

SUSTAINABILITY REPORT

2021




PLASMAN™
DRIVING TO A BETTER TOMORROW

Introduction

A Message from our CEO



David Wiskel
President & Chief Executive Officer

“Creating a better tomorrow as One Driving Force™”

We live in a world shaped by enormous change that calls for action more than ever. And therefore as a result of change, the topic of sustainability is becoming increasingly important. In the past year we strengthened our sustainability commitment and accelerated our actions, and I am pleased to share our vision and the progress we have made.

While increasing our global sustainability ambitions, it was clear our primary focus would be to fight of Climate Change and meet our customers needs. In 2021, 40% of Plasman’s global energy was from climate neutral energy sources. The considerations for our Sustainability Strategy “Creating a better tomorrow as One Driving Force™” is based on the guidelines and commitment to our Climate Neutral Energy Ambition. Therefore I am proud to announce by 2028, on our 50th anniversary, Plasman aims to be climate neutral across all operations at our manufacturing and office locations. We are making plans and taking action to transition globally to climate neutral energy sources. Our approach to climate change and energy transition means adopting renewable energy sources, such as wind, solar, biomass, geothermal and hydro energy as well as nuclear power.

In pursuit of our purpose of creating a better tomorrow as one driving force, we must stay true to our core values of ethics and integrity, respect and fair treatment, courage and maintain our focus on communication where we are transparent about what we do and why we do it. This includes our commitment to doing business in an ethical and transparent way as we work diligently to raise standards, learn from our own experiences and from others. We are taking action and making progress. This sustainability report shows how we are achieving this progress and we salute the extraordinary efforts of our team members who make me proud every single day through their actions and efforts.

For Plasman, we are driven to strengthen the relationship with our valued stakeholders through our products, invoke creative ways on how to engage our team members and further construct and deploy our commitment to the communities for which we live and work. As you read this report, you will see that Plasman is focused on building our legacy in the years ahead to advance our shared commitment to a more sustainable world.

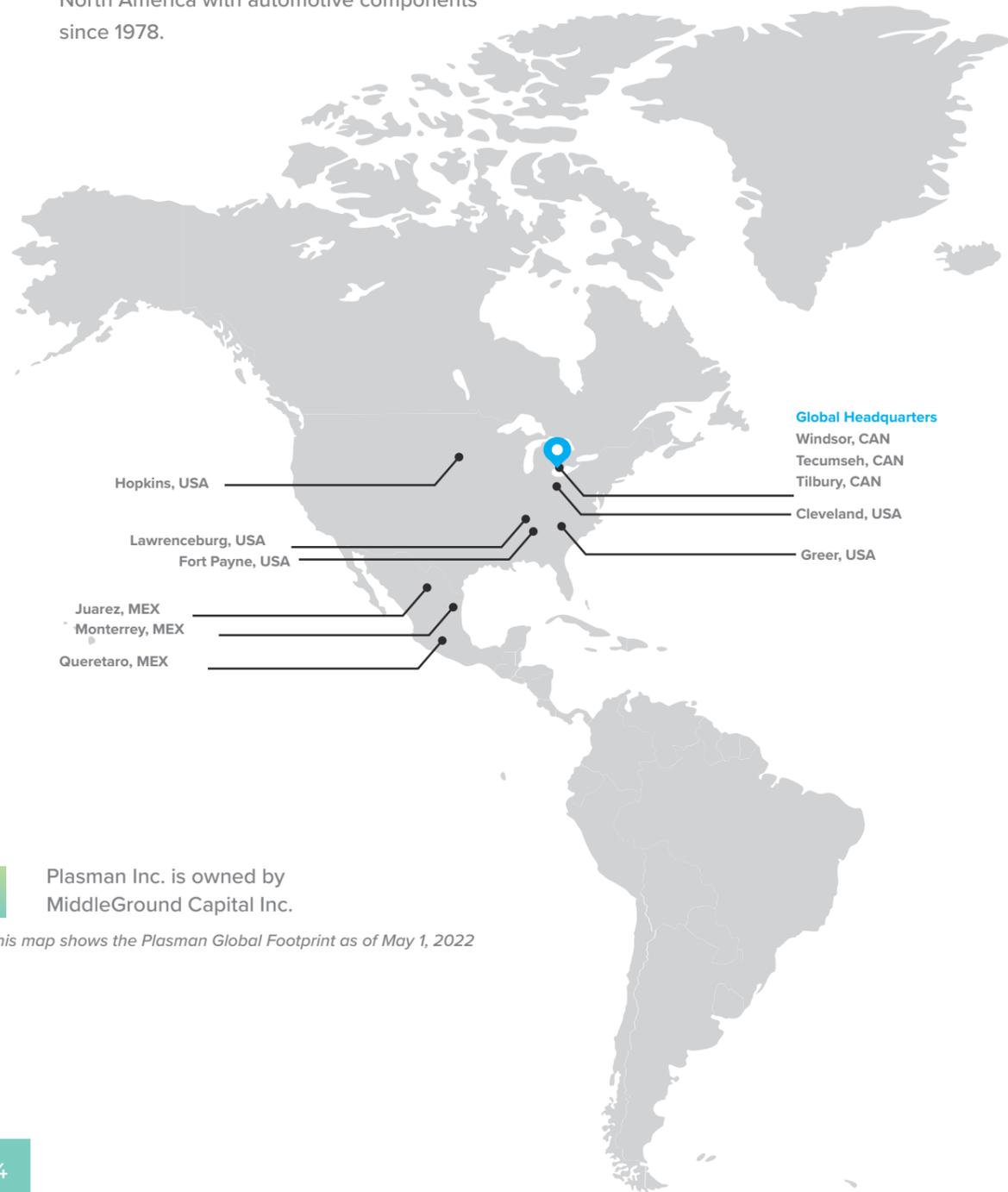
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Global Footprint*

Plasman at a Glance

Plasman has supplied OEMs, contract manufacturers and distributors in Europe and North America with automotive components since 1978.

