

News and information from CALDARO

COP-report

www.caldaro.com | +46 8-7361270



A long-term grip on sustainability

IT IS WITH PRIDE THAT I LOOK BACK on how Caldaro has evolved. We have always strived to be a company that makes the best OEM products under the market's best conditions, which includes continual progress on issues of sustainability. Today we are where we want to be right now, and from here, we want to continue to develop in this direction.

In our company philosophy, it is evident that the whole process from the extraction of raw materials to a finished product fitted in a machine is a context that involves individuals, workplaces, local communities, nations, and ultimately our entire planet. One cannot talk about growth without, at the same time, thinking about sustainability in both a biological and social sense.

Sustainability that concerns our entire existence is a vast and complicated matter, and for an individual or a company, the task might feel overwhelming. Nevertheless, the decision lies in what we all do every day. We can all contribute with what we have the ability to influence. For Caldaro, this means that we ensure, among other things, that our production and products comply with international directives, regulations, and certification requirements.

WE ALWAYS STRIVE TO REDUCE our CO₂ footprint when it comes to energy consumption, transport, and travel. Additionally, we work hard to ensure that our employees have a good time at work. For us, our employees, constitute the most important part and a starting point for our business. We conduct regular employee surveys; our employee satisfaction is ranked at the top, even in a broader context, as we place ourselves among the highest in the Addtech Group with its 140 companies.

In the aftermath of Covid-19, commercial flights stopped sharply increas-

ing freight costs. To limit the price impact we started looking for options, and found a way to transport our products by train from Asia. In addition to reducing costs, it became reliable and

“One cannot talk about growth without, at the same time, thinking about sustainability in both a biological and social sense.”

the most environmentally friendly mode of transport. The transport time was not unmanageable either, so we will now continue to transport from Asia by train.

OUR HOPES OF INFLUENCING the development towards higher sustainability do not end with delivering our products to customers. By cultivating good cooperation with them, we create relationships based on long-term and mutual responsibility. We are thankful that we have demanding customers who continuously force us to perform better. Customers testify that, thanks to our products' functionality and design, they have less downtime and lower sick leave with their operators, which gives companies the tools for good sustainability work.

Every electrified machine, where our electric controls replace hydraulic controls, enables a more efficient machine. An onboard computer will interpret the joystick movement and translate it into a perfect machine operation the first time, resulting in lower emissions.

When we committed to the UN Global Compact in 2019, it marked neither the beginning nor the end of our sustainability journey. It showed that we were right in our ambitions, and it gives us guidance on how to continue to do what we can to be part of a sustainable context. •

“Caldaro will continue its support for the Global Compact and renew our company's ongoing commitment to the initiative and its principles.”

Claudio Talamo, CEO Caldaro



Niche product in many industries

Caldaro products are very specialized and are used by customers with demands for high performance, precision, and functionality in various industries – including forestry, mining, shipping, and medicine. How our joysticks and pedals have evolved is primarily based on our engineers' ability to innovate and know the industry, and also on our close collaboration with our customers. Here follows Caldaro's development history in brief from the 1980s to today.

1987
 ▶ The seed for Caldaro was laid by creating an OEM department within the public Bergman & Beving group in Sweden. From its beginning the focus was to supply quality industrial products like eg sensors and joysticks manufactured by Sakae Tsushin in Japan.

1996
 ▶ IISO certified by ISO 9001.
 ▶ Electrical Pedals or Foot Controls are brought to the market by Caldaro.



1993
 ▶ The success with HMI solutions at the OEM department, leads Maths Wahlbeck and Tomas Pehrsson to reform the HMI department into a company, subsidiary of the Bergman & Beving. Caldaro AB is founded.



1992
 ▶ The palm grip joystick (called "minispak" in Sweden) is developed together with Sakae. The revolutionary ergonomic design takes the breath of the forestry machine market.



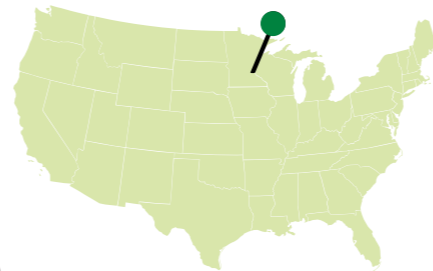
1998
 ▶ Caldaro's touch screens and trackballs become successful, especially within the medical and marine industries.

