0 days	0 days
	Sweden	0 days	0 days
Workplace accidents Goal: accidents < last year	Denmark	0	0
	Norway	2	1
	Sweden	9	20

1. 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.

// ACHIEVEMENTS IN 2024

- Inventory of chemicals used carried out at branches in Norway and Sweden
- Training on change management and risk management completed
- Safety committee meetings held as planned
- Safety inspections conducted twice a year at most branches
- Onboarding of new employees conducted over 2 days in April
- Cybersecurity training for all employees completed 2023–2024
- ADR 1.3 training completed 2024–2025
- HR department expanded with one person dedicated to Denmark
- Employee handbook published in Norway
- Updated company car policy in Sweden promoting the use of electric vehicles

// IMPROVEMENT POTENTIAL

- Improve the onboarding and offboarding process with system support

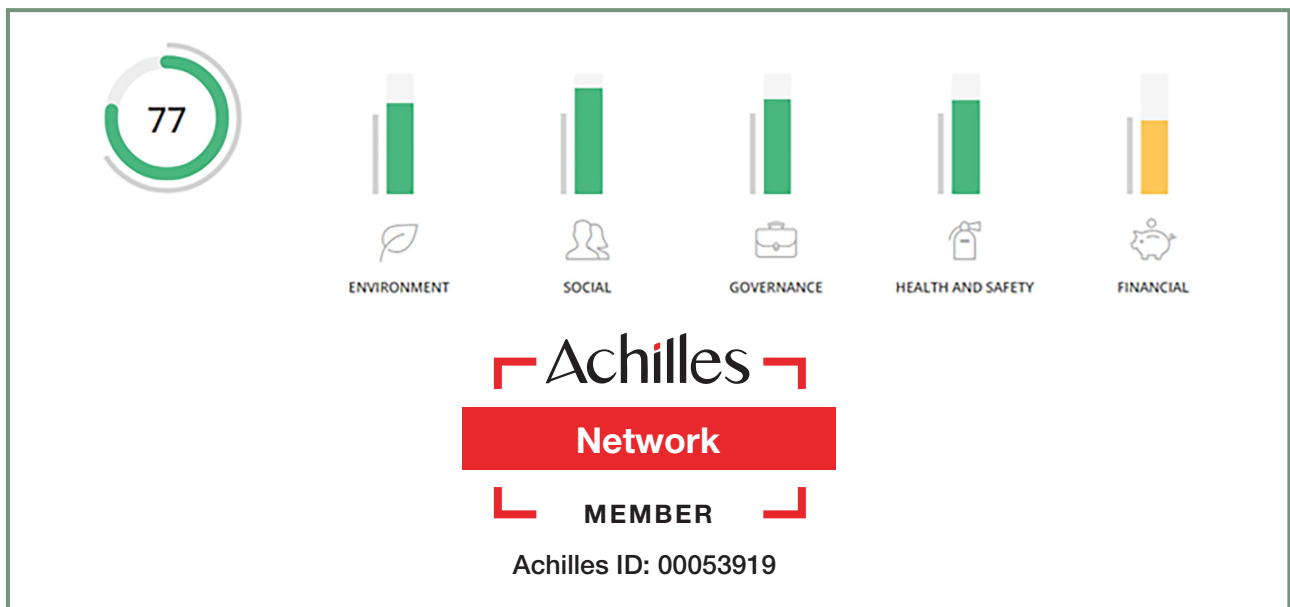


// NETWORK FOR A BETTER FUTURE

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 (10 sep. 2025 16:28:21 GMT+2)

Enrico Gennasio

// CEO DUNLOP HIFLEX SCANDINAVIA



Magnus Andersson

An aerial photograph of a vast, dense forest. In the center of the image, there is a small, calm pond surrounded by trees. The forest extends to the horizon under a clear blue sky with some light clouds. The overall scene is lush and green, representing a natural environment.

// SUSTAINABILITY SUMMARY

// OVERVIEW

- Established supplier of hydraulic fluid convenience products and systems
- HQ Halmstad, Sweden
- Part of Alfacomma 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
- Monitoring of emissions at 7 production facilities
- Scope 1 and Scope 2 GHG emissions are to be reduced by 50.4% by 2032
- Waste sorting: 77 574 kg / 89% 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

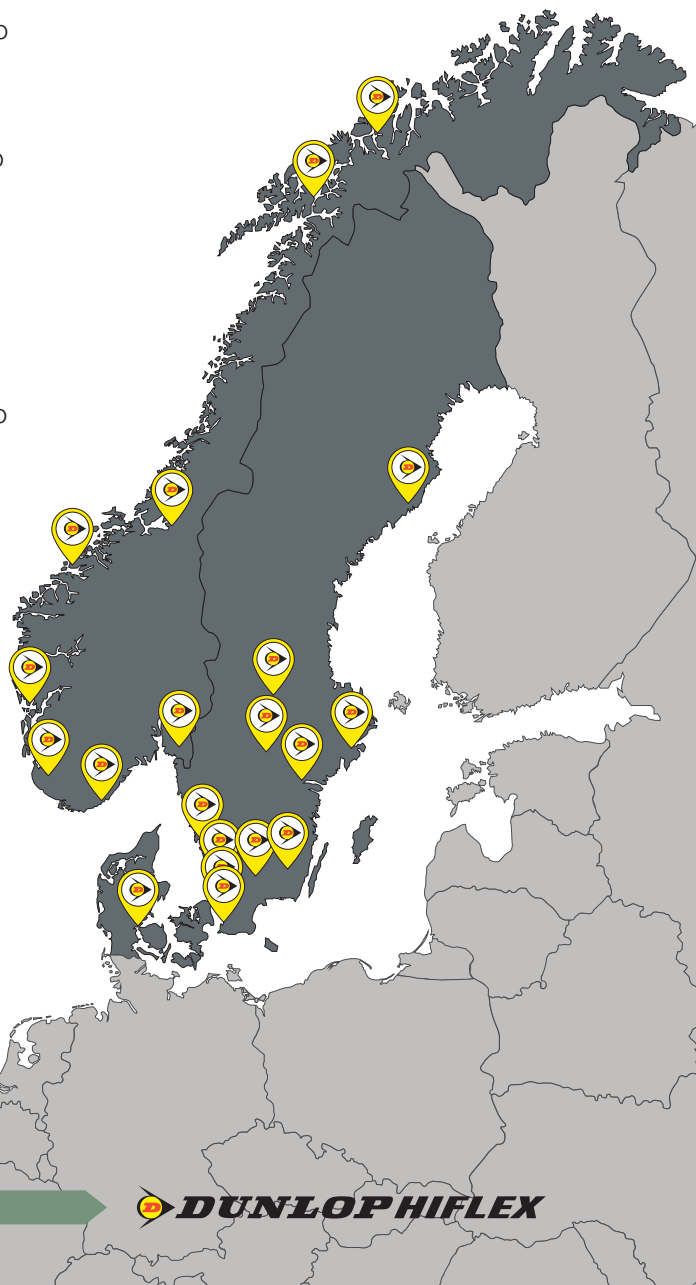
TROMSØ
+47 23 00 48 20
tromso@dunlophiflex.no

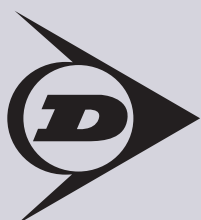
TRONDHEIM
+47 23 00 48 00
trondheim@dunlophiflex.no

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