

# SUSTAINABILITY REPORT 2022

2023-03-17



**KB Components**  
VALUE THROUGH INNOVATION



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## About us

KB Components should be our customers first choice while looking for a partner with the following features:

- A global manufacturing footprint with operations in Sweden at two plants, Lithuania, Slovakia, Mexico two plants, Canada two plants, USA and China. Continuously seeking new opportunities to serve our customers from a local footprint.
- Highly skilled technical support and project resources able to solve your technical challenges our way – by creating value through innovation.
- Modern injection molding machine park combined with state-of-the-art” in-cell automation setups” for minimum cost, maximum efficiency and lowest environmental impact.

Over the past 13 years, acquisitions and investments spurred the transformation of our company from a more or less local business based in Örkelljunga, Sweden with around EUR 25M in sales to a global heavyweight with sales surpassing EUR 240M. We pride ourselves on the steps we've taken towards being our customers favorite partner, at the top of their mind and their first choice when looking for plastic manufacturing and development capacity.

We invest heavily not only in machines and automation capacity but also the most important, in our people. The majority of the KB Components team has many years of industrial experience, all have gone through internal training programmes and many have university degrees and strong educational backgrounds.

At the same time, our stakeholders can rely on our Code of Conduct, in which we pledge to follow the most stringent regulations for environmental protection and work safety. Apart from being certified according to environmental standards, all our units are also monitored for employee engagement & work satisfaction – to the benefit of all our customers and stakeholders.

Sustainable operations are our commitment to the future! Welcome to the world of KB Components!

Stefan Andersson/CEO

# Our **segments**

KB Components is divided into seven segments: light vehicles, heavy vehicles, medical, industrial, furniture, plating on plastic and lighting.



## LIGHT VEHICLES

Polymer components for interior, exterior and powertrain applications.



## HEAVY VEHICLES

Polymer components for interior, exterior and powertrain applications.



## MEDICAL

Solving demanding challenges with advanced polymers.



## INDUSTRIAL

Engineering and development along with the ability to manufacture in large series at the highest standards.



## FURNITURE

Highly automated production of injection-moulded components for furniture at the highest standards.



## PLATING ON PLASTIC

Major supplier of chrome-plated plastic parts for several Scandinavian customers.



## LIGHTING

Production of various lighting industry products with razor-sharp visual quality and light control.

# Our global footprint

## KB Components Placell

Gislaved, Sweden

- 6.500 m<sup>2</sup> production area 46 machines
- 58 employees
- 38 machines (35–350 tonnes)
- Certifications: IATF 16949, ISO 9001, ISO 14001

## KB Components AB

Örkelljunga, Sweden

- 25.000 m<sup>2</sup> production area
- +170 employees
- +50 machines (35–2.700 tonnes)
- Certifications: ISO 9001, IATF 16949, ISO 14001

## KB Components UAB

Kaunas, Lithuania

- 12.000 m<sup>2</sup> production area
- 135 employees
- +60 machines (25–800 tonnes)
- Certifications: ISO 9001, IATF 16949, ISO 14001

## KB Components Canada Inc.

Windsor, Canada

- 13.800 m<sup>2</sup> production area
- 300 employees
- 67 machines (50–3.500 tonnes)
- Certifications: ISO 9001, IATF 16949, ISO 14001

## KB Components Dallas Inc.

Arlington, USA

- 16.258 m<sup>2</sup> production area
- 95 employees
- 30 machines (55–1.500 tonnes)
- Certification: ISO 9001, ISO 13485

## KB Components DKI

Zilina, Slovakia

- 16.000 m<sup>2</sup>
- 125 employees
- 30 Injection moulding machines (50–1.600 tonnes)
- 4 Extrusion lines
- Clean Room
- Certifications: ISO 9001, ISO 13485, ISO 14001, IATF 16949

## KB Components plastic technology

Wuxi, China

- 6.140 m<sup>2</sup> production area
- 27 employees
- 7 machines (50–600 tonnes)
- Certifications: ISO 9001, IATF 16949

## KB Components Mexico

Irapuato, Mexico

- 5.215 m<sup>2</sup> production area
- +60 employees
- 9 machines 120–850 tons
- Certifications: ISO 9001:2015, IATF 16949

## KB Components Mexico

Puebla, Mexico

- 8.500 m<sup>2</sup> production area
- 200 employees
- 27 machines (50–1.100 tonnes)
- Certifications: ISO 9001, IATF 16949, ISO 14001

# Environmental responsibility

KB Components (below KBC) develops and manufactures customer-specific products in thermo plastic materials within our seven business segments: Light vehicles, heavy vehicles, industrial, medical, plating on plastic, lighting & furniture.

Our products are in a wide range of single components to complete modules manufactured by many different technologies.

Our most common production technology is injection molding, often in combination with other production methods as welding, automated assembly & packaging.