ADDTECH

2001
 ▶ Caldaro opens in the UK.
 ▶ Caldaro opens in Germany.
 ▶ The Bergman & Beving group split and formed the public Addtech group that Caldaro AB still includes.
 ▶ Caldaro starts to supply joysticks with contactless Hall-effect sensors.



2003
 ▶ The Viper joystick is a success! Its modular design makes it suitable for almost any application.
 ▶ The C11 fingertip joystick with detents is developed for the agricultural market.



2011
 ▶ Launches heavy duty joystick base C14.
2012
 ▶ Caldaro Inc. opens in Hudson, Wisconsin



2008
 ▶ Caldaro registers a patent for its pulley/height sensor. More than 200,000 units have been sold.

2004
 ▶ The contactless presence sensor (deadman function) is developed for the Viper grip.



2017
 ▶ Pedal P09 launched on the market.

2013
 ▶ Caldaro in Flen starts production of marine controls.



2016
 ▶ The new joystick base C15 is presented.



2018
 ▶ Introduced new distributor in China.

WE SUPPORT



2019
 ▶ Trademark certificate of Caldaro in China
 ▶ New integrated CAN interface launched for products joystick C15, C14 and pedal P09.
 ▶ Commitment to UN Global Compact.



2020
 ▶ Design patent of new suspended pedal P11.
 ▶ Design patent registered for our new mini-joystick, allowing up to 12 push-buttons with improved ergonomics.

To meet the Global Goals

We at Caldaro appreciate the sustainability mindset that prevails in today's society. Because of this, support and help are always available. In 2015, the UN adopted the Global Goals for Sustainable Development, summarised in 17 points to be implemented by 2030. At the national level, 193 countries have adopted these global goals, named Agenda 2030.

THE GOALS ARE AMBITIOUS and overarching, and so fundamental that we need more than just nations to make them happen. Instead, they are formulated so that we all see that we are part of the larger context; that we, as companies, employers, and individuals, can, and must, also contribute to achieving these goals.

Among the 17 global goals in Agenda 2030, Caldaro has identified four that we can make relevant contributions to in our daily work. We sign the entire Agenda 2030, and by working with the sub-goals, we can influence, contribute to, the whole society working to meet the greater challenges.



GOAL 5: Gender equality— Achieve gender equality and the empowerment of all women and girls.

Caldaro today has a nearly even gender distribution. In Addtech Group's employee survey, which is conducted every two years, we are above the average for the Group as a whole under the item Equality and Gender Equality. In the most recent survey, Caldaro was noted for the highest rating ever, 5.50 out of 6. As an employer, we must continue to ensure that employees in all functions of the company and their salaries are not affected by which gender one belongs to.



GOAL 8: Decent working conditions, and economic growth – Promote sustainable, inclusive, and sustainable econom-

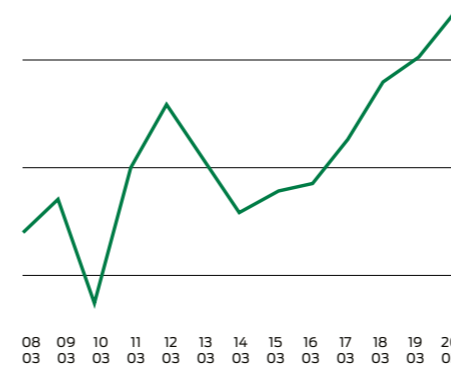
ic growth, full and productive employment with decent working conditions for all.

With the best possible working conditions, we create the best possible products, which gives satisfied customers. This is a fundamental principle for Caldaro's business. By creating a good company culture, being clear in terms of organisation and leadership, and setting clear goals, we give ourselves the best chance to succeed in a tough industry. We offer all employees a wellness allowance and time to train during working hours, something we believe is behind the fact that we have a low turnover of employees and a very low sickness absence.

