

# SUSTAINABLE 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.



# 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.
- Elpress AB has a wellness association that over the years has arranged, for example, table tennis tournaments, bowling tournaments and various challenges (joint gatherings put on hold due to the current situation).
- The step counting competition was held in early spring/winter 2021, 8th February to 15th March. 46 employees took part from Denmark, Germany, Finland and Sweden.
- A Personal Training initiative was carried out during 2020 over two rounds with a total of 20 employees. The outcome has a direct impact on employees' well-being and healthy presence. The plan is to continue and implement the same program in 2021.

We work continuously to reduce chemical consumption and replace chemicals with better alternatives through work in our chemical management system. During the period 2019-2020, we have reduced the number of chemicals by 6.

# 01

## Good health and well-being



# 02

## 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.

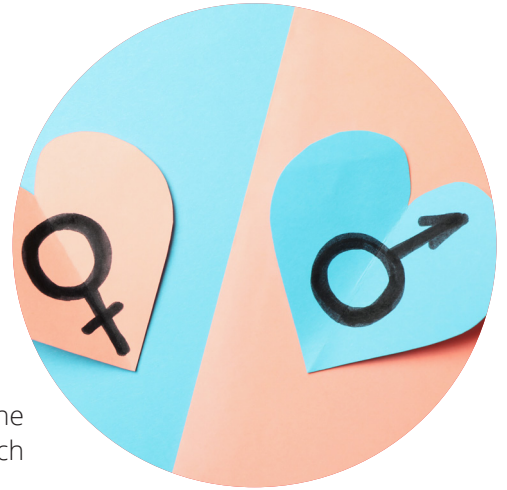
The company has 18 managers/supervisors, of which 3 are female. The pursuit of a more even gender balance within the company and in each workplace should be especially noted when recruiting by:

- 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.

In our business, we are constantly working on the issue of ergonomics. Our "System Elpress" includes hand tools that are ergonomically adapted and require less hand strength.

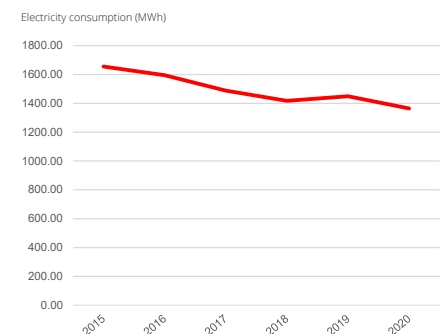


WE work with products and solutions that promote sustainable energy production and are well suited for use within renewable energy. A large part of our business today is sales to wind power plants, which today make up only about 5% of the world's energy consumption. The goal is for the world to consist 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. In our own work, we have in recent years reduced electricity consumption by investing in LED lights in our production.

# 03

## Affordable and Clean Energy



*Graph of the development of electricity consumption since 2015.*





# 04

## 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 Högå 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.

# 05

## 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. Over the past five years, we have invested ~30 MSEK, which has led to a more flexible production. In the coming years, we plan to invest in a new surface treatment plant for our tin coating of terminals. It will mean reduced water and power consumption at an equal level of production.

Within product innovations, we have our DUAL (crimping) technology, which is a patented solution that provides 30 % better management characteristics (lower resistance) compared to conventional crimping technology. This contributes to a lower energy consumption if the user uses Elpress solutions.

When using System Elpress, the user/customer gets the transmission of electrical energy with small losses with our patented solutions and a long service life of products/installations of +30 years.

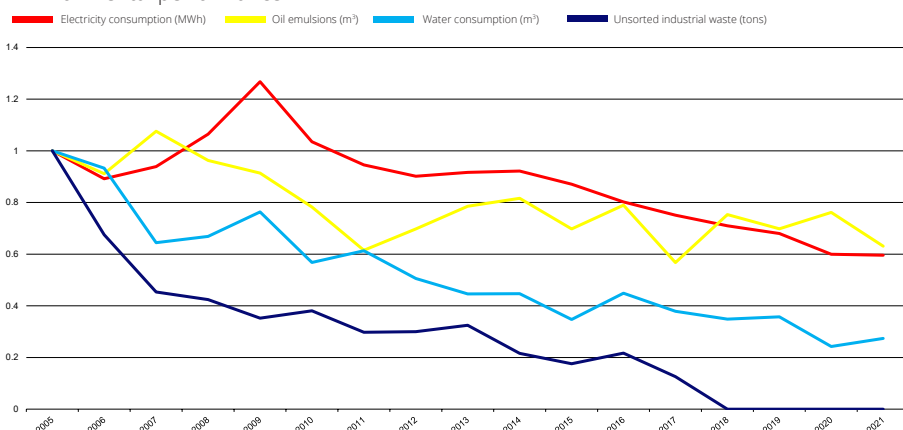
To ensure development, we work continuously with new innovations and solutions. During the year, we have worked more digitally by frequently holding video meetings and conducting webinars with our customers instead of travelling. The number of trips has decreased significantly.

Long-term and ongoing environmental work internally has, during the last five years, resulted in:

- our production reducing electricity consumption by 15 %
- our water consumption decreasing by 20 %

At the same time, the volume of production has increased by 20 % over the same period.

### Environmental performance



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.

Here we investigate LCA (Life Cycle Analysis) with what is relevant and value-creating for us.

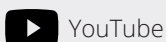
In our quality work, the focus is on awareness and continuous improvement through new methods and training of employees. Both at group and individual level. We strive for a high efficiency by ensuring that the business has the fewest disruptions as possible.

#### Activities and status:

- Developed a model that shows the order of energy use and where it occurs as well as the generation of carbon dioxide (CO<sub>2</sub>) in the different stages.
- Simplified LCA will be carried out in spring 2021 where the result will be seen as a basis for a decision on whether we should apply this.
- The copper in our terminals comes from at least 50% recycled copper.
- The steel used in all our own manufactured tools comes from 100% recycled material.
- All the materials for our terminals are 100% recyclable.
- Training in quality methodology in production with a focus on measurement systems and risk analyses, ongoing in 2021.
- Internal product training in theory and practice for staff, Autumn 2021.
- Breaks down specific quality events to departmental level for a higher participation rate.

# 06

## Sustainable consumption and production



Elpress AB, Box 186, SE-872 24, Kramfors, Sweden.  
Industrivägen 15, SE-872 32, Kramfors, Sweden.

+46 612 71 71 00 [sales@elpress.se](mailto:sales@elpress.se)

LinkedIn

