Sustainability declaration

SIS/TS 2:2025, Corporate social responsibility of organisations - Maximising the contribution to sustainable development – Sustainability declaration

Ackred. nr. 10482
Verifiering
ISO/IEC 17029

This sustainability report follows the ISO 26000:2025 standard and provides guidance for organisations to work on Corporate Social Responsibility (CSR) in order to maximise their contribution to sustainable development.

An important component of this work is credible communication of CSR with the stakeholders. SIS/TS 2:2025, Corporate social responsibility of organisations - Maximising the contribution to sustainable development – Sustainability declaration specifies open corporate social responsibility questions that an organisation answers and makes publicly available.

The requirements and questions in this sustainability declaration have been designed so that an organization using the document demonstrates that it has used the guidelines in SS-EN ISO 26000:2025. It has been designed to strengthen organization's social responsibility, prioritise the core subjects in SS-EN ISO 26000:2025, maximize its contribution to the Sustainable Development Goals and describe the process.

This document is written so that its verification programme meets the requirements of SS-EN ISO/IEC 17029. Verify Agency has been accredited by SWEDAC, Sweden's national accreditation body, to conduct the verification of this sustainability declaration.

2025-10-21

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5.1 Organization's assumptions and strategy

Organization's assumptions and strategy

The answers to the questions in this area should highlight the organization's fundamental assumptions, business model, actions, and materiality assessment in order to provide the reader with a good understanding of the starting point for the declaring organization's sustainability work.

Question 1

What is the main purpose of this sustainability declaration? Several purposes can be stated. Voluntary commitments in relation to legislation can be mentioned.

The main purpose of this sustainability declaration is to outline the organization's voluntary commitments in relation to legislation and to demonstrate its dedication to sustainable development. It serves as a framework for integrating sustainability into the organization's strategic processes, guiding its operations and decision-making. The declaration's purpose is to reflect the organisation's commitment to addressing both positive and negative impacts within the value chain, aligning with global sustainability goals. It also aims to provide stakeholders with clear, verified and transparent information about the organization's sustainability efforts, enabling them to make their own assessment of the work being done.

Question 2

If the organization, according to legal requirements or voluntarily, makes a commitment to use this sustainability declaration in order to meet specific applicable requirements under the law, what level of applicable requirements does the organization intend to comply with?

No. The organisation intends to comply with applicable laws and standards but does not use this declaration to fulfill specific legal requirements.

Question 3

Which parts of the organization, organizational units, or groups of people are covered by the self-declaration? Why have any limitations been made?

The organisation's self-declaration covers the company as a whole which includes management, and administrative aspects of the organization, as well as operational aspects, everything centralized around our single site in Helsingborg, Sweden.

Attached files:

Signerad ÅR och Revisions berattelse Alufluor AB.pdf

Question 4

What is the organization's business or operational model and its areas of activity (processes)? What is the size, number of employees, and geographical location of the organization?

Alufluor is a high-quality aluminium fluoride producer, supplying a global market that includes primary aluminium production, optical lenses, and more. We are a mid- sized organization employing approximately 50 people, with an annual revenue of 374 MSEK (2024). We operate a single site located in Helsingborg, Sweden, which benefits from robust infrastructure supporting our logistical needs as part of an industrial park that facilitates our supply chain operations.

Alufluor was founded in 1973 on a circular principle - recovering waste fluorine from another industrial process and converting it into aluminum fluoride (AlF_3), a product previously produced only from virgin fluorine resources (fluorspar). We were one of the first plants in the world to produce AlF_3 using recycled fluorine, and while several companies worldwide have since followed, the majority of AlF_3 is still produced from virgin fluorspar. Today, our mission remains to safely recycle waste fluorides into energy-saving products, aiming to provide the best and most sustainable option for our customers. The AlF3 is primarily used in primary aluminium production where it acts as a flux, helping to reduce the amount of electricity consumed.

Other outputs from our process include synthetic silica and calcium fluoride. These are processed in secondary production chains to become Aluspar, Alusilica, and other products, instead of ending up in landfills, thereby contributing to our zero solid waste practic. Silica is sold back to producers of fluorosilicic acid, where it is used to purify phosphoric acid. The remaining silica and calcium fluoride are sold to the cement industry, where they also are used as fluxes to save energy. Additionally, the company sells dried aluminium hydroxide, which is used in the production of catalysts.

With a firm foundation in zero solid waste practices, we are committed to continuous improvements in sustainability and carbon footprint reduction.

Attached files:

Signerad ÅR och Revisions berattelse Alufluor AB.pdf
IKEM Responsible Care Alufluor AB.docx
Miljöinspektion onsite audit.pdf
Granskning 2024 års miljörapport.docx
MILJÖRAPPORT_textdel_2024.pdf
AluFluor_SustainabilityReport2024_.pdf
vagledning-naturardsverkets-foreskrifter-nfs-2016-8.pdf
Kontrollrapportmiljoinspektion.pdf
SMP.portal.miljorapport.docx
Granskning 2024 års miljörapport.docx

Question 5

What certifications, tools, or guidelines that support work with social responsibility and sustainable development does the organization use?

In addition to this sustainability declaration, Alufluor adheres to multiple tools, cooperations and certifications to fortify our commitment to sustainability, transparency and accountability.

Tools and principles:
- Global Reporting Initiative (GRI): While not fully applied, the GRI Standards and the ESRS framework guide the preparation of our sustainability reports, including the categories for which we report data.
- Environmental annual reporting is conducted in accordance with the Swedish accounting standard K3.
In 2023–2024, Alufluor carried out a Life Cycle Assessment (LCA) in accordance with the GHG Protocol, covering a Cradle-to-Gate scope. This scope is motivated by the fact that Alufluor's end product is an intermediate chemical used in a wide range of applications, making it difficult to accurately assess the impacts during the use phase and at end-of-life. Our methodology follows the LCA approach according to the Product Category Rules (PCR) and the Together for Sustainability (TfS) Product Carbon Footprint Guideline for the Chemical Industry (2024). This sector-specific guideline is aligned with ISO 14040:2006/AMD 1:2020 and ISO 14044:2006/AMD 2:2020.
- Internationally recognized principles on human rights, labor conditions, environmental protection, and anti-corruption. We are committed to the United Nations Global Compact and are members of the Responsible Care initiative.

