



Sundström
Sustainability Report
2023

We are Sundström Safety

Welcome to Sundström Safety – your supplier of high-quality respiratory protection. At Sundström, the user is always at the center when we develop our products. We focus on creating solutions that combine high protection efficiency with user-friendly, functionality, and economic value, all within a unique design. With our headquarters and production facility in Lagan, Småland, and subsidiaries in Germany, the United Kingdom, and the USA, we deliver our products and values worldwide.

Our core values

Our three core values – Openness, Clarity, and Respect – are at the heart of our operations. These values permeate our organization and guide us in our work, including our commitment to sustainability.

Internal code of conduct

Sundström's code of conduct is based on our ethical principles and values and forms the foundation of all our activities. It guides all employees within Sundström and outlines how we should interact with each other, our

customers, suppliers, authorities, and other stakeholders. The purpose of our code of conduct is to ensure fair and safe working environments, protect human rights, promote equality and diversity, take responsibility for environmental issues, and maintain high ethical standards.

Our history

Sundström was founded by mining engineer Ivan Sundström, who early on recognized the need to protect people from polluted air to improve quality of life. This marked the beginning of our journey toward developing high-quality respiratory protection with a user-centered focus. From the first anatomically designed rubber half mask in the 1960s, and the silicone mask in the late 1980s, to our powered air-purifying respirator in 2003, we have continued to drive innovation and improvement.

Today, under the third generation of ownership and with the fourth generation on the way in, we look forward to celebrating our 100th anniversary in 2026.



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A year of sustainable achievements at Sundström Safety

A year has passed since I began my role as Sustainability and Environmental Coordinator at Sundström. It has been a year filled with challenges, progress, and a constant pursuit of a more sustainable future.

From my very first day at Sundström, I was convinced of the company's commitment to sustainability. This strong focus on promoting sustainability attracted me to the company, and I have not been disappointed. Being part of a global company that integrates product development, production, and sales has been both exciting and rewarding.

By analyzing product packaging and continuously calculating the carbon footprint of our products, we have taken steps toward a more sustainable operation. Receiving a

bronze medal from EcoVadis for our sustainability efforts in 2023 have been a milestone on our journey.

As new regulations are introduced and customer expectations increase, the field of sustainability is evolving rapidly. This dynamic requires us to remain flexible and proactive in our sustainability strategy. Looking ahead, I am very excited to continue strengthening our efforts in areas such as due diligence and climate management at Sundström.

Together with my colleagues, I am determined to keep driving our sustainability journey forward and make even more meaningful progress toward a sustainable future.

Stay Safe!



Lagan may 2024

Johanna Bergström

Johanna Bergström
Sustainability and Environmental Coordinator

Our mission

For the past century, our mission has been unwavering: Protecting people from the perils of polluted air. Our commitment to this cause is deeply rooted in our core values of Openness, Clarity, and Respect.

Business model

We always strive to maintain the highest possible quality in our products and production, while also caring for the environment. Our ambition is to be the leading supplier of qualified respiratory protection systems in selected markets.

Our philosophy is clear: We want to make it easy for users to find the right respiratory protection. Our compatible and modular product range offers flexibility and adaptability, both for personal comfort and to meet workplace requirements and needs. Our half masks and full masks can be used as they are, or in combination with fan units or compressed air. Similarly, our helmets, visors, and hoods can be used with fan units and various compressed air solutions.

1926



1972



1989



1999



2003



2015



Sustainability governance

Sundström's core values – Openness, Clarity, and Respect – together with our code of conduct, form the foundation of our sustainability strategy. Our policies, governance documents, legal requirements, and customer demands are key guiding principles in our way of working. Proposals for sustainability goals are developed by a project group and then approved by the company's management team. Based on these, action plans are developed involving the entire organization.

Sundström and Agenda 2030

Agenda 2030 is the UN's global agenda for

sustainable development, consisting of 17 goals with specific targets. The global agenda addresses the social, environmental, and economic challenges facing the international community and aims to be achieved by 2030. These goals emphasize the importance of efforts from both political and business leaders. We have chosen to focus on five of the global goals, where we believe we can make the most impact.

Our operations and the global goals we have chosen to engage with are carefully selected to reflect our values and business concept.