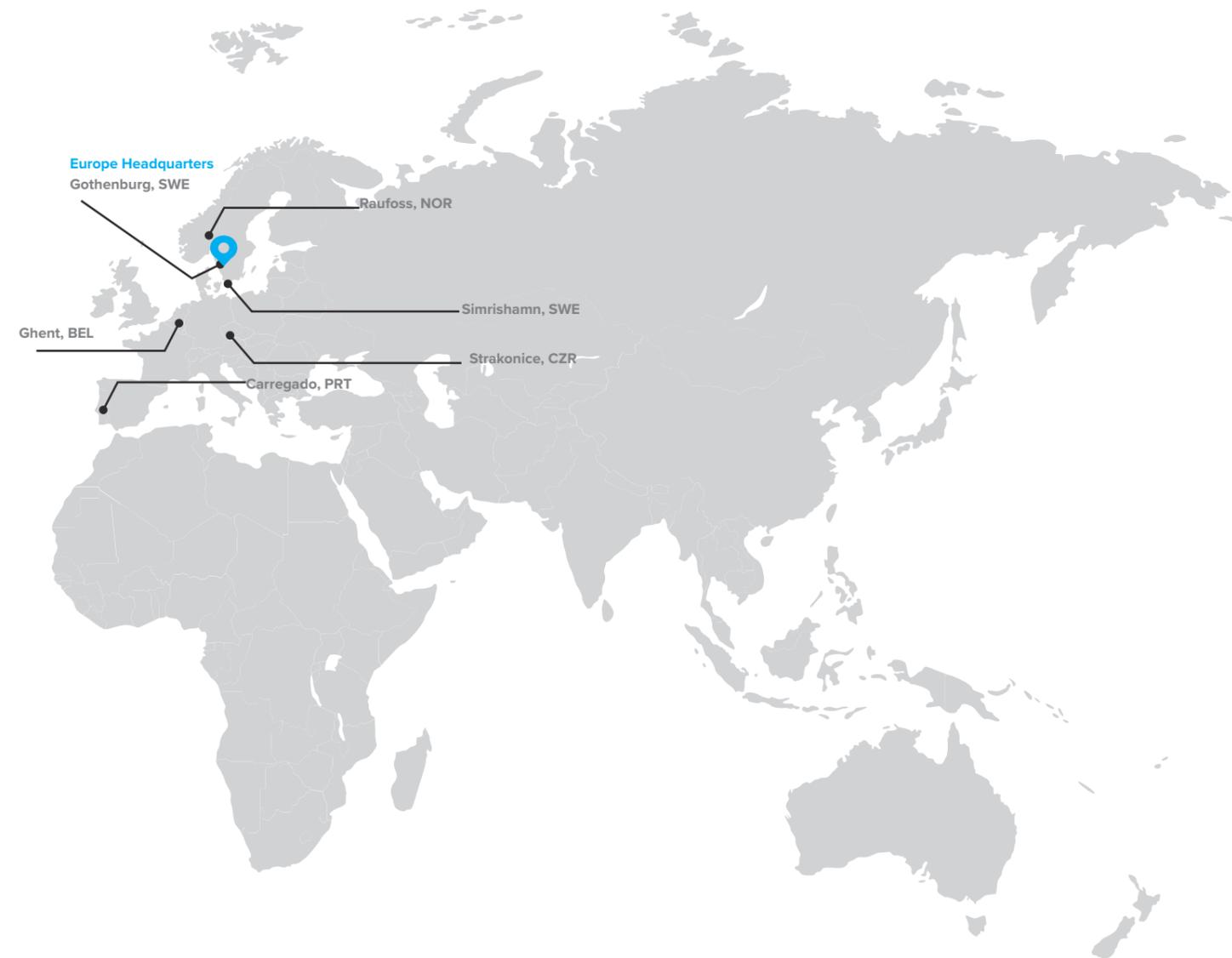


Plasman Inc. is owned by MiddleGround Capital Inc.

*this map shows the Plasman Global Footprint as of May 1, 2022

Locations

We have continued to build upon our product capabilities for over 40 years in order to provide the best value to our customers through innovative processes and world-class manufacturing around the world.



21 Manufacturing Locations. 11 Countries. 5700+ Team Members.

Sustainability at Plasman

Sustainability is an integral part of Plasman's value system and our journey is focused on environmental, social, and economic sustainability. We believe integrating these topics into our strategy, operations, and supply chain will support a healthy, diverse, and resilient company for this generation of employees and generations to come.

Developing a sustainability plan at Plasman was a large undertaking and required a globally planned approach. The process began with the creation of two cross-functional teams, one from Europe and one from North America. These teams collaborated with the Global Senior Executive Team to champion the creation of our sustainability blueprint and standards. These regional teams worked with each of our manufacturing locations to collect input from internal and external stakeholders. Our teams collected data from sustainability discussions with our customers, benchmarked our competitors, and analyzed the legislative landscape. The overall strategy is integrated with the UN Sustainable Development Goals.

UN Sustainable Development Goals



Plasman is committed to providing our stakeholders with meaningful information about our business. Metrics include collected environmental, social, and economic data used to create a materiality analysis and resulted in a gap evaluation and a proposed sustainability roadmap for Plasman. This laid the foundation of what would be known as the Plasman Sustainability Model (Figure 1). The action areas within the Plasman Sustainability Model are divided into three sectors: Social, Environmental, and Economic Sustainability.