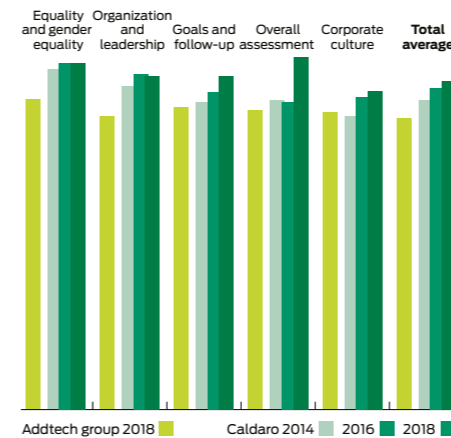
In the employee surveys that Addtech Group conducts every two years, our staff has rated us higher for each year, and the goal is to be above the average for the Group in future surveys as well. With a sustainable personnel policy, we can make the same social demands on the entire supply chain. We only sign contracts with companies that follow Agenda 2030 and monitor that they are followed. Since 2014, we have all the final assembly in Sweden, and there, we collaborate with the socially-owned companies Samhall (Överkalix) and Del-Ta (Kalmar), which both work to provide employment for people who have ended up outside the labor market due to disability or illness.

In relation to end customers, Caldaro is also a subcontractor, and we can state that we are part of a responsible value chain. Several of our customers

are world leaders in their industries and have a great commitment to sustainability issues, something that constantly places demands on our sustainability work. Caldaro strives for organic growth by maintaining and expanding the business we have with old customers and constantly finding collaborations with new customers. Sales reflect this effort as they have had a positive trend since 2008, and since 2014 have continually increased. Retaining our customers over time is important, and in the order books, we see that we have succeeded.



Turnover has increased over the last 12 years.



Result of past year's employee surveys.

Another measure of this is CSAT (Customer Satisfaction Score), where 80 percent of our customers respond with *satisfied* or *very satisfied* regarding their experience with us as a partner and supplier. Expressed in numbers, we will have a rating of 4.10 out of 5 in 2020, a level that we intend to improve even further.



GOAL 9: Sustainable industry, innovations, and infrastructure – Build resilient infrastructure, promote inclusive and sustainable industrialization, and promote innovation.

Caldaro's joysticks, pedals, and marine controls are used in a variety of areas throughout the world. However, the products themselves are "locally grown", with all sub-components made close to Caldaro's factories. This way of working saves time, money, and the environment. And while we are convinced that it results in better products and more satisfied customers, it also contributes to the local community.