Ratings:
- EcoVadis: Alufluor participates in the EcoVadis assessment to monitor and improve its performance in key sustainability areas. The company currently holds a Silver rating and aims to strengthen its results in future evaluations.
- CDP Carbon Disclosure Project: We report our carbon footprint and environmental impact through the CDP to share knowledge through our value chain, for the second time this year. Alufluor currently holds the highest possible score for organisations not disclosing open data.

Certifications:
- Responsible Care Programme
- ISO 45001 for Occupational Health and Safety: Ensures we maintain high standards of safety in the workplace.
- ISO 14001 Environmental Management Systems: Ensures we maintain an environmental management system of high quality.
- ISO 9000 Quality Management Systems: Ensures we maintain high standards of quality management and quality assurance.

Attached files:

Alufluor AB_P1_Audit Report_ISO45001,ISO 9001,ISO14001,2025-06-13 v1.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf
Granskning 2024 års miljörapport.docx
2024-05-28-Anthesis CNG critial review report Alufluor.pdf
MILJÖRAPPORT_textdel_2024.pdf
IKEM Responsible Care Alufluor AB.docx
AluFluor_SustainabilityReport2024_.pdf
Kontrollrapportmiljoinspektion.pdf
Alufluor AB_P1_Audit Report_ISO45001,ISO 9001,ISO14001,2025-06-13 v1.pdf
Alufluor AB_P1_Audit Report_List of findings_ISO 45001,ISO9001,ISO14001,2025-06-13.xlsx
2024-05-28-Anthesis CNG critial review report Alufluor (1).pdf
Skärmbild 2025-09-15 084001.png
Skärmbild 2025-10-15 160700.png

Question 6

What does the organization's value chain look like forward and backward, including markets and customer groups, supplier chain with geographical distribution and number of levels of subcontractors?

Alufluor's supply chain primarily consists of regional suppliers within the EU, ensuring stable access to our main raw materials: Fluorosilicic Acid (FSA) and Aluminum Hydroxide. This regional focus aids in minimizing logistical footprints and ensures compliance with stringent EU environmental regulations. Our customer groups span globally, extending to industries such as aluminum smelting, optical glass, and construction, reflecting the versatility and high demand for our products. We do not rely on subcontractors, which lets us maintain control over our production processes. Both our inbound and outbound logistics mainly involve shipping, complemented by rail and road solutions, emphasizing efficiency and environmental considerations.

Attached files:

Signerad ÅR och Revisions berattelse Alufluor AB.pdf
Slutlig Revisionsberättelse Alufluor AB 2024.docx
AluFluor_SustainabilityReport2024_.pdf

Question 7

In what way does the organization align its work according to the seven principles of SS-EN ISO 26000:2021? The principles are accountability, transparency, ethical behavior, respect for stakeholder interests, respect for the rule of law, respect for international norms of behavior, and respect for human rights.

The commitment to the seven principles is anchored in our core values, represented by our four cornerstones: We Care, We Take Responsibility, We Work Together, and We Improve.

These values are integrated into our business plan, company strategy, and day-to-day work processes. The principles are actively reinforced through our Code of Conduct, which is shared with all employees and relevant stakeholders, as well as through mandatory workplace culture training.

We maintain structured stakeholder communication and ensure transparency and accountability through regular audits and assessments. In addition, we disclose sustainability data through several recognized platforms and reporting frameworks.

Attached files:

Alufluor Code of Conduct 2023 1.0.pdf.pdf
Updaterad väsentlighetsanalys.pdf
Alufluor AB 45...pdf
Alufluor AB 9 14..pdf
Godkända leverantörer och pågående utvärderingar.xlsx
241017 Acceptance of Alufluor CoC.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf
AluFluor_SustainabilityReport2024_.pdf

Question 8

Which stakeholders for social, economic, and environmental sustainability has the organization identified?

The following stakeholders are identified as our main stakeholders from a social, economic, and environmental perspective:
Employees; Customers; Owners; Authorities; Suppliers; Local Communities; Unions

Attached files:

Alufluor - choosing sustainability Oct 2023.pdf
AluFluor_SustainabilityReport2024_.pdf
Uppdaterad väsentlighetsanalys.pdf

Question 9

Of the identified stakeholders, which stakeholders have been assessed as prioritized and how has this process been carried out? In which forum have decisions been made? What consideration is given to the stakeholder groups that may have difficulty being heard and therefore may need to be included in special consideration?

We prioritise several key groups based on their influence and impact on our operations, with four high-priority groups identified: Customers, Owners, Authorities, and Employees. The process of assessing and prioritising these stakeholders has been carried out through a structured approach, including a Double Materiality Analysis aligned with our sustainability efforts and the UN Sustainable Development Goals (SDGs). Decisions regarding stakeholder prioritisation are made in forums such as the management's annual review, in accordance with the ISO standards we follow and are certified under. Stakeholder prioritisation was especially considered during a three-day management training for the leadership team at Alufluor in 2023.

Special consideration is given to the local community. They can reach out through established channels, including citizen dialogues organised regularly and recieves information about the site in a monthly newsletter provided by the site-owners.

Employees are also given special consideration. Our flat organisational structure facilitates open communication, enabling all personnel to raise issues. Furthermore, we have a third-party whistleblower function that allows employees to report serious concerns anonymously, ensuring that all voices are considered in our decision-making processes.

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Signerad ÅR och Revisions berattelse Alufluor AB.pdf
AluFluor_SustainabilityReport2024_.pdf
Uppdaterad väsentlighetsanalys.pdf

Question 10

Must be answered every year

Which sub-areas, see Appendix B, based on the main areas of business management, human rights, working conditions, environment, good business practices, consumer issues, community engagement, and development, are deemed to be of crucial importance to the organization and therefore have been prioritized, and why.

Human Rights: 6.3.3 & 6.3.7
Alufluor prioritizes due diligence, integrating risk management across strategic, financial, and climate areas. Processes include supplier audits, risk mapping, and board governance. The company promotes non-discrimination through Swedish compliance, union representation, and robust DEI (Diversity, Equity & Inclusion) initiatives.