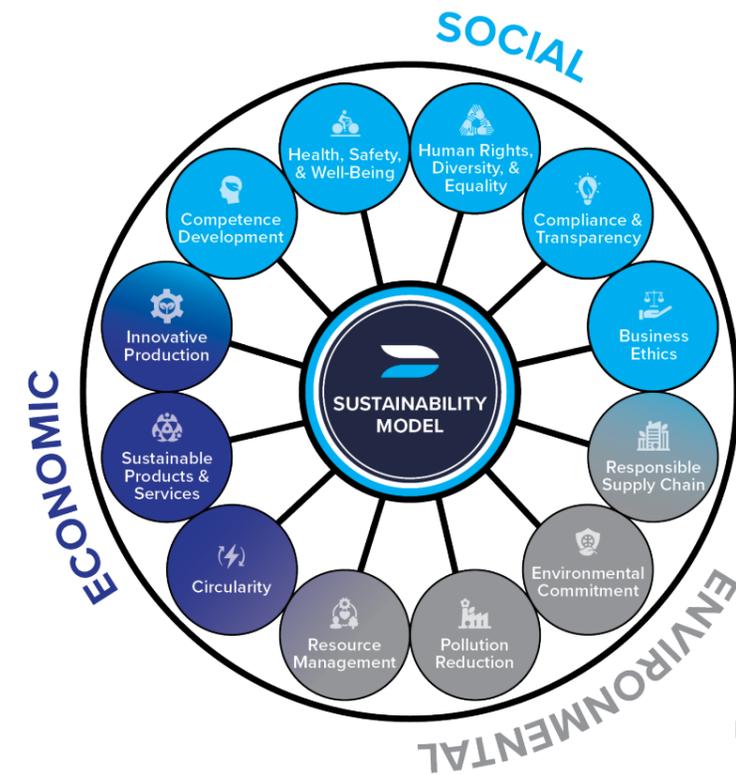


Figure 1

Actions

The Plasman Sustainability Model consists of twelve action areas which link to the UN Sustainability Development Goals. The twelve action areas are described in this report, and drive sustainability within our company and supply chain. These actions are developed and integrated into our cultural practices and we will focus our continuous improvement and innovation efforts to meet a wide range of employee, customer, and community needs.

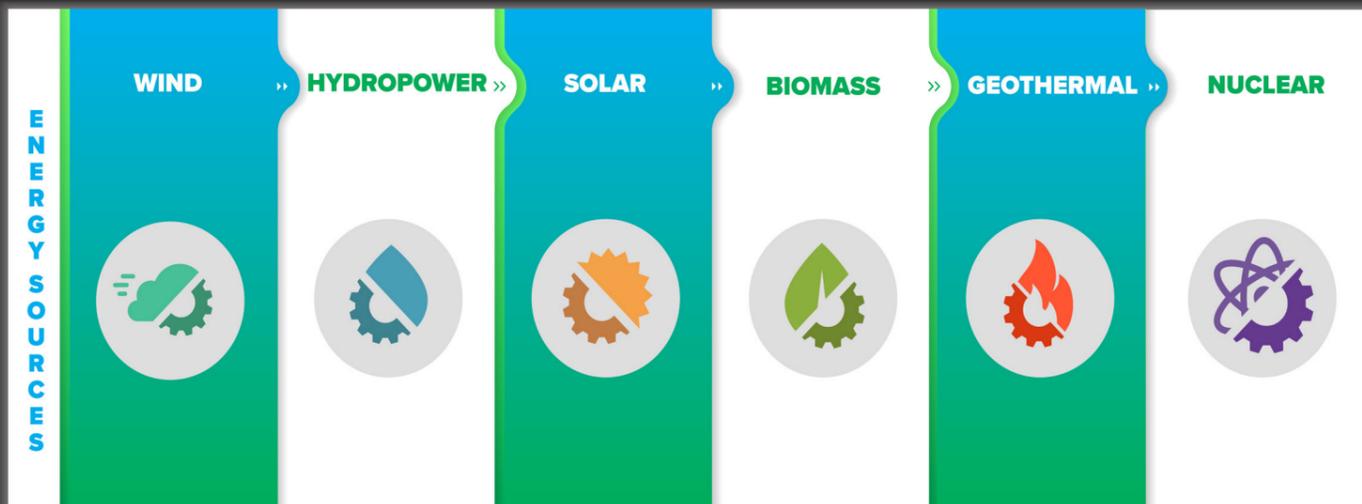
In 2021, Plasman implemented processes and steps to help formulate these strategic, bold, and all-encompassing changes.

To ensure our success and reinforce sustainability as our top priority, we created a dedicated Sustainability Department at Plasman. This Sustainability Department drives our sustainability work, but a lot of effort and hard work takes place at Plasman sites worldwide, including at both world headquarters. At Plasman, we are all participants in making our company sustainable.

2021 Highlights

Climate Neutral in our operations by 2028

As part of Plasman's mission to create a better tomorrow as One Driving Force™, we are committed to building a better, more sustainable, and inclusive future for our employees, customers, and communities. We are driving toward a climate neutral future by changing the way we work with the ambition to transition all global operations to climate neutral energy sources. In celebration of Plasman's upcoming 50th anniversary, our goal is to be 100% climate neutral in our operations by 2028.



As of 2021, 40% of Plasman's global energy supply was from climate neutral energy sources, including wind, solar, biomass, geothermal, hydropower, and nuclear power.

Introducing

Omniluxe™

Plasman is proud to introduce Omniluxe™, a patented physical vapor deposition product technology that is an environmentally friendly, flexible, and valuable alternative to chrome plating processes. Omniluxe™ uses thin-film deposition techniques, where a solid material is vaporized in a vacuum environment and deposited on substrates as a pure material or alloy composition coating.

