



Drillcon Group

Sustainable & Corporate Responsibilities

2022 – 2023



Sustainable & Corporate Responsibilities

Within Drillcon group we have commitments to our stake holders, internal as external to fulfil the demands to reducing the environmental impacts of mining and infrastructure, resulting in several legislative initiatives globally. Those regulations seek to reduce emissions, noise, industrial waste and other negative impacts on the environment.

We are humbled for the mission and in same time we understand it is an important pillar of the integrated sustainable approach to move Drillcon position forward with processes and targets. This requires an open mindset to challenge what we doing today and find other solutions to improve our operations.

Patrik Rylander

CEO Drillcon Group



To grow our business with encouraged and motivated people

- With recruitments we shall strive to improve the gender diversity without cannibalizing of required competence
- To continue with our trainee program for tomorrow's operators and to have a turn-around time from a helper to an operator of maximum 2.5 years
- High potentials within the group shall get the required tools for growth and the opportunity to be tomorrow's leaders



To use resources responsible, efficiently and find alternative resources

- The CO2 emissions (tonnes) / employees per year should be reduced and the trend to be measured over a business cycle
- The energy consumption per drilled meter to be reduced and the trend to be measured over a business cycle



To do and live by the highest ethical standards

- 100% of Drillcon management confirming compliance
- Zero tolerance with fraud and live after the values in Drillcon Business Code Of Conduct
- 100% of the significant suppliers that confirmed compliance with Drillcon Business Code Of Conduct



Continue invest in safety and health

- Loss Time Injured frequency rate with the mission to achieve zero work related injuries
- +3% per year the totally recordable incident reporting to be increased
- 3% sick leave maximum per year





To grow our business with encouraged and motivated people

- With recruitments we shall strive to improve the gender diversity without cannibalizing of required competence
- To continue with our trainee program for tomorrow's operators and to have a turn-around time from a helper to an operator of maximum 2.5 years
- High potentials within the group shall get the required tools for growth and the opportunity to be tomorrow's leaders

We strive to have a decentralized organization and our employees we believe shall contribute so we together can make the difference. The attitude, skills and willingness to continually find better ways together to find solutions to develop our operations is vital for the growth. Within Drillcon we always strive to provide a workspace where the conditions in the entity encourage and make people succeed.

Innovation requires to have an open mind, same for culture cross management. We put a sharpened attention to create more value than our competitors and to lead the innovation within our segment. On top of this we believe gender, diverse workforce is vital for our ambitious targets to grow. We shall be preferred employer within our segment for current and on-going recruitments and encourage internal mobility to grow our employees, organization and business. Leadership dedicated to lead and foster our employees and leaders who lead leaders are our success for the growth.

Drillcon key performance indicators

TARGETS

- With recruitments we shall always strive to improve the gender diversity and promote our segment of services to improve the interest to work in our business segment
- With our internal trainee program create tomorrow's operators and to have a turn-around time from a helper to an operator of maximum 2.5 years
- High potentials within the group shall get the required tools for growth and the opportunity to be tomorrow's leaders



To use resources responsible, efficiently and find alternative resources

- The CO2 emissions (tonnes) / employees per year should be reduced and the trend to be measured over a business cycle
- The energy consumption per drilled meter to be reduced and the trend to be measured over a business cycle

We focus on innovation and to minimize our consumption of energy and CO2 emissions. We are continuously working to minimize the environmental impact in our operations. If there is an option that provides an environmentally better solution, we shall go for this alternative. We shall together with our mining customers always strive to reduce the energy and emissions. We strive to have a workplace at site with the minimum use of energy.

We shall be committed to reduce direct and indirect emissions from our operations on surface and underground. To be able to succeed it demands a well-planned operation and to ensure our waste will be reused, recycled or be taken care of according to the best environmentally available method. We shall encourage the employees to improve our operations at site and propose other better environmental solutions and in same time remain at same production volume or to improve the volumes.

Drillcon key performance indicators

TARGETS

- A reduced trend over a business cycle to be measured regarding CO2 emissions (tonnes) / employees
- A reduced trend over a business cycle to be measured regarding energy consumption per drilled meter



To do and live by the highest ethical standards

- 100% of Drillcon management confirming compliance
- Zero tolerance with fraud and live after the values in Drillcon Business Code Of Conduct
- 95% of the significant suppliers that confirmed compliance with Drillcon Business Code Of Conduct

To live and act by the highest ethical standards is crucial and part of Drillcons values and believes. All employees shall be fostered in this sprit, and it is part of our culture and business approach. Our Code of Conduct forms the basis of everything we do. With global customers and business in challenging market with different social and environmental laws we are committed to the business responsible and have the best ethical standards. Our Code of Conduct is one key to ensure this will happen.

Drillcon have zero tolerance against corruption and independently where in the world we are performing business it is zero tolerance of corruption and bribery. We evaluate suppliers on going based of price, quality, reliability, environmental, business ethics and human rights.

We strive to have a decentralized organization and encourage whistle blower function in the organization.

Drillcon key performance indicators

TARGETS

- 100% of Drillcon management confirming compliance
- Zero tolerance with fraud and live after the values in Drillcon Business Code Of Conduct
- 100% of the significant suppliers that confirmed compliance with Drillcon Business Code Of Conduct



Continue invest in safety and health

- Loss Time Injured frequency rate with the mission to achieve zero work related injuries
- +3% per year the totally recordable incident reporting to be increased
- 3% sick leave maximum per year

Safety and health in Drillcon have always been a prioritized area. As an employer we have the responsibility to provide safe workplaces and in a good way interact with our customers about safety and health. Drillcon have a strong safety culture established with high standards how this to be maintained but this must always be challenged and developed further. We are striving towards our vision of zero work related injuries and within this framework we are certified according to ISO 9001 and ISO 45000. Several activities been done within training and to increase the number of local safety representatives at different sites. This to get local ownership in the operations at customer sites.

We have and will continue to invest in training, risk assessments and procedures to move safety to next level. The area is also connected to attitudes, and we always stress the employees to report risk incident and exposure. To minimize the risk exposure for our operators must always be in first room and our task is to foster new employees with our safety culture, maintain it and always work with attitudes and values within the organization that push safety forward and we can maintain our good track record within Safety and health.

Drillcon key performance indicators

TARGETS

- Loss Time Injured frequency rate with the mission to achieve zero work related injuries
- +3% per year the totally recordable incident reporting to be increased
- 3% sick leave maximum per year

Our values & believes

Together We Make The Difference

Availability
Commitment
 Governance
Together
 Core drilling
 Sweden
 Drillmeter
Safety
 Employees
 Portugal
 We
 Environmental
 Employees
 People
 Culture
 Create values
 Swedish model
 Make
 Raise Boring
Cost per ton
 Territory management
 Competence development
 Business models
 Believes
 Spain
The Difference!
 Leadership
 Ethical
 Customer share
 Innovation

Customer satisfaction

Together We Make The Difference