At our main locations for production, Kalmar and Flen, we have built

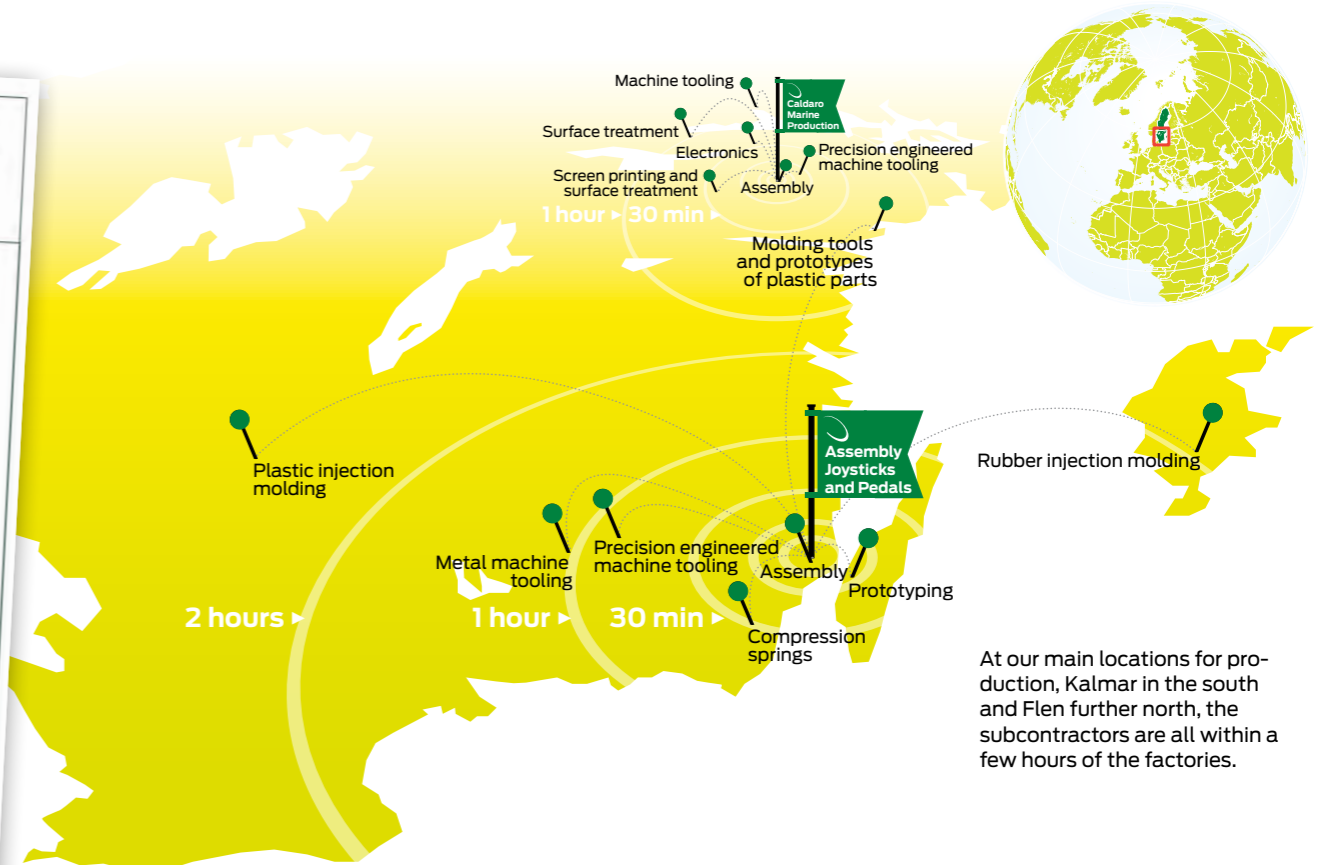
"The products themselves are 'locally grown', with all sub-components made close to Caldaro's factories."

up a cluster of subcontractors who are all within a few hours of the factories; they are only a couple of minutes away in some cases. Having the suppliers so close, we get fast communication, high flexibility, better control, and we always have the opportunity to be present at production. A big advantage is that we reduce the transport routes and thereby minimise our CO₂ footprint.



GOAL 12: Sustainable consumption and production – Ensure sustainable consumption and production patterns

Since 2010, Caldaro's head office is situated on Kungsholmen in Stockholm. We chose the address because it is one of the few environmentally certified properties in Sweden. Our property belongs to the only 5 percent of these properties



Caldaro has a nearly even gender distribution; this is the staff in Flen.



“UN Global Compact has given us another tool to integrate sustainability work into business processes and management systems.”

that, according to the international certification **BREEAM In-Use**, have been rated Excellent or better. The certification addresses issues such as personal health, energy use, and waste management, and it insures that our entire business starts from such a sustainable foundation.

Also, in work outside the head office, various certifications are essential to give us guidelines in the sustainability work. We know that everyone uses natural resources in different ways in manufacturing, but through these certifications, we



can rely on staying within the necessary limits. All our marine products are subject to the **RoHS** Directive, which stands for Restriction of the use of certain Hazardous Substances in electrical and electronic equipment. We



also use **REACH**, a regulation of the European Union, adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals.

We are also committed to ensuring the ethical origin of minerals used in our products, following the Dodd-Frank Wall Street Reform and the Consumer Protection Act of 2010. In addition, there are the **ISO certifications 9001 and 14001**. In 2019, we also committed to the UN Global Compact. It has given us another tool to integrate sustainability work into business processes and management systems, as well as delivering products that meet our customers' requirements and expectations while at the same time creating a better world. •

CALDARO
The link between Man and Machine

Total kundnöjdhet 2020
NKI 4,10

Hur nöjd är du totalt sett med Caldaro som samarbetspartner och leverantör?

Average 4,10

14% 47% 33% 2%

Mkt missnöjd 3 4 Mkt nöjd Vet ej

Mätresultatet belyser förhållandena under 2020
Tradewell Insights AB

Michael Mattsson
Konsult

Peter Hellman
Projektleadare