Omniluxe™ allows Plasman to offer an alternative to polymer parts for applying decorative finishes and fulfills the strictest environmental requirements.



Switching to

Electric Forklifts



In 2021, many Plasman manufacturing sites including Simrishamn, Sweden, Tilbury, Canada, and Tecumseh, Canada transitioned to electric forklifts. The benefits include increased safety for employees, streamlined and simplified truck handling, and higher energy efficiency, which leads to reduced CO₂ emissions.



Creating a better tomorrow as One Driving Force™

We believe that creating a better, more sustainable and inclusive future is our collective responsibility.

The Plasman Sustainability Model - 12 Action Areas

The Plasman Sustainability Model is composed of twelve action areas. The following is a description of each area, what our goals are for each, and highlights of progress we made in 2021.

Human Rights, Diversity & Equality

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Plasman is committed to the highest standards in human rights, diversity, and equality. We continuously search for ways to support a welcoming culture for all where internal processes uphold the importance of inclusion and fairness. Plasman takes great pride in creating, supporting, and managing unbiased practices in the recruitment, development, and retention of all employees. Our pledge to ethics and integrity ensures fair working conditions and encourages a healthy work-life balance. It is our responsibility to follow all applicable regulations and social standards.

Plasman applies the Enneagram model to gain insight into personality traits while providing and applying valuable information and practice on how to better relate and communicate to others. A model of the human psyche, the concepts delivered through Enneagram are principally understood and taught as a typology of nine interconnected personality types. In business contexts, it is generally used as a typology to gain insights into workplace interpersonal dynamics. In 2021, Plasman partnered with the Copley Group and the Enneagram Centre to facilitate global virtual training sessions to more than 120 Plasman leaders that included manager level and above. Content included the initial interpersonal assessment for all to complete proceeded by an introduction to the Enneagram principles along with modules focused on Empowerment, Ownership, and Leadership.

To ensure consistent, global communication and understanding of our company mission, manifesto, and core values, a consolidated employee handbook was developed into an interactive format in 2021. Newly hired and seasoned Plasman team members can easily access the handbook at their fingertips on laptops, phones, and tablets, or it can be printed. The handbook contains personalized digital content, including policies and legislation specific to an employee's region or location. This electronic format provides the ability to ensure employees have the correct, most current version of their prescribed region specific handbook with the ability to send invitations, make updates automatically, track viewing history, and collect acknowledgment signatures. Employees at the Global Corporate Headquarters piloted an initial trial of the handbook and the handbook was launched to all North American locations in 2021. The handbook will be launched to all remaining Plasman locations in 2022.

Plasman Global Hotline - A Culture of Accountability 2021

To empower employees and promote our commitment to be a fair and respectful workplace through accountability and open communications, the Plasman Global Hotline was made available to all Plasman employees in 2021. Available in each local language, this confidential resource aligns with Plasman's open-door policy where team members are encouraged to bring concerns forward to their managers first. The Employee Hotline is an alternative reporting method that can be accessed through a third-party toll-free live operator or web-based case management system. Through the hotline, employees can confidentially report suspected incidents of discrimination, harassment, misconduct, theft, bribery, fraud, and environmental and safety concerns.



Communicate without the fear of reprisal

Types of issues to report:

- Discrimination or harassment
- Conduct violations
- Law violations
- Theft / fraud / bribery
- Environmental / safety
- Internal business policy compliance violations or concerns

Health, Safety, & Well-Being

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



Plasman fully commits to occupational health and safety standards through policy development, certified management systems, and all applicable legal requirements. Plasman exercises the highest care to ensure our facilities are safe and have the necessary personnel and systems to mitigate health and safety risks. We regularly review the content of our health and wellness training and support the promotion of well-being and mental health. Plasman promotes an organizational culture that encompasses healthy, active lifestyles. Plasman's biggest asset is our employees and to further strengthen our global work environment, the company aims for full certification to ISO 45001 at all our manufacturing plants. Plasman's European Headquarters in Gothenburg, Sweden and plant in Ghent, Belgium were certified in 2021. The other global sites will follow, starting with the remainder of the European locations in 2022.

Plasman's working environment policy focuses on a healthy, enriching, and sustainable mental and physical work environment. Systems are designed for reporting and monitoring specific events, including injuries, accidents, and sick leave. A working environment committee performs and manages these tasks.

An integral part of this work takes place through proactive activities, including training in physical and psychosocial health and in ergonomics.

Plasman follows all applicable laws and regulations around working hours and break times. Studies have shown that Plasman's wage structure is in accordance with local market standards. All new employees and consultants are trained in our ethical guidelines and informed about our environmental and sustainability efforts and accomplishments. A review of our diversity and inclusion plan has started, and in the area of competence management we have created competence matrices in order to perform gap analyses and plan for further development actions.

Plasman conducts bi-annual employee engagement surveys with all team members globally to measure their engagement and solicit their opinions. The surveys are branded as 'Your Plasman' to communicate the importance of our team members using the survey as a platform to voice their opinions.

Historically, Plasman has achieved a ninety percent-plus response rate on our employee surveys. Results are used to drive local action planning, and develop and implement targeted actions to increase employee engagement. In 2021, the survey was delivered for the first time in Europe, utilizing the same survey questions and methodologies as in North America. During 2022, the survey outcomes will be analyzed and discussed by cross functional focus groups at all locations. These groups are currently developing recommendations, action lists, and activities at the team and corporate level for focus in 2022.



Compliance & Transparency

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Plasman is committed to conducting business in compliance with all applicable laws, rules, and regulations, and to the highest standards of ethical conduct. In addition, our pledge is to openly communicate information about our sustainability program and to ensure accountable, transparent, and inclusive governance.

