

DEDICATED EMPLOYEES

A strong contributing factor to Bulten's success is its dedicated employees. Good relationships and open dialog are key in preserving and developing the knowledge and culture that has been built up over many years. We want to be a secure employer for our personnel, and to offer the best possible pre-requisites and conditions.

It is the expertise and strong dedication of our employees that make Bulten's sustainable development possible. We therefore place great emphasis on creating a workplace where everyone can thrive, with the right pre-requisites and opportunities to develop.

GOOD GETS EVEN BETTER

We aim to be a long-term employer, and our employees' competence development is as important to the company as it is to the individual. Much of the competence development takes place through internships and experience exchange at the workplace, both in other parts of the company and at other units. The results

of cooperation across national borders has been very positive since it creates internal networks, which facilitates problem-solving and is a great benefit in various development projects.

A new global training software platform is under development. It will simplify our development offering and develop it in an efficient, positive way.

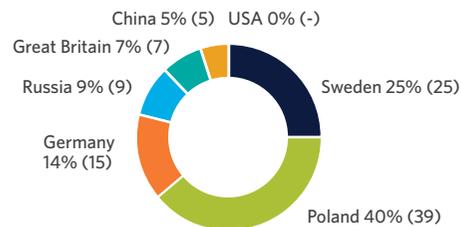
EMPLOYEES OF THE FUTURE

There is increasing competition for people with the skills that are important to us. The fact that the Bulten brand is associated with a good corporate culture and respect for employees is a major advantage when recruiting new colleagues.

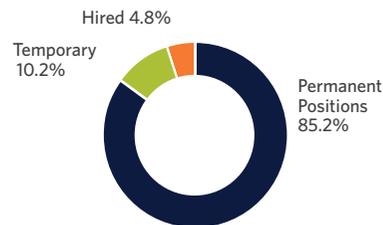


Sylvia Werner packs and sorts fasteners before sending them to customers.

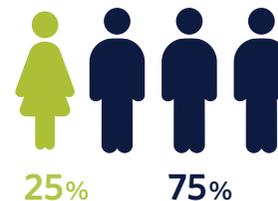
Geographic distribution



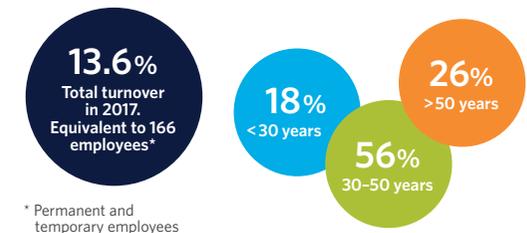
Employment category



Gender distribution



Employee turnover, total and by age category



As far as possible, we strive to offer permanent employment after a probationary period, and our percentage of contracted personnel is below 5% of the total number of people in service. In countries where independent unions are not allowed, we create forums for dialog in different ways, in order to ensure the cooperation between employer and employees.

EMPLOYEE WELL-BEING EQUALS BULTEN'S WELL-BEING

We work systematically on health and safety to ensure good physical and mental health, well-being and job satisfaction among all our employees. Another aim of this work is to prevent accidents in the workplace, and all accidents and incidents are followed up and reported as part of our systematic approach. The number of accidents which led to absence increased slightly in 2017, partly due to the fact that more sites are now included in the follow-up. To identify the causes

we have appointed a global working group, and measures will be implemented accordingly.

PRESERVATION OF BULTEN'S CORPORATE CULTURE

During 2017, we have focused a lot on harmonizing and developing more uniform HR processes and a comprehensive global HR policy. This contributes to a continued strong, positive corporate culture, and helps us to retain our position as an attractive employer. To support implementation of the HR strategy, the Group has decided to introduce a global Group-wide HR system.

EQUALITY AND DIVERSITY

Our HR policy focuses on areas such as equality and diversity, and provides support in work against harassment of different kinds, as well as discrimination. It is important that everyone at Bulten feels responsible for combating discrimination and harassment, and works for greater

equality. Our policy is an important tool in this process, as is e.g. training of managers, employee appraisals and so on.

At the beginning of 2017, the Group's board adopted a diversity policy for its board work.

EMPLOYEE SURVEY

We use employee surveys to gather our employees opinions on Bulten as a workplace and employer. The survey has previously been conducted locally, and important aspects that emerged are summarized in the stakeholder and materiality analysis on page 29.

During 2018, we will conduct a global employee survey for the first time, throughout the entire Group. The result is an important tool in our ongoing development, and an opportunity for employees to influence what happens with the company in the future.



AWARD IN POLAND

Bulten Polska has been awarded the Employee Friendly Employer award 2017. This is the only award an employer can win in Poland where the employees have nominated the winner. The prize is awarded to employers who have distinguished themselves in meeting legal requirements and the terms of collective agreements, health and safety, and the cooperation with union organizations in the workplace. The aim is to reward employers characterized by good collaboration with the union organizations.

Pictured here, Polish President Andrzej Duda presents the award to Bulten's MD in Poland, Anders Karlsson, at a ceremony in Warsaw.

BULTEN'S CORE VALUES

Bulten strives to maintain and develop a corporate culture characterized by an open-minded atmosphere, non hierarchical, helpfulness, and opportunities for continuous development. The company's core values are the foundation of the corporate culture and originate in the company's history. They define the way we work and behave, and inspire and support us in our efforts to continue building a successful, sustainable business.

PROFESSIONAL We take full responsibility throughout the value chain, delivering quality at every stage and making sustainability a natural part of all activities in our company. In our customer relations we are responsive, friendly and accountable.

INNOVATIVE We are constantly pushing the boundaries of our business. With proven and new technology and creative ideas, we are striving to improve fastener applications, quality and enhance cost efficiency.

DEDICATED We are passionate about the fastener industry and will always go that extra mile to meet the expectations of our clients. We are proud to carry forward the long heritage of Bulten into a challenging and exciting future.

EMPOWERED At Bulten you'll meet highly skilled and motivated people, willing and empowered to make decisions and drive progress. We keep our promises and provide the strongest possible solution for your fastening requirements.