Employment and Labor Relations: 6.4.4 & 6.4.6:
Exceeding legal standards, Alufluor provides superior benefits and focuses on employee safety with a rolling safety plan and a culture centered on learning and respect.

Environmental Stewardship: 6.5.3, 6.5.4 & 6.5.5
As a producing company, Alufluor prioritizes pollution prevention, sustainable resource use, and climate mitigation by minimizing emissions and incorporating energy recovery and recycled waste materials.

Fair Operating Practices: 6.6.5 & 6.6.6
Fair operating practices are a priority for Alufluor because they ensure business with integrity, transparency, and accountability. Our vision is to be the best and most sustainable supplier and to push our industry forward in terms of sustainability. We contribute to promoting social responsibility in the value chain, which is key to achieving this.

Community Involvement and Development: 6.8.6 & 6.8.8
Alufluor has a longstanding tradition of process and technology development, recently demonstrated by our active participation in the EU-funded iWAYS project, which aims to develop innovative energy-, water-, and material-saving solutions.
Employee health is an important part of our first cornerstone, We Care. We work actively to promote good health through various programs.

Attached files:

Delegering SHEQSdept..pdf
Alufluor AB 45...pdf
Alufluor AB 9 14..pdf
DEI-policy.pdf
Updaterad väsentlighetsanalys.pdf
IKEM Responsible Care Alufluor AB.docx
Alufluor Code of Conduct 2023 1.0.pdf.pdf

2024-05-28-Anthesis CNG critial review report Alufluor.pdf
MILJÖRAPPORT_textdel_2024.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf

Question 11

How has the organization's materiality assessment been conducted, see question 10, appendix C, and section 7.3 in SS-EN ISO 26000:2021, and describe how risks or opportunities for negative and positive impacts on sustainable development have been weighed in.

Alufluor conducted its materiality assessment through a structured process aligned with SS-EN ISO 26000:2021, section 7.3, and Appendix C, question 10. The work was guided by an external consultant and carried out during a three-day leadership workshop with the management team. Using a double materiality perspective, both positive and negative impacts across the value chain were assessed, focusing on risks and opportunities in relation to the UN SDGs.

Attached files:

AluFluor_SustainabilityReport2024_.pdf
Uppdaterad väsentlighetsanalys.pdf

Question 12

What operational or financial risks and opportunities, and any other consequences for the organization, have been identified in connection with the establishment of prioritized sustainability areas (sub-areas)?

Identified operational and financial risks and opportunities related to our prioritized sustainability areas are reviewed as part of our quarterly enterprise risk management process at executive level. Strategic documents, including the business plan, incorporate sustainability considerations and are used to assess risks and opportunities, forming the basis for our long-range planning and target-setting processes.

Attached files:

Alufluor AB-09-04-2025-CORPORATE-08-05.docx
Målschema 2025 grå_Bortredigerad.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf

5.2 Leadership

Leadership

The answers to the questions in this area should provide a clear picture of the management's approach to sustainable development and how this is manifested at the management level (see specifically also Appendix A1 - Management's statement).

Question 13

Which policies for social, economic, and environmental sustainability does the organization work according to?

Alufluor operates under several policies, accessible to all employees. Core policies guiding our business include the Code of Conduct, Environmental Policy, and Quality Policy. Policies governing our employee relations include the Work Environment Policy, Alcohol and Drug Policy, Communication Policy, Policy for Competence Development, Policy for Equal Treatment, Travel Policy, and Work from Home Policy.

Our policy work is dynamic and reviewed regularly. For example, the Work from Home Policy was introduced during the pandemic in response to both government guidance and employee needs. In 2023, we also developed a new IT Policy to meet current information security standards and updated our Environmental Policy as part of our regular review process.

Attached files:

DEI-policy.pdf
Working environment policy.pdf
Resepolicy.docx.pdf
Policy för kompetensutveckling.pdf.pdf
Kvalitetspolicy .doc.pdf
Policy för kompetensutveckling.pdf
Policy hemarbete.docx.pdf
Policy för kompetensutveckling - Alufluor Add.pdf
Kommunikationspolicy.docx.pdf
Miljöpolicy Alufluor.docx

Question 14

How has the sustainability perspective been integrated and made visible in the organization's strategy, operational management, and other governing documents?

Sustainability is fully integrated into Alufluor's strategy, reflected in our mission, vision, market positioning, and long-term goals.
Our mission is to safely recycle fluorides into energy-saving products, offering the most sustainable option to our customers. Our vision is to be the most appreciated supplier and an industry leader in sustainability, helping reduce the use of finite resources.

Since 2021, sustainability has had its own Long Range Plan (LRP) within the business plan. From the LRP, sustainability targets are cascaded into annual objectives and embedded in the target steering process.

Attached files:

2023 NY review Business Plan PPT.pdf
Målschema 2024.xlsx
Signerad ÅR och Revisions berattelse Alufluor AB.pdf

Question 15

How has the management distributed the sustainability responsibility within the management team? What other roles or individuals within the organization have a special responsibility for sustainability work? How has this been communicated?

At Alufluor's management level, we uphold a collective responsibility and commitment to all sustainability matters within the company. However, certain key responsibilities are allocated to specific roles; for instance, each LRP in the business plan has an owner in the management team, accountable for the progress according to plan. In the yearly target plan, each goal also has a dedicated “goalkeeper”. In general, the Managing Director aligns strategies with both global and internal sustainability goals, the SHEQS Director manages policies, certifications, safety and compliance, the Technical Director ensures sustainable production, the Commercial Director handles supply chain sustainability, and the Financial Director oversees planning, cost and follow-ups.

Attached files:

Målschema 2025 grå_Bortredigerad.pdf
Alufluor Code of Conduct 2023 1.0.pdf.pdf
Delegering SHEQSdept..pdf

5.3 Planning

Planning

The answers to the questions in this area should provide the reader with a clear picture of how the organization has operationalized its work with social responsibility and contributions to sustainable development.