Global goals



Long-term goals

Our values form the foundation of our sustainability work and guide us in our decisions and methods. They provide security and enable us to address issues that are important to us. For nearly 100 years, we have contributed to protecting and improving people's health, making it natural for us to work on sustainability issues and reduce our environmental and climate impact. We also promote good working conditions, ethical business practices, and respect for human rights.

Our sustainability work is driven by five strategic sustainability areas. Within these

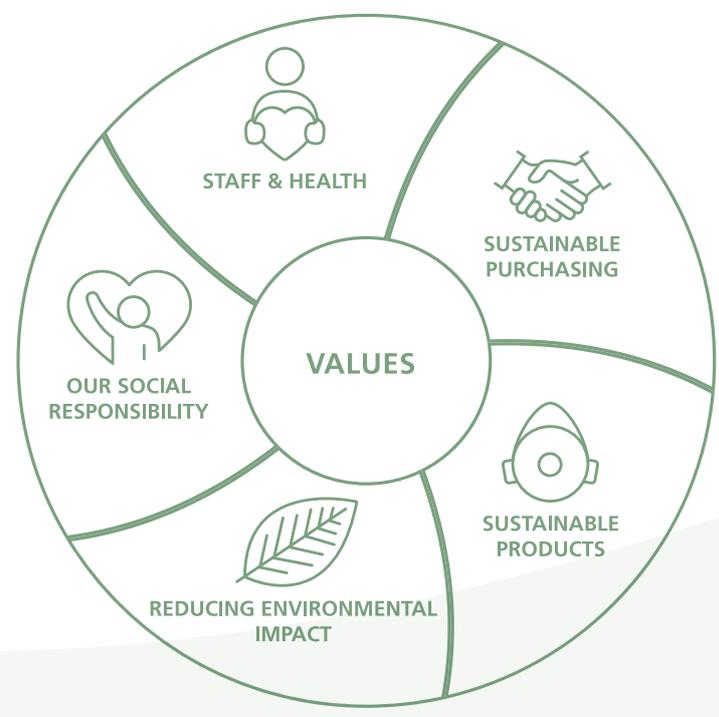
areas, we consider the entire value chain, from supplier to customer, focusing on our impact on both people and the environment. We take sustainability challenges very seriously and strive to ensure that the entire value chain has as low an environmental and climate footprint as possible. Sustainability is a driving force that continually challenges us and creates long-term profitability for ourselves, our customers, society, and our planet. Read more about our sustainability wheel and its various components on the next page.



Our purchases will be characterized by competence, environmental consideration, objectivity, business acumen, and collaboration.

We will operate our business in a way that continuously reduces environmental impact and consumption of raw materials and energy.

We will cultivate a corporate culture that fosters engaged employees and a work environment that promotes safety, health, and equality.



Sustainable purchasing

Our purchases will be characterized by competence, environmental consideration, objectivity, business acumen, and collaboration.

Sustainable business relations

Our ambition is to establish close and long-term relationships with our suppliers. Therefore, it's important for us that suppliers understand and share our view on stakeholder demands and expectations.

We take responsibility for our actions and expect the same accountability from our suppliers. Through regular site visits, we gain a clear understanding of how our suppliers actually operate. This close collaboration is crucial for us to jointly build a sustainable value chain.

Supplier code of conduct

We emphasize the sustainability perspective in our supplier assessments. A supplier's commitment to sustainability is a crucial factor for our cooperation. We aim for supplier chains with good employment and working conditions, limited environmental impact, and ethical business practices.

Many of our suppliers are located in close proximity to us, meaning we are subject to the same laws and regulations regarding employment conditions, workplace safety, environmental protection, and economic matters.

We have a social code of conduct towards our suppliers and continuously monitor chemical content and conflict minerals. In 2024, we will further strengthen this work by conducting a risk analysis and implementing a plan of action for human rights in the supplier chain.

Sustainability Goals 2024

- Action plan and risk analysis for human rights in the supply chain.



Sustainable products

We aim to protect people's lives and health with our products.

Product development philosophy

Our product philosophy is based on developing products with high protective effectiveness, user-friendliness, system functionality, total economy, and unique design to maximize customer benefits.

Product design

We focus on creating versatile products that can be used in different combinations, such as filter protection and compressed air-fed systems. Our message is simple: "Buy one product – get a system." We always strive to develop sustainable products with a long lifespan, enabling compatibility between new and older products.

