

SUSTAINABLE ELPRESS



ELPRESS

Our approach

ELPRESS' SUSTAINABILITY WORK must be characterised by a fundamental commitment to contribute to and develop all parts of the business and cover economic, human and social aspects as well as quality and environmental aspects. For us, it is important that the business and sustainability work go hand in hand to achieve a long-term sustainable business and return.

Our sustainability work is based on the UN's Global Compact, the ILO's core conventions, the OECD's Guidelines for Multinational Enterprises and the UN's Sustainable Development Goals. Elpress works specifically with 6 of the goals:

- Good Health and Well-being
- Gender equality
- Affordable and Clean Energy
- Decent work and economic growth
- Industry, innovation and infrastructure
- Responsible consumption and production

Sustainability objective

- We must prevent and reduce environmental impact
- We must make a positive contribution to the society in which we operate
- We must comply with relevant and applicable legal requirements

ELPRESS strives to always have satisfied stakeholders to maintain sustainability for good profitability and continued development for the company.

This means:

- Satisfied customers, where Elpress always meets or exceeds expectations.
- Satisfied employees, who live Elpress values and thus have a high work ethic.
- Satisfied owners, where Elpress lives up to established targets to ensure confidence and continued investment in the company.

The main condition is that all work is carried out systematically and preventively.



Environmental impact

THE BUSINESS must be run with as few environmentally impacting factors as possible by continuously improving Elpress's environmental contribution with small and large initiatives.



Employees

IN order to have engaged and healthy employees, we work continuously with staff health and various health initiatives, the active wellness association that offers different activities.

It is important to preserve and expand skills and therefore there are opportunities for internal career opportunities and development of employees through internal recruitment and training programs.

Continuous training of managers and supervisors for good and developing leadership.

When the company is doing well, all employees should also receive a direct share of it through profit sharing.



Quality

WE deliver high quality and safety at every stage in our products, work environment and working methods. By means of new ideas, we exceed our customers' expectations as well as our own. We create a culture of continuous development and competent processes.



Supplier responsibility and sustainable sourcing

OUR relationships with suppliers must be long-term and value-creating for both parties.

Achieving a more resource-efficient supply chain is ongoing work where suppliers develop with us.

We work for fair working conditions in our supply chain.

We prioritise suppliers who are quality and environmentally certified.



Social responsibility

WE are active in the local business community for recruitment and skills supply to the region's industrial companies, including by offering degree projects and trainee opportunities.

We are involved and in active cooperation with upper secondary schools and industrial education for internships and apprenticeships.

Sponsorship and scholarships for students and youth activities.

Elpress is co-sponsoring the publication of the Natur & Miljöboken (Nature & Environment Book), which was distributed as a gift to children in the intermediate stage, grade 4-6, in Kramfors municipality.

The book is adapted to the syllabus and constitutes a comprehensive environmental education for middle school students.

Summary

of the 6 activities we prioritise based on the global sustainability goals



ELPRESS has a number of goals for its operations related to the work environment and health. This includes being an attractive workplace with satisfied and healthy employees.

Activities during the year:

- Every year, about 20 employees are given the opportunity to take part in a health profile assessment. Through physical tests and conversations with a nurse, a profile is created and based on this, the person receives personalised advice
- We offer wellness benefits to all employees and also provide the opportunity for treatments with a masseur, naprapath, chiropractor and foot care at subsidized prices.
- We have a fitness group, Elpress Motion, which arranges a number of different exercise activities for all employees. Among other things, strength training, floorball, paddle, bowling, walking rounds and the popular table tennis tournament have re-emerged after the pandemic break.
- The investment in personal trainer that began this year turned out so well that it continued in 2021/22. To date, almost 40 employees have received individual coaching from a PT to get started with their training. The outcome is a direct impact on employees' well-being and healthy presence.

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Good health and well-being



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Gender equality

WITHIN Elpress, skills development will be offered to all employees on equal terms based on dialogue between the manager and employees. Skills development and good development opportunities for employees are a prerequisite for the company's ability to compete in the market.

The company has 19 managers/supervisors, of which 3 are female. The pursuit of a more even gender balance within the company and in each workplace should be especially noted when recruiting by:

- ensuring quality assurance of the recruitment process from a diversity perspective
- placing neutral ads based on the requirement profile and for a broad selection
- using objective and non-discriminatory criteria on equal merits, favouring the underrepresented gender, including when appointing a substitute

An ongoing activity in the company is to increase the number of women within the company. One measure is collaboration with technology high schools and other activities to increase the number of female students in engineering. Elpress does not accept discrimination or harassment in any form. Salary audits are carried out annually together with trade union representatives to ensure that there is no gender discrimination regarding compensation levels.

To enable skills development for more people, a foundation has been established, from which employees will be given the opportunity to apply for financial support for various further education.

