

SUSTAINABILITY STRATEGY
2020 - 2025

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Sustainability – A part of our business

- **Our journey** towards a more sustainable future is shaped by the potential impacts, both positive and negative, we have on our surrounding environments and communities. ROL understands that a blend of contemporary and forward thinking is needed in order to **establish a progressive approach towards sustainability** and our corporate responsibility. ROL's approach must contribute towards the UN Sustainable Development Goals and Global Compact principles ensuring that ROL conducts its business responsibly, creating efficiencies that generate value alongside positive social and environmental impacts.

In 2020, **with great commitment** from customers, employees and other stakeholders, ROL developed its first sustainability strategy. The strategy is meant to be a living document and will be revised at least once a year.

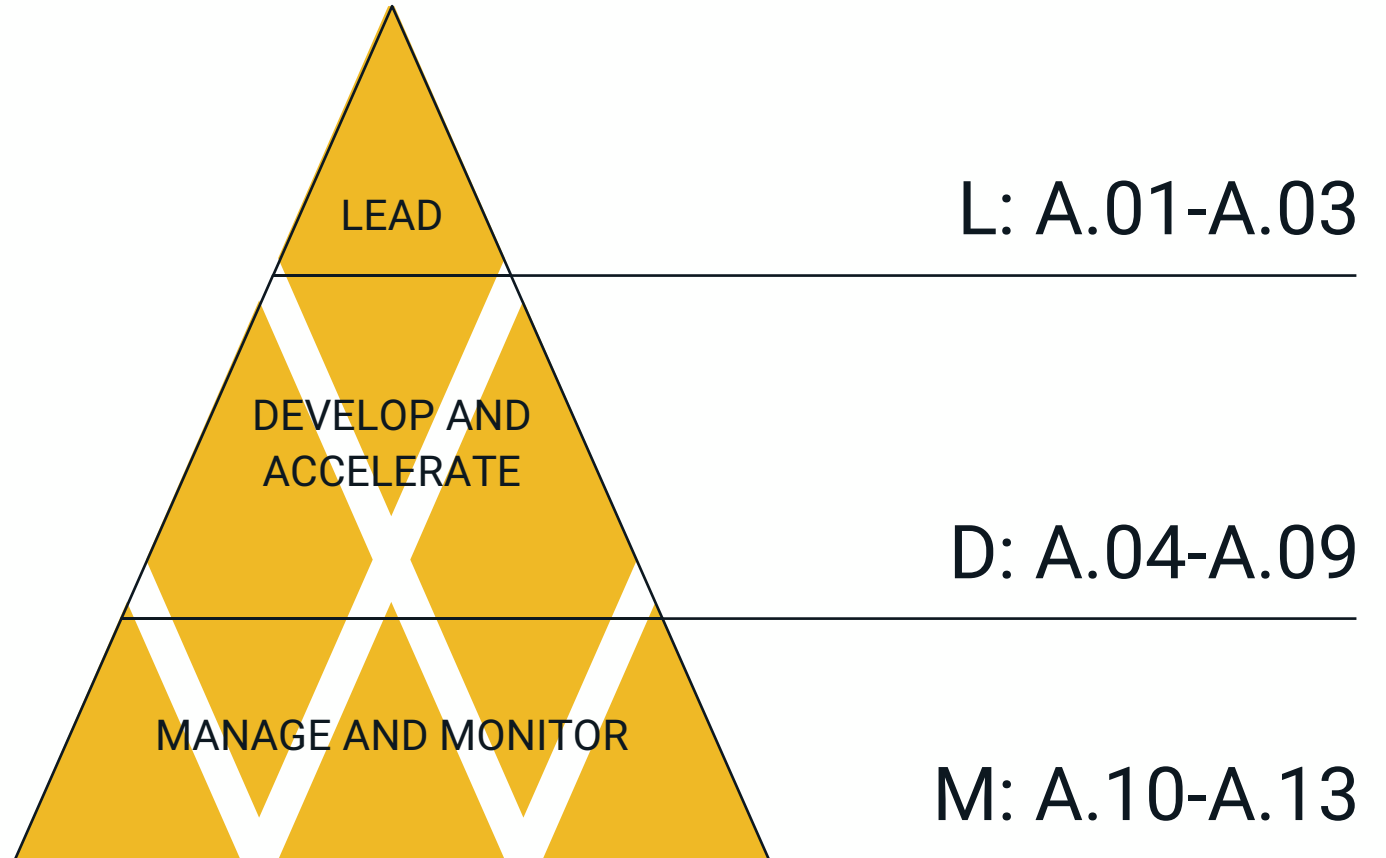
ROL aims to produce a sustainability report for Y2020 within accordance to the GRI (Global Reporting Initiative) standard. After all our data has been collected and analyzed, several KPIs (Key Performance Indicators) will be determined.

We are proud to present ROL's strategic approach and the 13 sustainability key areas.



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13 KEY SUSTAINABLE
AREAS CONTAINED
WITHIN 3 DEFINITIVE
DIRECTIVES



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Lead

This is our most important sustainability area - we will devote most of our resources here, in order to assure top performances and hold a leading position.

- 01. Effective and sustainable supply chain management.
- 02. Smart solutions that influence sustainable behaviors and enable more efficient management of resources.
- 03. Healthy and safe workplaces with fair working conditions.

L: A.01-A.03

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Develop & Accelerate

These Sustainability areas are of a significant importance to ROL.

ROL aims to investigate and advance these areas to assure alignment with stakeholder expectations while continuously strengthening our organization.

