



TRELLEBORG

CORPORATE RESPONSIBILITY



United Nations Global Compact Communication on Progress 2011.

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About this Communication on Progress 2011

Pages 2-14 and 20 are an excerpt from the Trelleborg Annual Report 2011. Pages 15-17 and 21-24 are from Trelleborg's complete Corporate Responsibility web report 2011 at www.trelleborg.com/cr. This pdf version does not contain active links.



This symbol indicates that additional information is available at www.trelleborg.com/cr

BLUE DIMENSION™

BLUE DIMENSION™ IN ACTION*

Sustainability is part of Trelleborg's business. The Group's polymer solutions contribute to a sustainable society by protecting people, the environment and crucial infrastructure. This is what we refer to as our Blue Dimension™.

We support energy saving and future energy sources.

HOW?

- Low-friction seals in hydraulics
- Sealing profiles for doors and windows
- Seals/gaskets for energy efficient plate heat exchangers
- Wind power components, including offshore wind power
- Solar panel seals



Our hydraulic seals are designed not only to avoid oils, grease and other possibly nasty fluids leaking into the environment. They are also designed for light contact pressure, which means minimum friction and energy losses. Our seals are everywhere, and have lately appeared in wind power components as well as solar panels.

We fight noise pollution.

HOW?

- Brake shims and shear plates in cars for increased comfort
- Railway damping for a noise-free track environment
- Mounts reducing vibrations in machines and engines, also good for machine operators



Whether our innovative polymer solutions address noise and vibrations in cars, railways or machines, the goal is the same: to achieve a better environment for drivers, passengers and operators.

We protect infrastructure and capital equipment.

HOW?

- Advanced tunnel seals with unparalleled reliability and longevity
- Fenders and other equipment for safe mooring
- Flood protection with rubber membranes to protect roads or airfields



When our customers invest in infrastructure they are looking for extremely reliable systems to be in use for years and years to come. Imagine the lifespan of a tunnel or a bridge and you understand what our advanced tunnel seals and bridge bearings are designed for.

We protect people, health and planet.

HOW?

- Low compaction agri tires protecting the soil and saving energy
- Earthquake bearings saving buildings and people
- Seals for Oil Well Capping Device enabling damage control
- Rubber heart of human-powered pumps in villages



Sometimes, the positive impact our solutions have on people and planet is a nice bonus. Sometimes however, the solutions are designed from scratch to protect the people and the environment. Like our minimal compaction agricultural tires that save the soil. Or the seals we have developed for the innovative oil capping device which can be used to shut and hold pressure in uncontrolled oil wells.

* This page is not included in Trelleborg's Annual Report 2011 and the assurance report.

TRELLEBORG TAKES NEW STEPS IN THE SUSTAINABILITY AREA



“Customers who choose solutions from Trelleborg thus choose, at all levels, a responsible partner that also works for society’s best interests”

Sustainability is an increasingly visible part of Trelleborg’s business. That our expertise in the field of polymer technology helps customers seal and damp in demanding industrial environments has long been well-known, but now we increasingly stress how our solutions protect customers’ processes and investments, and how they are often critical for social infrastructure, such as bridges, tunnels and buildings. In the future, we will call this our *Blue Dimension* – or how our solutions benefit society at the same time as they benefit our customers.

Let’s take a typical example, such as our tunnel seals for the new combined bridge and tunnel link between Hong Kong, Macau and China: it’s fairly obvious that Trelleborg’s specially designed Gina gaskets and Omega seals protect people and vehicles traveling through the tunnel as well as the actual tunnel construction from water leakage. Customers in our various projects and society value Trelleborg’s technology that makes it possible to ensure safety in these types of demanding environments. Our products and solutions also satisfy increasingly rigorous demands from our customers’ customers regarding comfort and an improved work environment in train and railway solutions where they “damp” or, in other words, reduce noise and vibrations. Customers who choose solutions from Trelleborg thus choose, at all levels, a responsible partner that also works for society’s best interests.

Trelleborg – wherever we are in the world – shall be a safe and healthy workplace, and we shall all have shared values and sound ethics. Internally, our Code of Conduct continues to be our guiding principle. But we also monitor how our suppliers comply with the Code’s principles of responsibility. Furthermore, we encourage both suppliers and partners to follow our lead and adopt the UN Global Compact’s principles for responsible business practices.

I truly hope that energy and climate continue to be priorities for Trelleborg, just as improved processes within the framework of Manufacturing Excellence and our established work environment program, Safety@Work. Responsible chemicals management in line with the EU REACH regulation is another vital issue.

We are constantly developing the reporting of our CR activities in line with the Global Reporting Initiative (GRI) guidelines. This year – for the very first time – the CR data in our Annual Report was gathered and consolidated by our financial controllers. This is an innovative step toward further improving the quality of our CR data and the entire reporting process. As always, we welcome your views from all of our stakeholders on our CR work and how it is reported.

Peter Nilsson, President and CEO

External audit and GRI application levels

PwC conducted a limited review of the entire report on Trelleborg’s Corporate Responsibility activities in 2011, with a focus on the most significant CR issues. See the assurance report on page 14 or www.trelleborg.com/cr.

Trelleborg reports in accordance with GRI Level B+ and PwC has reviewed and verified the application level. Complete information and the GRI index can be viewed at www.trelleborg.com/cr.

Trelleborg and the Global Compact



Since 2007, Trelleborg has been affiliated with the UN Global Compact network, an initiative that promotes responsible corporate practices in the areas of the environment, labor, human rights and anti-corruption. A special report, *Communication in Progress*, is sent to the Global Compact every year.

The figures given for 2011 are based on continuing operations. However, historic figures have not been restated in the CR section.

Trelleborg continues to demonstrate a downward trend for work-related injuries and illnesses.

-8%

Dialog

Internet and social media are becoming an increasingly prominent feature of our communication with stakeholders.

1,232 GWh

In all languages

The internal whistleblower process (see page 6) was improved during the year to further protect employees' integrity and enable messages in all corporate languages via an external party, which translates all communication into English.

Monitoring of suppliers

Supplier reviews were robustly developed during the year and have now nearly reached their internal targets, see page 12.

Energy consumption increased to 1,232 GWh. In relative terms, it has decreased by 13 percent since 2008. While the long-term targets for energy consumption and waste volume were achieved in 2011, carbon dioxide and solvent emissions displayed trends that must be improved.

Stronger

The internal CR work was changed to strengthen the reporting process, see page 5. Processes for internal improvement work and monitoring legal compliance were strengthened in the same project.

Good for society

Trelleborg launched the *Blue Dimension* concept internally, which shows how our products also benefit society and its sustainability efforts.

Sustainable

The TM Blue agricultural tire, with a focus on excellent sustainability performance, was launched.

Distinctions and comparisons in 2011

In the annual review presented by consulting firm Hallvarsson & Halvarsson in 2011, Trelleborg AB was named best in Sweden at reporting Corporate Responsibility on the Internet. Of the approximately 900 websites reviewed, Trelleborg was awarded the highest points.

In the outcome of the Carbon Disclosure Project's (CDP) annual Nordic Climate Report 2011, Trelleborg received 65 (69) points. According to CDP, top companies (70 points or more) exhibit understanding of climate initiative risks and opportunities, strategic focus, knowledge of measurement methods and openness to stakeholders.

Folksam's Corporate Responsibility Index for








2011, which is compiled every alternate year, measures how far Swedish listed companies have progressed with their sustainability programs. Trelleborg received a grade of 3.47 (3.64) equivalent to four of seven stars for its work with Human Rights and 4.20 (4.53), equivalent to five out of seven stars, for Environment. Trelleborg received the same star ratings in 2009 when the audit was last conducted.

In 2011, Trelleborg once again participated in the Sustainable Value Creation survey – an initiative run by investors and shareholders for listed Swedish companies. Trelleborg received 84 points from a possible 100, compared with 75 points in 2009.




In 2011, Trelleborg was included in the following sustainability indexes:

- OMX GES Sustainability Sweden
- OMX GES Sustainability Nordic
- OMX GES Ethical Nordic
- OMX GES Ethical Sweden
- Nordic Sustainability Stars Sweden Top 25 (Ethix)
- ESI Europe (Ethibel)



TARGET INDICATORS OUTCOME AND PROGRESS IN 2011

Area	Results 2011	Measures and progress
Environment		
 Energy Reduce energy consumption by 10 percent relative to sales by 2011 (base year 2008).	1,232 (1,198) GWh. Improved energy-efficiency has resulted in a 4-percent reduction compared with 2010, and a 13-percent reduction compared with 2008.	The target for 2011 was achieved. The Energy Excellence program has yielded favorable results in the form of more efficient energy consumption.
 Climate Reduce direct and indirect CO ₂ emissions by at least 15 percent relative to sales by 2015 (base year 2008).	Increase in absolute and relative terms compared with 2010, although a relative decrease of 8 percent relative to sales compared with 2008.	The trend in emissions from direct energy is pointing in the right direction. In relation to indirect energy, a deteriorated energy mix and thus higher emissions are the result of our changed geographic footprint, which requires new measures.
 Chemicals Establish a list of substances to be phased out not later than 2011.	Work and planning for this commenced in conjunction with adaptation to the EU REACH regulation.	Target not achieved. Guidelines in place, but no Group policy. Work on adapting to REACH continues (see page 9).
 Waste Reduce the amount of waste by 10 percent relative to sales by 2011 (base year 2008).	62,100 (59,300) tons. A decrease of 14 percent relative to sales compared with 2008.	The target was achieved for the period.
 Emissions Reduce emissions to air of volatile organic compounds (VOC) by 10 percent relative to sales by 2011 (base year 2008).	1,816 (1,737) tons. A stabilization relative to sales compared with 2010, but an increase in absolute terms compared with 2008.	The target was not achieved, despite ongoing projects to reduce VOC use in several areas.
 Environmental management Implement environmental management systems in 90 percent of the production units, with 85 percent having ISO 14001 certification by 2011.	91 units out of 114 are certified, corresponding to 80 (80) percent.	Target not achieved, but large number of plants are currently completing processes in which certification is imminent.
 Water Reduce water consumption by 5 percent relative to sales by 2011 (base year 2008).	2.7 (2.5) million cubic meters, and a decrease of 4 percent relative to sales compared with 2010 and a decrease of about 40 percent compared with 2008.	The target for the period was achieved. Extensive water recycling projects generated lasting results.


Workplace

 Safety@Work Implement the Safety@Work program at all production units.	100 (100) percent.	The average score on self-assessments have increased by over 4 percent.
 Human rights and discrimination Zero tolerance for the existence of child or forced labor and reported and reviewed cases of discrimination.	Zero (0) cases of child or forced labor. 4 (6) reported cases of discrimination, of which three were dismissed.	
 Employee performance reviews Offer all employees to level 5 documented employee performance reviews.	The portal for following-up employee performance reviews was used by an increasing number of employees, with the number totaling about 3,400 in 2010-11.	