Senior management recognized early on the importance of sustainability to the future of Plasman's growth and standing in the industry. To this end, Plasman established a Sustainability Department in mid-2021, with two new positions established: a Global Sustainability Director and a North America Sustainability Manager. One early achievement of this new department is this new Global Sustainability Report, which serves as evidence of our approach to transparency. This is the first time Plasman has published a Global Sustainability Report, and it will be completed on an annual basis.

In addition to the Sustainability Department, Plasman created an internal counsel position in late 2021. This position is responsible for creating and implementing all of Plasman's internal and external policies. Designates work closely with the Sustainability Department to ensure that changes in standards, whether through internal requirements, customer requirements, or global updates and additions, are incorporated into our policies and communicated to all stakeholders. The legislative landscape within all areas of sustainability is a fast-moving area. As a global company, Plasman commits to following the highest standards within all our locations.

Business Ethics

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Plasman continues to implement policies, procedures, and systems that support ethical business conduct. Examples include fraud prevention, data protection and privacy, anti-corruption and anti-bribery, financial responsibility, and anti-retaliation.

In 2021, Plasman finalized global Environmental Health & Safety (EHS) and privacy policies, completed internal ethics and privacy audits, and prepared new global corporate policies for review by senior management.

In 2022, Plasman will release several updated policies and prepare and implement training for all management and employees. Internal audit processes are also being developed to confirm departmental compliance with these new ethical guidelines and policies. A new standard regarding acceptable business and conduct practices will apply to how we:

- Treat one another in the workplace,
- Manage our environmental and social responsibilities,
- Engage with competitors,
- Interact with government officials, and
- Protect Plasman's confidential information as well as that of our customers.

Competence Development

4 QUALITY EDUCATION



8 DECENT WORK AND ECONOMIC GROWTH



A competent, skilled workforce is Plasman's greatest asset. To this end, Plasman enthusiastically promotes its development as a learning organization. We are working with strategic competence management systems, and support education and learning through access to internal programs, development opportunities, and community partnerships.

Plasman has a clear vision to enhance the understanding of sustainability through training on relevant sustainability topics, open and ongoing communication of internal policies and the Code of Conduct, and keeping stakeholders informed about regulations and customer standards.

Facilitated by the Sustainability Department, managers participated in nearly ten half-day sustainability training sessions on Sustainability and Leadership. Subject matter on Sustainability, Lifecycle Thinking, and Circularity were targeted towards those in positions and departments where more in-depth knowledge of circularity was needed, including procurement, sales, engineering, and EHS. In 2022, plans include redesign of the curriculum to allow all employees to access to sustainability knowledge relevant to their position and area of responsibilities.

During 2021, Plasman began developing a global tool for competence mapping with completion and implementation targeted for 2022. Our objective is to develop the current performance development application to incorporate related skills into an individual or job. In 2021, a leadership training program was deployed in Europe to equip all leaders with a comprehensive and common platform. Additionally, an alternative leadership training program called "Leading Colleagues" was offered to employees in positions without direct reports.



Responsible Supply Chain

3 GOOD HEALTH AND WELL-BEING



4 QUALITY EDUCATION



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



Working together with our supplier partners, ensuring responsible sourcing of raw materials, providing transparency on their origins, and working toward eliminating conflict minerals are at the top of the agenda for Plasman. By considering the economic, environmental, and social aspects of our shared logistics systems, we mitigate any adverse effects of the procurement and transportation of raw materials and finished products. Plasman continually works toward reducing risks in our supply chain, considering such global concerns as cyber security, data privacy, and risks to stakeholders.

We actively engage our suppliers in our sustainability journey by communicating our Supplier Code of Conduct and conducting annual sustainability assessments. These assessments address topics including, but not limited to, working conditions, human rights, forced labour, freedom of association, health and safety, non-discrimination, and anti-corruption measures.

In 2021, Plasman completed the development of a new Global Supplier Code of Conduct and launched a Supplier Portal on the Plasman website where the revised Supplier Code of Conduct was released. In addition, the company updated the Plasman Supplier Self Assessment to reflect an increased focus on Sustainability based on the new Supplier Code of Conduct. During 2021 and 2022, there will be an ongoing process of development and updating of other policies and documents connected to our suppliers.

Environmental Commitment

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

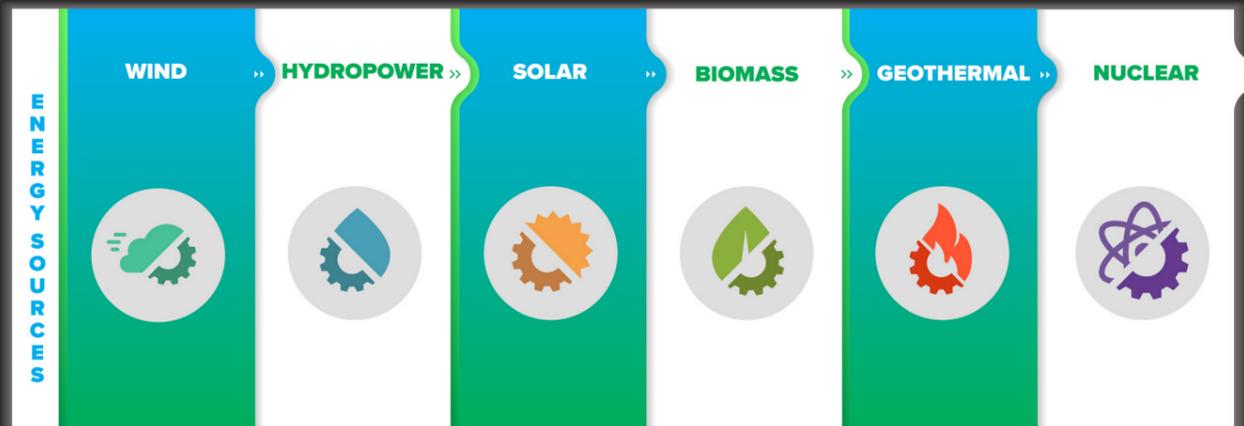


13 CLIMATE ACTION



Plasman continues our commitment to environmental sustainability by developing a long-term environmental strategy, maintaining and expanding our certified environmental systems, including ISO 14001, and implementing and maintaining energy management systems at each manufacturing location.