Thermo plastic materials can be recycled up to 100% and reused in almost all applications. All rest products and scrap are milled and used as recycled material. The volumes we can't use ourselves, we sell to recycling companies. Plastic products with textiles and other components are sold and used for energy production. Our total consumption of thermo plastic material during 2022 was above 11 000 tons. The largest plant in Örkelljunga Sweden used almost 5000 tons.

The manufacture of products in polymer materials is associated with a number of environmental aspects. Some examples include the use of materials, chemicals, energy and water. Emissions of greenhouse gases, along with the occurrence of various types of waste, are other environmental aspects. In the Group, the ISO 14001 environmental management system is the most important tool in our efforts to systematically reduce our environmental impact. Out of ten plants, seven are certified to ISO14001:2015. The remaining plants will be certified in the coming two years.

Environmental legislation: KBC's operations are subject to extensive legal requirements related to the environment. It concerns both overarching legislation and specific requirements for each business segment and country. Legislation is continuously monitored in order to grant compliance.

Internal and external environmental audits are conducted to check that our environmental management system meet the ISO 14001 requirements and national legislation. KBC has 20 internal environmental auditors, who conducted a large number of internal environmental audits during the year. The plants were reviewed by external auditors (ISO 14001) on seven occasions during 2022.

No breaches of environmental legislation were registered in 2022.

As the most significant environmental aspects we have identified the use of energy and generation of waste. These are followed as global KPI's and calculated according to below:

## Energy consumption [kWh/kg]

– number of kWh divided by number of kg of raw material used in production.

## Waste reduction [%]

– kilograms of non-sorted waste divided by number of kg of raw material used in production.

## Targets

Energy: 5% improvement vs previous year

Waste: 5% improvement vs previous year

## Actions to reduce energy consumption:

Areas for attention:

- Ventilation
- Process water
- Heating/cooling of premises
- Tap water
- Lighting
- Environmentally classified machines for new installation
- Monitoring & analysis

## Waste reduction actions:

Areas for attention:

- Sorting in fractions
- Scrap reduction programs
- Utilization of grinders
- Monitoring & analysis