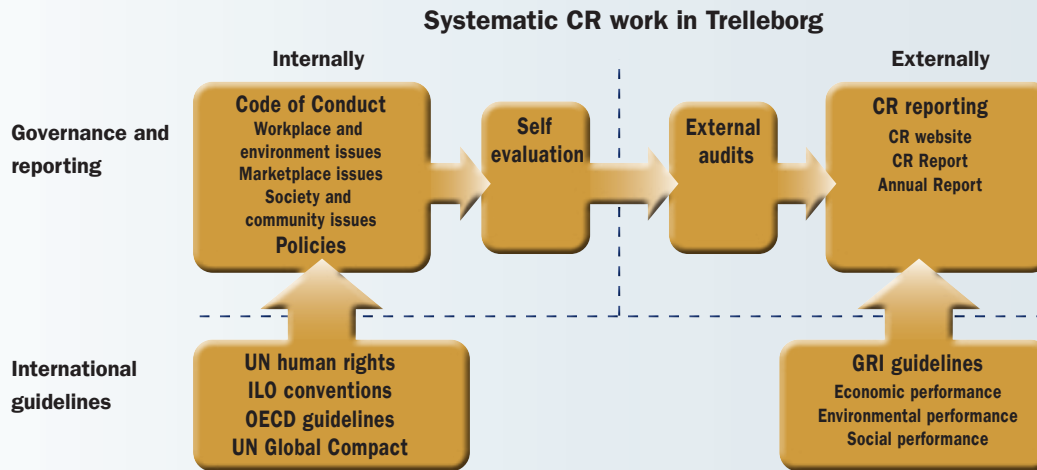
Customers and suppliers

 Anti-corruption Zero tolerance for bribery, corruption or cartel behavior.	For information regarding the competition investigation, see page 68 in our Annual Report.	Training courses related to corruption and conduct in the competition area have continued, see page 6.
 Suppliers Work with suppliers who support the applicable parts of the company's Code of Conduct.	Self-assessment implemented with suppliers, representing about 75 percent of the purchase value	Self-assessment of suppliers was further developed in 2011, and clearly closed in on the Group target of 80 percent.

Society

 Transparency To continuously develop the company's CR reporting in accordance with Global Reporting Initiative guidelines, at a minimum of Level B+.	CR reporting for 2011 also conforms to GRI guidelines and is considered compliant with requirements for Level B+ by a third party (PwC).	CR reporting on the Internet is continuously developed to be more educational and user-friendly. Trelleborg's CR website for 2012 features a new section aimed at the Group's stakeholders.
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GOVERNANCE AND CODE OF CONDUCT



Trelleborg's Corporate Responsibility (CR) work spans the entire sustainability area, from environment, health and safety issues to ethical relationships with employees, customers, suppliers and society as a whole.

Systematic Corporate Responsibility work

Trelleborg's Code of Conduct in the areas of the environment, health and safety and ethics applies to all employees, without exception. The Code of Conduct is based on internationally recognized conventions and guidelines, such as UN Human Rights conventions, ILO conventions, OECD guidelines and the UN Global Compact. Trelleborg's whistleblower policy implies that each employee is entitled, without repercussions, to report suspicions of legal or regulatory violations. The process for submitting Whistleblower messages was revised during the year to strengthen employees' integrity and enable messages in all major corporate languages, see page 6.

The Code of Conduct provides a basis

for internal work with CR issues (see the figure above), and training in the Code of Conduct is mandatory for all employees. The CR process is largely based on self-assessment and internal audits, such as Safety@Work (see page 10), strengthened by external audits in selected area, such as ISO 14001 audits in the environmental area.

Our annual CR reporting complies with the Global Reporting Initiative (GRI) guidelines. Principles for the company's CR reporting are described in detail at www.trelleborg.com/cr. Both there, and in the report to the UN Global Compact, there is a complete index that shows exactly how CR reporting complies with the Global Reporting Initiative guidelines.

Organization

At Board level, the Audit Committee has been assigned to support and monitor the Group's work with corporate responsibility issues. CR reporting is managed by a group comprising representatives from the Group Corporate Communications, Legal Department, Environment, HR and

Purchasing staff functions. The Corporate Communications staff function is responsible for coordinating the reporting.

Direct responsibility for issues relating to the environment, and health and safety rests with each unit. Each production plant has an environmental coordinator and a health and safety officer. The central Group function, Environment, a part of the Group Legal Department, is responsible for governance and coordination in environmental issues.

New processes

In 2011, Trelleborg changed its CR reporting process. The aim was to further improve the quality of the Group's CR data. The scope was expanded to also include all non-production units with employees, and the coordination responsibility for gathering data was transferred to the Group's financial controllers, since their competence in data verification adds quality to the process. The change also entails a step toward integrated reporting, where the integration of CR performance indicators and other central non-financial

performance indicators provides a more transparent view of the operations than financial performance indicators alone.

In connection with the change, the list of indicators in the CR area was subject to an internal review, whereby some were removed and others were strengthened, such as energy, emissions and waste. Follow-ups in the areas of statutory requirements, permits and certification were further strengthened.

Trelleborg's Code of Conduct:

Trelleborg's Code of Conduct is the most important policy document in the Corporate Responsibility area for all Group employees. Training in the contents of the Code is mandatory and both e-learning and practical training material, in the form of presentations and brochures in 27 languages, are used to support the learning process.



VALUES AND STRATEGY

Trelleborg's values:

Trelleborg's four fundamental values – customer focus, performance, innovation and responsibility – provide continuity in the Group's activities for developing managers and employees.

It is the responsibility of managers and employees to continuously work to integrate these values in each of the Group's units. The Group provides brochures, presentations and printed materials to support these efforts.



Business ethics in focus

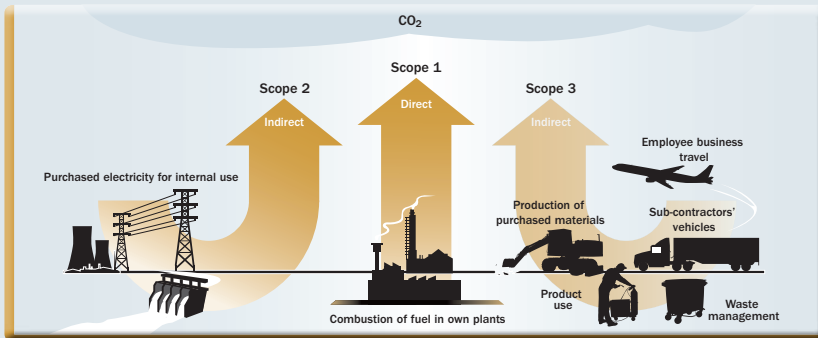
Trelleborg's Code of Conduct and the related training for all employees contains specific sections that deal with competition issues. Additionally, the Group has a specific program regarding competition law issues (Trelleborg Competition Law Compliance Program), which includes communication of the Group's clearly formulated policies, training, e-learning on the intranet and a newsletter.

In addition, the program focuses on ensuring that everyone in the organization understands how competition law works, exactly what is legal/illegal and that cartel behavior is entirely unacceptable in the Trelleborg Group. All new managers must participate within six months of employment.

For more about anti-corruption measures, see page 31 in our Annual Report.

Whistleblower process improved

Trelleborg's Whistleblower process was improved during the year. The purpose is to further strengthen employees' integrity and safety, and to enable the use of first languages. Employees can submit messages by phone or via the Internet. An external partner, People Intouch, receives the messages, translates them into English and delivers them to the company's Compliance Officers. Feedback to the person who submits the messages takes place within one week.



Trelleborg's "15 by 15" climate strategy

Trelleborg's goal is to reduce its direct and indirect carbon dioxide emissions by at least 15 percent, relative to sales, by the end of 2015 ("15 by 15"), based on 2008 as the reference year. The emissions in question are caused by energy produced internally and included in **Scope 1** of the Greenhouse Gas Protocol (see diagram above), as well as those caused by energy purchased for internal use, **which corresponds to Scope 2** (see diagram).

Ongoing Energy Excellence activities (see page 8) have aimed to

reduce energy consumption in Trelleborg's production since 2009, and this has simultaneously led to an overall reduction in carbon dioxide emissions in total.

Scope 3 includes indirect emissions from transport, travel, purchased materials, product use and waste management. Focus on reducing these types of indirect emissions is gradually increasing in **Scope 3**.

Read more about climate-related opportunities and risks at www.trelleborg.com/en/cr/Strategy.

ACTIVE STAKEHOLDER DIALOG



Trelleborg's stakeholder communication is to be characterized by open relations, regular dialog, clarity and a high level of ethics. The most important stakeholder groups are: Customers, Suppliers and Partners, Shareholders and Investors, Employees and Society. The Customers and Employees groups also include potential customers and potential employees. The Society group is represented by, for example, the Media, Authorities and Education. Representatives of these groups can regularly specify the sustainability aspects they consider most important for Trelleborg in a "materiality analysis." Such surveys were conducted in 2007 and 2009. In 2011, no such total analysis was conducted; the focus lay instead on internal stakeholders valuing the indicators that Trelleborg should monitor continuously. This was included as part of the development of an improved CR reporting process (see page 5). A materiality analysis will be conducted in 2012 instead.

Channels for regular stakeholder dialog:

A key communication channel for all of Trelleborg's stakeholders is the company's website www.trelleborg.com with about 60 associated websites, as is the company's participation in social media such as Facebook, YouTube and the *Marine Insights* blog.

- **Customers:** Meetings between Trelleborg's representatives and customers. The Group's customer and stakeholder magazine *T-Time*.

- **Suppliers and Partners:** Supplier visits and supplier screening through surveys.
- **Shareholders and Investors:** Shareholder service (telephone and e-mail channels), Annual General Meetings, analysts' meetings, meetings with ethical investors.
- **Employees:** Internal communications channels, such as Trelleborg Group Intranet, *E-Connect* (digital newsletter) and *Connect* (internal magazine), internal courses, trade union cooperation and events.
- **Society:** Greater interaction with the media, local Open House days, family and sponsorship activities, collaboration with universities and colleges. Dialog with local regulatory authorities about specific issues. Trelleborg also works through trade organizations at national and European levels.

Examples of communication with stakeholders during the year:

- Trelleborg increased its communication with customers concerning the Group's CR performance. In some cases, Trelleborg prepared special reports on its performance that went beyond general CR reporting, on behalf of major customers.
- The *Marine Insights* blog was launched by Trelleborg – a dialog forum for consultants, port managers and other stakeholders in the shipping area.
- Exercises with a focus on stakeholder dialog and feedback on Trelleborg's

CR reporting were repeated with students in the Master's Program at the International Institute for Industrial Environmental Economics (IIIEE) in Lund, Sweden. A new feature this year was that the students also visited Trelleborg's head office to present their views on how Trelleborg's CR communication could be improved. A number of individual students and researchers used Trelleborg as a case study in work that focused on CSR.

- Trelleborg participated under the "Corporate Responsibility – from a risk to a business perspective" theme at the CSR South conference in Malmö on March 9, 2011.
- Trelleborg appeared at the Green Capitalist Day in December 2011.



CR reporting on the Internet

Visit www.trelleborg.com/cr for Trelleborg's complete collection of CR reports on the Internet. The Group's annually collected Corporate Responsibility reports on the Internet can also be found here. The website also explains data collection and accounting policies in detail. Additionally, a GRI index is published that clarifies exactly how the reporting complies with the Global Reporting Initiative guidelines.

ENVIRONMENTAL RESPONSIBILITY

In 2011, Trelleborg's total environmental footprint has declined in several of the Group's key areas, which is also evident from the trend in our relative performance indicators. The exception is carbon dioxide emissions, which represent a challenge for the future and in relation to the "15 by 15" goal, see page 15.

Trelleborg has extensive production operations in some 30 countries, which means that environmental and health and safety issues are an integral part of the company's responsibility work. This work is carried out at both central and local levels. The environmental work includes proactive measures aimed at reducing the environmental footprint and risks. The following areas continue to be emphasized in the Group's environmental policy: environmental management, energy and material efficiency and sustainable product and process development. The environmental impact of individual facilities varies widely, depending on their size and processes. The most significant environmental aspects in general include energy and raw materials consumption, emissions to air and water, and waste. The Group's operations also generate extensive transport. In 2011, production operations were conducted at 114 plants, including 67 in Europe, 33 in North and South America, 12 in Asia and 2 in Australia. Some 107 non-production units are also included in CR reporting as of 2011.

