## GRI-profile for Rusta sustainability report financial year 2017/18

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Rusta aims to report our sustainability work in the most transparent and relevant way. The present report is the first that Rusta has produced in accordance with the GRI Standards: Core option. During the course of 2017/18, Rusta has intensified its focus on sustainability and the present report should be considered a platform for further progress with regard to Rusta's sustainability work. All departments at Rusta have contributed with relevant input for the report. It is our belief that Rusta's shared commitment will enable us to live up to our ambitious plans in this specific area.

At present Rusta publishes its sustainability report as a separate document from the annual report. For some of the disclosures in this report we refer to sections in the annual report where the relevant information and data is disclosed.

We still have considerable work ahead of us and we look forward to openly and transparently share and discuss our progress with our key stakeholders as Rusta's sustainability work progresses.

Please visit us at <u>www.rusta.com</u> or contact:

Jesper.bondesson@rusta.com

Mats.malmberg@rusta.com

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| CONSIGNING SEVERAL OURS OF THE AND A STATE OF THE A  | I 103: Management Approach 2017<br>215y<br>I 103: Management Approach 2017<br>I 302: Energy 2017<br>diversity<br>I 103: Management Approach 2017<br>I 304: Biodiversity 2017<br>I 304: Biodiversity 2017<br>I 304: Biodiversity 2017<br>I 306: Biodiversity 2017<br>I 103: Management Approach 2017<br>I 103: Management Approach 2017<br>pplier Environmental Assessment<br>I 103: Management Approach 2017 | 103-2 The management approach and its components         103-3 Evaluation of the management approach         103-1 Explanation of the material topic and its Boundary         103-2 For management approach and its components         103-3 Evaluation of the material topic and its Boundary         103-2 The management approach         302-4 Reduction of the material topic and its Boundary         103-1 Explanation of the material topic and its Boundary         103-2 The management approach         304-4 IUCN Red List species and national conservation list         species with habitats in areas affected by operations         103-2 The management approach and its components         103-3 Evaluation of the material topic and its Boundary         103-4 Explanation of the material topic and its Boundary         103-2 The management approach and its components         103-3 Evaluation of the material topic and its Boundary         103-3 Evaluation of the management approach         103-1 Explanation of the material topic and its Boundary         103-2 The management approach and its components         103-2 The management approach and its Boundary         103-1 Explanation of the material topic and its Boundary         103-2 The management approach and its components         103-1 Explanation of the material topic and its Boundary         103-2 The management approach and its components  | p. 14<br>p. 15, p. 16<br>p. 15, p. 16<br>p. 16<br>p. 16<br>p. 14<br>p. 15<br>p. 17<br>p. 13, p. 18<br>p. 13, p. 15<br>p. 04, p. 06, p. 08, p. 09, p. 13, p. 15<br>p. 07, p. 13   | Omission - mechanism for evaluati<br>Partial. Data for Sweden only prese<br>operations are planned for Rusta's<br>Omission - mechanism for evaluati<br>Partial. Accounted only for species<br>IUCN list of threatened species Rus<br>performance indicators, measurem<br>Omission - mechanism for evaluati | on currently under develop<br>nted. Data collection proces<br>sustainability report 2018/19<br>on currently under develop<br>actually used in products. Fo<br>ta will need to analyse this<br>sent methjods and objective<br>on currently under develop | ment<br>ss for all countries of<br>9<br>ment<br>or other species listed on t<br>area further, before we se<br>s.   |  |

