



NORDIC GROUP

"An Illinois Tool Works company" **ITW**

STOKVIS TAPES NORDICS

SUSTAINABILITY



STRATEGY & 2030 ACTION PLAN

2024

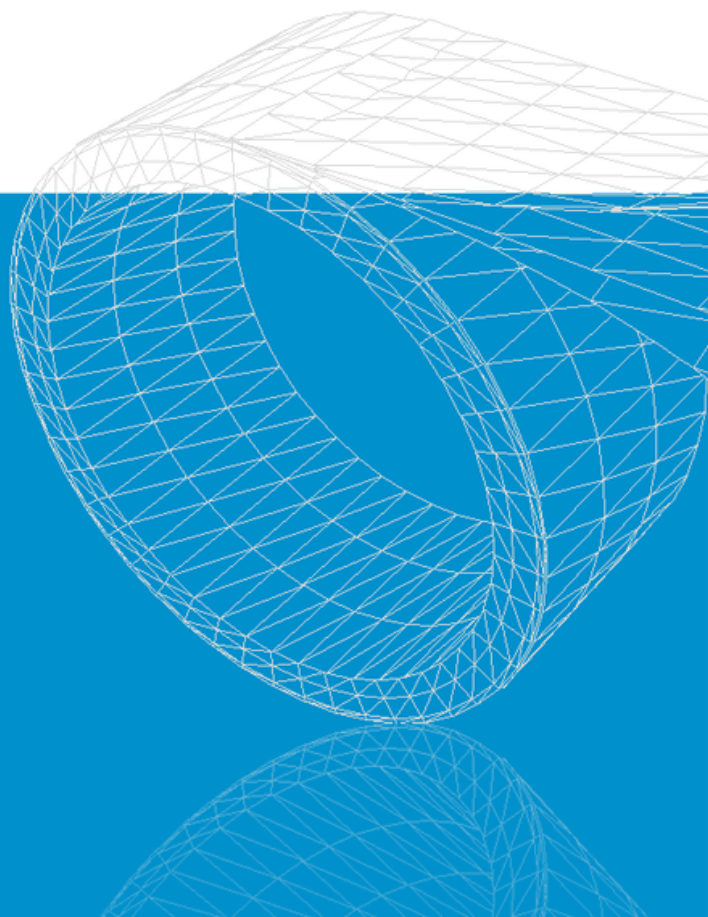


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BACKGROUND

Global warming is one of the most critical environmental challenges we are currently facing. Rising temperatures and sea levels, along with extreme weather events, wildfires, water shortages, hunger, and harm to biodiversity and wildlife indicate the urgency of acting. The increasing generation of waste pollutes our land, water, and air, where the rise in production processes depletes finite natural resources.

As a company, we recognise our responsibility to contribute to reducing these negative impacts. As a result of this, Stokvis Tapes' initial steps towards sustainable development began a few years ago. Stokvision 2030 became a result of this. Aiming to reduce our negative impacts on the environment such as creating awareness on how we can reduce our emissions, reduce our energy consumption, material use and the generation of waste was one of the starting points for how to approach sustainability for a production company like us in our business area.

Much has happened since then, more regulation and legislation have arisen, and the need for a strategy with potential actions for the Nordic countries was found necessary.

Besides the need and completion of this refined strategy, there has been integrated a more hands-on and approachable action plan as a part of the strategy of achieving our sustainability goals. This serves as the fundament to move the Nordic countries' contribution to sustainable development forward, facilitating the transition towards a more sustainable business that supports all three pillars of sustainability; environmental, social and economic sustainability.

STRATEGY

Minimizing our environmental footprint while enhancing long-term benefits for our business is one of our top priorities and ensuring transparency of our products is a step in the direction towards knowing what challenges we have ahead of us. As we look towards the future, our goal is to continuously innovate and provide products and services that not only meet our customers' needs but also contribute to a more sustainable future. While we recognize that our journey has just started, we are dedicated to ongoing improving and evolving our sustainability initiatives to ensure that we meet the demands of a sustainable future.

Environmental Sustainability

At Stokvis, environmental sustainability is a core element of our overall strategy. We understand the critical need to take responsibility for our environmental impact and are committed to addressing the challenges that come with it. Protecting the planet should not just be a priority or a choice for us today but a grounded commitment and requirement for us and future generations.

We recognize the importance of reducing our environmental footprint and exploring environmental practices across all our operations. This extends from working to find innovative ways to converting products, reduce waste, and encourage more environmentally responsible practices. Collaboration is vital, and we acknowledge that working closely with our suppliers and partners is essential to ensure sustainability throughout our value chain and ensure that we succeed in reaching our environmental goals. By focusing on resource efficiency and responsible consumption, we aim to align ourselves with global goals to ensure that our business contributes positively to the environment in the years to come.