Trelleborg's internal environmental handbook contains recommendations addressing the most central environmental issues from a policy and risk perspective, and are implemented globally throughout the organization. A process for environmental risk identification has been introduced globally and builds partly on internal self-assessment work conducted under Environmental Blue Grading and Soil Pollution Dashboards, and partly on an assessment carried out by Trelleborg's

property insurance provider, FM Global. This work and process are based on the environmental handbook and provide support for the identification and elimination of environmental risks linked to the company's operations.

Work with target indicators in set key areas was further developed to better enable the Group's monitoring of implementation and compliance, and half-yearly data is now also included in these key areas.

Environmental management

- **Proportion of facilities with ISO 14001 certification: 80 (80) percent**

An important cornerstone of Trelleborg's environmental work is the environmental management standard ISO 14001, a mandatory requirement for all production plants in the Group. According to the Group policy, all larger facilities must have certified systems. At year-end 2011, a total of 91 (90) facilities were certified, corresponding to about 80 (80) percent of all facilities.

Energy

- **Total energy consumption: 1,232 (1,198) GWh**
- **Direct energy consumption: 500 (505) GWh**
- **Total energy consumption/sales: 0.0423 (0.0440) GWh/SEK M**

From 2011, the energy consumption of non-production units is also included. This represented about 2 percent of the total energy consumption.

Energy savings is a focus area for Trelleborg. Since 2009, Trelleborg's Energy Excellence Program for systematic energy-efficiency enhancements (part of Manufacturing Excellence) has been implemented at all production units. Energy excellence is based on self-assessment and the identification/implementation of improvement projects through specially

trained coordinators at each production unit – these have formed an improvement team to introduce cost-saving measures in reference to buildings, compressed air, heating/ventilation, lighting and cooling systems. The project generated obvious savings in the form of lower energy consumption and energy costs, and reduced the Group's total carbon dioxide emissions.

The Group's total energy costs for 2011 amounted to SEK 634 (658) M.

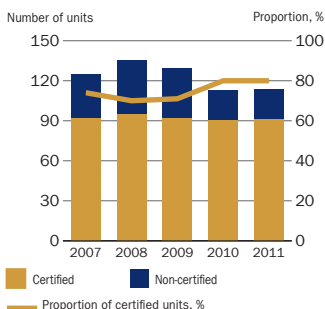
Climate impact

- **Total CO₂ emissions: 385,000 (347,000) tons**
- **Direct CO₂ emissions: 110,000 (110,000) tons**
- **Total CO₂ emissions/sales: 13.2 (12.8) tons/SEK M**

A significant part of the Group's climate footprint is caused by direct carbon dioxide emissions from the combustion of fossil fuels and indirectly through the consumption of purchased electricity, steam and district heating. The "15 by 15" climate target adopted by Trelleborg in 2009 (see page 6) addresses these direct and indirect emissions. While the trend in emissions arising from direct energy is progressing in the right direction in 2011, the general trend is pointing in the wrong direction. A contributing factor is the new addition of the plant in Xingtai in China, which – via indirect energy – accounted for a significant increase in total emissions.

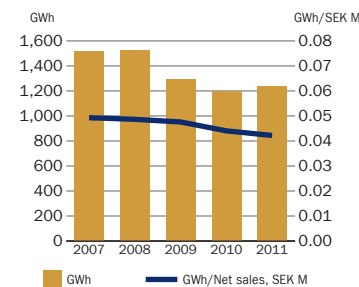
The Group's reporting of indirect emissions has been adapted to comply with the Carbon Disclosure Project's recommendations, which means that national conversion factors taken from the Greenhouse Gas Protocol were applied. Trelleborg has taken clear steps to prevent and reduce the climate-related effects of its operations, which include efficiency enhancements in the areas specified above. Since 2007, Trelleborg has participated in the voluntary reporting process of the

Environmental management



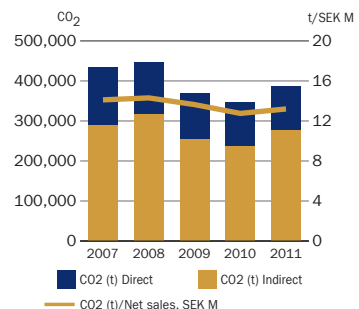
The proportion of certified units is the same as in 2010.

Energy



The Energy Excellence savings program caused a reduction in energy consumption in relative terms compared with 2008. This value includes consumption of electricity, purchased steam and district heating.

Climate impact



In 2011, total carbon dioxide emissions increased in absolute terms and relative to sales.

Carbon Disclosure Project (CDP), where it openly reports all relevant performance indicators and data. On behalf of global investors, the CDP gathers information regarding emissions of greenhouse gases by companies and organizations as well as the measures they are taking to prevent a negative climate impact, visit www.cdproject.net. In the CDP Annual Report for 2011, Trelleborg received 65 points, compared with 69 points in the preceding year.

Emissions to air

- **VOC emissions: 1,816 (1,737) tons**
- **VOC emissions/sales: 0.062 (0.064) tons/SEK M**

In addition to such energy-related emissions as carbon dioxide (see above), sulfur dioxide, 391 (358) tons, and nitrogen oxides, 60 (57) tons, emissions to air primarily comprise volatile organic compounds (VOC).

VOC emissions mainly originate from the use of adhesive agents containing solvents and the manufacturing of printing blankets. Although the trend in 2011 stabilized compared with the preceding year, the target to reduce emissions in the period ahead stands firm. Multiple projects are under way to replace solvent-based products in several areas, with positive effects on both the environment, and health and safety, see page 6 of the supplement *The World of Trelleborg* (in our Annual Report).

Raw materials

- **Raw rubber consumed: 114,000 (106,100) tons**

The principal raw materials are polymers (rubber, plastic) and metal components, as well as additives including softening agents (oils), fillers, such as carbon black, and vulcanizing agents (sulfur, peroxides). Of the raw rubber used, approximately 43 (38) percent is natural rubber and 57 (62) percent is synthetic rubber.

As a chemical user, Trelleborg is

affected by the EU REACH regulation. Activities to adapt the Group's operations to REACH in 2011 continued to focus on communication with suppliers and customers regarding REACH-related issues to ensure compliance.

Water

- **Total water consumption: 2.7 (2.5) million m³**
- **Total water consumption/sales: 92 (93) m³/SEK M**

The total amount of water extracted per source is 49 percent from drinking water, 24 percent from own wells and 25 percent from surface water and 2 percent from other sources. Water is used in production mainly for cooling and cleaning. Major savings were generated, for example, by recycling systems. Emissions to water are limited but mainly comprise organic matter.

Waste

- **Total amount of waste: 62,100 (59,300) tons**
- **Amount of waste/sales: 2.1 (2.2) tons/SEK M**
- **Degree of recycling: 47 (46) percent**

Continuous work is under way in the local operations to find waste disposal alternatives with a higher degree of recycling and lower cost. Recycling is carried out by external partners and internally.

In 2011, the Group's total waste management cost amounted to SEK 42 (48) M. The division of waste management was 2 percent to internal recycling, 45 percent to external recycling, 13 percent to energy recovery, 35 percent to landfill and 5 percent to other waste management services. Of the total waste, rubber waste accounted for slightly more than 33 (33) percent. The volume of environmental or hazardous waste requiring special treatment amounted to 5,000 (5,100) tons.

Permits and breaches

Of companies with manufacturing facilities, 100 (85) percent are required to

hold permits under local law. All facilities in Sweden, 14 in total, are required to hold permits or report their activities. Renewal applications for environmental permits are currently being processed for 56 facilities (one in Sweden), of which all are expected to receive the permits requested.

During the year, the terms of permits or local health and safety legislation were breached in some form at 16 (13) facilities. Of these, 4 (2) cases resulted in fines. The total cost for fines amounted to approximately SEK 0.2 M (0.08). Other breaches included equipment safety, noise and emissions to air.

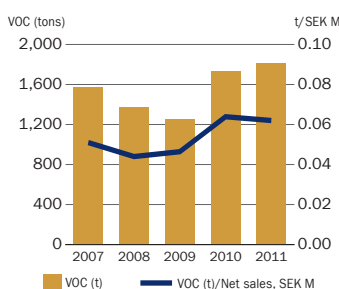
Environmental risks and liabilities

Four (three) cases of unforeseen emissions were reported in 2011, corresponding to about 1 (500) m³. Nearly the entire volume comprised oil.

Historically, the handling of oil and solvents has given rise to soil and groundwater contamination. Remediation of contaminated soil is currently under way at 11 (8) plants. Another 12 (6) facilities are expected to require remediation, although the extent of the remediation has not yet been determined. In addition, Trelleborg is participating as one of several formal parties in another 5 (6) cases of remediation (3 in Sweden and 2 in the US), although with a marginal cost responsibility. The Group's provisions for environmental commitments amounted to SEK 49.9 (52.5) M at year-end.

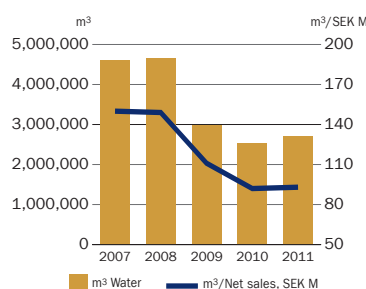
When conducting acquisitions and divestments, Trelleborg performs environmental studies of the companies to assess and outline their environmental impact and to identify potential environmental liabilities. In 2011, 55 (12) studies were initiated and performed in conjunction with acquisitions, divestments and in connection with the work on the planned joint venture with Freudenberg, see page 5 in our Annual Report.

Emissions to air



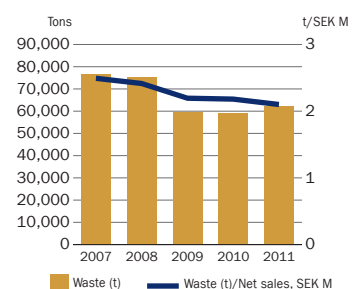
Emissions of volatile organic compounds stabilized in relative terms.

Water



Total water consumption includes water used in production and, for example, sanitary water.

Waste



The amount of waste increased in absolute terms but decreased in relative terms.

RESPONSIBILITY FOR EMPLOYEES AND THE WORKPLACE

Trelleborg's responsibility for employees and the workplace includes human rights, a healthy working environment and employee development. The same respect for safe and secure working conditions must prevail irrespective of where in the world operations are conducted.

Human rights

Human rights comprise fundamental rights and are defined as conventions and declarations in respect of child labor, forced labor and the right to freedom of association and collective agreements, diversity issues and gender equality. All of these areas are addressed in Trelleborg's Code of Conduct. Trelleborg's whistleblower policy implies that each employee is entitled, without repercussions, to report suspicions of legal or regulatory violations, see page 5. Within the scope of Trelleborg's ERM process for risk identification and evaluation (see pages 28-33 in our Annual Report), none of the Group's units have deemed the risk of human rights violations to be significant.

Folksam's Corporate Responsibility Index for 2011, which is compiled every alternate year, measures how far Swedish listed companies have progressed with their sustainability programs. Trelleborg received the grade 3.47 (3.64), corresponding to four out of seven stars for its work with Human Rights.