## Greenhouse gas emissions:

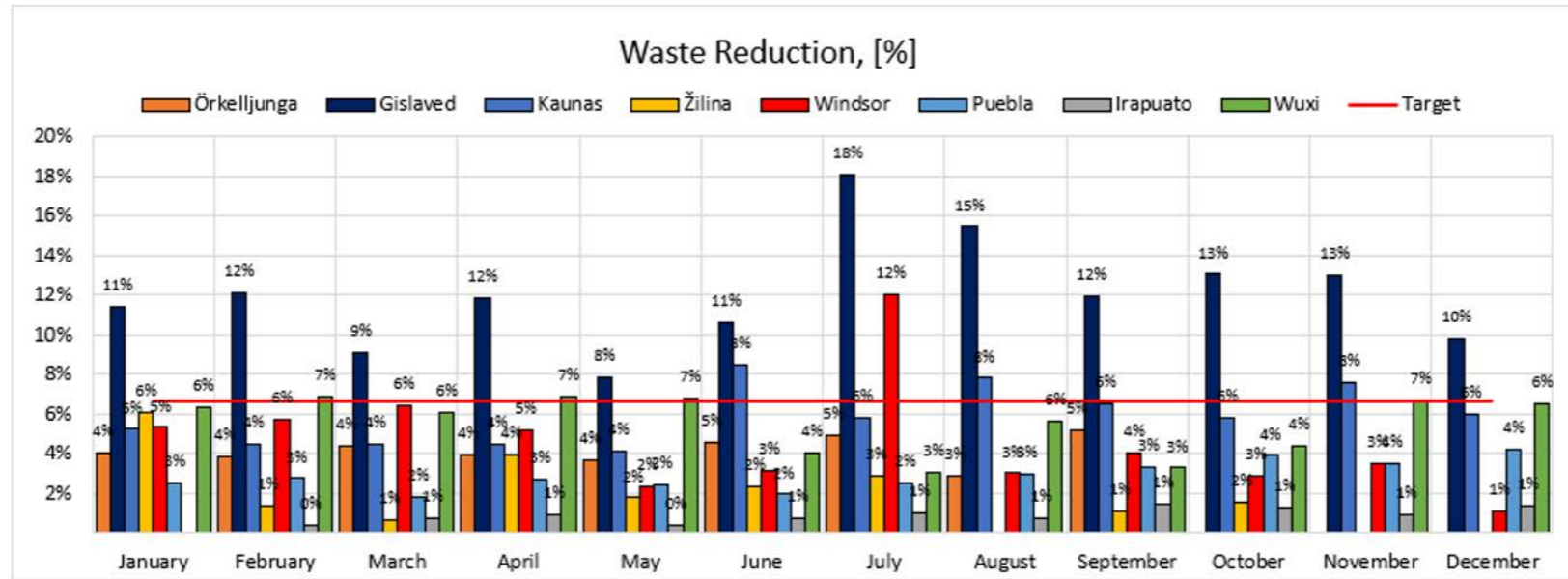
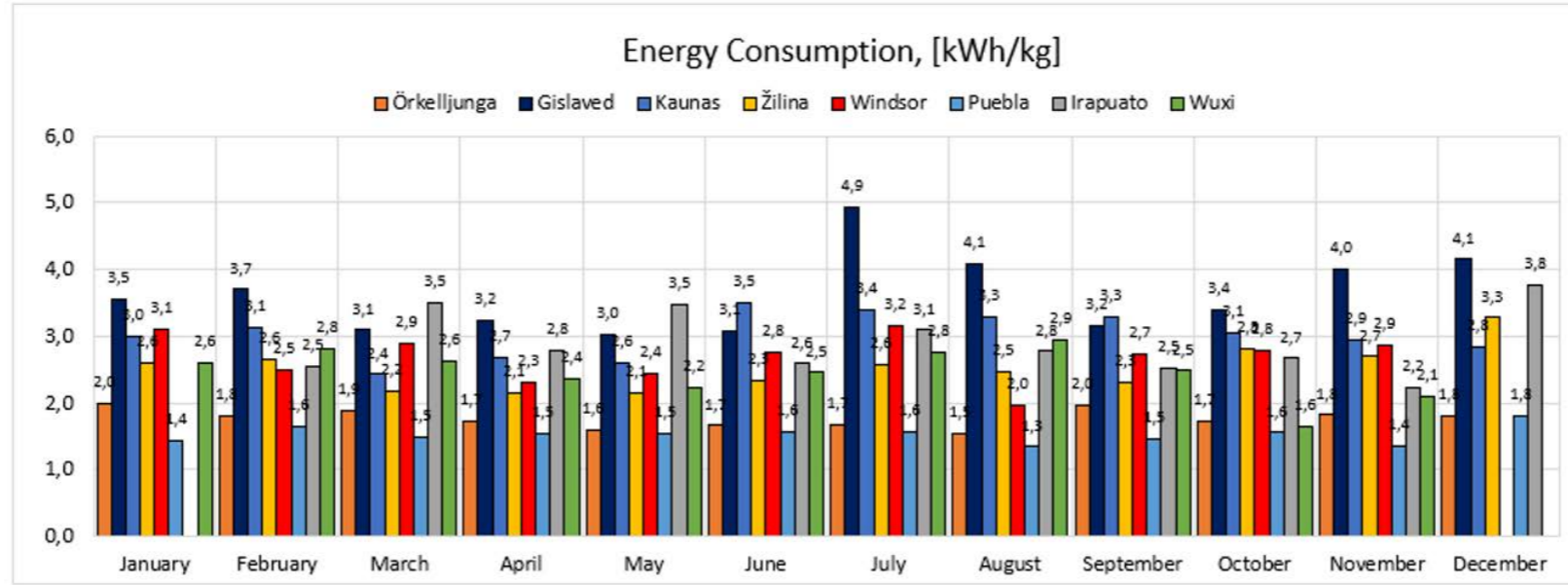
During 2023 KB Components collect its CO2 impact based on:

Scope 1

Scope 2

Scope 3

This will be our baseline year and our emissions will be reported in to the next sustainability report for 2023





Solar panels at our factory in Örkelljunga Sweden

## Energy

All energy bought in Sweden, Lithuania, Slovakia & Mexico is CO<sub>2</sub> free. Renewable sources represent appr 50% of the total purchase. Our ambitions are to increase the amount of renewable energy by 5%/year. This is evident by our solar panel installations, now in Örkelljunga Sweden, Zilina Slovakia, Wuxi China & Puebla Mexico.

During 2020 KBC Örkelljunga Sweden installed 1450 solar panels covering 5750 sqm. Our solar energy production was 560 000 kWh which is a significant contributor to our energy optimization. Since 2022 also our plants in Puebla Mexico and Wuxi China produce the main part of electricity by solar panels. KBC Placell Gislaved Sweden has started a solar panel project with installation in 2023.

In order to give an accurate CO<sub>2</sub> reporting, KBC contributes to a project together with RISE and the Swedish association of automotive suppliers fkg, with the purpose to create tools for collecting and calculating CO<sub>2</sub> with reference to GHG scope 1 & 2. Another partner for life cycle analyses is Polymercentrum Sweden with their newly developed software that can be used for all parts we produce. This means we are already by now able to make a life cycle analysis on part level. By using these tools, we know exactly what CO<sub>2</sub> impact every single part does.

Transports are mainly carried out ExW which means our customers are responsible for loading and utilization of full trucks. KBC's own fleet of cars are from 2022 fully electric according to our company policy. "Our cars are fueled by solar" from own production.



