

DECLARATION OF SUSTAINABILITY

Sustainability is a natural and important part of our business. We believe in a long-term approach to business and a continuous reduction on the impact we have on our planet. Being a personal protective equipment (PPE) supplier, Ejendals want to be a leader in health and safety for all the people part of our business and throughout our supply chain. In addition, our product offering will help our customers to improve their safety performance and protect the hands and feet of their employees.

Based on stakeholder dialogues and value chain analysis, the materiality analysis for sustainability made late in 2021 is still relevant, and the resulting key topics are presented here, along with results and updated targets.

We have selected and decided to focus on the following UN Sustainable Development Goals.



SAFETY

Safety is a true keyword to us. Our workplaces are kept safe through proactive work, e.g. risk assessments and safety walks. We follow-up risk observations, and incidents ranging from near-misses to Lost Time Injuries.

Our principles extend also beyond our own operations. Upstream our safety requirements come through our CoC for Business, while downstream our Safety Concept improves our customers' safety performance.

Targets 2023:
100 Health&Safety reports (2022: 45 in total), preferably risk observations
Zero LTIs (2022: Leksand=0, Jokipii=1)

PRODUCTS & INNOVATION

In product development we continuously aim at long-lasting high-quality products along with improving environmental & sustainable aspects.

- Use of recycled materials, and design for sustainability by e.g. reducing number of parts.
- Optimized packaging (choice and amount of packaging material, labeling reduction).
- Fine tuned production measures to reduce waste and material/water usage.

Target 2023:
Conceptualize 10 glove and 5 shoe models with sustainability focus, to be launched 2023-2025

WASTE MANAGEMENT

Ejendals designs and develops all our products and processes keeping in mind waste minimization. Additionally, we aim to increase the proportion of recyclable waste. In Jokipii we have improved the waste sorting procedures adding several fractions.

Target 2023:
Total waste <175 kg / MSEK (2022: 181 kg / MSEK)

ETHICS (CSR)

During 2022 all Ejendals employees were trained in our Code of Conduct (CoC).

For our business partners the ethics requirements are directed through a separate CoC for Business, clearly stating their responsibilities including CSR matters.

Our non-compliance (whistle-blower) mechanism is open also for external use.

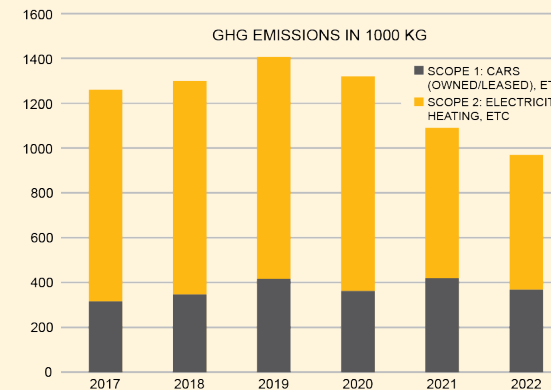
Targets 2023:
Introduce annual training of CoC for Employees
100% signed CoC by direct product suppliers
85% of suppliers 3rd-party CSR-audited

GHG (CO₂) EMISSIONS

Our CO₂ emissions for Scope 1 and 2 are calculated according to the GHG Protocol. From 2023 we will review GHG emissions from transports and materials.

Our company car emissions include the Nordics and Germany, and our car policy favours electric cars.

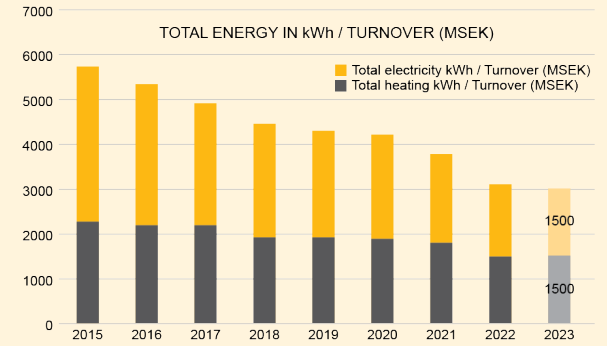
Targets 2023:
Further optimize our GHG Scope 1 and 2 emissions
Identify further improvement opportunities in our value chain. To date, we aim at reducing air transports to <0.2% (of turnover, 2022: 0.32%).



ENERGY

We use 100% renewable electricity at both Leksand and Jokipii. Energy optimization will continue by e.g. switching to LED lights and improved heating/isolation. In Jokipii we have a 400+ MWh/year solar panel system since 2021.

Targets 2023:
Electricity <1500 kWh / MSEK
Heating <1500 kWh / MSEK, Total <3000 kWh / MSEK



CERTIFICATES

Ejendals AB & Ejendals Suomi Oy have Certificates for ISO 9001, 14001, 45001

Sustainability Rating Silver Medal from EcoVadis 2022

Product certificate EU Ecolabel for Safety shoes

Product certificate OEKO-TEX® for Safety gloves

Leather Working Group LWG-certified shoes and gloves



To read more about our work with sustainability please go to ejendals.com