Service & maintenance

High comfort, easy maintenance, and service are central aspects of our product development for long-term use. Together with distributors, we offer service and spare parts to extend the lifespan of products. We promote repair instead of discarding products, saving money, resources, and reducing waste.

Climate calculations

In 2023, we conducted climate calculations according to the GHG protocol and ISO 14064 for several products. We plan to continue with additional calculations in 2024 for internal use and as guidance in product development.

Chemical council

A chemical council has been established to manage the replacement of less environmentally friendly substances. In 2023, we phased out five components and inventoried PFAS in our products to minimize their use in collaboration with suppliers.

Product education

Our sales organization spends 80% of its time training users to ensure that our respiratory protection is used correctly for maximum protective effectiveness. We see training as a crucial part of the user experience to not only guarantee efficiency but also safety.

Sustainability Goals 2024

- Conduct carbon footprint analyses on at least two products.



Reducing environmental impact

We will operate our business in a way that continuously reduces environmental impact and consumption of raw materials and energy.

Reducing environmental impact

In 2023, we inventoried our packaging from a sustainability perspective. Possible improvement areas identified in the project include increasing the proportion of renewable plastic materials and reducing the amount of air in the packaging of certain products. In 2024, we will continue this work in collaboration with our suppliers.

Sustainable energy

Our electricity comes from renewable energy sources, and we have achieved significant energy savings. Despite increased production and turnover, our electricity consumption decreased by three percent in 2023. Electricity consumption decreased by 18 percent relative to turnover compared to the previous year. In 2024, we will install solar panels.

Waste management

The amount of waste decreased by 10 percent compared to 2022, although the proportion of combustible waste increased. We have restructured our deliveries to reduce wood waste in the long term. In 2024, we will focus on further reducing combustible waste and conduct a picking analysis to identify more opportunities for material recycling.

Climate measures

We have refined our climate calculation and now also include emissions from our subsidiaries in the USA, Germany, and the UK. Emissions have increased compared to 2021, mainly as a result of the pandemic. However, emissions per turnover have decreased.

Sustainability Goals 2024

- Installation of solar panels estimated to generate 100 MWh per year.
- Wasteanalysis focusing on combustible waste.



Social responsibility

Sundström's commitment extends beyond just protecting people with our products.

Sponsorship and charity

Protecting people's lives and health has always been Sundström's primary driving force. Therefore, our sustainability work has a natural connection to active community engagement. Our social commitment includes sponsorship in the form of products, financial support, and knowledge-enhancing efforts at the local, regional, national, and international levels. Currently, sponsorship is mainly provided to Swedish organizations in sports, culture, schools, and research. We always conduct thorough analyses to ensure that our sponsored partners share our values and have a clear commitment to society.

Sports

It is important for us to support sports because of its positive effects on physical and mental health. Our partners are in skiing, athletics, football, and ice hockey. We are involved in the EPOS project (Equality Memory of Per Sundström), aimed at increasing the number of female coaches at elite level and encouraging more female junior coaches to continue as leaders at senior level. The pro-

ject inspires, strengthens competence, and promotes exchange of experiences. For more information, visit www.epos-srsafety.com.

Schools and scholarships

To attract future employees and increase interest in the technology industry, we sponsor several schools with financial support, internships, and knowledge-enhancing efforts. We annually award scholarships to graduating students in the Natural Science and Technology Program at Sunnerbogymnasiet in Ljungby. We also provide grants to a number of students at the same school to enable participation in Berzeliusdagarna, Sweden's largest chemistry meeting for high school students.

Sundström also sponsors Chalmers Formula Student, an international competition where students build and compete with self-designed Formula 1 cars. We collaborate with the local university education by being a mentor company for students, combining theory with practical elements. To inspire young people to work in the manufacturing industry, we participate in fairs and job market days.

Sustainability Goals 2024

No goals set for 2024.



Staff & health

We will have a corporate culture that fosters engaged employees and a work environment that promotes safety, health, and equality.

Diversity and inclusion

At Sundström, we consider our employees our most valuable asset, directly contributing to the company's growth and success. We believe it is crucial that our employees feel safe and seen. Therefore, we actively work to promote fair and secure working conditions, protect human rights, respect gender equality and diversity, and uphold high ethical standards in our operations. In 2023, we updated our non-discrimination plan, reviewed action plans for sexual harassment and offensive discrimination, and trained managers and supervisors in our guidelines for handling such cases. Please refer to our code of conduct and non-discrimination plan on our website www.srsafety.se.