Child and forced labor

• Breaches related to child or forced labor: 0 (0)

Trelleborg has collaborated with Save the Children for a number of years; this collaboration strengthens the Group's competence in the area of child labor.

No (0) breaches related to child or forced labor occurred in 2011.

Workplace relationships

• Percentage of employees with labor union representation via collective agreements: 49 (53) percent

Within Trelleborg, continuous change processes are under way in connection with acquisitions, divestments and rationalizations. Accordingly, a primary task is to provide the conditions for change and, with respect for each employee, reduce uncertainty and insecurity, while also ensuring the company's continued competitiveness. Trelleborg always complies with local legislation or collective agreements in relation to the period required for notice of lay-offs or closures.

In 2011, Trelleborg divested three business units and entered an agreement covering the divestment of one business unit. Additionally, the Group made staff reductions particularly in the more mature markets, although staff increased in certain emerging markets, including China. The net number of employees increased by approximately 900.

Trelleborg's policy is to recognize local union organizations and the right to collective agreements. In total, 49 percent (53) of Trelleborg's employees are represented by unions through collective agreements.

Diversity and equality

• Number of reported and reviewed cases of discrimination: 4 (6)

Trelleborg's Code of Conduct states that Trelleborg does not apply special treatment to employees in regard to employment or work assignments on the basis of gender, religion, age, disability, sexual orientation, nationality, political opinions or social or ethnic origin. In 2011, 4 (6) cases of discrimination were reported and reviewed. Three of the cases were dismissed while one is under investigation.

The successful mentor program focusing on female participants that was launched in 2009 ended during the year. In 2011, a new mentor program commenced that focused on emerging markets.

Work environment – Health and safety

- Occupational injuries/illnesses (Lost Work Cases, LWC): 384 (416) cases
- LWCs per 100 employees per year: 2.31 (2.75)
- Average number of work days lost per injury per year: 26 (22)
- Percentage of units with a safety committee: 88 (95) percent

Trelleborg's Code of Conduct emphasizes the objective of preventing occupational injuries and illnesses at all of the Group's

Number of employees at year-end*

Distribution per country	2011	2010	Change
US	2,881	2,815	66
France	1,879	2,004	-125
Sweden	1,794	1,882	-88
China	1,772	1,430	342
UK	1,493	1,408	85
Italy	1,372	1,246	126
Germany	1,154	1,126	28
Spain	1,059	1,102	-43
Brazil	960	1,025	-65
Sri Lanka	906	795	111
India	904	902	2
Malta	571	530	41
Mexico	525	470	55
Poland	483	454	29
Czech Republic	244	264	-20
Turkey	191	206	-15
Rest of North America	22	18	4
Rest of Western Europe	1,253	1,097	156
Rest of Europe	812	673	139
Rest of South and Central America	5	4	1
Rest of Asia and other markets	1,027	942	85
Total	21,307	20,393	4.5%

*Including insourced and temporary employees

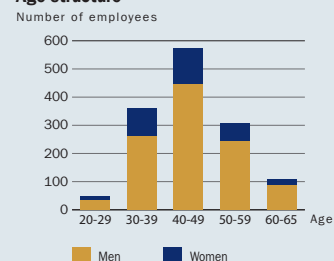
Trelleborg has operations in 44 countries. Of the total number of employees, 92 percent work outside Sweden.

The number of employees in the entire Group at year-end, including insourced staff and temporary employees, was 21,307 (20,629, including 236 employees in discontinued operations). The average number of employees in the Group increased to 20,274 (20,042) during the year, of which 25 percent (25) were women. For further information, see Note 3 on pages 81-82 and the map on pages 104-105 (in our Annual Report). Salaries and other benefits for the average number of employees (excluding insourced staff) amounted to SEK 5,791 M (5,972).

Personnel turnover (not taking terminations and retirements into consideration) varies between countries and facilities, and often reflects the local labor situation. In 2011, personnel turnover was 15 percent (7) of the average number of employees in the Group.

Age and gender at management levels 3-5

Age structure



The diagram shows the age categories and gender distribution of middle managers at management levels 3-5 in Trelleborg's units. Level 3 corresponds to reporting to the Business Area President. The largest age categories are the 30-39 and 40-49 age brackets.

The proportion of women is highest in the youngest age categories: 24 percent in the 20-29 age bracket, and 27 percent in the 30-39 age bracket. The proportion of women in executive management positions is 18 (9) percent and 29 (29) percent on the Board of Directors.

workplaces globally. Trelleborg's Safety@Work program supports the organizational change required to create a culture of safety and strengthens the Group's endeavor to attract, develop and retain good employees in all of its units. Accordingly, the Safety@Work program has been introduced globally at all active production units. The progress of the Safety@Work program is monitored with indicators comprising part of the company's CR reporting structure.

In 2011, all active production units underwent Safety@Work training, conducted self-assessments and developed a plan for preventive and corrective measures. More than 60 trained internal examiners performed reviews at 39 of the units. The combined result of these activities was the development of an improvement program that aims to reduce the risks at these units.

The follow up of selected indicators aims to reduce the number of injuries and the number of days lost due to absenteeism arising from these injuries, and improve the results generated by the Safety@Work reviews.

Trelleborg's facilities continue to demonstrate a declining trend in cases of occupational injuries/illnesses (excluding insourced staff). In 2011, 384 (416) cases resulting in more than one day's absence were reported (= Lost Work Cases, LWC). This corresponds to a decline of 8 percent compared with 2010.

The number of LWCs per 100 employees per year decreased to 2.31 (2.75), while the number of working days lost per injury per year rose to 26 (22). In 2011, the average number of points in the Safety@Work risk model (the points received by a facility based on the assessment of all input elements in the model) increased to 848 in reviews and self-assessments, compared with 812 in the year-earlier period, corresponding to a rise of 4.4 percent.

Trelleborg's target is that all facilities should have a well-functioning safety committee. In 2011, such committees with representation from plant management were in place at 88 (95) percent of facilities.

Health initiative

In South Africa, Trelleborg participates in a Sweden funded HIV/AIDS program that aims to increase employee awareness, educate about the risks and inform about HIV tests, healthcare and supportive measures. Since 2008, Trelleborg has run the Health for Life (H4L) program in the US, which offers employees health checks-ups and individual coaching focused on health risks. More than 50 percent of the 2,300 employees in the US participated in the H4L program in 2011.

Absenteeism in Sweden

Total absenteeism due to injury or illness for 2011 at the Group's production units in Sweden was 4.2 percent of normal working hours.

Talent management

- **Employees who took part in an employee performance review in 2010-2011: 3,400 (2,800)**
- **Average number of training hours per employee at the production units: 15 (13)**
- **Number of internal job advertisements for managerial posts: 274**

The goal of the Group's Talent Management program is to secure a strong talent base for the internal recruitment of managers. The annual Talent Management process is a Group-wide process aimed at identifying, developing and utilizing Trelleborg's management potential.

The process contains performance reviews and Development Centers, as well as training and development activities. It is designed to match the company's future recruitment requirements with individual career plans in an effective manner.

Employee performance review process

Employee performance reviews are planned to support employees' motivation, performance and development. Both manager and employee adhere to an established structure when preparing for the review. In 2010-11, an internal portal was used by approximately 3,400 (2,800) employees for this purpose, which is an important step toward creating a uniform process for the entire Group.

At the review, the parties discuss targets for the past year and the future, career development, mobility and development needs. If the employee has managerial potential, a career development plan will be prepared.

The aim for 2010-11 was to include all salaried employees at levels 1-5 in the process.

A total of 80 percent of salaried employees at these levels took part in performance reviews during 2010-2011. At level 6, the figure was 75 percent. For the 2011-12 period, levels 1-7 are included in the process, and the estimate is more than 4,000 completed performance reviews.

Talent review process

The main purpose of the Talent Review Process is to make use of employee performance reviews to identify employees with potential for advancement and thus ensure meeting the company's leadership recruitment needs.

Unit and HR managers meet regularly to discuss potential candidates in their business areas and units. Where neces-

sary, Development Centers are used to verify potential and establish development needs. The selected employees receive a personal development plan, which is used to help them follow a career path.

The talent base and plan for leadership recruitment are then presented to Trelleborg's Board.

An important part of the process is to increase the number of internal transitions between the company's business areas. Trelleborg wants to increase the Group's opportunities for releasing employee potential and make use of internal talent in the best way possible. This is also the reason why all vacancies are advertised on the Group intranet.

Training and development

Trelleborg's fundamental principle for human resource development is to provide suitable training for raising employee proficiency. At the same time, the Group is strengthening its employees' social and financial opportunities.

In 2011, the average number of training hours per employee at all units was 15 (13, last year's figures related only to production plants).

The following training activities were held at Group level during 2011:

- Eight rounds of the global procurement program (128 participants, of whom 44 women and 84 men)
- Trelleborg's trainee program (15 participants, of whom five women and ten men)
- Two rounds of Trelleborg's International Management Program (47 participants, of whom three women and 44 men)
- Mentor Program (15 participants, of whom 15 men)
- Induction seminars (26 participants, of whom six women and 20 men)

Training in the company's Code of Conduct continued for all new employees.

Internal auditors have commenced training in order to conduct internal Code of Conduct audits.

Salary and rewards

A key factor for ensuring the Group's long-term success is a reward system that accounts for employee performance. The framework for this is outlined in the global and Group-wide Compensation and Benefits Policy.

The basis of the policy is that the compensation structure is founded on a systematic evaluation system for work content and performance. Management remuneration is described on pages 40-41 in our Annual Report.

RESPONSIBILITY FOR CUSTOMERS AND SUPPLIERS



Trelleborg's responsibility along the value chain is based on good business ethics: monitoring suppliers, and ensuring the quality and safety of the solutions we deliver. In addition to customer value, many of our products and solutions also provide public value.

Suppliers

- **Proportion of the total purchase value for which suppliers have been reviewed: about 75 (25) percent**

Trelleborg's objective is to work solely with suppliers who adopt its quality requirements and business principles. The evaluation of suppliers is primarily through Group-wide self-assessments containing questions regarding the work environment, environmental management and social responsibility. Unsatisfactory answers are investigated. Underperforming suppliers are given a deadline for taking measures.

In total, suppliers corresponding to about 75 (25) percent of the total purchase value have been reviewed.

The target for the Group is for each unit to complete a CR evaluation of its suppliers at a level corresponding to 80 percent of the purchase value.

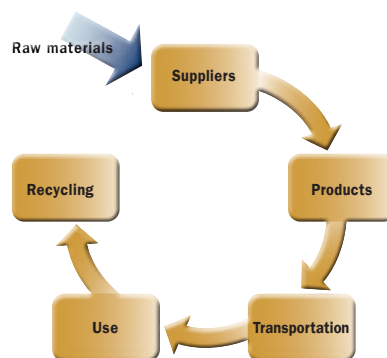
In 2011, no relations with suppliers were terminated for environmental or social reasons.

Products

A new designation, *Blue Dimension*, will be used from 2012 to describe how Trelleborg's products and solutions, in addition to the basic value that their function offers customers, also benefit society in such areas as environment, health and safety.

When developing new products, consideration is always given to legal and customer requirements, product liability, and environmental, health and safety aspects during manufacture and use where relevant, see diagram. Trelleborg's Envi-

ronmental Policy also states that the precautionary principle should be taken into account and that the company will, as far as possible, reduce and replace hazardous substances and materials in products and processes. These stipulations are in line with the current work being conducted in consultation with customers to replace particularly hazardous substances in existing product formulations in accordance with the EU REACH regulation (see also page 9).



