**2. Description of Actions (2018 – 2019)**

**Human Rights**

* Munters salaried (white collar) employees under went online Code of Conduct training
* Our Modern Slavery Statement was updated
* Start training key personnel on the topic of Supply Chain Sustainability
* Further development of the process for suppliers' self-evaluation as well as our on-site evaluations at suppliers of areas covered by the Code of Conduct.
  + The areas concerned have, for example, been business principles, discrimination, harassment, competition rules and bribery.

**Labor:**

* We have strived to increase the proportion of women in the workplace
* In addition, we strive to increase the proportion of woman managers.
* In 2018, 90% of Munters employees considered themselves free of discrimination at work in the Employee Survey.
* Implemented a policy for flexible work encouraging leaders to offer employees the opportunity to work flexibly where possible.
* Revision of the global guidelines on management training on discrimination and harassment.

**Environment:**

* Munters has started its reporting to the Carbon Disclosure Project (CDP) in 2019.
* Two sustainability workshops were held where management assured sustainability vision and goals were in the overall business strategy
  + Worked on CO2 measurement and the opportunity to set relevant goals continued during the year.
* Several facilities continued focus on renewable energy goals and switched to electricity contracts with green electricity.
* Renewable electricity in Italy, as of January 1, 2019, Munters in Italy (Munters Italy S.P.A.) has only consumed electricity from renewable sources. Certified by Egea S.r.l.
* An environmental, health and safety (EHS) policy has been reviewed.
* Three production facilities (Italy, China and Sweden) underwent ISO 14001 audits.
* “TOP-to-TOP” global climate expedition
  + During 2019, Munters sponsored the global climate expedition “Top-to-Top”. Top-to-Top is a Swiss non-governmental organization (NGO) which aims to inspire young people to help work to save our planet. During their trip with the sailboat Pachamama, they have visited more than 100 countries. They have made presentations on climate change to over 100,000 school students. Munters has provided a dehumidifier of the model MG90 that helped them get the right moisture content and temperature on board the boat.

**Anti-Corruption:**

* We put in place a Whistleblower channel that keeps the complaint anonymous.
* An Ethics Advisory Board was created to manage various ethical questions. The forum consists of people from Munters Group Management.

**3. Measurement of Outcomes:**

* Energy Efficiency
  + Electricity consumption in our production facilities is to decrease continuously:
    - 2019 – 1.05%
    - 2018 – 1.11%
    - 2017 – 1.15%
* Green Electricity
  + The share of electricity from renewable sources in our production facilities is to increase continuously
    - 2019 – 40%
    - 2018 – 31%
    - 2017 – 29%
* Recycling Rate
  + The percentage of waste that is recycled or recycled by the total amount of waste should increase continuously:
    - 2019 – 53%
    - 2018 – 59%
    - 2017 – 57%
* Environmental fines
  + Obtained environmental fines as a result of deficiencies in compliance with environmental laws and regulations. The goal is to have no such fines.
    - In 2019, Munters' operations in Mexico paid a fine for 50TSEK. The violation occurred in 2016 for lack of written procedure for disposal waste. The authorities revisited our facility in 2019 for an audit and validated our corrective actions.
    - 2018 – 0 SEK
    - 2017- 0 SEK
* Supplier Code of Conduct
  + Our largest suppliers account for 80 percent of purchases:
    - 2019 – 92%
    - 2018 – 66%
* Whistle blower cases
  + The number of whistle blower cases via the external reporting channel:
    - 2019 – 9
    - 2018 – 7
* Percentage of women
  + We strive to increase the proportion of women in the workforce:
    - 2019 – 21%
    - 2018 – 20%
    - 2017 – 18%
* Leaders, percentage of women
  + We strive to increase the proportion of leaders who are women:
    - 2019 – 25%
    - 2018 – 20%
    - 2017 – 17%
* Total Recordable Incident Rate (TRIR)
  + Munters strives to reduce the number of accidents in our production continuously and we measure the Total Recordable Incident Rate (TRIR).
    - 2019 – 2.7
    - 2018 – 3.4
    - 2017 – 3.5