A safe and secure workplace

Our workplace safety policy and systematic work environment management are central tools for creating a safe and secure workplace. We conduct safety rounds several times a year, where work environment risks are documented and followed up at safety committee meetings.

In 2023, we implemented a digital work environment system to clearly underline our commitment to creating a safe and inclusive workplace. To increase the number of reports of incidents and accidents, we conducted campaigns, surveys, and introduced a digital reporting system on our information portal. The result was that in 2023, we received more than twice as many incident reports compared to the previous year to work with

To reduce monotonous work tasks, we apply job rotation for our production employees. We have height-adjustable work tables and actively work to improve the lighting in our production halls. Additionally, we conduct regular health checks, workplace measurements, and ergonomic follow-ups. Internal measurements of sick leave, incidents, wellness benefits, and parental leave are also carried out through our digital feedback tool and through employee interviews.

Sustainability Goals 2024

- Analysis of the accessibility of our workplace for people with disabilities.
- Create a health-promoting outdoor environment that contributes to increased biodiversity.
- Train all employees in the company's guidelines and procedures for handling sexual harassment and offensive behavior..



Management of sustainability risks

To ensure long-term success and sustainability, we must continuously adapt to changes in the external environment. We have carefully reviewed our risks with a sustainability focus within economic, environmental, and social areas.

Guideline

In our strategic planning, we identify and establish factors and risks that may affect us. The strategic plan is crucial as it helps us steer our organization to manage risks and threats and highlight our opportunities and strengths.

Sundström has stakeholders in various countries where legislation, expectations, and culture vary. This includes political changes, economic regulations, and changing customer requirements that can affect our performance. By monitoring legislation, we can stay updated and meet new requirements.

How our suppliers conduct their operations is of great importance to us as a company. If suppliers do not maintain good working conditions or respect human rights, it can affect our business relationship and lead to delays in deliveries to our customers. Our supply chain is complex, therefore our external code of conduct is important. For example, we do not tolerate forced labor, child labor, discrimination, or unethical business practices.

Environment

We use several different materials in our products, from biological to fossil resources. Climate change affecting the availability of biological materials poses a risk to our supply. The choice of materials also affects our carbon footprint. During our product development, we focus on choosing the right materials and chemical compositions.

Environmental legislation imposes restrictions on certain chemicals and materials, which may entail bans or restrictions that affect our product portfolio. Therefore, we constantly monitor these laws and maintain dialogue with our suppliers to manage these risks.

People

Our employees are one of our most valuable assets, and it is crucial for us to have a healthy work environment. A deficient work environment increases the risk of injuries and ill health, which can lead to high turnover, decreased productivity, and increased costs. To promote a good work environment, we work proactively with safety rounds, risk analyses, and reporting of incidents and accidents. Regular health checks, employee interviews, surveys, and statistics on sick leave and accidents help us identify and address deficiencies. We establish an annual action plan to promote equality.



Climate data

Energy use for the factory in Sweden (MWh)	2023	2022	2021
District heating	414	359	383
Electricity use	586	602	711
of which solar energy	70	151	128
of which wind power	176	12	178
of which hydro electric	340	439	405
Electricity use per Mkr turnover (kWh/Mkr)	1334	1622	2142
Total energy use (MWh)	1000	961	1094
Renewable energy, %*	90%	91%	92%

*Calculated using data from energy supplier.