Product development is usually conducted in close collaboration with the customer. Trelleborg provides product information in the form of labeling, safety data sheets, IMDS declarations and environmental declarations corresponding to the requirements set by each customer or market.

Many customers, such as the automotive and construction industries, have specific requirements for the products' environmental features and input parts. Industry or customer-specific limitation lists also exist for chemicals.

Transportation

More than 90 percent of Trelleborg's materials and finished products are transported by truck. The Group engages transport companies that can take care of freight in an effective and safe manner. The most significant environmental impact of transportation is carbon dioxide emissions due to fossil fuels.

Recycling

In Trelleborg's production processes, a significant proportion of the rubber waste that is produced before the material has vulcanized is recycled, while vulcanized rubber cannot be re-used as a raw material.

Under the EU Directive on end-of-life vehicles (ELV Directive), requirements are placed on the recyclability of vehicle components. Therefore, Trelleborg supplies, in accordance with requirements from world-leading vehicle makers, environmental declarations as per the Global Automotive Declarable Substances List (GADSL) in the shared International Material Data System (IMDS) for all products supplied in this segment.

At a European level, the recycling of tires has made progress. About ten years ago, only half of all worn tires were collected and the majority went to landfill. Now, 95 percent of all worn tires in Europe go to either material or energy recycling, according to the Swedish tire industry's jointly owned company, the Swedish Tyre Recycling Organisation (SDAB), where Trelleborg has a seat on the Board.

RESPONSIBILITY FOR SOCIETY AND THE COMMUNITY

Trelleborg's ambition is to contribute to global development by supporting the local communities in which it conducts operations.

Social commitment

Trelleborg participates in numerous social activities, which are often locally based and involve cooperation with neighbors, interest groups, authorities and sports clubs. In the case of sports clubs, there are many examples of how the company supports youth programs, which also takes the form of sponsorship of disabled children, scouts, preschools and festivals.

Trelleborg does not sponsor political or religious organizations. Trelleborg's sponsorship guidelines state that the company prioritizes sponsorship commitments that benefit society and the regions in which we operate. Sponsorship must support Trelleborg's values and strengthen the company's relationships with customers and other partners.

In the area of education, Trelleborg collaborates with several universities and schools, which involves regular contact

with researchers and students. Trelleborg's collaborative partners include Université de Nantes in France, Fachhochschule Koblenz in Germany, LUISS and Tor Vergata in Italy, Kettering University in Michigan, USA, Malta University in Malta and the International Institute for Industrial Environmental Economics in Sweden.

Over the years, many research and degree projects have been carried out at Trelleborg's plants, specializing in such areas as the environment. Trelleborg also has a "learning partnership" with the Lund University School of Economics and Management, Sweden, involving the sponsorship of two postgraduate appointments.

Communication

One of the company's central communication goals is to contribute to Trelleborg acting as a good corporate citizen and,

in line with this, communicate a relevant image of the operations. Trelleborg's communication is regulated by the company's Communication Policy, which encompasses communication rules for the entire organization, including communication with the stock market. The company's communication must conform to applicable legislation, regulations and standards, be characterized by a close relationship with the company's stakeholders and be founded on regular contact, clarity and good ethics.

Trelleborg's Group-wide policy for employee participation in social media, based on the same fundamental values as other communication, contains regulations concerning ethical behavior for all employees representing the company in such channels as blogs and social networks.



Räd Barnen

Trelleborg and Save the Children

Cooperation extending over several years with Save the Children comprises yearly support, and forms part of Trelleborg's ambition to assume greater global social responsibility by contributing to children's development and education. Trelleborg supports Save the Children's "Rewrite the Future" program, which is a global initiative that aims to secure access to education for children in conflict-affected countries.

**ROSEN
G>RD
INVEST**

Trelleborg stimulates diversity in Swedish business

Rosengård Invest, based in Malmö, is an investment company that was founded in spring 2009 by Trelleborg AB in partnership with E.ON, Swedbank and Scandinavian Cap AB. The company focuses on raising venture capital for entrepreneurs who do not have a Swedish background and invests in new and existing companies in the Swedish market. Rosengård Invest aims, on a commercial basis, to contribute to greater integration, more jobs and better utilization of the resource represented by entrepreneurs who do not have a Swedish background.

Created and distributed value

Trelleborg's operations generate a financial value that, to a great extent, is distributed among various groups of stakeholders, such as suppliers of goods and services, employees, shareholders, banks and other creditors, and to society in the form of taxes. The figures below relate to continuing operations for both 2010 and 2011. In 2011, the Group generated SEK 29,106 (27,196) M, of which SEK 27,010 (24,795) M was distributed among various groups of stakeholders, as shown in the diagram and specification below.

Distributed value 2011

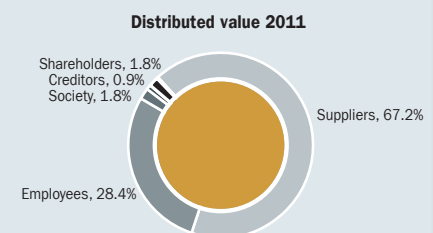
Suppliers: Payment for material and services, SEK 18,151 M (16,647), Note 8 in our Annual Report.

Employees: Salaries and benefits, SEK 7,668 M (7,480), Note 8 in our Annual Report.

Shareholders: Dividend paid in 2011, SEK 474 M (136). Long-term dividend policy: 30-50 percent of net profit for the year, page 103 in our Annual Report.

Creditors: Interest expenses SEK 237 M (236), Note 11 in our Annual Report.

Society: Taxes paid SEK 480 M (294), page 74 in our Annual Report.



ASSURANCE REPORT

Auditor's Report on review of Sustainability Report

To the readers of the Trelleborg AB 2011 Annual Report

We have been engaged by the management of Trelleborg AB (publ) to review the "Corporate Responsibility" section on pages 48-61 (Sustainability Report) of the Trelleborg Annual Report for the year 2011. The Board of Directors and Executive Management team are responsible for the company's activities regarding environment, health & safety, social responsibility, and sustainable development, and for the preparation and presentation of the sustainability report in accordance with applicable criteria. Our responsibility is to express a conclusion on the sustainability report based on our review.

The scope of the review

We have performed our review in accordance with RevR 6 Assurance of Sustainability Reports issued by Far. A review consists of making inquiries, primarily of persons responsible for the preparation of the Sustainability Report, and applying analytical and other review procedures. A review is substantially less in scope than an audit conducted in accordance with IAASB's Standards on Auditing and Quality Control and other generally accepted auditing standards in Sweden. The procedures performed consequently do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in an audit. Accordingly, we do not express an audit opinion. The criteria on which our review is based are the parts of the Sustainability Reporting Guidelines G3, published by the Global Reporting Initiative (GRI), which are applicable to the Sustainability Report, as well as the accounting and calculation principles that the company has developed and disclosed. We consider these criteria suitable for the preparation of the Sustainability Report.

Our review has, based on an assessment of materiality and risk, included e.g. the following procedures:

- update of our knowledge and understanding of Trelleborg's organization and activities,
- assessment of suitability and application of the criteria regarding the stakeholders' need for information,
- assessment of the outcome of the company's stakeholder dialogue,
- interviews with management at group level and at selected business units in order to assess if the qualitative and quantitative information stated in the Sustainability Report is complete, accurate and sufficient,
- examination of internal and external documents in order to assess if the information stated in the Sustainability Report is complete, accurate and sufficient,
- evaluation of the design of systems and processes used to obtain, manage and validate sustainability information,
- analytical procedures of the information stated in the Sustainability Report,
- assessment of the company's declared application level according to the GRI guidelines,
- assessment of the overall impression of the Sustainability Report, and its format, taking into consideration the consistency of the stated information with applicable criteria.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the information in the Trelleborg "Corporate Responsibility" section of the Annual Report has not, in all material respects, been prepared in accordance with the above stated criteria.

Trelleborg, 27 February 2012
PricewaterhouseCoopers AB




Eric Salander
Authorised Public Accountant



Fredrik Ljungdahl
Expert Member of Far

RISKS IN CORPORATE RESPONSIBILITY AREA

The significant CR aspects in the overview below were identified and prioritized under the direction of the materiality analysis conducted in 2009, GRI principles, ISO 14001, laws and other requirements, internal and external expertise, and dialog with authorities and other stakeholders. For more information about risk assessment and our processes see sections in our online Annual Report www.trelleborg.com: [Risk Management](#)  [Internal Control](#)

- [Overview of governance in Trelleborg Group](#)

Risk area	Risks	Management	Primary stakeholders
Competition legislation	Infringements damage the company, its reputation and brand. Customers and the company risk being affected financially, and the community may incur additional costs.	Trelleborg's Code of Conduct with associated training for all employees comprises sections that raise the issue of competition in particular. The Group has a special program that concerns competition legislation and, in 2011, revised the whistleblower policy, reporting structure and process that may be used by all employees in the event of suspected irregularities. Since 2006, more than 70 training seminars in competition legislation have been held for the Group's managers and selected functions, of which the majority took place in 2010. These courses, which also address combating corruption, will continue. In 2010, as part of the settlement with the United States Department of the Navy, Trelleborg implemented the Trelleborg Corporation Enhanced Compliance and Training Program to further strengthen knowledge of competition legislation among Group employees in the US.	Customers, Suppliers, Employees, Community, Authorities
Corruption	Infringements damage the company, its reputation and brand. Customers and the company risk being affected financially, and the community may incur additional costs.	Zero tolerance. Work on implementing the Code of Conduct continued by focusing more intensely on certain specific sections and by maintaining a high standard in the continuous implementation of activities. Procedures for "Acceptance Letters" issued by the Group's President, whereby employees sign a letter each year to confirm that they will adhere to the Group's steering instruments, have been established.	Customers, Community, Employees
Values and Code of Conduct	Infringements damage the company, its reputation and brand. Customers and the company risk being affected financially and the community may incur additional costs. Clear and positive values and a Code of Conduct provide competitiveness and reduce risks.	Communication, training and monitoring of the Group's values and Code of Conduct. Mandatory for all employees. E-learning program and "Acceptance Letters" from CEO. Internal auditors have launched a training course to enable the implementation of a revision of the internal Code of Conduct.	Employees, Customers, Suppliers, Community, Shareholders, Authorities
Assessment of suppliers	Significant CR-related risks that Trelleborg can influence by imposing requirements in connection with procurement.	Trelleborg's goal is to cooperate solely with suppliers who support the Group's quality requirements and business principles. The assessment of suppliers will primarily be implemented through joint Group self-evaluations. Unsatisfactory responses are investigated. Underachieving suppliers are given a deadline to take remedial measures. An inventory of the Group's large suppliers, from an environmental and social responsibility perspective, has been ongoing since 2009. A new dimension was added in 2011 in the form of an evaluation of overall risks, such as credit risks and the risk for production disruptions arising from natural disasters. In 2011, self-evaluations became mandatory for each local purchasing unit, through the integration of units in Trelleborg's mandatory "Procure to Pay" process.	Suppliers, Shareholders, Community