# Social responsibility/ employees

We have a history of technical leadership in plastic moulding. We also contribute innovative and sustainable solutions for a greener planet. Add targeted efforts to create an attractive work environment and positive corporate culture, and you get an innovative company that works with its customers to deepen relationships and improve products for the long haul.

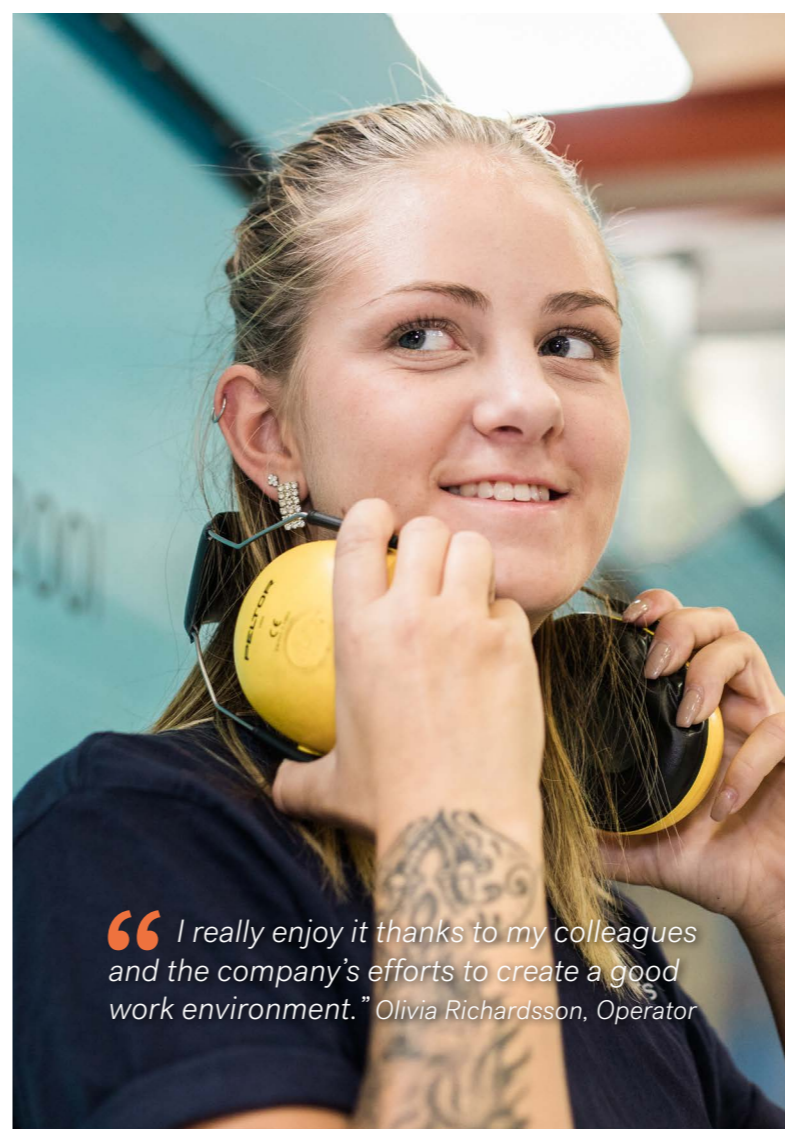
KB Components is one of the fastest growing companies in the plastics industry. Goals, figures and results – these are the quantifiable values. Behind them you'll find our core values – businessmanship, professionalism and engagement – and our most important resource of all: Our employees. Each and every one of us plays a part in our success and what we call the KB family. We never lose sight of our customers and always strive to improve.



“ Working in the Technical & Project department demands curiosity and a constant willingness to learn more.” Mats Nyberg, Metrology Engineer



“ My most important role is to ensure that all our companies get the best terms possible from our suppliers.” Sofia Johansson, Strategic Purchaser



“ I really enjoy it thanks to my colleagues and the company's efforts to create a good work environment.” Olivia Richardsson, Operator



“ KB is home to many people with solid and broad knowledge, and it's positive to see so much reinvested.” Jörgen Jönsson, Process Engineer



The number of employees at KBC end of 2022 was 978, an increase of 13 compared to last year. All plants are fully compliant with the guidelines in KBC's principles called KB-Star and our Code of Conduct. The HR process in the Group is both centralized and decentralized. This means each individual plant is responsible for managing issues in a way that complies with both Group guidelines and the legislation and culture of the country. The Code applies to KBC's Board members and contracted as well. The Code of Conduct also sets out what we expect of our suppliers in terms of responsible business practice. All KBC employees have the right to be represented by trade unions, and to collective agreements.