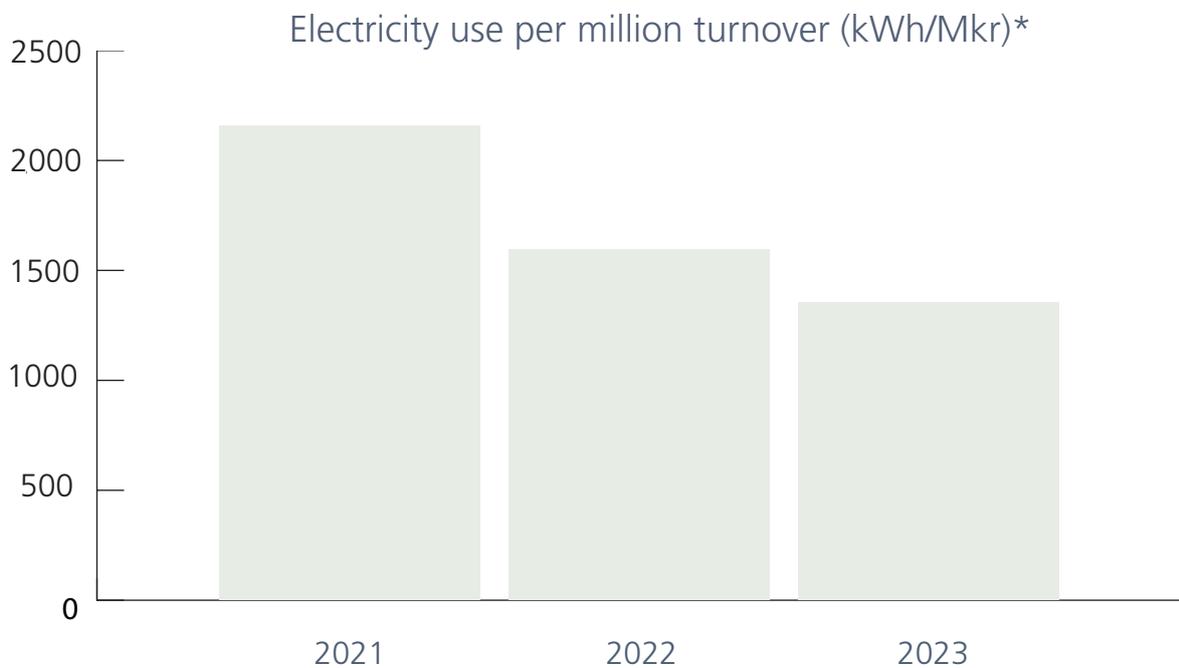
Total energy use Sundström Safety group (MWh)	2023	2022	2021
Natural gas	94	98	103
District heating	414	359	383
Purchased renewable electricity	589	605	714
Purchased non renewable electricity	13	14	13
Total energy use*	1110	1076	1212
Renewable energy, %**	81%	82%	81%

*Energy use for the fabric in Sweden and the office in US. Not including fuel vehicle.

**Calculated using E-grid subregion data, EPA and information from energy supplier.

Water usage (m3)	2023	2022	2021
Total water usage	2125	2280	2432

Waste	2023	2022	2021
Total waste (kg)	67429	74682	89112
Of which is non-hazardous waste (kg)	62309	64967	83743
Of which is hazardous waste (kg)	5120	9715	5369
Energy recovery (kg)	43480	44543	64294
Material recycling (kg)	22149	25299	23158
Landfill (kg)	0	0	0
Other treatment method (kg)	1800	4840	1660
Material recycling rate (%)	33%	34%	26%



*Electricity use per million kr turnover for the factory in Sweden

Scope 1, 2 & 3

	Emissions 2023 (ton CO2e)	Emissions 2022 (ton CO2e)	Emissions 2021 (ton CO2e)
Scope 1			
Leakage of refrigerant	0	0	0
Natural gas for heating	17	17,7	18,5
Company vehicles and leased vehicles (TTW)	116,2	116,8	86,5
Total scope 1	133,2	134,5	105,1
Scope 2			
Electricity, market based method*	18,7	20,5	18,1
District heating	53	45,9	44,5
Total scope 2	71,7	66,4	62,6
Scope 3			
Goods transport	112	123,9	143,3
Business travel	57,6	53,8	33,0
Employee commuting	170,4	130,9	140,4
Water use	0,38	0,34	0,36
Production waste	1,4	1,2	1,9
Upstream emissions from fuel and energy use (WTT)	50,5	49,1	24,7
Total scope 3	392,3	378,6	299,6
Climate emissions	2023	2022	2021
KgCO2e/Mkr turnover Scope 1 and 2	0,44	0,52	0,49
KgCO2e/Mkr turnover Scope 1, 2 and 3	1,30	1,51	1,48

* Emissions from electricity using local based method (Nordic energy mix) is 82,1 kg CO2e 2021, 74,7 ton CO2e 2022 and 71,5 ton CO2e 2023.