Risk area	Risks	Management	Primary stakeholders
Products and applications	In environments with an increased level of risk, products and applications may potentially entail risks for the company.	In the development of new products, consideration is always given to legal and customer requirements, such as product liability, environmental and occupational health and safety aspects. In the Trelleborg Engineered Systems and parts of the Trelleborg Sealing Solutions business areas, risks in the product portfolios have been identified and evaluated. Various criteria were assessed, including the product's vulnerability, the size of contracts and the launch of new products and technologies. In the business units for offshore oil/gas, marine fenders and aerospace, a risk management process – Contract Risk Pack – has been in place since 2009. This highlights the risks associated with the product, application or manufacturing process, and links them to the contractual risks. In the future, these processes will be implemented in other business units in the Group. In line with this, auditors from the company's insurance company have carried out risk analyses on several units with a focus on product-related risks. This will continue during 2012.	Community, Customers, Suppliers
Products and applications	Market opportunities: Increased interest in cleantech provides new opportunities for products in the areas of "sealing, damping and protecting." In many contexts, Trelleborg's products and applications ensure the protection of people and the environment.	Through Trelleborg's primary task – to seal, damp and protect in demanding industrial environments – the operation's products and solutions contribute to the company's own development and community development in the environmental and work environment areas.	Community, Customers, Shareholders
Legal suitability and quality of supplier agreements	Ensuring the legal suitability and quality of the Group's agreements.	Several processes were initiated to ensure enhanced legal suitability and quality of the Group's contracts. The initiative is supported by the Group Legal Department but is being implemented onsite in the business units. Examples include the production of standard forms, the use of checklists for risk assessments, policies governing liability caps and signing procedures for contracts. The Contract Risk Pack is utilized to ensure the suitability of contracts and the implementation of this will continue in 2012. During the year, the structure supporting the examination of contracts was further strengthened through the implementation of a comprehensive examination process that ensures that the majority of contracts are examined in accordance with central guidelines. The guidelines, known as The Eleven Commandments, concern fundamental and prioritized contract issues.	Suppliers, Shareholders
Exposure to natural disasters	Natural disasters threaten production sites and can entail production stoppages.	The action program produced as a result of the analysis conducted in 2012 has largely been implemented. The action program has been designed to reduce risks by increasing the protection of production sites, raising the awareness of local management and creating of risks among procedures for being prepared in the event of a natural disaster. Examples of implemented actions are preparedness plans, the overhaul of roof installations and installations of automatic shut-offs for incoming gas.	Shareholders, Employees, Customers
Environmental impact of accidents	If a site were to be affected by an accident, this could have environmental consequences in the form of ground, air and water pollution.	Valuable information about the various risks at our plants is found in different parts of the Group. An improved process that views risks at a general and accumulated level facilitates a better assessment of the impact on the Group. Risk analyses are now conducted at plants in conjunction with property insurance and certification in accordance with ISO 14000, the collection and analysis of chemicals in REACH work, for example, and evaluations of operations as performed by local authorities. After an evaluation, the sites that are considered to have a potential risk for environmental impact have been involved in the risk work, and an action program has been introduced. FM Global, the policy underwriter for assets and loss of production, has collaborated with the local environmental management team to identify existing important hazardous chemicals, how they are used, stored and protected.	Shareholders, Employees, Customers, Community, Authorities
Environmental impact	Inadequate procedures for the management of the operations' environmental aspects can potentially harm the environment and thus the company's reputation and community relationships.	The implementation of ISO 14000 certified environment management systems in all major production units. Internal recommendations for managing specific environmental risks. External and internal environmental audits. The target is to implement environment management systems in 90 percent of production units and to obtain ISO 14001 certification for 85 percent of them before the end of 2012.	Community, Employees, Shareholders

Risk area	Risks	Management	Primary stakeholders
Operation-critical plants	A stoppage at a critical site could have financial and other consequences for customers and Trelleborg.	Two of the tools used are Business Impact Analysis (BIA), which studies the site's current risks, and the strategy plan that assesses future opportunities and benefits. The action plan to be applied depends on the results obtained. Sites of high strategic value can, for example, be equipped with water sprinklers or local sprinkler protection in particularly critical site areas to prevent disruptions to production. The process of improving implementation of continuity plans that enhance preparedness for the Group's operations continues. During the year, the ERM (Enterprise Risk Management) Board produced a list of critical plants for special attention. A site-specific ID card has been created, describing the risk status of each unit. In addition, specific action plans were produced for 36 sites within the Group with the purpose of significantly raising the level of protection. In 2011, eight sites achieved the Highly Protected Risk (HPR) level. An additional 11 will achieve a HPR level, which is the highest risk classification.	Shareholders, Employees, Customers, Community
Raw materials and energy consumption	Increased production costs in pace with rising energy and raw-material prices. Certain raw materials require long-distance transportation.	More efficient use of resources via process and product development through the reduction of waste, waste recycling and energy conservation. Supported by the implementation of the Manufacturing Excellence program (includes Energy Excellence). The program has been particularly successfully regarding energy conservation (see below).	Shareholders, Employees, Customers
Climate	Risk of extreme weather conditions and flooding. Possible property risks and disruption of energy supply, transportation, etc. Increased social requirements on the reduction of climate-impacting emissions.	In 2009, Trelleborg introduced a new climate-change strategy. The Group-wide energy-efficiency program, Energy Excellence, was introduced at all units and is focused on the following areas: heating/ventilation, energy production, lighting, compressed air, general energy control and follow-up. In the period up to 2011, this led to substantial savings in the form of lower energy consumption and lower energy costs. The Group's total volume of CO2 emissions has also been reduced since 2008, but the fact that the production structure has changed towards growth economies with higher proportions of CO2 emissions in their energy production has offset an equally positive trend in this area.	Shareholders, Community
Chemical handling	Growing demands on product performance and product safety. Increased restrictions and disclosure requirements on input components. Occupational risks and stringent requirements on safety measures in conjunction with the management of hazardous substances. Future requirements on phasing out and substitution with alternatives.	Mandatory evaluation of all chemicals with regard to the environment and health and safety. Recording of all risk chemicals. Fulfillment of requirements in EU REACH regulation. Identification and substitution of arduous chemicals. Internal company phase-out list under development. The work on integrating REACH in 2011 continued to focus on communication with suppliers and customers regarding REACH-related issues to ensure compliance.	Employees, Customers, Suppliers, Community, Authorities
Health and safety	Risk to the health and safety of the Group's employees. Injuries and illnesses are costly for the company and lead to losses in productivity.	The Group has its own program, Safety@Work, to assess occupational risks. Follow-up is conducted annually through self-assessments and audits. In 2011, the program continued to generate results in the process of developing a culture of safety.	Employees, Community
Recruit, develop and retain employees	Motivated employees and strong leadership are needed for a long-term, successful business.	Talent management, a focus on internal and local recruitment, leadership training and performance reviews. In 2010-2011, the internal portal was used for the review process by some 3,400 employees, which was an important step in the right direction to making a uniform process for the entire Group.	Employees, Community

UN GLOBAL COMPACT PRINCIPLES

Trelleborg is a signatory to the United Nations Global Compact, a platform for encouraging and promoting good corporate principles and learning experiences in the areas of human rights, labour, environment and anti-corruption. Trelleborg's Code of Conduct serves as an important tool in the Group's Corporate Responsibility work and implementation of UN Global Compact principles 1-10. The Group's whistle-blower policy ensures every employee the right to report suspicions of serious breaches of laws or regulations without any repercussions (see page 6 in this report).

Human rights: Principle 1-2

Principle	Reference to GRI G3 performance indicators
1: Businesses should support and respect the protection of internationally proclaimed human rights.	(HR2), (HR3), HR4, HR5, HR6, HR7, LA4, LA6, LA7, LA8, (LA13), S05, (PR1)
2: Businesses should make sure that they are not complicit in human rights abuses.	(HR2), (HR3), HR4, HR5, HR6, HR7, S05

Examples of initiatives that actively promote human rights are:

- Target indicators (see page 4)
- Human Rights (see page 10)
- Child and forced labour (see page 10)
- Diversity and equality (see page 10)
- Responsibility for customers and suppliers (see page 12)

Labour: Principle 3-6

Principle	Reference to GRI G3 performance indicators
3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	LA4, LA5, (HR2), (HR3), HR5, S05
4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	(HR2), (HR3), HR7, S05
5: Businesses should uphold the effective abolition of child labour.	(HR2), (HR3), HR6, S05
6: Business should uphold the elimination of discrimination in respect of employment and occupation.	(LA2), (LA13), (HR2), (HR3), HR4, (EC7), S05

Examples of initiatives that actively promote labour standards are:

- Target indicators (see page 4)
- Workplace relationships (see page 10)
- Child and forced labour (see page 10)
- Diversity and equality (see page 10)
- Responsibility for customers and suppliers (see page 12)

Environment: Principle 7-9

Principle	Reference to GRI G3 performance indicators
7: Businesses should support a precautionary approach to environmental challenges.	(EC2), (EN18), (EN26), EN30, S05
8: Businesses should undertake initiatives to promote greater environmental responsibility.	(EN1), (EN2), EN3, EN4, (EN8), (EN11), (EN12), EN16, (EN18), EN20, (EN21), EN22, EN23, (EN26), EN28, (EN29), EN30, S05, (PR3)
9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	(EN2), (EN18), (EN26), EN30, S05

Examples of initiatives that actively promote environmental responsibility are:

- Blue Dimension™ in action (see page 1)
- Target indicators (see page 4)
- New CR reporting process (see page 5)
- Climate strategy (see page 6)
- Environmental responsibility (see page 8)
- Responsibility for customers and suppliers (see page 12)

Anti-corruption: Principle 10


Principle	Reference to GRI G3 performance indicators
10: Businesses should work against corruption in all its forms, including extortion and bribery.	(S02), S03, (S04), S05

Examples of initiatives that actively promote anti-corruption are:

- Target indicators (see page 4)
- Code of Conduct – whistle-blower policy (see page 5-6)
- Sound business ethics (see page 6)
- Responsibility for customers and suppliers (see page 12)

UN GLOBAL COMPACT ADVANCED CRITERIA

Trelleborg have been part of the UN Global Compact Programme since 2007. Our Communication progress for 2010 qualified for the Global Compact Advanced Level. Previous to that, our Communication on Progress (COP) for 2009 was featured in the Global Compact's Notable COP Program. Trelleborg's intention is to continue the development of our Corporate Responsibility performance and disclosure.

Read more on our CR Web: www.trelleborg.com/cr 

The Global Compact Differentiation Programme categorizes business participants based on their level of disclosure on progress made in integrating the Global Compact principles and contributing to broader UN goals. The GC Advanced level aims to create a higher standard for corporate sustainability performance and disclosure.