Social Sustainability

We recognize the importance of fostering a diverse, inclusive, and supportive workplace where every individual can thrive. Our commitment to social sustainability is focused on creating a fair and equal environment for our employees, ensuring that everyone feels valued.

Enhancing diversity and inclusion across all levels of our organization, ensuring gender equality, and providing opportunities for professional growth through continuous employee development is some of our key areas to ensure a positive development of our company. Being committed to reduce absenteeism rates we aim to support a work-life balance and contribute to the employee satisfaction.

As we continue the beginning of our journey, we are dedicated to build a socially sustainable workplace that empowers our people to contribute to our shared goals and ensures a positive impact on society.

Economic Sustainability

Ensuring accountability, transparency and ethical conduct across our operations is essential. We see our responsibility in upholding the highest standards possible and aligning our business practices with our long-term sustainability goals. Maintaining oversight of our sustainability initiatives and reporting on our progress are crucial steps necessary for us to ensure whether we keep on track and succeed with our sustainability goals in the bigger picture. Ensuring that all stakeholders are informed of our achievements and challenges while being committed to upholding ethical business practice are important steps.

Embedding strategic and business directions into our sustainability strategy, we ensure responsible leadership, aiming to mitigate potential future risks that intends to shape a clear direction for driving positive change and sustainable outcomes for our business.

INTRODUCTION

The Sustainable Development Goals (SDGs) represent a comprehensive framework of 17 interconnected objectives designed to eradicate poverty, protect the planet, and promote peace and prosperity by 2030.

We recognise the importance of our actions towards sustainable development where our action plan for each of our sub-goals that aligns with the 5 chosen SDGs serves as a baseline for our dedication towards contributing to sustainable development. Additionally, the action plan aims to ensure transparent communication and accountability of our actions.

The many sub-goals each address various facets of sustainability. However, when assessing our organisational view, geographic placement and market, we see that our greatest opportunity areas of contribution and the maximal impact can be done related to actions that align with SDG 7, 12 and 13 in the Nordic countries. Nevertheless, we have also observed opportunities to make significant contributions that resonate with SDGs 5 and 8.

Each of the sub-goals that aligns with the pinpointed SDGs guides our efforts through its action plans, ensuring a comprehensive and actionable approach to our sustainability goals and efforts which also serves as our strategy towards contributing to a sustainable development.

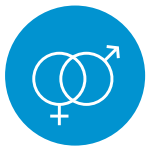
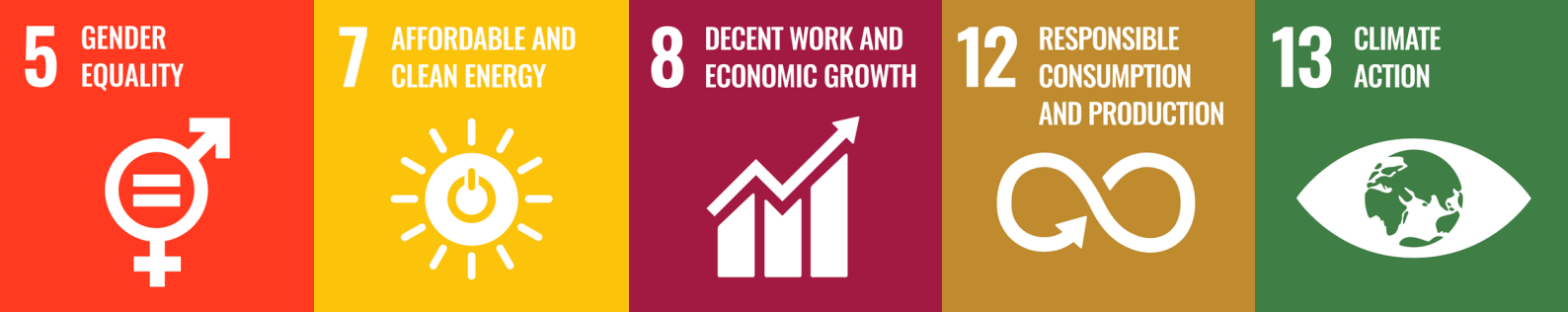
<https://sdgs.un.org/goals>

SUSTAINABLE DEVELOPMENT GOALS



While all 17 SDGs and their 169 targets are important and interconnected, certain goals are more relevant to our business. This section highlights the five SDGs our organization has chosen to prioritise, and how we in the Nordics aim to contribute to a sustainable development that aligns with these five goals.





05. GENDER EQUALITY

Supporting gender equality is crucial for the Nordic divisions as it contributes to fostering a diverse workforce, and aligns with a commitment to equality and social justice.



07. AFFORDABLE AND CLEAN ENERGY

For us, prioritising renewable energy is essential for implementing sustainable practices, complemented by initiatives to reduce and transition to such energy sources.