Question 16

How and when does the collection of stakeholders' expectations and opinions take place? What insight is given to stakeholders in the sustainability work? Describe the method for stakeholder dialogue.

Stakeholder input is collected through structured and recurring channels:
- Employees provide monthly feedback via anonymous surveys, enabling trend analysis.
- Customers are continuously monitored by the Commercial department to evaluate experience and expectations.
- Owners meet the Managing Director monthly; strategic dialogue also takes place in board meetings.
- Community engagement occurs via regular contact with municipalities and participation in local industry forums.

Sustainability insights are shared through:
- Monthly internal briefings for employees.
- Environmental data disclosed to key customers via platforms like CDP and EcoVadis.
- Ongoing engagement with authorities through inspections and formal reporting.
- Public communication via the company website (updated 2025), printed material, and digital content, open houses, and local dialogue meetings.

Attached files:

Dialogen nyhetsbrev oktober 2024.pdf
AluFluor_SustainabilityReport2024_.pdf
Alufluor Code of Conduct 2023 1.0.pdf.pdf
Politikerbesök.docx
Godkända leverantörer och pågående utvärderingar.xlsx
alufluor.comcontact.txt
Alufluor inför Visselblåsar.pdf
Skärmbild 2025-09-15 084001.png

Question 17

How are risks and opportunities identified in sustainability work managed, questions 11 and 12?

Sustainability-related risks and opportunities are identified and managed through Alufluor's strategic planning, including the business plan, long-range planning (LRP), and annual target-setting. Follow-up occurs via the target steering process, with frequency depending on the nature of the target (daily to quarterly). Risks and opportunities are considered in operational decision-making, such as investments and project management.

Alufluor's materiality assessment, aligned with SS-EN ISO 26000:2021, was conducted with external guidance during a three-day leadership workshop. Using a double materiality perspective, the process evaluated both positive and negative sustainability impacts across the value chain, linked to the UN SDGs.

Attached files:

Hazop varmsyra.xlsx
Update 11.9 LRP Sustainability.pdf
Målschema 2024.xlsx
Målschema 2025.xlsx

Question 18

How does the organization minimize risks in the value chain with a focus on the supply chain, for example in countries with high corruption risk or when it comes to human rights violations, if it has not already been described under question 17?

The organization minimizes supply chain risks by deliberately avoiding suppliers in high-risk countries or high-risk owners as part of our supplier control. We request our direct suppliers to uphold the same standards of compliance throughout their own supply chains, specifically concerning human rights, working conditions, and safety.

We classify our suppliers using a 1,2,3 categorization where 1 is a high priority supplier. For 1-classified suppliers, on-site audits are conducted to ensure compliance with ethical standards, including labor issues and environmental safety.

Large suppliers and customers typically include their own Code of Conduct in contracts, which we assess and approve if it fulfills our standards. If no such document exists, Alufluor fosters compliance with our Code of Conduct, through signed acceptance letters.

Attached files:

Alufluor Code of Conduct 2023 1.0.pdf.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf
Alufluor AB 45...pdf
241017 Acceptance of Alufluor CoC.pdf
a contract excerpt.png
Alufluor AB_P1_Audit Report_ISO45001,ISO 9001,ISO14001,2025-06-13 v1.pdf
Alufluor AB_P1_Audit Report_List of findings_ISO 45001,ISO9001,ISO14001,2025-06-13.xlsx

Question 19

How does the organization ensure knowledge of and compliance with applicable laws, other requirements, and international standards in the countries covered by this self-declaration?

Alufluor has a comprehensive legal compliance program. The SHEQS-department is responsible for staying updated on legal changes and ensuring company policies align with both local and international standards. Initially, all relevant laws affecting the company are identified, and a review is conducted through interviews with key personnel responsible for compliance. Once this review is complete, legal compliance duties are delegated to the appropriate individuals, who gain access to a system that tracks applicable laws.

The company conducts annual internal audits to ensure continued compliance with local regulations and adherence to international standards required by its ISO certifications. These audits are supplemented by third-party assessments that validate regulatory compliance. In addition, Alufluor also participates in relevant industry groups, such as Eurofluor and the Chamber of Commerce and Industry of Southern Sweden, providing insights into legal developments and supporting ongoing compliance efforts.

Attached files:

Alufluor AB 45...pdf
Alufluor AB 9 14..pdf
Delegering SHEQSdept..pdf
MILJÖRAPPORT_textdel_2024.pdf
Alufluor AB_P1_Audit Report_List of findings_ISO 45001,ISO9001,ISO14001,2025-06-13.xlsx
Alufluor AB_P1_Audit Report_ISO45001,ISO 9001,ISO14001,2025-06-13 v1.pdf
Kontrollrapportmiljoinspektion.pdf

Question 20

Which of the UN's global goals for sustainable development, both goals and targets, have been identified and selected? Also describe how this part of the maximization analysis has been conducted, see Appendix C.

The sustainable development goals (SDG's) with connected subgoals are primarily designed for national-level implementation. We have chosen those goals where our impact aligns most closely; however, our impact has been adapted to reflect the scope and context of our organization's operations.
Alufluor has strategically selected the following goals and corresponding subgoals:

- SDG 7) Affordable and clean energy
Subgoals 7.2-3: Increasing the share of renewable energy and increasing energy efficiency.
- SDG 8) Decent work and economic growth
Subgoals 8.1-2, 4-5 and 8: Sustainable economic growth, increasing productivity through diversification and technological innovation, improving resource efficiency, ensuring good work with equal pay for all, and promoting safe working environments.
- SDG 12) Responsible consumption and production
Subgoals 12.2, 4-5 and 6: Sustainable use of natural resources, responsible management of waste, recycling, and encouraging increased sustainable practices throughout the value chain.
- SDG 13) Climate action
Subgoals 13.2: Climate change action through decrease of greenhouse gas emissions.
- SDG 14) Life below water
Subgoals 14.3 and 5: Reducing marine acidity (pH) and protecting marine areas.

The selection is based on a double materiality analysis that considers our core operations' positive and negative impact on the goals with connected sub-goals and indicators. The analysis was conducted by management in cooperation with consultants and involved assessing the potential benefits of aligning our business practices with these goals, considering both direct and indirect impacts.