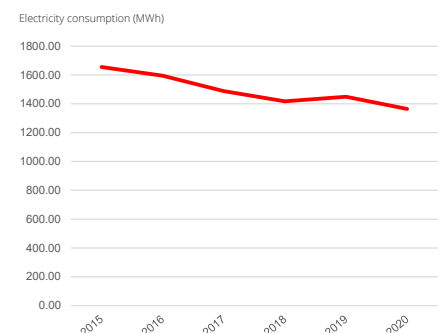


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Affordable and Clean Energy

WE work with products and solutions that promote sustainable energy production and are well suited for use within renewable energy. A large part of our business today is sales to wind power plants, which today make up only about 5% of the world's energy consumption. The goal is for the world to consist of 50% renewable, sustainable energy by 2050.

One of the prerequisites is a holistic approach based on Elpress's focus on our work in the areas of environment and quality and development. We are investigating energy efficiency and possible alternatives to heat recovery in connection with ongoing new and rebuilding of production facilities, the focus now is on heat recovery from compressors and switchgear to production facilities.



Graph of the development of electricity consumption since 2015.



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Decent work and economic growth

A main goal is that we should have sustainable economic growth, where we have a long-term requirement for 10 % growth per year over time. This is a prerequisite for us to be able to invest in sustainable business development. With growth, we can invest in the company and hire and develop employees.

To maintain the employees' working relationships, we conduct an employee survey that is conducted every two years. The employee survey allows us to know how the company's employees are feeling. Staff satisfaction scored a 4.0, on a scale of 1 to 5, in the latest employee survey conducted in 2020. In the survey, we also capture any discrimination and harassment against which we have zero tolerance.

Our employees' development is important to us. We are constantly working to create the conditions for the employees to develop in their careers. One way is our active participation in Höga Kusten Industrigrupp, which is a local industrial association consisting of about 30 companies in the region. The association works together and implements trainee programs between the companies and participates in trade fairs to attract new skills to apply to our company and region. Elpress also implements its own trainee programs for employees, which include training. Furthermore, we offer summer jobs to around 10 young people every year. Through this commitment, we are a respected employer with a social responsibility.

We conduct systematic supplier evaluations that include social responsibility annually and quarterly.

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Industry, innovation and infrastructure

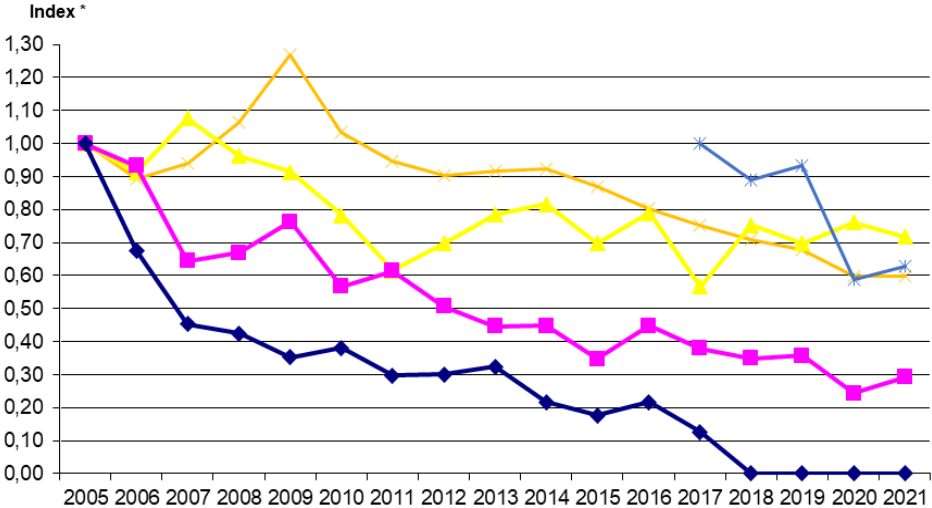
ELPRESS'S goal is to constantly be at the forefront of new technologies and new innovations.

For this, we carry out ongoing investments in production for more efficient use of resources. During the past year, new construction is underway, including the new surface treatment plant, which is planned to be taken into use in the autumn of 2022.

Value flow analysis is ongoing in production with a focus on delivery precision and lead times internally and externally for efficient and thus more sustainable production.

Environmental performance

Electricity consumption (MWh) Oil emulsions (m³) Water consumption (m³) Unsorted industrial waste (t) Combustible (t)



Graph of the development of Elpress environmental work, consumption in relation to machine hours, indexed.



To meet the goal of sustainable consumption and production, we work with our environmental impact from a life cycle perspective and with a focus based on our three main raw materials (copper, aluminium and steel) for a holistic view from source to set-off. Through the LCA project during the year, our annual direct and indirect emissions have been determined and thus our carbon footprint.