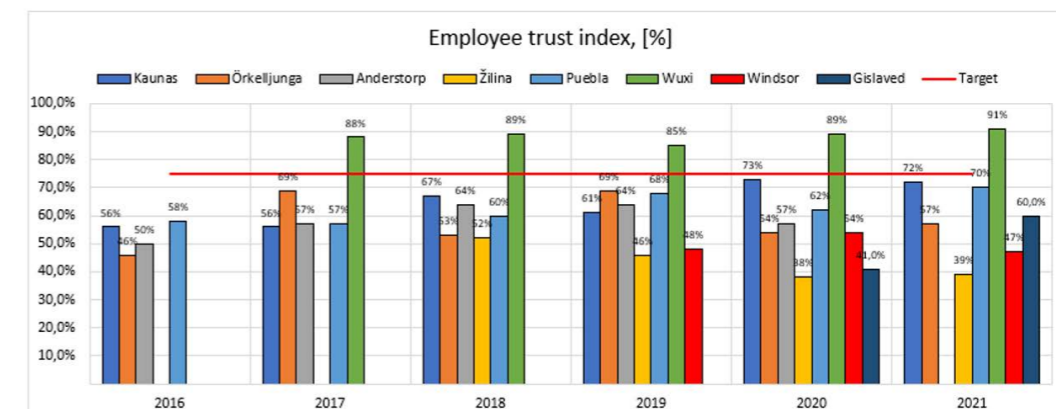
**Whistleblowing** In order to quickly alert the company when breaches of the Group's Code of Conduct or other serious irregularities. Employees can alert their concerns regarding any irregularities without risk of reprisals.

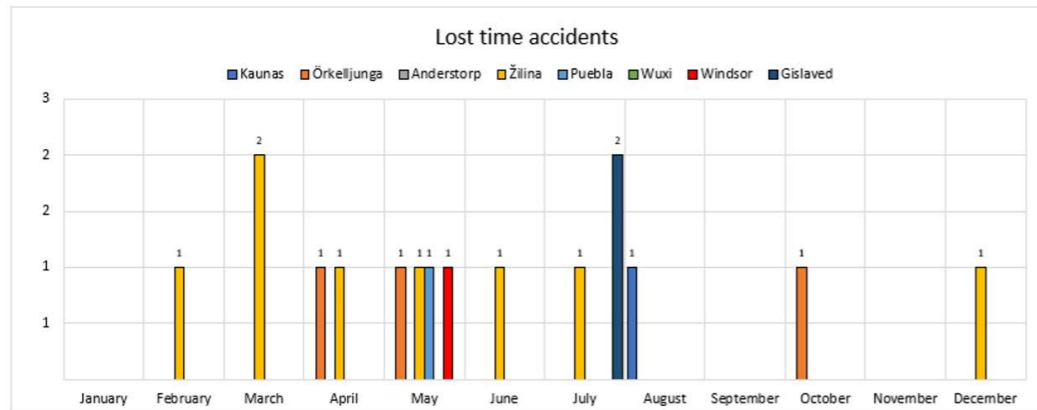
**Training and personal development:**

KBC offers management & leadership training, as well as a number of specific training courses on quality, technology, our Code of Conduct and health and safety. New employees are an important target group for information and training activities. From 2020 training is a global KPI and measured and monitored on a monthly basis. Employee surveys are carried out regularly at all of the Group's plants. Employee satisfaction is one of our three main targets. 75% of all employees should have a high engagement and work satisfaction. During 2020 & 2021 our plant in Lithuania got certified as a Great Place to Work company which means you live up to what it takes to be one of the best employers in its branch. In 2022 we have developed our own employee survey which measure motivation and social health more frequent

We promote our employees to live healthily and compensate them for costs related to health improving activities. In some of our plants it is possible to exercise in a new and modern gym.

**Great Place To Work index is a global KPI:**





Our preventive health and safety activities are implemented systematically. We identify risks and the causes of incidents and accidents and take appropriate actions. This involves both technical improvements and training. Formal safety committees are in place at our plants, protecting all employees. An important aspect of this systematic work is the approach of health and safety activities in line with std ISO45001.

In 2022, there were 16 lost time incidents (LWCs), which resulted in absence compared to 16 also previous year. The most common reasons were falls and injury from equipment and machinery. This is low from an industrial perspective, but additional measures remain to be implemented for all accidents to be eliminated. Regular training is provided in first aid, chemical health risks, personal protective equipment, hot work, forklift driving, waste management, fire safety, ergonomics and machine safety. KBC takes initiatives to support employees with disabilities.

Employees, business partners and other stakeholders acts in accordance with the principles of KBC's Code of Conduct and the tenth principles of the UN Global Compact.

Our business principles should be characterized by integrity and responsibility. The Code of Conduct states that: KBC does not offer gifts, benefits or payments that could influence, or be regarded as influencing, the objectivity of the recipient's decision or that breach legislation and/or local practice.