Global Compact Advanced level and how it correlates to the Corporate Responsibility work of Trelleborg

CRITERION 1: The COP describes key aspects of the company's high level sustainability strategy in line with Global Compact principles

Reference:

COP: 1-6, 15-17

Annual Report: 28-31, 34, 49-52

CR Web: CR Governance, Performance highlights, CEO comments, Risks in Corporate Responsibility area

CRITERION 2: The COP describes effective decision-making processes and systems of governance for corporate sustainability

Reference:

COP: 2, 5-6

Annual Report: 42-52

CR Web: CEO comments, Governance and organization of Corporate Responsibility work, Environmental Policy and Climate Strategy

CRITERION 3: The COP describes engagement with all important stakeholders

Reference:

COP: 7

Annual Report: 53

CR Web: Stakeholder dialog, Materiality analysis, Stakeholder room, Case stories

CRITERION 4: The COP describes actions taken in support of broader UN goals and issues

Reference:

COP: 1-13

Annual Report: 42-59

CR Web: CR Governance, Governance, organization and Code of Conduct, Case stories, Sustainable solutions for people and the environment

CRITERIA 5,9,13,17: The COP describes robust commitments, strategies or policies in each of the four issue areas (human rights, labour, environment, anti-corruption)

Reference:

COP: 4, 7-13

Annual Report: 42-46, 49, 53-59

CR Web: Governance, organization and Code of Conduct, Environmental Policy and Climate Strategy, Sound business ethics and competition

CRITERIA 6,10,14,18: The COP describes effective management systems to integrate the principles in each of the four issue areas (human rights, labour, environment, anti-corruption)

Reference:

COP: 6-13, 15-17

Annual Report: 28-31, 42-46, 51-59

CR Web: Governance, organization and Code of Conduct, environmental Policy and Climate Strategy, Whistleblower policy

CRITERIA 7,11,15,19: The COP describes effective monitoring and evaluation mechanisms in each of the four issue areas (human rights, labour, environment, anti-corruption)

Reference:

COP: 8-13, 14, 25

Annual Report: 44-46, 49-52, 54-59

CR Web: CR Governance

CRITERIA 8,12,16,20: The COP contains key outcomes of integration in each of the four issue areas (human rights, labour, environment, anti-corruption)

Reference:

COP: 1-14, 20-25

Annual Report: 48-59, 61

CR Web: CEO Comments, GRI and verification, Performance 2011

CRITERION 21: The COP describes implementation of the Global Compact principles in the value chain

Reference:

COP: 4-7, 12

Annual Report: 49, 51-53, 58

CR Web: Customers & suppliers, Society, Materiality analysis

CRITERION 22: The COP provides information on the company's profile and context of operation

Reference:

COP: 25

Annual Report: Cover-26, 102-108

CR Web: Stakeholder room – learn more

Web: www.trelleborg.com

CRITERIA 23: The COP incorporates high standards of transparency and disclosure

Reference:

COP: 12, 14, 20

Annual Report: 49-52, 58, 60-61

CR Web: CR Governance, About our reporting, GRI and verification

CRITERIA 24: The COP is independently verified by a credible third party

Reference:

COP: 2, 14

Annual Report: 50, 61

CR Web: CEO comments, GRI and verification

INDEX

The overview below illustrates how GRI's guidelines correspond to the various sections of Trelleborg's CR report and pages in the Annual Report 2011. A complete GRI index is available at the Group's CR website www.trelleborg.com/cr.

Parentheses denote partially reported GRI indicators. In addition, the table gives a general overview of the link to the UN Global Compact, to which Trelleborg is a signatory, and the connection to the ISO 26000 standard, which has not yet been applied in its entirety to Trelleborg, and the Carbon Disclosure Project.

	GRI indicators	Pages in the Annual Report	Connection to principles in UN Global Compact	Connection to ISO 26000	Connection with Carbon Disclosure Project
Governance and reporting					
Management approach and governance	Governance (EC), EN, LA, HR, SO, PR	22-26, 51-52, 59	1-10	6.2-6.8	
CEO's comments	1.1	2-3, 50		6.2	
Sustainability audit, sustainability-related impacts, risks and opportunities	1.2	19, 28-31, 49, online		6.2	
Profile of organization	2.1-2.10	Cover, 5-15, 20-21, 48, 56, 71, 81-82, 86, 92, 103-105		6.2	
Report parameters, scope and boundary of the report	3.1-3.11	Online, 50, 53			
Index for GRI, Global Compact & ISO 26000	3.12	53, 60			
Assurance	3.13	50, 61		7.5.3	8.6
Governance of sustainability activities	4.1-4.9, (4.10), 4.11	22-26, 34, 46, 49-52, 58-59	1-10	6.2, 7.5.3	1.1, 2.1, 2.2
External commitments	4.12-4.13	48, 50-51, 53, 57-60	1-10	6.2	
Stakeholder dialog	4.14-4.17	53		6.2	
Environment					
Material	(EN1), (EN2)	55	8-9	6.5	
Energy	EN3, EN4	54	8	6.5	12.2, 12.3
Climate impact	EN16, (EN18)	52, 54-55	7-9	6.5	3.3, 7.2-7.4, 8.2-8.3, 8.5
Emissions and waste	EN20, EN22, EN23	55	8	6.5	
Transports	(EN29)	58	8	6.5, 6.6.6	8.2, 15.1
Water	(EN8), (EN21)	55	8	6.5	
Biological diversity	(EN11), (EN12)	Online	8	6.5	
Products	(EN26), (PR1), (PR3)	58	1,7-9	6.3, 6.5-6.7	3.2
Workplace and society					
Human rights	(HR2), (HR3), HR4-7	56-58	1-6	6.3, 6.4, 6.6	
Working conditions and whistleblower policy	LA1, (LA2), LA4, LA5	56	1, 3, 6	6.3.10, 6.4	
Diversity and gender equality	(LA13)	56	1, 6	6.3, 6.4	
Health and safety	LA6, LA7, LA8	56-57	1	6.4,6.8	
Talent Management	LA10, (LA12), (EC7)	57, online	6	6.4, 6.8	
Anticorruption and competition issues	(S02), S03, (S04), S07, S08	52, 57, 68	10	6.6, 6.8.7	
Social commitment and position statement	S05	59	1-10	6.6, 6.8.3	
Economics					
Socio-economic performance	EC1, EC3, EC4	59, 79, 84		6.8	
Total health and safety-related and environmental expenditures and investments	EN30	54-55	7-9	6.5	
Opportunities and risks related to climate change	(EC2)	Online	7	6.5.5	5.1
Fines and sanctions for noncompliance	EN28	55	8	6.5	

GRI INDEX

Trelleborg's Corporate Responsibility Report for 2011 complies with the Global Reporting Initiative guidelines (version G3).

The following index shows where information can be found, with

- links to the CR report at www.trelleborg.com/cr
- the 2011 Annual Report at <http://www.trelleborg.com>, and
- page references to the printed version of the Annual Report.

The index only lists the GRI core indicators and the additional indicators that Trelleborg has selected to report. Additional indicators are in italics.

Reported: ●
Partially reported: ◐
Not reported: ○

Indicators	Annual Report	Report status
1. STRATEGY AND ANALYSIS		
1.1 Foreword: President and CEO Peter Nilsson on corporate responsibility	2-3, 50	●
1.2 Sustainability-related impacts, risks and opportunities	19, 28-31, 49	●
2. ORGANIZATIONAL PROFILE		
2.1 Name of the organization	cover	●
2.2 Primary brands, products and/or services	8, 10, 12, 14, 20	●
2.3 Operational structure	cover, 89	●
2.4 Location of headquarters	cover	●
2.5 Countries where the Group operates	cover, 81-82, 104-105	●
2.6 Nature of ownership	cover	●
2.7 Markets served	cover, 8, 10, 12, 14, 21	●
2.8 Scale of the reporting organization	cover, 1, 6-7, 21, 56, 71, 103	●
2.9 Significant changes during the reporting period	1, 5, 9, 92	●
2.10 Awards received during the reporting period	48	●
3. REPORT PARAMETERS		
3.1 Reporting period	51	●
3.2 Date of most recent report	50-51	●
3.3 Reporting cycle		●
3.4 Contact persons		●
Scope and boundary of report		
3.5 Process for defining report content	51-52	●
3.6 Boundary of the report	51	●
3.7 Specific limitations on the scope or boundary of the report	51	●
3.8 Reporting of entities that can affect comparability from period to period and/or between organizations		●
3.9 Data-measurement techniques and the bases of calculation	51	●
3.10 Explanation of the reasons for and effect of any restatements of information	51	●
3.11 Significant changes in the scope, boundary or measurement methods	51	●
Contents according to GRI		
3.12 GRI Index	52, 60	●
3.13 Policy and current practice regarding external verification	50, 61	●
4. GOVERNANCE, COMMITMENTS AND STAKEHOLDER RELATIONSHIPS		
4.1 Governance structure of the organization	34-35, 42-44	●
4.2 Chairman's position		●
4.3 Number of independent, non-executive Board members	37	●
4.4 Mechanisms for shareholders and employees to provide recommendations or directions to the Board or management		●
4.5 Linkage between compensation to Board members, senior executives and managers and the organization's performance in terms of financial and non-financial targets	34-44	●

Indicators	Annual Report	Report status
4.6 Processes in place for the Board to ensure that conflicts of interest are avoided	36	●
4.7 Processes for determining the qualifications and expertise of Board members	36	●
4.8 Statement of mission, values, code of conduct and principles relevant to sustainability performance, and their status	22-26, 57	●
4.9 The Board's procedures for overseeing how the Board addresses and handles financial, environmental and social issues, and how well these are implemented	28, 50	●
4.10 Processes for evaluating the Board's performance, particularly with regard to financial, environmental and social issues	36	◐
Commitments to external initiatives		
4.11 Explanation of how the Group addresses the precautionary approach	58	●
4.12 Externally developed economic, environmental and social charters, principles or other initiatives to which the Group subscribes or endorses	50-51, 58, 60	●
4.13 Memberships in associations (such as industry organizations) and/or international advocacy organizations	48, 51	●
Stakeholder engagement		
4.14 List of stakeholder groups engaged by the Group	52	●
4.15 Basis for identification and selection of stakeholders	52	●
4.16 Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group.	52	●
4.17 Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to these	52	●

5. MANAGEMENT APPROACH AND PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE INDICATORS		
Disclosure on Management Approach	22-26, 42-46, 49, 51-52, 59	◐
Economic Performance		
EC1 Direct economic value generated and distributed	59	●
EC2 Financial implications and other risks and opportunities due to climate change	28, 54-55	◐
EC3 Coverage of the organization's defined-benefit plan obligations	79	●
EC4 Significant financial assistance received from government	84	●
Market presence		
EC6 Policy, practices, and proportion of spending on locally-based suppliers at significant locations of operation		○
EC7 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation		◐
Indirect Economic Impacts		
EC8 Development and impact of infrastructure investments and services provided primarily for public benefit		○

ENVIRONMENTAL PERFORMANCE INDICATORS

Disclosure on Management Approach	22-26, 42-46, 49, 51-52	●
Material		
EN1 Materials used by weight or volume	55	◐
EN2 Percentage of materials used that are recycled input materials	55	◐
Energy		
EN3 Direct energy consumption by primary energy source	54	●
EN4 Indirect energy consumption by primary energy source	54	●
Water		
EN8 Total water withdrawal by source	55	◐
EN10 Percentage and total volume of water recycled and reused.		○

Indicators	Annual Report	Report status
Biodiversity		
EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.		☹
EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas		☹
Emissions, Effluents and Waste		
EN16 Total direct and indirect greenhouse-gas emissions by weight	54	●
EN17 Other relevant indirect greenhouse-gas emissions by weight		○
EN18 Initiatives to reduce greenhouse gas emissions and reductions achieved	52, 54	☹
EN19 Emissions of ozone-depleting substances by weight		○
EN20 NO, SO, and other significant air emissions by type and weight	55	●
EN21 Total water discharge by quality and destination	55	☹
EN22 Total weight of waste by type and disposal method.	55	●
EN23 Total number and volume of significant spills	55	●
Products and Services		
EN26 Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	58	☹
EN27 Percentage of products sold and their packaging materials that are reclaimed by category		○
Compliance with laws and regulations		
EN28 Monetary value of significant fines and total number of non-monetary sanctions for noncompliance with environmental laws and regulations	55	●
Transport		
EN29 Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce	58	☹
Overall		
EN30 Total environmental protection expenditures and investments by type		●