As part of Plasman’s mission to create a better tomorrow as One Driving Force™, we are committed to building a better, more sustainable, and inclusive future for our employees, customers, and communities. We are driving toward a climate neutral future by changing the way we work with the ambition to transition all global operations to climate neutral energy sources. In celebration of Plasman’s upcoming 50th anniversary, our company’s goal is to be 100% climate neutral by 2028.

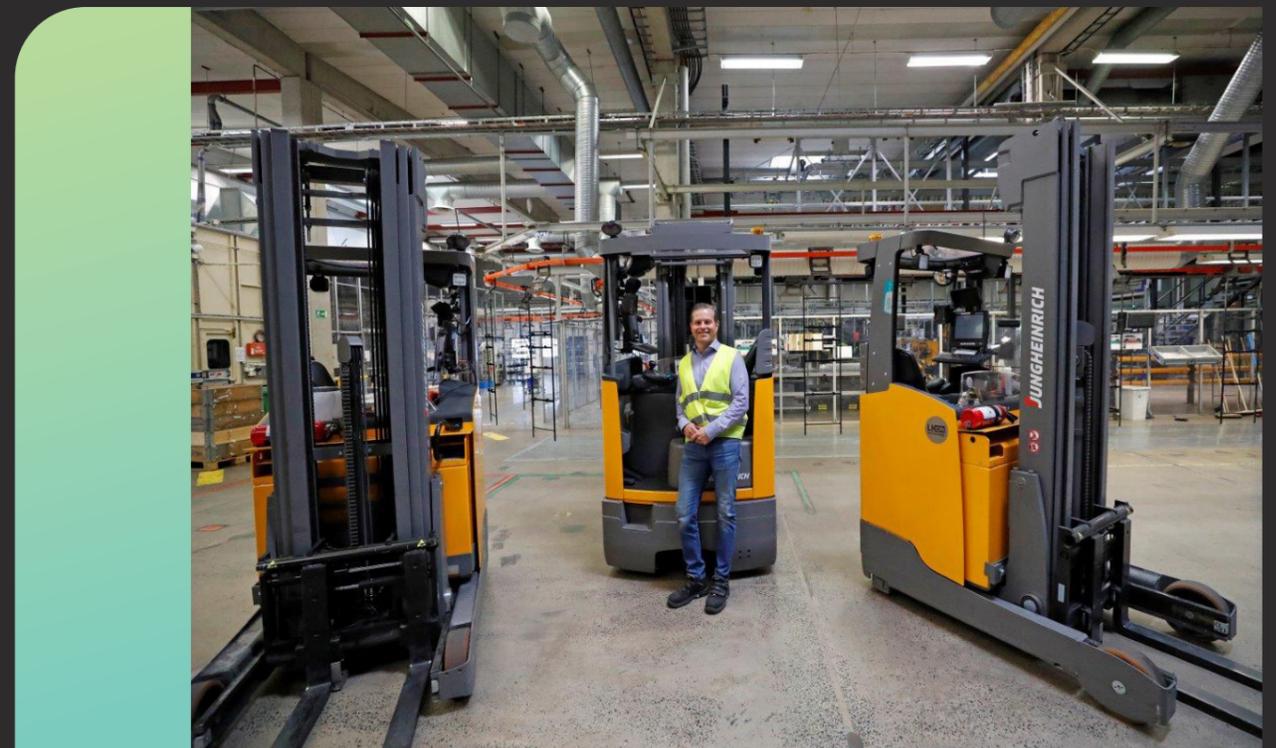


As of 2021, 40% of Plasman’s global energy was from climate neutral energy sources, including wind, solar, biomass, geothermal, hydropower, and nuclear. For more detailed information about the energy usage at the different locations, see the Sustainability Scorecard on page 32.

As of January 1, 2022, all European sites operate on renewable electricity. In addition, we replaced natural gas with biogas at our manufacturing site in Gothenburg, Sweden. Our next step is to evaluate our various energy sources globally and begin the transition towards climate neutral alternatives. We are using a step-by-step approach, considering availability, pricing, and other factors to reach our climate neutral Energy ambition in all of our markets, with our initial focus on European operations. The adoption of climate neutral energy sources may initially increase our company’s energy costs. Plasman is working to offset the impact of such increases through energy use reductions and renewable energy self-generation at some of our facilities.

In 2022 and 2023, Plasman will work with the key stakeholders in Gothenburg, Sweden to start an environmental certification of the facility. Discussions include alternative energy sources, such as solar panels on the roof and wind power units in the area. In addition, a heat exchanger project is in development which will take waste heat from the injection molding machines and transfer it into other areas of the facility, such as the shipping and receiving areas where the temperature swings are significant.

Plasman is continuously working on energy efficiency initiatives. Plasman Simrishamn Manufacturing changed to LED lighting in parts of the injection molding area and, in collaboration with Jungheinrich, switched to lithium ion trucks and digitalized the daily supervision of its truck fleet. With a clear focus on innovation, development, and investments for the future, Plasman Simrishamn Manufacturing highlighted the need to change its warehouse layout by installing a new machine and building a new charging room for truck battery handling. Jungheinrich provided opportunities that aligned with the focus on increased innovation and safety in truck operations. The solution was to completely switch to lithium-ion trucks and introduce a Fleet Management system. Plasman Tilbury Manufacturing also fully transitioned to electric forklifts during 2021, and Plasman Tecumseh Manufacturing replaced half of their propane forklifts with electric in 2021, with the remainder to follow in 2022.