Climate emissions 2021-2023

Scope 1 emissions increased compared to 2021 due to increased business travel primarily after the pandemic but also due to higher turnover. There is no significant change compared to 2022. Scope 2 emissions increased due to increased use of district heating at the factory in Sweden, which is due to a cold winter. Emissions from electricity consumption using the local based method have decreased thanks to energy efficiency measures such as improved machinery operation, monitoring systems, and energy-efficient lighting. Scope 3 emissions have also increased compared to 2021 due to increased business travel and commuting. However, emissions from freight transport have decreased due to fewer flights.

Method

This calculation includes Sundström Safety AB and its subsidiaries' emissions in the USA, Germany, and the United Kingdom and covers scopes 1, 2, and 3.

Scope 1 includes refrigerant leaks, the use of natural gas for office heating in the USA, and fuel combustion from corporate and leased vehicles (TTW values).

Scope 2 includes electricity and heating for the factory in Sweden and electricity consumption for the office in the USA.

Scope 3 includes freight transport, business travel, employee commuting, waste, and emissions from the production of fuels and energy (WTT).

An adjustment of values has been made for 2021 and 2022 to enable a comparable comparison between the years.

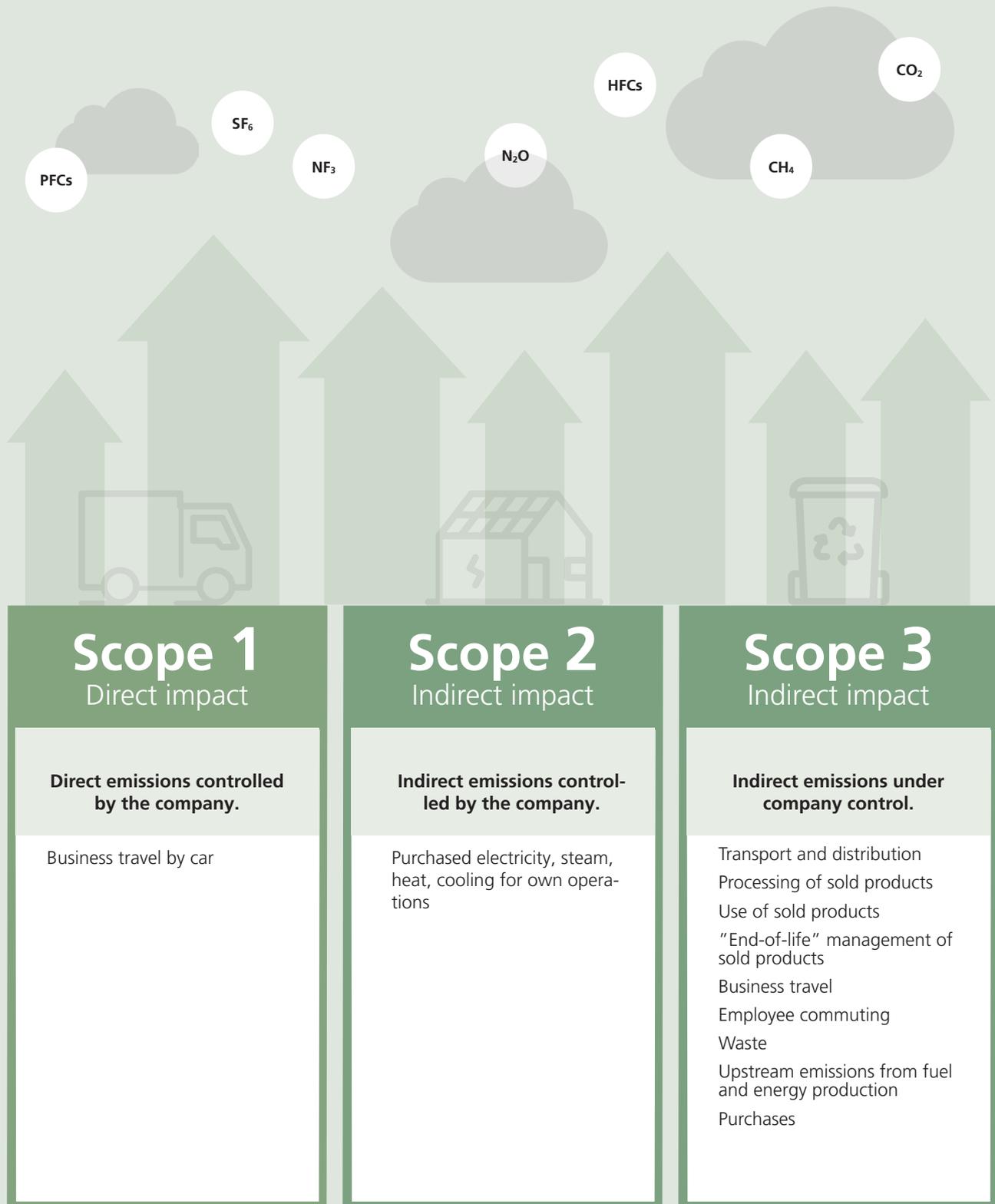
Limitation

Purchased materials, use and waste management of sold products, as well as investments and capital, have been excluded. Data is missing for a freight carrier in the USA as well as hotels and flights for the companies in the USA and Germany.

Emission factors used

Electricity and heating, Sweden - data from energy supplier. Gas and electricity consumption in the USA - E-grid data, US EPA (United States Environmental Protection Agency). TTW, WTW, and biogenic emissions for fuels - Swedish Energy Agency, Swedish Transport Administration, Drivkraft Sverige, and DEFRA, UK Government conversion factors. Vehicle carbon dioxide emissions - Fuel economy, US Department of Energy, registration certificate. Waste - DEFRA, UK Government conversion factors. Hotels - DEFRA, UK Government conversion factors and Travel and Climate, Chalmers. Both are based on data from Greenview/ Cornell Hotel Sustainability Benchmarking.

What does the different scopes entail?





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Social data

Employees and Equality	Målsättning	2023	2022	2021