KBC avoids situations in which company loyalty could come into conflict with personal interests. KBC complies with competition law and promotes fair competition. KBC ensures that all staff can raise concerns about irregularities within the company without the risk of personal consequences (whistleblowing). These matters are complex for a global company, and the perception of normal business principles varies between countries and cultures. The Group uses the following methods for governance and monitoring of the application of sound business ethics: KBC's Code of Conduct applies to all employees and Group company management teams are responsible for conveying the values in their organization. We monitor costs, expenditure and revenues on an ongoing basis. We pay particular attention to ethical issues in our relationships with our partners. Standard business practice must be observed in each individual country,





but if business principles do not comply with KBC's Code of Conduct, we must refrain from doing business or take alternative relevant actions.

Customer requirements are making a constructive contribution to the development of KBC's sustainability work. In 2022, virtually all units reported customer requirements within sustainable development. Requirements shift over the years and are affected by changes such as the introduction of new legislation and new approaches to sustainable development within the corporate sector. During the year, all of the Group's plants were reviewed by customers from a range of sectors. This involved a significant number of questionnaires and audits. Overall, customers were very satisfied with KBC's efforts, but some expressed a desire to see improvements, such as certain reductions in CO2 and an increased amount of recycled plastic.

In addition to review systems, some customers have established systems under which suppliers qualify for sustainable development certification. One example is NQC supplier assurance Ltd, for which KBC Örkelljunga, KBC Placell Gislaved, KBC Wuxi China & KBC Puebla Mexico are qualified. Another is CDP for monitoring of CO2 emissions.

As a part of these requirements from customers, KBC is expected to pass corresponding requirements along its supply chain. This is done by informing suppliers about KBC's Code of Conduct and specific requirements, as well as different types of monitoring. Assessments of suppliers' sustainability measures are extensive and time-consuming. We therefore apply a risk-based model for selecting suppliers for review. The detailed criteria for which suppliers are selected varies among the Group's companies, but it is usually new suppliers, key suppliers, or suppliers with particular risks that are selected for follow-up. A substantial proportion of KBC's suppliers consist of global corporations in the polymer and chemical industry. These types of companies often have well

developed and transparent sustainability activities and the risks are consequently considered to be low. We therefore do not carry out detailed assessments of such companies.

**Social engagement:**

KBC engages with those local communities where we have operations. It is important for KBC to maintain contact with universities and schools to demonstrate that KBC is an attractive employer. This may take the form of family days, open days, study visits, workplace degree projects, employment fairs for applicants, internships and development projects.

**Targets and KPIs:**

Continuous improvements are a foundation for all activities carried out at KB Components. We measure and monitor performance indicators for all processes we execute within our scope.

KBC has implemented global valid KPI's for all identified processes that cover quality, environment, employees and our business.

Main Processes		Supporting Processes	
Sales	Gross Margin Increase (sales)	Q	Rejected Parts PPM
Sales	Order Intake	E	Waste Reduction
Sales	Hit rate	E	Energy Consumption
Projects	PPAP on time	IT	MTTR
Projects	Profitability (Project and running prod.)	IT	Uptime of IT
Projects	Sign off on time		
Operations	Operational OEE	Sourcing	Inventory levels
Operations	Machine Utilization	Sourcing	Direct material impact to result
Operations	Manpower Productivity	Sourcing	Supplier PPM
Operations /Log	Delivery Precision		Cost reductions
Operations /LOG	Mold maintenance plan fulfillment	Finance	Growth
Operations /PPT	Production cost savings	Finance	Profitability
Operations /TS	Machine utilization efficiency		
Operations /Q	Cost of poor quality	HR	Sick leave Blue (short term)
		HR	Sick leave White
		HR	Employee turnover
		HR	Lost time incidents
		HR	Trust index
		HR	Training

# Human rights, fair trade and financial responsibility

KBC is committed to UN Global Compact 10 principles which are described in our Code of Conduct. To make it easier for our teams to understand, we also describe it "Our way":

## Human Rights

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.

**Our way:** We do respect human rights by encouraging our employees to have an openminded approach to people from different cultures, people with disabilities etc. Our mgmt. system gives guidance with procedures and instruction in how to act and react in different situations. All managers are trained in modern leadership with respect to each individual.

**Principle 2:** make sure that they are not complicit in human rights abuses.

**Our way:** We encourage all employee to act and report all kind of human rights abuse, internally as well as downstream or upstream the supply chain. All employees as well as suppliers are obliged to follow our principles for HSE as described in our mgmt. system.

## Labor

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

**Our way:** All employees have full freedom to join and be part of different kind of associations/unions. Collective bargaining is applied and protected by national law. All suppliers to KBC are obliged to follow the same.

**Principle 4:** the elimination of all forms of forced and compulsory labor

**Our way:** All labor at KBC is paid off according to everyone's employment contract. No one works for free and compulsory labor does not exist. All suppliers to KBC are obliged to follow the same.





**Principle 5:** the effective abolition of child labor

**Our way:** All employment in KBC follow international recommendations and national law. All suppliers to KBC are obliged to follow the same.