Attached files:

iWAYS_Contributions_for_Review_Meeting_Presentation_rev3.pdf
AluFluor_SustainabilityReport2024_.pdf
Årsredovisning 2023 - Alufluor 556171-9906.docx
2024-05-28-Anthesis CNG critial review report Alufluor.pdf
Uppdaterad väsentlighetsanalys.pdf

Question 21

Must be answered every year

Which action plan for sustainability has been developed based on materiality assessment, question 10, and/or based on maximization analysis, question 20, that is to say both based on identified sub-areas as prioritized and sub-goals based on the UN's global goals for sustainable development?

The key initiatives at Alufluor include:

- Workplace Safety and Employee Engagement (SDG 8): Actions to maintain a zero-injury workplace, monitoring overall safety plan progress, improving the work environment, and requiring all employees to submit observations in Safety Observation System.
- Water and Energy Efficiency (SDGs 7, 12, 14): Initiatives to reduce freshwater consumption, recycle water, optimize energy use, and implement heat recovery systems.
- Circularity (SDG 12, 14): Only recycled fluorine is used, by repurposing fluorosilicic acid (FSA), a by-product of the fertiliser industry often discharged into the ocean. Alufluor has continuously optimized production processes and is fostering industrial collaborations. Since 1995, this focus has enabled us to repurpose all of our production by-products, reaching a zero solid waste milestone that reflects our commitment to circularity and continuous improvement.
- Climate impact (SDGs 7, 13): Increasing the share of renewable energy by replacing natural gas with biogas and through the use of wind-powered electricity. Reducing our total energy needs by installing energy recycling systems.
- Technology and Process Innovation (SDGs 8, 12): Investing in innovative technology for production optimisation, providing employee training and development to operate the new systems.

These initiatives reflect the organization's commitment to integrating sustainability into its operational framework, guided by the possibilities identified through the maximization analysis and the company conditions.

Attached files:

Alufluor - choosing sustainability Oct 2023.pdf
AluFluor_SustainabilityReport2024_.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf
Bonus targets 2024 LOGGA_Bortredigerad.pdf

Question 22

Must be answered every year

What operational-related sustainability goals have been set up related to the selected sub-areas, question 10, or sub-goals, question 20, for the upcoming period, for example, a 12-month period?

In our target steering process, we set yearly targets for each calendar year based on our business plan, long-range plans, and long-term targets. Sustainability is integrated into all these. The 12 month period is jan-dec 2025.

Some important targets for 2025 include:
– Reach 100% biogas use in production
– Maintain 100% procurement of renewable electricity
– Complete the implementation of energy optimisation measures, aimed at defining the maximised energy recovery possible
– Begin pre-study for the future replacement of gas-fired production with district heating
– Begin pre-study for the expansion of our water recycling capabilities, in the future
– Commissioning of the freshwater recycling system, with an expected reduction in freshwater use of up to 50,000 m^3 annually
– Reduce particle levels in effluents
– Map and analyse current transportation patterns to form the basis for a more sustainable logistics strategy
– Continue implementation and prepare for re-verification of ISO 26000
– Further develop the AluCulture program to strengthen workplace culture and employee engagement
– Maintain structured integration of sustainability in employee training and stakeholder communication

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AluFluor_SustainabilityReport2024_.pdf
Kontrollrapport (miljöinspektion).pdf
Befattningsbeskrivning processoperatör nivå 4.docx.pdf

5.4 Support

Support

The answers to the questions in this area should provide the reader with a clear picture of the organization's supporting structures for sustainability work in order to support practical efforts.

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Question 23

Must be answered every year

How is it ensured that the necessary economic and personnel resources are available to carry out sustainability work?

The Long range plan and action plans are considered in the budget process and in planning of the focus areas for the next year. In line with ISO certifications such as ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018, the management conducts comprehensive reviews of the entire operation annually to ensure that adequate financial and human resources are in place.

Attached files:

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Alufluor AB 9 14..pdf
Update 11.9 LRP Sustainability.pdf
Capex E2304 iWAYS Water Treatment.pdf
Målschema 2025 grå_Bortredigerad.pdf
QSHE_systemet_årlig_genomgång_för_2024.pdf

Question 24

Must be answered every year

What skills development has been carried out in the sustainability area over the past year?

We support professional development by enabling staff to attend external seminars based on individual needs, ensuring they stay updated on sustainability trends. Twice a year, all employees take part in culture workshops led by external consultants, covering mental health, stress management, communication, and inclusion, supporting our social sustainability goals.

In line with the priority on safety and security, a sustainable digital environment has been the focal point of nano-learning courses on IT security in cooperation with our IT partner, emphasizing personal responsibility.

Looking ahead to 2025, we will develop video training focused on our new installations through the iWAYS project, which make a significant contribution to our sustainability efforts by minimizing our CO_2 footprint and reducing our freshwater use. The video training will be developed during autumn 2025.

Attached files:

Offert Alufluor 2024-03-18.pdf
Offert_AluKultur sep24_240528.pdf
Offert_Alufluor_reviderad.pdf
Infomöte sep 2025.pdf
Skärmbild 2025-09-25 154113.png
AluKultur. Våra fyra hörnstenar, intressentanalys.pptx
AluKultur. 2020-11-19 Presentation to owners - AluKultur program.pptx
AluKultur. Framtagande av målbild.pptx
AluKultur Underlag hållbarhetsrapport 2024.docx
11 2024 Infomöte.pdf

Question 25

Must be answered every year

What skills development is planned in the sustainability area in the short, medium, and long term?

Alufluor will continue to strengthen sustainability competence across the organization. All employees are updated on the sustainability plan, primarily via monthly company information meetings, to ensure broad awareness of our goals and initiatives, this will contiune in the long-term.

We actively support participation in external seminars, particularly through our membership in the Sustainability network of the Chamber of Commerce and Industry of Southern Sweden. In addition, all staff are invited to biannual workshops aligned with our core values, led by external experts, to promote inclusion and workplace engagement.