| GRI 400 Social Standards Series             | -  |                                      |   |   |                              |  |
|---|--|--------------------------------------|---|---|------------------------------|--|
| Employment                                  |  |                                      |   |   |                              |  |
| • •   | 103-1 Explanation of the material topic and its Boundary       | p.19, p.20                           |   |   |                              |  |
| GRI 103: Management Approach 2017           | 103-2 The management approach and its components               | p.19, p.20                           |   |   |                              |  |
|   | 103-3 Evaluation of the management approach                    | p.19, p.20                           |   |   |                              |  |
|   | 401-1 New employee hires and employee turnover                 | p.20                                 |   |   |                              |  |
| RI 401: Employment 2017                     | 401-3 Parental leave   |                                      | Omitted   |   |                              |  |
| raining and Education                       |  |                                      |   |   |                              |  |
|   | 103-1 Explanation of the material topic and its Boundary       | p.19                                 | İ.  |   |                              |  |
| RI 103: Management Approach 2017            | 103-2 The management approach and its components               | p.19                                 |   |   |                              |  |
|   | 103-3 Evaluation of the management approach                    | p.19                                 |   |   |                              |  |
|   | 404-2 Programs for upgrading employee skills and transition    |                                      |   |   |                              |  |
|   | assistance programs  | p.19                                 | Partial. Only leadership-program described. Other programs under development.   |   |                              |  |
| RI 404: Training and education              | 404-3 Percentage of employees receiving regular                | p.125                                | radan only reddersnip program de  | Partial. Only readership-program described. Other programs under development. |                              |  |
|   | performance and career development reviews                     | p.19                                 | 100% ("all managers and co-workers  | n nage 19 und   | r "Development talks")       |  |
| iversity and Equal Opportunity              | performance and career development reviews                     | [p.15                                | 100% ( an managers and co-workers   | s as stated on page 19 drive  | i Development tarks j.       |  |
|   | 103-1 Explanation of the material topic and its Boundary       | p.19, p.20, p.21                     | 1   |   |                              |  |
| RI 103: Management Approach 2017            | 103-2 The management approach and its components               | p.19, p.20, p.21<br>p.19, p.20, p.21 |   |   |                              |  |
| . 200. management Approach 2017             | 103-3 Evaluation of the management approach                    | p.19, p.20, p.21<br>p.19, p.20, p.21 | Co-worker survey as described on p  | age 19 and nage 21  |                              |  |
| RI 405: Diversity and Equal                 | 405-1 Diversity of governance bodies and employees             | p.13, p.20, p.21                     | co-worker survey as described on p  | uge 15 and page 21.   |                              |  |
| pportunity 2017                             | 405-1 Diversity of governance boules and employees             | n 20                                 |   |   |                              |  |
| on-discrimination                           | l  | p. 20                                |   |   |                              |  |
| on-discrimination                           | 102.4 European af the metanic basis and its Bernders           | - 01                                 |   |   |                              |  |
| DI 102. Managara da ana anti 2017           | 103-1 Explanation of the material topic and its Boundary       | p.21                                 |   |   |                              |  |
| RI 103: Management Approach 2017            | 103-2 The management approach and its components               | p.21                                 |   |   |                              |  |
|   | 103-3 Evaluation of the management approach                    | p.21                                 |   |   |                              |  |
| RI 406: Non-discrimination 2017             | 406-1 Incidents of discrimination and corrective actions taken |                                      |   |   |                              |  |
|   |  | p.21                                 |   |   |                              |  |
| reedom of Association and Collective        |  |                                      |   |   |                              |  |
|   | 103-1 Explanation of the material topic and its Boundary       | p.21                                 |   |   |                              |  |
| RI 103: Management Approach 2017            | 103-2 The management approach and its components               | p.21                                 |   |   |                              |  |
|   | 103-3 Evaluation of the management approach                    |                                      | Omission - mechanism for evaluation   | on currently under develop  | nent                         |  |
| RI 407: Freedom of Association and          | 407-1 Operations and suppliers in which the right to freedom   |                                      |   |   |                              |  |
| ollective Bargaining 2017                   | of association and collective bargaining may be at risk        |                                      |   |   |                              |  |
|   |  | p.21                                 | Partial - mechanism for evaluation  | currently under developme   | nt                           |  |
| orced or Compulsory Labor                   | a  | ,                                    |   |   |                              |  |
|   | 103-1 Explanation of the material topic and its Boundary       | p. 06, p.22                          |   |   |                              |  |
| RI 103: Management Approach 2017            | 103-2 The management approach and its components               | p. 22                                |   |   |                              |  |
|   | 103-3 Evaluation of the management approach                    | p. 22                                |   |   |                              |  |
| GRI 409: Forced or Compulsory Labor         | 409-1 Operations and suppliers at significant risk for         |                                      |   |   |                              |  |
| 017   | incidents of forced or compulsory labor                        | p. 22                                |   |   |                              |  |
| upplier Social Assessment                   |  |                                      |   |   |                              |  |
|   | 103-1 Explanation of the material topic and its Boundary       | p. 04, p. 06, p. 08, p. 09,          |   |   |                              |  |
| GRI 103: Management Approach 2017           |  | p. 10, p. 12, p. 21, p.22            |   |   |                              |  |
|   | 103-2 The management approach and its components               | p. 04, p. 06, p. 08, p. 09,          |   |   |                              |  |
|   |  | p. 10, p. 12, p. 21, p.22            |   |   |                              |  |
|   | 103-3 Evaluation of the management approach                    | p.12                                 |   |   |                              |  |
| RI 414: Supplier Social Assessment          | 414-1 New suppliers that were screened using social criteria   |                                      |   |   |                              |  |
| 017   |  | p.12                                 |   |   |                              |  |
| ustomer Health and Safety                   | •  |                                      |   |   |                              |  |
|   | 103-1 Explanation of the material topic and its Boundary       | p. 08, p. 12                         | Our policy on page 09 also states ou  | r standpoint in this matter   |                              |  |
|   | 103-2 The management approach and its components               | p.10-11, 20                          |   | Our policy on page 09 also states our standpoint in this matter               |                              |  |
| RI 103: Management Approach 2017            | 103-3 Evaluation of the management approach                    | F 11, 20                             | Omission - we have identified a nee   |   | er hefore we cot kou         |  |
|   | 200 S crategion of the management approach                     |                                      |   | ,   |                              |  |
|   |  |                                      | performance indicators, measurem  |   |                              |  |
| GRI 416: Customer Health and Safety<br>2017 | 416-1 Assessment of the health and safety impacts of product   |                                      | Omission - we have identified a need to analyse this area further, before we set key  |   |                              |  |
|   | and service categories   |                                      | performance indicators, measurement methods and clear objectives.   |   |                              |  |
|   | 416-2 Incidents of non-compliance concerning the health and    |                                      | Omission - Several activities taken and ongoing. Most of the data is available but we nee<br>more time to analyse and compile the data. |   |                              |  |
| .017  | safety impacts of products and services                        |                                      |   |   | ta is available but we lieet |  |