



## Introduction

SwedSafe, a leading manufacturer of high-quality hearing protection, stands out as the only full range supplier and manufacturer in Europe. Our state-of-the-art manufacturing site with our own research and development department, is situated in Tyringe, southern Sweden.

The company was founded in 2004. In 2007 uxex became Swedsafe's parent company.

Operating within the global market, we have customers across the world, primarily within the industrial sector. However, we have also been making headway in the consumer market.

We recognize that sustainability is an ongoing journey, and as such, we remain dedicated to continuous improvement. This report serves to transparently share our achievements, challenges, and lessons learned, as well as our plans for the future.

# Focus on sustainability

Our efforts have been guided by internationally recognized standards, such as *ISO 14001* for environmental management, *ISO 45001* for occupational health and safety, and *ISO 9001* for customer focus, quality control, and waste reduction.

By implementing these standards, we have developed solid systems that integrate sustainability principles throughout our day-to-day operations from procurement to production. Our regular audits and assessments help us identify areas for improvement.

We were verified against *ISO 26000* for social responsibility in 2011.

We have been reporting according to the GRI standard for a couple of years and comply with current regulations and requirements on sustainability reporting.

Swedish regulations on health and environmental protection are particularly stringent. We are a permit-regulated business according to Swedish legislation and submit an annual environmental report to the Swedish supervisory authority and have regular inspections by the supervisory authority.

Based on regulation (EU) 2016/425 on personal protective equipment (PPE) our products meet all the necessary standards. This ensures the safety that our customers expect from us.

Standard DIN EN 352 regulates general requirements for hearing protection as part of protective workwear.

Our earplugs have been thoroughly tested and proven to be free from harmful substances.

At SwedSafe, we have taken steps to reduce our carbon footprint and strive to be climate neutral.

Moving forward, we will also include emissions generated through waste disposal processes and product transportation in our efforts.

SwedSafe focus on the following Sustainability Development Goals (SDG:s):



As we reflect on the achievements of this year, we recognize that there is still much work to be done. Moving forward, we will build upon these successes and continue to innovate, collaborate, and improve our sustainability performance to create a more sustainable future for all.

# Environment

At SwedSafe, we are *ISO 14001* certified. This guarantees that our operations consistently adhere to industry best practices, thereby minimizing our ecological impact and preserving precious natural resources.

In Tyringe, our facility is equipped with state-of-the-art solar panels, enabling us to harness the power of the sun and reduce our dependence on conventional energy sources.



## ***Climate Change (Energy)***

We understand that climate change poses significant risks to our environment, societies, and economies. Hence, we have made it a priority to contribute to addressing this pressing issue.

Our facility is equipped with state-of-the-art solar panels. This conscious choice not only helps to decrease our carbon footprint but also promotes cleaner energy alternatives.

Moreover, we have made a conscious choice to use fossil-free energy for our day-to-day operations, further demonstrating our commitment to a greener future.

In adherence to the Greenhouse Gas Protocol (GHG) our in-house production does not emit any CO<sub>2</sub> (Scope 1). We have adopted renewable energy sources, such as solar panels and fossil-free electricity and district heating (Scope 2).

Short transport routes save valuable energy and reduce emissions. We source the majority of our raw materials from local Swedish suppliers.

We recognize that climate action goes beyond our internal activities and operations. We strive to influence our value chain, from our suppliers to our customers, to embrace sustainable practices and reduce their carbon footprint as well.

Furthermore, we understand the importance of raising awareness and educating our employees, customers about climate change and the need for individual and collective action.

### ***Achievements:***

- Self-produced electricity through solar panels runs part of our production.
- No CO<sub>2</sub> emissions from our production – our production is run by electricity from renewable sources (SwedSafe uses green energy; water, wind, sun).
- LED lightning is used in the facilities.
- Heat pumps has been installed in the offices for flexible temperature regulation.

## **Pollution**

Process air that arises during production of foam plugs is released through a chimney. The emissions are measured annually and comply with the requirements specified in the operating environmental permit.

No emissions of water into the sewer system occurs from the production.

## **Water**

Small amounts of water are used in the production process. No waste water is released to the sewer system from the production processes.

No organic solvents are used in our production. Cold water and ultra sonic are used for washing production equipment. Any remains are removed mechanically.

Our ambition is to collect rainwater and allow it to infiltrate into the groundwater or use it for suitable purposes in our own facility. This would also help reducing the risk of flooding in the storm water network during heavy rainfalls.