Operator training at Alufluor spans three years and begins with foundational materials and team-based learning. As new technologies for heat, water, and fluorine recovery have increased process signals by 50%, staff upskilling has become essential. To meet these demands, we plan to develop updated onboarding materials and training videos tailored to the advanced systems.

Attached files:

Bonus targets 2024 LOGGA_Bortredigerad.pdf
AluFluor_SustainabilityReport2024_.pdf
Infomöte sep 2025.pdf
Policy för kompetensutveckling.pdf.pdf

Question 26

Must be answered every year

How is the organization's sustainability work communicated?

Alufluor communicates our sustainability efforts through various channels.

- Sustainability reporting is part of our Annual report, which is printed in a designed, market-driven version, for the first time in 2024.
- Sustainability reporting is included in our board meetings, held four times per year.
- The company's monthly information meetings update employees on the progress in our sustainability initiatives.
- Customers engage directly with our Commercial Officer, and receive insights on our sustainability efforts through printed materials distributed at summits and stakeholder events, including our Sustainability Report. Moreover, we disclose environmental data through corporate disclosure platforms and third-party rating services.
- In autumn 2025, we launched our updated website with a new design and expanded sustainability content, making it easier for all stakeholders to access information about our sustainability work. In addition, we use digital platforms like LinkedIn to communicate recent updates in sustainability.
- The local community accesses information through our digital channels and is also invited to open house events and dialogue meetings, on occasion.

Attached files:

Alufluor Code of Conduct 2023 1.0.pdf.pdf
AluFluor_SustainabilityReport2024_.pdf
DEI-policy.pdf
Dialogen nyhetsbrev oktober 2024.pdf
CDP ALufluor AB.png
AlufluorAB_RC_Management Summary Report_2024-05-22--23.pdf
Alufluor at a glance 2023 - copy.pdf
Skärmbild 2024-11-11 172101.png
AluFluor_A5Vykort_FINAL (1).pdf

Question 27

Must be answered every year

If any area has been excluded from the communication, for example with regard to the organization's or stakeholders' need for privacy, explain why.

Certain sensitive business information are excluded from communications to protect business integrity. Individual personnel data is excluded from broad communication to protect personal privacy in adherence with GDPR. Additionally, some details of partnerships or collaborations may be withheld until all parties agree to disclosure. These exclusions are in place to ensure compliance with legal obligations and to maintain trust with our business partners and employees.

Question 28

How is the governance for sustainability organized, including governance mechanisms for work on prioritized specific areas for sustainability, see prioritized sub-areas, question 10.

Sustainability governance at Alufluor is led and operationalized by the management team through target steering, audits, and policy frameworks including our Code of Conduct. Human rights and fair practices are monitored via supplier audits and compliance controls; employment and labor topics are managed through HR and the safety committee meetings. Internal forums, HAZOP analyses, and annual reporting ensure accountability and continuous improvement.

Attached files:

AlufluorAB_RC_Management Summary Report_2024-05-22--23.pdf
Skyddskommitemöte 2024-09-24.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf

5.5 Operations and activities

Operations and activities

The answers to the questions in this area should give the reader a good picture of the organization's activities for social responsibility during the period and for achieving set goals for sustainable development.

Question 29

Must be answered every year

Describe the organization's activities carried out and ongoing during the recent period based on the prioritized sub-areas in question 10, and identified goals and sub-goals from the UN's global goals for sustainable development, see question 20.

Alufluor maintains due diligence through supplier audits and sanctions checks, aligning with ethical sourcing (6.3.3, 6.6.6, SDG 8, 12). All employees receives external DEI training bi-anually, and the company promotes union support and anti-discrimination (6.3.7, SDG 8).

Employee well-being was supported through satisfaction surveys, equity-based salary adjustments, and internal training on mental sustainability and inclusion (6.4.4, SDG 8). Safety improvements follow the Safety Long-range plan, HAZOP analyses, and quarterly committee meetings (6.4.6, SDG 8).

Dust reduction equipment was installed to protect health and reduce emissions (6.4.6, 6.5.3, SDG 8, 13). Water recovery systems enabled recycling of 12,000 m^3 of process water, YTD, (6.5.4, SDG 12). Circular use of by-products, including fluorosilicic acid, supports zero waste and marine protection (6.5.5, SDG 12, 14).

The company transitioned to fossil-free electricity and biogas and installed innovative energy-saving technology (6.5.3, SDG 7, 13). Alufluor pilots solutions for reduced energy and water use, with results to be shared cross-sector (6.5.4, 6.8.8, SDG 12, 13).

The company emphasizes social responsibility in the value chain and is integrating its Code of Conduct in all contracts, including local contractors, through an Acceptance letter.(6.6.5, SDG 12). Regular health checks were carried out as part of efforts to promote health (6.8.6, SDG 8).

Attached files:

iWAYS_Contributions_for_Review_Meeting_Presentation_rev3.pdf
241017 Acceptance of Alufluor CoC.pdf
Alufluor Code of Conduct 2023 1.0.pdf.pdf
Godkända leverantörer och pågående utvärderingar.xlsx
Offert_AluKultur sep24_240528.pdf
Supplier self assessment.docx
Alufluor inför Visselblåsar.pdf.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf
Alufluor AB_P1_Audit Report_ISO45001,ISO 9001,ISO14001,2025-06-13 v1.pdf
MILJÖRAPPORT_textdel_2024.pdf
Målschema 2025 grå_Bortredigerad.pdf
Amendment_4_Biogas_to_Alufluor_2022_Q1_2023_20211227_signerad_av_1.pdf

Amendment_6_Biogas_to_Alufluor_2025.pdf

Question 30

What potential collaborations and partnerships does the organization have in the sustainability area? Indicate any connections to specific prioritized sub-areas or sub-goals.

Alufluor engages in circular partnerships to upcycle external waste streams into marketable products (6.5.4 & 6.5.5, 12.2, 12.4, 12.5, 14.3, 14.5).

Within the chemical and fluorine industries, we are an active participant in the industry groups Cefic and it's subgroup Eurofluor (6.6.5 & 6.6.6, 12.2, 12.4, 12.5). Through Eurofluor, we collaborate with the EU, providing input on new regulations. We also collaborate with the Chamber of Commerce and Industry of Southern Sweden.