**Principle 6:** the elimination of discrimination in respect of employment and occupation

**Our way:** We encourage our employees to have an openminded approach to people from different cultures, people with disabilities etc. No one is discriminated due to sex, age or sexual orientation. Our mgmt. system gives guidance with procedures and instruction in how to act and react in different situations. All managers are trained in modern leadership with respect to each individual.

## **Environment**

**Principle 7:** Businesses should support a precautionary approach to environmental challenges.

**Our way:** KBC takes precautions by assessing all risks belonging to our operations into consideration. Full transparency is given to all internal & external interested parties. Our ambition is to produce in a CO2 neutral environment, which is evident by investments in solar panels for production of electricity.

**Principle 8:** undertake initiatives to promote greater environmental responsibility.

**Our way:** All KBC factories shall be certified to the international environmental standard ISO14001:2015.

**Principle 9:** encourage the development and diffusion of environmentally friendly technologies.

**Our way:** Already in our business plan we state: “To contribute with innovative and sustainable solutions – for a greener planet” Our products are recyclable and can replace components made by more energy intense production.

## **Anti-Corruption**

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

**Our way:** All kind of corruption, extortion & bribery is prohibited and managed by our internal processes & procedures defined in our mgmt. system. We support whistle blowing and gives full protection to whom it may concern.

On top of UN Global Compact 10 principles, we also in detail describe what fair trade is for KB Components:

## **Scope and definition of Code of Conduct and Ethics**

KB has based its principles on the OECD guidelines for multilateral enterprises, which give an extensive overview of rules to follow and the UN Convention on the Rights of the Child.

Ethics regards the principles for what is accepted as right and wrong by an



individual or a social group. We believe that ethics in professional life and corporate ethics must be directly linked to the ethics that set the standards for us as individuals and as a society.

Our values shall be reflected in our actions and are an important element in building our identity.

**a) Laws and Regulations**

KB shall and will always follow the law in the country in which it is operating. In some instances, the KB rules may be more comprehensive than the local law/ rules, and if not in conflict with the law, the KB principles are valid.

**b) Health, safety and environment (HSE) / Work environment**

KB has a set of guidelines based on environmental standards according to ISO14001 and ISO45001. These standards apply for all units worldwide. The same set of rules shall apply to all KBC's partners.

**c) Utilization of children labor**

As described in the preamble, KB fully supports the Convention on the Rights of the Child, stating that all children have the right to leisure and education, thus neither KB nor its partners shall exploit children as a labor force.

**d) Bribery**

Definition: "KB shall not directly or indirectly offer, promise, give or receive bribes or other undue advantages in the purpose to obtain advantages in business that would not otherwise be achieved." Bribery is damaging to

democratic and economic development and thus impedes efforts to let countries prosper. KB does not accept bribery whatsoever.

**e) «Facilitating»**

In some countries, it is usual to smoothen the process of document flow etc. by paying "a small token". This is called "facilitating". KB does not accept this as a KB way of doing business.

**f) Gifts**

The difference between bribery, facilitating and a gift may be difficult to observe. Be cautious. As a guideline, KB has a policy regarding receiving and giving gifts as follows:

"Gifts exceeding SEK 450 shall normally not be given or accepted. Only CEO can approve gifts above this level. Travel paid by others has to be accepted by management, and gifts that are given by KB or received by a KB employee must be declared openly on the travel expense report."

Gifts shall not be given or received as a condition of conducting business with a customer or to secure a supplier relationship with KB.

**g) Discrimination**

Illegal discrimination due to ethnicity or background, age, gender or religion is forbidden and should never occur. This applies to all KB employees, members of the board, customers, suppliers and others. Respect for the individual is the cornerstone of KB's policy. All persons shall be treated with dignity and respect and they shall not be unreasonably interfered with in the conduct of their duties and responsibilities.



**h) Unfair Dealings**

KB requires that all employees are truthful in their dealings with one another, our customers and our supplier. KB employees shall not give the wrong picture to anyone through unfair dealings. KB employees shall never misuse confidential information, never manipulate others, never use threats or behave in a manner in which they fear «being caught». When in doubt, always play safe and by the rules!

**i) Pricing and taxes**

KB's internal transfer prices are set according to the so-called "Arm's Length Principle". This means that KB operates its subsidiaries in principle as independent companies i.e., trade as if with a third party. This facilitates accounting and tax issues in the different entities.

**Procedure for reporting (Whistle Blowing) and handling of non-conformities**

As an integrated part of internal/external auditing, vendor assessment etc., KB shall on a regular basis check that all aspects of the above guidelines are followed. KB feels that our reputation is a priceless asset, in an effort to safeguard our commitment to Ethical treatment and adherence to our Code of Conduct and Ethics; we have instituted the following procedure for reporting violations of the KB's Code of Conduct and Ethics. This procedure shall be used to report possible violations of Company policy, fraud or illegal acts within our organization.