Responsible Resource Management

6 CLEAN WATER AND SANITATION



7 AFFORDABLE AND CLEAN ENERGY



8 DECENT WORK AND ECONOMIC GROWTH



Responsible resource management is not just good for the environment, but it is also beneficial to our overall efficiency. We have developed a long-term climate neutral energy strategy that will reduce our global use of non-renewable and climate-adverse energy sources.

This resource management strategy also extends to raw materials and water use. In 2021, we further developed our relationship with our stakeholders and continued in-depth discussions with our suppliers and customers regarding recycled material use. We are offering the recycled material option to our customers as well.

Plasman's R&D team closely follows research in this area and participates in conferences on using recycled materials. One example of this is the participation in the Sve-Rep project funded by Vinnova (Sweden's innovation agency), together with RISE (Research Institutes of Sweden), and other major players like Volvo Cars, Volvo AB, and more.

Plasman Ghent Manufacturing introduced an energy monitoring system that identifies and acts on energy consumption and efficiency opportunities. The monitoring system is an online collection and analysis of different energy flows, electricity (approximately 30 measuring points), natural gas (measuring at every single consumption point), and water (also measured at every single consumption point). Additionally, Plasman Ghent Manufacturing installed condensing, stage-controlled burners that process hot water and space heat the production area. This update helps effectively control the energy used in the production process and facility heating, thus achieving greater energy use efficiencies.



Plasman Gothenburg Manufacturing installed a new interactive and intelligent system for ventilation. These units have a rotating heat exchanger and have adequate capacity to accommodate the different seasons in Sweden. When combined with the waste heat generated from the injection molding process, this system can keep the temperature at a set point, regulate the fresh air, and exhaust air flows in an intelligent way.

In 2022, we will continue our work on increasing the amount of recycled material offered to our customers and our resource usage at all our locations. Using bio-based material as an alternative to virgin material is also of great interest, and Plasman is, together with our supply base, exploring many options in this area. These activities will continue during the upcoming years.

Pollution Reduction

3 GOOD HEALTH AND WELL-BEING



6 CLEAN WATER AND SANITATION



In addition to rigorously following all regulations and industry standards, our climate neutral strategy helps contribute to the reduction of our greenhouse gas footprint in our internal operations and across our supply chain. Our capital equipment projects take advanced technologies into account to ensure that we continue to reduce any harmful impacts to air and water.

In 2020 and 2021, Plasman completed many projects related to pollution reduction. Plasman Tilbury Manufacturing changed the sprayer nozzle on four paint robots which resulted in improved paint transfer efficiency and a reduction of particulate and VOC emissions by 15 percent on those units. We continually perform storm and sanitary sewer water sampling at Plasman's Tecumseh, Tilbury, and Windsor 3 manufacturing facilities in Ontario to comply with the pollution limits mandated by local bylaws.

At three North American paint facilities, our Regenerative Thermal Oxidizer (RTO) achieved a performance rating of 94 to 97 percent. The performance standard is 85 percent; thus, our plants exceed the standard by at least nine percent.

Circularity

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Plasman seeks to understand and optimize the life-cycle impact of all our products and processes. We assess and continually improve our end-of-life strategies to reduce waste in all forms and to improve the circularity of our plastic production processes.

By adopting clean and environmentally sound technologies and strategies, we continuously work toward reducing material, water, and energy consumption. This also includes the reduction of the use of harmful materials wherever possible. This report describes the ongoing activities with recycled and bio-based material in "Responsible Resource Management" (page 22).

Currently, scrap materials are commonly handled differently at each site. Typically the unpainted scrap materials are reground at the site and reused, while painted scrap materials is sent offsite to an external provider for regrinding. Plasman is looking into different ways of optimizing the flows of scrap materials to avoid the down-cycling of this material. Plasman is also exploring the increased usage of recycled resins to enhance our environmental performance. Working with OEMs, we have experimented with various recycling strategies to include recycled resins in the finished product, while ensuring the highest quality and required strength.

Plasman Cleveland Manufacturing has pioneered the process of recycling chrome plated parts, thus reducing the amount of these parts destined for a landfill. The parts to be recycled are first finely ground then a recovery process removes the various metals used in the chroming process. Next, these metals are sold to an outside recycler, and the resulting plastic is sent off for repurposing.

Sustainable Products & Services

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Working cross-functionally within Plasman's various departments, we continue to make advancements in our products and materials that will allow us to improve the sustainability of our entire product portfolio. Some examples include designing for reduced environmental impact, easier end-of-life recycling, and increased safety.

Plasman is also creating a culture of learning and development across our global organization. We encourage our team members to personally work with us to continue to develop a responsible, sustainable organization.

Plasman uses Lifecycle Assessments (LCAs) to investigate and understand the environmental impact of our products. The necessity of LCAs is clear and two-fold. Firstly, they help us understand which phase our products have the largest environmental impact to guide our internal efforts. Secondly, they help us show our customer our environmental impact. This is an ongoing area, and we clearly see a growing need for LCAs. Plasman's Engineering experts are diligently working on several projects with the goal of reducing our production environmental impact and the human health factors associated with those processes.

An ongoing project is focused on reducing the use of Chrome VI for plated parts. Another process currently being tested and evaluated is the total elimination of the use of Chrome VI in the entire plating process.