Additionally, Alufluor works with academic institutions and corporate partners through research initiatives focused on sustainable materials, water recycling, and energy efficiency (6.5.3, 7.2, 7.3, 13.2). We also partner with customers to develop more sustainable transport solutions (6.5.5, 13.2).

Attached files:

IKEM Responsible Care Alufluor AB.docx
iWAYS_Contributions_for_Review_Meeting_Presentation_rev3.pdf
IKEM Responsible Care Alufluor AB.docx
Kemiakuten åtagande IKEM-företag.docx
AluFluor_SustainabilityReport2024_.pdf
Signerad ÅR och Revisions berattelse Alufluor AB.pdf

Question 31

What preparedness does the organization have for emergencies and for crisis management in the field of sustainability?

The organization prioritizes prevention to avoid crises before they occur, an essential approach in industrial operations. In parallel, we maintain robust preparedness plans to mitigate environmental and operational impacts. Emergency plans are well documented with clear roles, supported by drills, training, and continuously expanding scenario planning.

Attached files:

2 Befattningschecklistor.docx
0 Innehållsförteckning.docx
17 Beskrivning av utbildning och övning.docx
0 Framsida, förord, distrubution.docx
16 Beskrivning av ut-och inrymningsorganisation.docx
11 Informationshantering vid kris.docx
3 Insatsinformation för räddningstjänsten.docx
8 Produktinfo för specifika ämnen.docx
4 Kontaktuppgifter till myndigheter.docx
1 Larmning och omedelbara åtgärder.docx
7 Insatsplan Alufluor.pdf
Hazop varmsyra.xlsx

5.6 Evaluation of performance

Evaluation of performance

The answers to the questions in this area should provide a clear picture of the organization's ability to evaluate its sustainability work, for example, the use of reporting points based on international practices and regulations (see Appendix D).

Question 32

Must be answered every year

What metrics, KPIs, or similar are used to show the status of sustainability work? How are the prioritized areas followed up? Does the organization use any specific frameworks for monitoring or reporting such as ESRS, GRI, or others?

Our structured target steering process is updated annually and aligned with the UN Sustainable Development Goals (SDGs). Our prioritized areas are monitored using a combination of environmental, social, and governance (ESG) metrics.

Alufluor uses a combination of frameworks and tools to guide monitoring and reporting, including:
- ISO 26000 as an overarching principle
- GRI and selected ESRS focus points for data reporting inspire our annual Sustainability Report
- Annual environmental reporting in accordance with the Swedish K3 standard and the Swedish Environmental Protection Agency
- Participation in value chain assessments and climate-related reporting

Environmental performance is tracked through several key indicators, including:
- Carbon footprint measured in CO_2 equivalents (CO_2e), based on a Life Cycle Assessment (LCA) in accordance with the GHG Protocol, PCR, TfS, and the Product Carbon Footprint Guideline
- Energy intensity (MWh of gas and/or electricity per ton of AlF_3 produced)
- Fluoride emissions (ppm per m^3 of outgoing air)

Environmental performance is monitored by our in-house laboratory, with testing also conducted several times per week by accredited third-party laboratories. These results form the basis for life cycle comparisons and stakeholder dialogues.

Social metrics are primarily collected through recurring employee surveys. Governance and ethical performance are assessed through third-party audits.

Certifications supporting our sustainability governance include:
Responsible Care, ISO 14001, ISO 45001, and ISO 9001.

Attached files:

Update 11.9 LRP Sustainability.pdf
Alufluor AB 9 14..pdf
Alufluor AB 45...pdf
IKEM Responsible Care Alufluor AB.docx
Alufluor Internrevision 240226 Revisionsrapport.docx
Alufluor AB 9 14..pdf
Alufluor AB 45...pdf

Question 33

Must be answered every year

Has the organization chosen to use any of the indicators linked to the selected global UN goals and sub-goals for sustainable development? If so, which ones? What did the results look like for these in the latest measurement?

No, Alufluor has not adopted any formal indicators linked to the UN SDG subgoals.

However, we have conducted a Double Materiality Analysis and strategically selected a set of SDGs and related subgoals that align with the core impacts of our operations. These include:
- SDG 7 (Affordable and clean energy) – Subgoals 7.2 and 7.3
- SDG 8 (Decent work and economic growth) – Subgoals 8.1, 8.2, 8.4, 8.5, and 8.8
- SDG 12 (Responsible consumption and production) – Subgoals 12.2, 12.4, 12.5, and 12.6
- SDG 13 (Climate action) – Subgoal 13.2
- SDG 14 (Life below water) – Subgoals 14.3 and 14.5

As of the latest goal review conducted on 2025-08-13, 19 of Alufluor's 34 internal sustainability targets where directly aligned with the selected SDG subgoals. All 19 showed progress.

Attached files:

Målschema 2025 grå_Bortredigerad.pdf

Question 34

Must be answered every year

What did the latest follow-up of the organization's sustainability work show according to the selected KPIs and metrics, see questions 32 and 33?

Out of Alufluor's 34 internal goals in the target plan, 19 are directly aligned with the SDGs, all of which demonstrated progress during the latest goal review, held every three month. The year 2024 marks the first time we have linked all our targets and action plans directly to the SDG it supports, with continuation 2025.

Related to KPI's in reporting, we are particularly proud of the progress shown in the focus area "Climate impact" and "Resource consciousness," where we achieved a significant reduction in energy consumption and freshwater use from 2024 to 2025, driven by newly installed resource recycling systems.

Attached files:

Målschema 2025 grå_Bortredigerad.pdf
AluFluor_SustainabilityReport2024_.pdf

Question 35

Must be answered every year

Has internal audit been conducted in the organization itself and how have any deviations been handled?

Yes, Alufluor conducts internal audits annually, to evaluate compliance with our sustainability frameworks and policies. The latest review 2024 showed small deviations that was adjusted promptly. The internal audit for 2025 is scheduled for this autumn.

Attached files:

Alufluor Internrevision 240226 Revisionsrapport.docx

Question 36

Must be answered every year

Has a review been conducted with, or by, stakeholders in the value chain, or both? Have any deviations been addressed?