Total number of employees, Sundström Safety group*		117	119	120
Total number of employees, Sundström Safety AB		100	103	100
Total numbers of non-employees		21	21	24
<i>The following applies to the entire group, not hired staff</i>				
Number of men		70	70	65
Number of women		70	83	80
Percentage of women employees %		50%	54%	55%
Percentage of female managers %		29%	31%	27%
Percentage with an ethnic background outside the Nordic countries (first or second generation) %		39%	31%	28%
Gender pay gap		0,4	2,3	no data
Percentage of women who took parental leave (percentage of schedule, %)		3,6	4,8	1,7
Percentage of men who took parental leave (percentage of schedule, %)		1,3	6,1	2,1
Percentage of women who took VAB (care of sick child) divided by gender (percentage of schedule, %)		1,9	2,2	1,8
Percentage of men who took VAB (care of sick child) divided by gender (percentage of schedule, %)		0,7	0,2	0,6
Percentage of employee turnover (%)		0,2	15,4	17,6

*The number of employees is converted to full-time positions, excluding contracted staff.

Work environment and health	Goal	2023	2022	2021
Incidents of sexual harassments or discrimination		0	0	0
Number of work-related safety incidents		14	5	5
Number of work-related accidents		12	4	10
Number of days lost to work-related injuries		0	0	10
Total sick leave (%)		4,1	6,7	7
Short-term absence 1-4 days (%)	3,5%	2,1	3,4	3,3
Total hours of training	1000	1123	1509,5	998
Cost for training hours per employee (kr/employee)		9026	8183	5880
Average hours of training per employee		8,1	9,8	6,8
Total training hours for male employee		684,5	1026	494
Total training hours for female employee		438,5	483	504
Utilization of health care allowances in relation to allocated amount (%)	70%	54%	65%	53%
Proportion of staff that utilizes the health care allowances (%)		64%	81%	63%
Proportion of employees with a collective agreement (%)*		100%	100%	100%
Number of reports related to whistleblower procedure		0	0	0

*Refers to employees in Sweden (factory and sales people).

Financial data

Financial data	2023	2022	2021
Turnover (MSEK) Sundström group	461	385	343
Turnover (MSEK) Sundström Safety AB	439	371	332
Board and management	2023	2022	2021
Number of board members	5	5	5
Percentage of wo- men within the or- ganization's board	20%	20%	20%
Percentage of independent board members	40%	40%	40%
Number of mem- bers in manage- ment team	6	6	6
Percentage of women within the management team	33%	33%	33%



Scan the QR code to learn more
about our sustainability efforts!

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