Plasman Cleveland Manufacturing is a pioneer in the process of reclaiming and recycling plated plastic parts. In the past, these parts were destined for the landfill, but we have developed a way to grind these parts, recover all the metal components used to plate them, and then recycle the resulting metal-free plastic for reuse.

Plasman is proud to introduce an alternative to chrome plating known as Omniluxe™. It is a patented physical vapor deposition product technology that is an environmentally friendly, flexible, and valuable alternative to chrome plating processes. Omniluxe™ uses thin-film deposition techniques, where a solid material is vaporized in a vacuum environment and deposited on substrates as a pure material or alloy composition coating.

Omniluxe™ allows Plasman to offer an alternative to polymer parts for applying decorative finishes and fulfills the strictest environmental requirements. The method is EU REACH compliant and environmentally safe. Furthermore, Plasman performed an LCA on Omniluxe™, comparing it to Chrome VI and Chrome III. The LCA showed that for Global Warming Potential, the kg CO₂e, the Omniluxe™ CO₂ footprint is only two percent of Chrome III.

Additionally, Plasman is exploring the automation of adhesive applications. By using robotic methods of applying adhesives we can achieve precision, uniformity, and reduced worker exposure to the uncured adhesive components. This has the effect of improving product quality and the well-being of our employees.



Innovative Production

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Continuous enhancement and assessment of Plasman's processes will enhance our ability to drive profitable improvements, which allows us to set and achieve financial targets.

Advancements in our equipment technologies allow us to improve product offerings, quality, and output. Further investments in innovation and technology capabilities enables development, expansion, increased sustainability, and reduced risk in our supply chain.

Plasman Ghent Manufacturing introduced an innovative, flexible color change system. This system lowers the volume of solvents consumed while cleaning the paint system when changing colors.





Measure. Reduce. Shift. Offset.

Everything we do reflects our relentless passion for sustainability and finding ways to add value for the betterment of all our stakeholders.

Sustainability Scorecard

		Global	Europe	NA
Consumption				
Electricity consumption	MWh	152000	45600	106400
Percentage climate neutral (renewable) ¹		55% (18%)	45% (6%)	59% (23%)
Energy consumption	MWh	126800	22900	104100
Percentage climate neutral (renewable) ²		13% (13%)	73% (73%)	0% (0%)
Water consumption	m ³	411900	139000	272900
Waste				
Combustible waste	tonnes	1480	1480	0
Waste to landfill	tonnes	3140	0	3140
Hazardous waste	tonnes	2470	990	1480
CO₂ emissions³				
CO ₂ emission	ton	52800	3200	49600
CO ₂ intensity ⁴	kg/working hours	5,5	1,7	9,3
Accidents				
Accident Frequency Rate, LTA ⁵		2,7	3,4	2,0
Accident Frequency Rate, all ⁶		8,8	10,6	7,0

¹ Calculated as a weighted region average; ² Calculated as a weighted region average; ³ Based on electricity and energy consumption; ⁴ Calculated as an average of the sites measures; ⁵ Calculated as an average of the sites measures. The accident rate is calculated by multiplying the number of recorded incidents by 200,000, and then dividing that number by the number of work hours in the organization; ⁶ Calculated as an average of the sites measures. The accident rate is calculated by multiplying the number of recorded incidents by 200,000, and then dividing that number by the number of work hours in the organization.

The Sustainability Scorecard was developed with data collected from each of our sites, and covers the calendar year 2021. Due to acquisitions during that year, some site data may be partially incomplete at the time of publication.

GRI Index

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards. Plasman reports on an annual basis, and this report covers the period January 1 - December 31, 2021.

Disclosure	Comment	Page number(s)
Organizational Profile		
102-1 Name of organization		Cover page, all pages
102-2 Activities, brands, products and services		Page 4
102-3 Location of headquarters		Page 4
102-4 Location of operations		Page 4
102-5 Ownership and legal form		Page 4
102-6 Markets served		Page 4
102-10 Significant changes to the organization and its supply chain	Not applicable, since first time of reporting	
Strategy		
102-14 Statement from senior decision maker		Page 2
102-16 Values, principles, standards, and norms behavior		Page 16

GRI Index

Disclosure	Comment	Page number(s)
Governance		
102-18 Governance structure		Cover page, all pages
102-40 List of stakeholder groups	Engaging stakeholders is a vital part of Plasman's operations and sustainability management. This is described throughout the report	All pages
102-42 Identifying and selecting stakeholders		Page 6
102-43 Approach to stakeholder engagement		Page 6
102-44 Key topics and concerns raise		Page 6
Reporting Practice		
102-46 Defining report content and topic boundaries		Page 6
102-47 List of material topics		GRI - Index Table
102-48 Restatements of information	Not applicable, since first time of reporting	
102-49 Changes in reporting	Not applicable, since first time of reporting	
102-50 Reporting period		GRI - Index Table
102-51 Date of most recent report	Not applicable, since first time of reporting	
102-52 Reporting cycle		GRI - Index Table

102-53 Changes in reporting	sustainability@plasman.com	
102-54 Reporting period		GRI - Index Table
102-56 Date of most recent report	Not applicable, since first time of reporting	
Materials		
103-1-3 Management approach		Page 6
301-2 Recycled input materials used	Not able to report on percentages as the data is not available	Page 25
Energy		
103-1-3 Management approach		Page 6
302-1 Energy consumption within the organization		Page 32
Water		
103-1-3 Management approach		Page 6
303-5 Water consumption		Page 32
Emissions		
103-1-3 Management approach		Page 6
305-4 GHG emissions intensity		Page 32
Waste		
103-1-3 Management approach		Page 6
306-3 Waste generated		Page 32



For questions or to learn more, contact us at sustainability@plasman.com



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