Of Elpress' total carbon footprint, the proportion is from:

- own transports <1 %
- electricity and energy use <4 %
- (indirect) supply chain for > 95 %

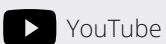
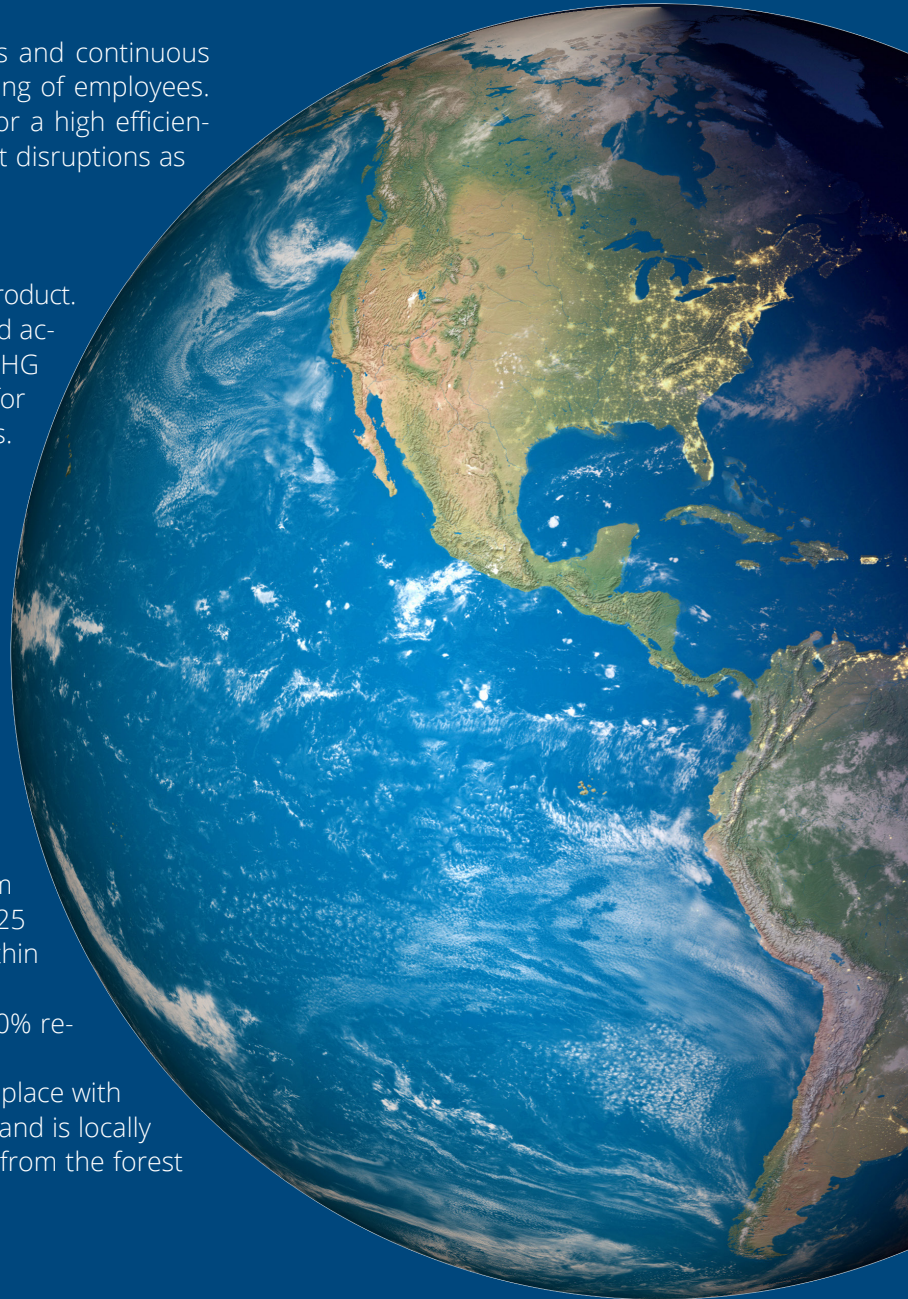
In our quality work, the focus is on awareness and continuous improvement through new methods and training of employees. Both at group and individual level. We strive for a high efficiency by ensuring that the business has the fewest disruptions as possible.

Activities and status:

- Simplified LCA completed in 2021 by a volume product.
- Elpress carbon dioxide equivalents determined according to The Greenhouse Gas Protocol (GHG protocol) which is an established standard for calculating and reporting, among other things, carbon dioxide emissions.
- Work with an overall environmental goal for reducing Elpress' carbon dioxide emissions and CO2 neutrality by reducing dependence on oil-based fuels over time. Where intermediate goals along the way include:
 - To reduce our direct CO2 emissions by at least 50% per tonne of product produced by 2025.
 - To reduce CO2 emissions from our energy use by at least 20% per tonne of product produced by 2025.
 - We will actively reduce our CO2 impact from purchased materials and products until 2025 through cooperation and active choices within the supply chain.
- Electricity for our production comes from 100% renewable energy sources.
- Heating of production and warehouses takes place with district heating where biofuel makes up 95% and is locally produced from renewable residual products from the forest industry.

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Sustainable consumption and production



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