## **Biodiversity**

This goal aims to protect, restore, and promote the sustainable use of terrestrial ecosystems, halt deforestation, combat desertification, and reverse land degradation.

Biodiversity, the variety of life on Earth, is a cornerstone for sustainable development.

Recognizing the importance of biodiversity, we have implemented initiatives to protect and enhance the natural habitats surrounding our operations. By providing suitable habitats, such as wildflower meadows, insect hotels and a small water pond, we have created environments that support the well-being and diversity of insects. These efforts align with our commitment to promoting ecological balance and supporting the pollination process.

### **Achievements:**

- Successfully preserved and propagated several species of indigenous plants.
- Established insect-friendly habitats, resulting in an increase in beneficial insect populations



### **Circular Economy (Reusability, recyclability, waste)**

We recognize that responsible consumption and production are crucial for achieving sustainable development, reducing environmental degradation, and addressing climate change.

We aim to ensure sustainable consumption and production patterns that minimize waste, promote resource efficiency, and lead to sustainable economic growth while addressing social and environmental challenges.

We aim to reduce packaging materials, recycle as much as possible, and reusing resources wherever possible. This helps us minimize our environmental footprint and reduce the amount of waste sent to landfills.

A big part of our total waste volume generates new energy in the local district heating plant. Our ambition is to maximize the recycling of waste. We produce negligible amounts of hazardous waste.

Through our marketing campaigns, we emphasize the importance of choosing products and services that have a lower environmental impact.

We regularly monitor and analyse key performance indicators (KPIs) to assess our sustainability initiatives' effectiveness. These KPIs include the reduction of waste generation and improved resource efficiency measures.

SwedSafe are affiliated to *Näringslivets Producentansvar* which is an approved producer responsibility organisation that works to drive development towards circular and traceable material recycling – so that more packaging can become packaging again.

#### **Achievements and ongoing work:**

- Continue to minimize the amount of waste/scrap.
- Use bigger proportion of recycled material in products and packaging
- Continue to take producer responsibility

## Social



### ***Employees***

We prioritize the well-being and development of our employees. We ensure a safe and inclusive working environment. By prioritizing workers' rights and adequately compensating them, we aim to foster employee satisfaction, improve productivity, and contribute to economic growth.

By following ISO 45001, we ensure a good working environment for our employees.

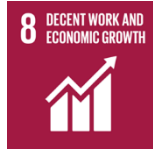
As we move forward, we remain committed to further engaging and empowering our employees in our sustainability journey. We will continue to invest in their development, foster a culture of sustainability awareness, and recognize and celebrate their efforts. Together, we will continue to strive for a more sustainable world, leaving a positive legacy for future generations.

### ***Society***

A big part of our assembly work is carried out by people with some kind of barriers.

Our long-standing collaboration with sheltered workshops ensures continuous high levels of quality and gives people hope and self-confidence. We help long term unemployed, newly arrived immigrants and young unemployed people to get their first job and introduce them into the employment market.

- We provide opportunities for job collaboration with nonprofit organizations, particularly those focused on the care and development of children, specifically within sports.
- We offer vacation jobs for young people. Each year, dozens of young people work with us and over the years hundreds of people.



## Governance

Resource efficiency, such as reducing energy consumption, water usage, and waste generation result in cost savings for the organization, as it reduces the expenses associated with resource consumption.

Sustainability efforts lead to increased revenue streams. For example, the invest in solar panels has enabled us to reduce the amount of purchased electricity and make ourselves less dependent on electricity shortage and process.

Sustainable practices help us to better manage and mitigate risks, such as potential lawsuits, regulatory penalties, or reputational damage associated with non-compliance or unsustainable practices.

Investors and financial institutions are increasingly valuing sustainability performance when making investment decisions. The fact that we demonstrate strong sustainability practices and a commitment to ESG (Environmental, Social, and Governance) principles may give us better access to funding, lower borrowing costs, and attract socially responsible investors.

By complying to the requirements in ISO 9001 we demonstrate our ability to consistently provide products and services that meet customer and applicable statutory and regulatory requirements, and applicable statutory and regulatory requirements.

## Our sustainability objectives

One of our primary objectives is to reduce our carbon footprint and achieve carbon neutrality throughout our value chain.

In addition to addressing climate change, we are committed to fostering social equality and inclusivity.

Furthermore, we recognize the importance of responsible resource management and circular economies. Our future goals involve minimizing waste generation, maximizing resource efficiency, and promoting the reuse, recycling, and proper disposal of materials.