The following are only a few examples of types of activities that should be reported:

- An employee believes that a manager, executive or employee has engaged in questionable accounting or auditing practices.
- A vendor or supplier offers an employee, and the employee accepts an inappropriate gift or money.
- A manager or executive requests employees to falsify Company data.
- An employee falsifies payroll or expense reimbursements.
- An employee uses corporate property, information or his/her position for improper personal gain.
- An employee competing with KB directly or indirectly.
- An employee's private interest interferes in any way with the interests of the Company.
- An employee, or members of his/her family, receives improper personal benefits as a result of his/her position at KB.
- An employee discloses non-public information that might be of use to competitors or harmful KB.
- An employee is involved in theft of KB's property and assets.
- An employee disclosing of proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing and service plans, engineering and manufacturing ideas, designs, databases, records, salary information and any unpublished



financial data and reports.

- The Company cheats customers, suppliers or others who have a financial interest in it.
- Antitrust or competition law violations.
- A company superior asks employee to engage in activities they consider illegal or questionable.
- The offer or acceptance of cash gifts by any employee
- An employee steals cash, merchandise or other Company assets.
- Environmental violations are committed by an employee or the Company.
- Any type of harassment, including racial or sexual harassment (the location procedure for resolution of this type of concern shall be utilized first for addressing these issues).
- Any other activity that may violate applicable law or the Company's policies.

# Needs & Expectations of interested parties (stakeholders)



## General

The organization's internal and external interested parties are identified in the business plan and its risk analyzes.

KBC respects its interested parties through clear goal management based on the company's business plan, value bases and stakeholder requirements. Below interested parties are relevant to the context of KB Components operations.

Our interested parties needs and expectations:

### Owners

- Profitability
- Growth
- Return on investments

### Customers

- Competitive pricing
- 0 errors quantified in ppm and specific requirements
- Deliveries on time and delivery schedule
- Easily accessible support
- Lean production
- Innovative suggestions
- We keep our promises
- Notifies deviations in time

### Employees

- A good physical and mental work environment that promotes well-being and friendship "A great place to work".
- Clear information from the management
- A stable profitable company with good working conditions and work safety

### Suppliers

- Clear agreements
- Maintaining a good communication
- Professionalism
- Long-term vision

### Society

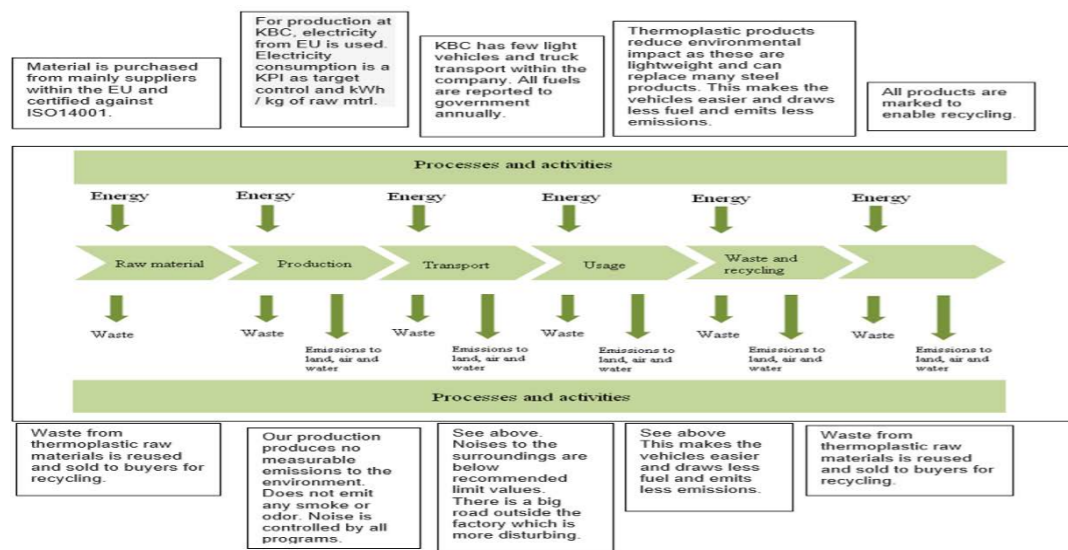
- A good employer for the municipality's inhabitants
- Contributes to associations and schools with different means
- We do not give any negative impact in the form of odor and noise
- We make sure that we meet the requirements of noise and self-control programs

### Government and authorities

That we respect / comply with laws and regulations

### Environment

- We identify the factors that give environmental impact by performing an environmental impact assessment and keep an environmental aspect register.
- We consider the life-cycle perspective, see below image.
- Through our environmental impact assessment, we have selected the most influential factors and target us against these. These KPIs are followed monthly and monitored at the info center.
- We use action plans that describe what activities are required to achieve the environmental targets.



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