- 04. Safe and ergonomic products with superior quality and circular design.
- 05. Effective sustainability & quality management systems in our manufacturing.
- 06. Promote gender equality, diversity and inclusion.
- 07. Attract, retain and develop employees.
- 08. Customer privacy and data security.
- 09. Low carbon and energy efficient manufacturing.

D: A.04-A.09

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Manage & Monitor

ROL will actively monitor and manage these areas continually in order to maintain a consistent level of performance and development.

- 10. Transparent communication, marketing and reporting.
- 11. Offices, transportation and business travelling with low climate impact.
- 12. Counteract corruption in all its forms.
- 13. Partnerships for sustainable development.

M: A.10-A.13

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Overview

OUR STRATEGIC APPROACH TO SUSTAINABILITY

KEY AREAS

LEAD

Our most important sustainability area - we will devote most of our resources here, in order to assure top performances and hold a leading position.

1. Effective and sustainable supply chain management.

2. Smart solutions that influence sustainable behaviors and enable more efficient management of resources.

3. Healthy and safe workplaces with fair working conditions.

DEVELOP AND ACCELERATE

These Sustainability areas are of a significant importance to ROL.

ROL aims to investigate and advance these areas to assure alignment with stakeholder expectations while continuously strengthening our organization.

4. Safe and ergonomic products with superior quality and circular design.

5. Effective sustainability & quality management systems in our manufacturing.

6. Promote gender equality, diversity and inclusion.

7. Attract, retain and develop employees.

8. Customer privacy and data security.

9. Low carbon and energy efficient manufacturing.

MANAGE AN MONITOR

ROL will actively monitor and manage these areas continually in order to maintain a consistent level of performance and development.

10. Transparent communication, marketing and reporting.

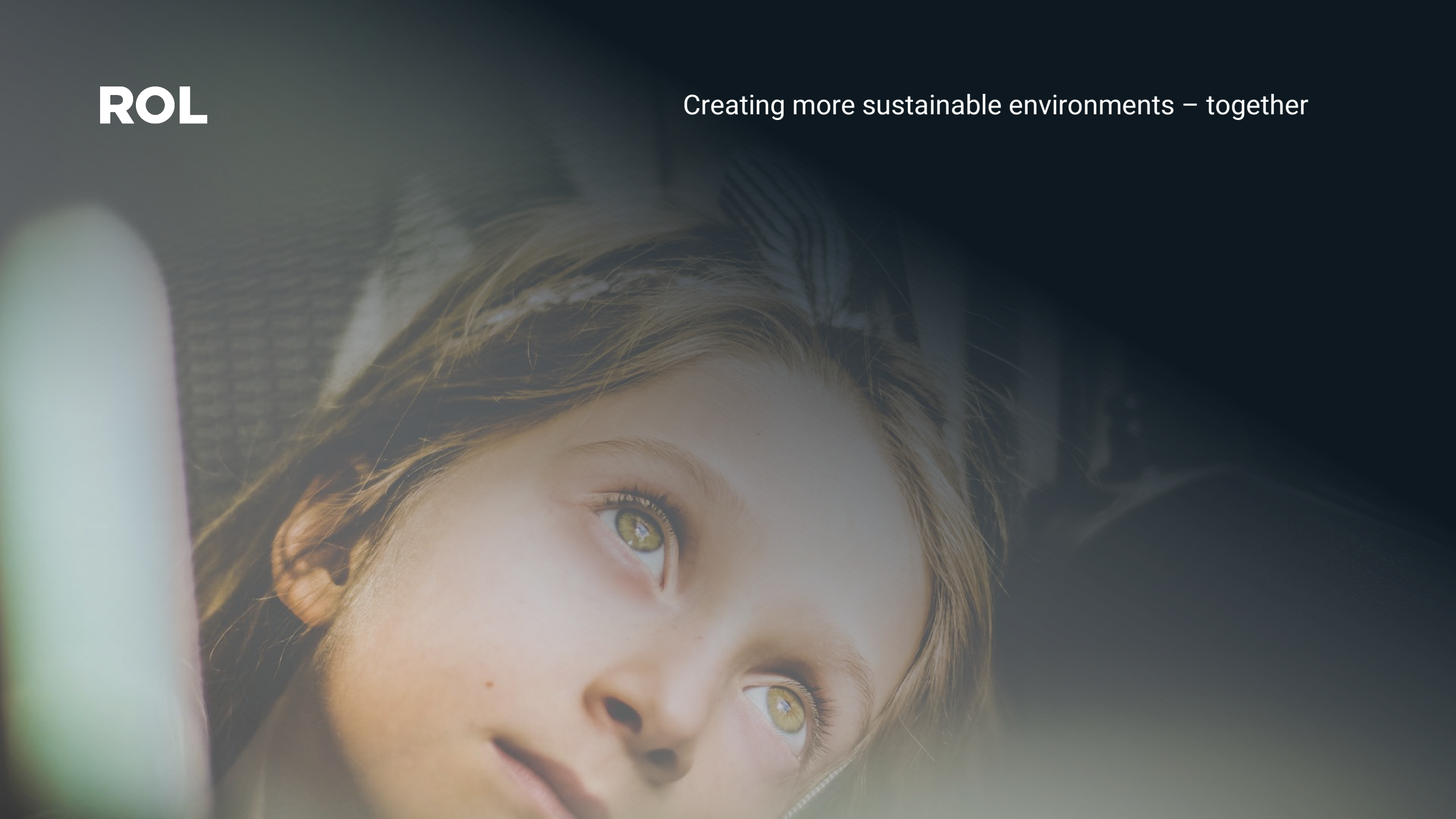
11. Offices, transportation and business travelling with low climate impact.

12. Counteract corruption in all its forms.

13. Partnerships for sustainable development.

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Creating more sustainable environments – together



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