While not all audits occur on a fixed schedule, various types of audits ensure we are regularly reviewed for compliance and continuous improvement. The audits conducted ensure compliance and uphold standards across different areas and include ISO Audits, Owner's Audit, Customer audit, Internal Audits, Regulatory Audit, Financial Audits. Deviations are managed and addressed within the set timeframes. Minor deviations were identified in both 2024 and year-to-date 2025. These were addressed and fully remedied upon detection. Alufluor also participates in disclosures with the aim of supporting value chain-oriented ESG transparency.

Attached files:

Alufluor Internrevision 240226 Revisionsrapport.docx
Alufluor AB 9 14..pdf
MILJÖRAPPORT_textdel_2024.pdf
Granskning 2024 års miljörapport.docx
Alufluor AB 45...pdf
Alufluor AB_P1_Audit Report_ISO45001,ISO 9001,ISO14001,2025-06-13 v1.pdf
Alufluor AB_P1_Audit Report_List of findings_ISO 45001,ISO9001,ISO14001,2025-06-13.xlsx
Signerad ÅR och Revisions berattelse Alufluor AB.pdf
CDP ALufluor AB.png
Skärmbild 2025-09-25 154113.png
Kontrollrapportmiljoinspektion.pdf
Alufluor_SMM Assessment_Closing Report_Nov 2024_DRAFT.pptx

Question 37

Must be answered every year

What conclusions has the management drawn about the results and effectiveness of the sustainability work in connection with the latest follow-up? As a consequence, have there been any reprioritizations in the sustainability work, for example, a change of selected sub-areas or sub-goals, and if so, which ones? If the answer is yes, how have the deprioritized areas been handled?

Management at Alufluor has concluded that the good progress of our sustainability plans and targets reflects the increased focus on sustainability in the latest follow-up. As a result of the follow-up, there has been a reprioritization in our sustainability work, particularly an increased emphasis on documentation, data disclosure, and systematic structuring, driven by rapidly increasing demand from the market and regulatory bodies. The deprioritized areas have been managed by ensuring that while they are not the primary focus, they remain monitored and integrated into our overall sustainability strategy to maintain a balanced approach.

Attached files:

Update 11.9 LRP Sustainability.pdf

Question 38

Must be answered every year

To the extent that this sustainability statement is to function as a sustainability report according to national law or international standards, are there any commitments, or activities linked to such commitments, that have not been declared or answered above? If the answer is yes, please provide additional information here.

In this sustainability declaration, all commitments and activities related to sustainability have been declared. There are no additional commitments or activities that have not been addressed above.

5.7 Improvements

Improvements

The answers to the questions in this area should clarify the organization's continuous improvement work.

Question 39

Does the organization use any specific method or approach to identify, manage, and follow up on improvements? If the answer is yes, which ones?

Yes, the organization uses specific methods to identify, manage, and follow up on improvements. Improvements related to our targets and action plans are monitored through our target steering process, primarily in the quarterly follow-up meetings. Another method is through our Lessons-learned sessions, which are applied in regular processes, such as projects and in response to unplanned events. We also conduct root cause analyses for incidents and utilize our observation management system, where each observation undergoes systematic analysis and resolution.

Attached files:

OMS-Ärende (2507 _ Säkerhetsobservationer) - Alufluor Add.pdf
Säkerhetsinteraktion 2023-12-29 ML, FP.xlsx
Målschema 2025 grå_Bortredigerad.pdf
Update 11.9 LRP Sustainability.pdf
Skyddskommitemöte 2024-09-24.pdf
Uppföljning P&N stopp 2023 (lessons learned).xlsx
Dumper välte.pptx
Lessons to learn produktionsstopp V35-V38 2024.pptx

Question 40

Must be answered every year

Have there been any further improvements in sustainability efforts that have not already been mentioned, if the answer is yes, which ones?

In addition to the previously mentioned sustainability goals, there have been further improvements in sustainability efforts. Additionally, there is a focus on keeping our enhanced marketing activities in regards of sustainability. Furthermore, plans are in place to intall systems that will expand our water recycling even more through the installation of additional systems, supporting more efficient resource use and reduced environmental impact. A project is also in motion to phase out older technologies in favour of district heating.

Attached files:

Bonus targets 2024 LOGGA_Bortredigerad.pdf
Målschema 2025 grå_Bortredigerad.pdf

Question 41

Must be answered every year

How are complaints from stakeholders handled and used in the ongoing improvement work (for example, results from stakeholder dialogues or complaint cases)?

Alufluor handles stakeholder complaints through a structured process that contributes to our continuous improvement efforts, where every stakeholder is taken into account.

Employees: Employee-related issues are managed through multiple channels, such as the observation system, the whistleblower mechanism, and the biannual employee satisfaction survey. The leadership forum addresses operational matters, workplace culture, and leadership development, and discussions include feedback from the employee surveys.

Customers: Customer complaints are a priority, handled by the CD and are also logged and followed up in the observation management system for systematic resolution.

Owners: The Managing Director (MD) addresses owner-related complaints and ensures that operations align with their expectations. This is managed through quarterly board meetings and monthly check-ins between the MD and the owners.

Authorities: Feedback from authorities is handled by the SHEQS department and prioritized as a critical deviation to ensure compliance.

Local Communities: Concerns from the local community are managed by the SHEQS department and treated as deviations depending on the nature of the issue.

Unions: The organization follows structured processes for collaboration with unions.

Attached files:

Alufluor inför Visselblåsar.pdf
OMS-Ärende (2507 _ Säkerhetsobservationer) - Alufluor Add.pdf
Justerat förhandlingprotokoll Alufluor 2024.pdf
Miljöinspektion onsite audit.pdf

Question 42

Must be answered every year

Is there any additional information about the organization's sustainability work that is important to share in order for a reader of the sustainability declaration to get a complete and accurate picture of the organization's work with social responsibility in order to maximize its contribution to sustainable development? If the answer is yes, please provide additional information here.

Yes. Over the past year, Alufluor has added a dedicated resource to accelerate our sustainability efforts. This has contributed to several important developments, including the establishment of the ISO 26000 framework and a strengthening of our sustainability communications.