PERFORMANCE INDICATORS FOR LABOR PRACTICES AND DECENT WORK

Disclosure on Management Approach	22-26, 42-46, 49, 51-52	●
LA1 Total workforce by employment type, employment contract, and region, broken down by gender	56, 81	●
LA2 Total number and rate of new employee hires and employee turnover by age group, gender, and region	56	☹
Labor/management relations		
LA4 Percentage of employees covered by collective bargaining agreements	56	●
LA5 Minimum notice period(s) regarding significant operational changes	56	●
Occupational health and safety		
LA6 Percentage of workforce represented in formal work-environment committees	56	●
LA7 Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender	56-57	●
LA8 Action program relating to serious diseases	57	●
LA10 Average hours of training per year per employee by gender, and by employee category	57	●
LA11 Programs for skills management and lifelong learning		○
LA12 Percentage of employees receiving regular career development reviews	57	☹
LA13 Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	56	☹
LA14 Ratio of basic salary of men to women by employee category		○

Indicators	Annual Report	Report status
PERFORMANCE INDICATORS FOR HUMAN RIGHTS		
Disclosure on Management Approach	22-26, 42-46, 49, 51, 52	●
Investment and procurement practices		
HR1 Percentage and total number of significant investment agreements that have undergone human-rights screening		○
HR2 Percentage of significant suppliers that have undergone human-rights screening, and actions taken	58	◐
HR3 Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained.	56-57	◐
HR4 Total number of incidents of discrimination and corrective actions taken	56	●
Freedom of association and collective bargaining		
HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk and actions taken	56	●
HR6 Operations identified as having significant risk for incidents of child labor and actions taken	56	●
HR7 Operations identified as having significant risk for incidents of forced labor and actions taken	56	●
PERFORMANCE INDICATORS FOR SOCIETY		
Disclosure on Management Approach	22-26, 42-46, 49, 51, 52	●
S01 Programs and practices that assess and manage the impacts of operations on society/communities		○
S02 Percentage and total number of business units analyzed for risks related to corruption	52, 57	◐
S03 Percentage of employees trained in anti-corruption policies and procedures	52, 57	●
S04 Actions taken in response to incidents of corruption	52, 57	◐
S05 Public policy positions and participation in lobbying	59	●
Anti-competitive behavior		
S07 Total number of legal actions for anti-competitive behavior, anti-trust and monopoly practices and their outcome	52, 68	●
S08 Monetary value of fines and number of sanctions for noncompliance with laws and regulations	52, 68	●
PERFORMANCE INDICATORS FOR PRODUCTS		
Disclosure on Management Approach	22-26, 42-46, 49, 51-52	●
PR1 Life-cycle stages in which health and safety impacts of products and services are assessed and the percentage of products and services subject to such procedures	58	◐
Product and service labeling		
PR3 Type of product and service information required by procedures, and percentage of products and services subject to such information requirements	58	◐
PR6 Programs for adherence to standards and voluntary codes concerning market communications		○
PR9 Monetary value of fines for noncompliance with laws and regulations concerning products and services		○

SCOPE AND REPORTING PRINCIPLES

Scope

The Trelleborg Group's Corporate Responsibility Report is published annually in conjunction with the annual report and covers commitments related to the environment, health, safety and social issues, including business ethics. The aim is that the report shall give an accurate overview of the Group's status and activities in the above areas, as well as their business-related consequences. The intended target groups are shareholders, investors, employees, customers and suppliers, authorities, interest groups, the media and local stakeholders.

Unless stated otherwise, the data presented refers to calendar year 2011. The figures for the preceding year (2010) are shown in parentheses. The report covers Trelleborg's production facilities in total 114 (113) sites. A complete list of the sites included is provided on this page under the heading "Plants included."

Reporting principles

Each plant supplies data in accordance with the Group's standard for Corporate Responsibility reporting, and each plant manager is responsible for quality-assuring the data provided. In addition, further quality controls are performed by the Group's relevant staff functions before the information is assembled.

This report is externally assured by PwC, which conducted a limited review of the entire report on Trelleborg's Corporate Responsibility work in 2011 with a focus on the most significant CR issues. The assurance report is to be found on page 14 in this report.

The report complies with the GRI (Global Reporting Initiative) guidelines for sustainability reporting, version G3. PwC confirms the self-assessment that places Trelleborg on level B+. Further information regarding the review for 2011 is available at www.trelleborg.com/CR. The environmental and sustainability and CR reports from prior years are also available from this website.

Production plants included in Trelleborg's Corporate Responsibility Report 2011

Trelleborg Engineered Systems

Australia	Brisbane, East Bentleigh
Brazil	Macaé
Estonia	Kuressaare
Finland	Kiika
France	Cernay, Clermont-Ferrand, Mirambeau, Sancheville, Steinbach
China	Shanghai II, Qingdao, Wuxi II
Italy	Lodi Vecchio
Lithuania	Tauragė
The Netherlands	Ede, Hoogeveen, Ridderkerk
Norway	Mjøndalen
Poland	Skoczow
Singapore	Singapore
Spain	Izarra, Santander
UK	Knareborough, Barrow-in-Furness, Leicester, Manchester, Skelmersdale, Retford, Coventry I, Coventry II
Sweden	Trelleborg I ¹⁾ , Trelleborg II ²⁾ , Örebro, Havdhem, Forshedä, Värnamo II ³⁾
Czech Republic	Lesina
Germany	Grossheubach, Lathen
USA	Aurora, Bristol, Clearbrook, Houston I, Houston II, Mansfield, Milford, Morrinstown, Park Hills, Randolph, Rutherfordton, Spartanburg, Streetsboro, Winchester

Trelleborg Automotive

Brazil	Guarulhos
France	Modyn, Prodyn, Chemaudin, Poix-Terron, Witry-Lès-Reims, Rethel
India	Noida
China	Wuxi
Mexico	Toluca
Romania	Dej
Russia	Zavolzhye
Spain	Burgos, Cascante, Martorell, Pamplona
Sweden	Gävle, Kalmar I ⁴⁾
South Korea	GyungBuk
Czech Republic	Mladá Boleslav
Turkey	Çerkesköy
Germany	Breuberg
USA	Benton Harbor, Carmi I ⁵⁾ , Carmi II ⁶⁾ , Morganfield I, Dawson Morganfield II, Salisbury, Sandusky, South Haven

Trelleborg Sealing Solutions

Brazil	São Paulo, Sao Jose dos Campos
Bulgaria	Pernik
Denmark	Helsingør
France	Condé-sur-Noireau
China	Huizhou, Shanghai
India	Bangalore
Italy	Livorno, Torino, Modena
Malta	Hal-Far
Mexico	Tijuana
Poland	Czechowice-Dziedzice, Bielsko-Biala
UK	Bridgewater, Rotherham, Cadley Hill, Tewkesbury
Sweden	Ersmark
Switzerland	Stein am Rhein
USA	Broomfield, Fort Wayne, Hudson, Northborough, Streamwood

Trelleborg Wheel Systems

China	Xingtai
Italy	Tivoli
Latvia	Liepāja
Sri Lanka	Kelanyia, Malwana
Sweden	Sävsjö, Trelleborg

- 1) Main plant, Trelleborg
- 2) Trelleborg Industrial Hose, Trelleborg
- 3) Trelleborg Industrial Profile, Värnamo
- 4) Kalmar I, formerly Kalmar I + Kalmar II
- 5) Carmi Mixing plant
- 6) Carmi Moulding plant

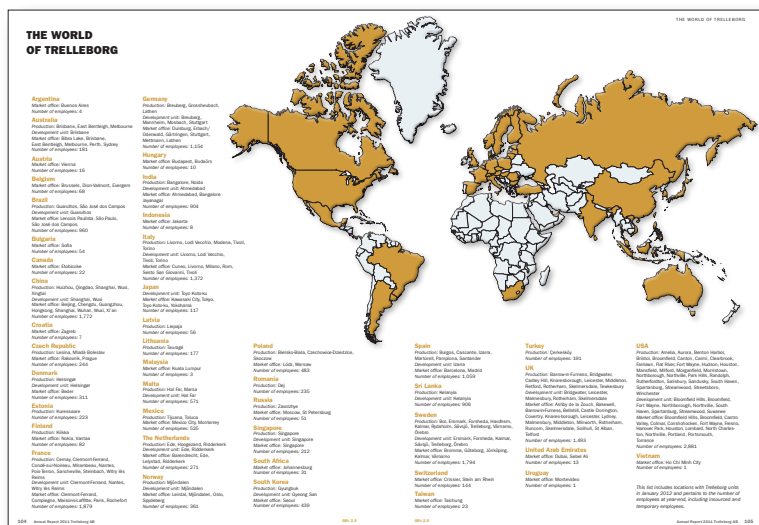
About Trelleborg

Trelleborg is a global industrial group whose leading positions are based on advanced polymer technology and in-depth applications know-how. Trelleborg develops high-performance solutions that seal, damp and protect in demanding industrial environments. The Trelleborg Group had annual sales during 2011 of just over SEK 29 billion, with about 21,000 employees in over 40 countries. The Group comprises four business areas: Trelleborg Engineered Systems, Trelleborg Automotive, Trelleborg Sealing Solutions and Trelleborg Wheel Systems. The Trelleborg share has been listed on the Stockholm Stock Exchange since 1964 and is listed on the NASDAQ OMX Nordic List, Large Cap. www.trelleborg.com

Trelleborg locations



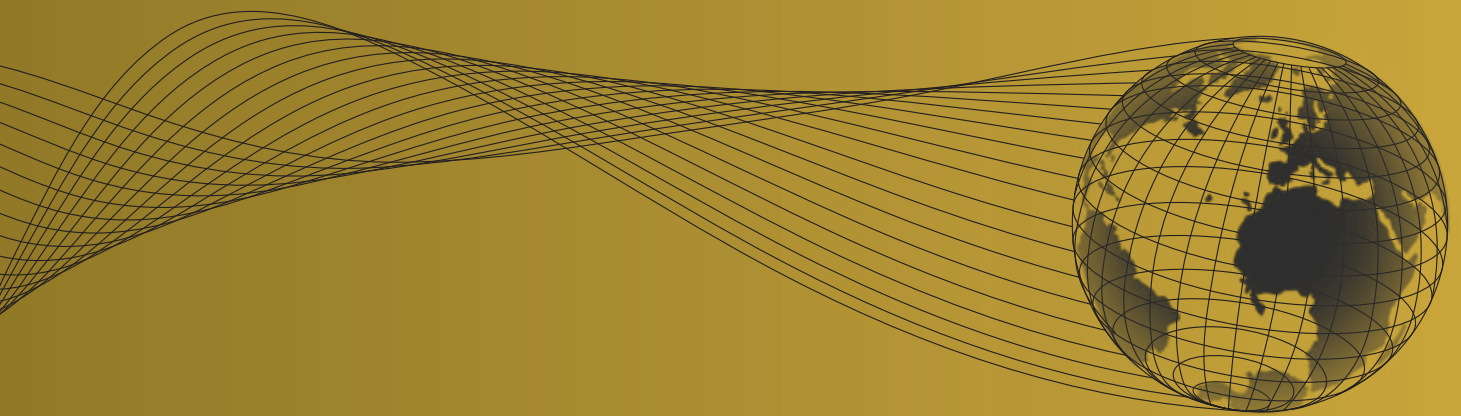
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- www.trelleborg.com



Contacts

Patrik Romberg, Senior Vice President, Corporate Communications.
tel: +46 (0)410 670 94
mobile: +46 (0) 704 551 104
E-mail: patrik.romberg@trelleborg.com

Rosman Jahja, Communications Manager,
tel: +46 (0)410 670 34,
mobile: +46 (0) 733 60 30 17,
e-mail: rosman.jahja@trelleborg.com



“Customers who choose solutions from Trelleborg thus choose, at all levels, a responsible partner that also works for society’s best interests”



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