



# Sustainability Policy

# Together for a Sustainable Industry

OEM Motor offers products for electromechanical motion and power transmission – solutions that help create a more sustainable industry. We take responsibility for ensuring that our products, our way of working, and our collaborations develop in a direction that benefits both people and the environment. We continuously strive to improve our sustainability efforts, with the foundation of always complying with applicable legislation.

Our sustainability work is based on three focus areas: Product, People and Planet – always with our vision at the centre: “Together we create a sustainable industry and shall be the obvious first choice for innovative solutions.”

## Product – Smart & Sustainable Solutions

OEM Motor offers products and solutions for electromechanical motion and power transmission – from motors and gearboxes to linear products, transmissions, and drive electronics. Through our technical expertise and close collaboration with both customers and manufacturers, we take responsibility for driving the development towards a more sustainable industry.

We help our customers choose energy-efficient and reliable products that reduce environmental impact and contribute to long-term sustainable operation. Our ambition is to consider the entire product lifecycle – from manufacturing and use to recycling and reuse – and to continuously increase the proportion of products with documented sustainability benefits.

### Circular Economy

The production of our products requires raw materials that often have a significant environmental impact. To reduce resource use and ensure future availability, we work long-term towards a more circular value chain.

We collaborate with our manufacturers to increase the share of recycled and renewable materials and to develop products that are easier to maintain, repair, and recycle. Through our technical advice, we help customers make sustainable choices that contribute to a more circular industrial production.



### Materials and Chemicals

We set clear requirements that our products must be manufactured sustainably. This means that we actively monitor chemical content and ensure compliance with regulations such as REACH, RoHS, and SCIP.

Our goal is to minimize the presence of hazardous substances – both for the sake of human health and to enable material recycling at the end of a product's life. We document and continuously follow up information from our manufacturers to ensure transparency throughout the value chain.



## Supply Chain

OEM Motor works with carefully selected suppliers who are leaders within their respective technical fields. Our partnerships are long-term and based on open dialogue, trust, and shared sustainability goals.

All suppliers are expected to sign our **Code of Conduct** or have an equivalent policy that meets our requirements. In case of suspected deficiencies, an action plan is jointly established.

For new collaborations, we visit manufacturers on-site to ensure good working conditions and responsible production.

## People



### – Commitment, Care and Development

Our success is built on engaged employees. Everyone at OEM Motor should have the right conditions to thrive, develop, and feel part of the company's success.

We work based on our values – **Courage, Commitment, Clarity** and **Care** – and we believe in leadership built on trust and growth.

Through regular development talks, competence-enhancing initiatives, and active focus on work environment, we create a safe and inspiring workplace.

We actively encourage more women to pursue careers in technology and work for gender-equal recruitment and leadership development. Discrimination, harassment, and abusive behaviour are not tolerated – everyone should feel welcome and respected at OEM Motor.

## Work Environment and Safety

We conduct systematic work environment management based on risk assessments, safety inspections, and collaboration between employees and management.

Procedures are in place to handle accidents and emergencies, and we work proactively with health, ergonomics, and well-being in everyday life.



## Planet

### - Reduced Climate Impact and Resource Efficiency

Reducing climate impact is a central part of our sustainability work. We monitor and report our CO2 emissions in accordance with the GHG Protocol and aim to halve our emissions every ten years.

Transport is a major source of emissions, and we prioritise sea and rail transport over air freight. Through collaboration with our freight partners and more efficient planning, we reduce the environmental impact of our deliveries.

We also optimise our sales organisation to make more customer visits per travel day, thereby reducing the total number of trips.

We continuously work to improve energy efficiency in our facilities and use renewable energy wherever possible. In the long term, our goal is to equip all our buildings with solar panels where technically and economically feasible.

#### **Waste and Resources**

We actively work to reduce waste and scrap in our operations. Materials should, whenever possible, be reused or recycled.

By digitising our processes and marketing materials, we reduce paper consumption and physical mailings.

#### **Biodiversity**

OEM Motor's direct impact on biodiversity is considered limited, but we are aware that some raw materials in our products originate from mining and petrochemical processes.

Through due diligence in our supply chain, we aim to contribute to improvements in these processes and increase transparency regarding the origin of materials.

*More information*



## Questions?

*Of course, you are welcome to contact us!*

The overall responsibility for sustainability work lies with OEM Motor's management team, in close cooperation with the Quality Manager and Group Sustainability Coordinator. Find contact persons at [oemmotor.se](http://oemmotor.se) and [oemautomatic.se](http://oemautomatic.se)