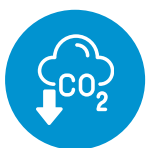
08. DECENT WORK AND ECONOMIC GROWTH

Improving working conditions through innovative social initiatives and flexible work policies aims to support our economic growth and employee satisfaction.



12. RESPONSIBLE CONSUMPTION AND PRODUCTION

As a company with its production facilities, we see our responsibility in minimising waste and promoting responsible consumption.



13. CLIMATE ACTION

Aiming to reduce our negative environmental impacts is one of our key areas towards contributing to the sustainable development.

OVERVIEW






This report will commence with an overview of all of our sub-goals associated with the same SDG it is aligning with. Subsequently, each specific subgoal will be presented alongside its corresponding action plan. This format will be repeated for each of the SDGs

All 17 SDGs are strongly connected, hence also making it important to clarify the connection between our subgoals and how they are all intertwined. In this regard, there may be a few overlaps towards our efforts of contributing the sustainable development.

NOTE: 2021 will be used as the baseline year for our goals and comparisons conducted related to potential improvements.

SUBGOALS

OVERVIEW

Sustainable Development Goal	OUR SUBGOALS
5 GENDER EQUALITY 	<ul style="list-style-type: none"> • 2028: Increase diversity in leadership roles by 10% by promoting inclusivity across the Nordic departments. • 2030: Eliminate gender pay gaps within all the Nordic companies.
7 AFFORDABLE AND CLEAN ENERGY 	<ul style="list-style-type: none"> • 2030: Reduce energy usage by 10% in each of the Nordic company units. • 2030: Increase the percentage of electric-driven vehicles used by our logistic partners domestically in the Nordic countries by 20%. • 2030: All Nordic units must transition to the use of 100% renewable energy sources. • 2030: Facilitate supporting actions that encourage employees to choose more environmentally friendly transport options.
8 DECENT WORK AND ECONOMIC GROWTH 	<ul style="list-style-type: none"> • 2030: Establish a social innovation initiative that increases employee-led initiatives and enhances workplace satisfaction. • 2030: Create more flexible work policies that aim to reduce absenteeism rates with 10%.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	<ul style="list-style-type: none"> • 2026: All employees must have been provided and completed sustainability courses. • 2030: Ensure that 75% of our suppliers adhere to recognised sustainability certificates such as ISO 14001. • 2030: Reduce production- and warehouse waste by 20%. • 2030: 20% of our product range should be created out of recycled material in the wholesale segment.
13 CLIMATE ACTION 	<ul style="list-style-type: none"> • 2025: Improve waste sorting facilities on all Nordic company sites. • 2030: Achieve a 50% reduction within Scope 1 and 2 between 2024-2030. • 2030: Calculate the estimated GHG emissions in our supply chain (Scope 3) and achieve a 10% reduction. • 2030: All units must be ISO 14001 certified.



SUBGOALS

OVERVIEW:

- **2028: Increase diversity in leadership roles by 10% by promoting inclusivity across the Nordic departments.**
- **2030: Eliminate gender pay gaps within all the Nordic companies.**

SUBGOAL (SDG 5)

2028: INCREASE DIVERSITY IN LEADERSHIP ROLES BY 10% BY PROMOTING INCLUSIVITY ACROSS THE NORDIC DEPARTMENTS.

Action Plan

- Revise hiring and promotion methods to ensure fairness and impartiality.
- Provide unconscious bias training for managers and decision-makers.
- Actively recruit talent from underrepresented groups to create a diverse candidate pool.
- Support an inclusive workplace environment that values and supports all employees.
- Offer initiatives to support talents in advancing to leadership roles.
- Continuously monitor progress and adapt strategies to prioritise inclusivity while selecting the most qualified candidates.

SUBGOAL (SDG 5)

2030 ELIMINATE GENDER PAY GAPS WITHIN ALL THE NORDIC COMPANIES.

Action Plan

- Conduct a comprehensive investigation into the current pay gap in all four countries.
- Define clear rules and pay structures based on objective criteria such as job role, experience, and performance metrics.
- Explore the feasibility of introducing adaptable work arrangements, particularly to support women balancing work-life commitments.
- Monitor progress annually and reassess rules and structures if insufficient progress is observed.



SUBGOALS OVERVIEW

- **2030: Reduce energy usage by 10% in each of the Nordic company units.**
- **2030: Increase the percentage of electric-driven vehicles used by our logistic partners domestically in the Nordic countries by 20%.**
- **2030: All Nordic units must transition to the use of 100% renewable energy sources.**
- **2030: Facilitate supporting actions that encourage employees to choose more environmentally friendly transport options.**

SUBGOAL (SDG 7)

**2030: REDUCE ENERGY USAGE BY 10%
IN EACH OF THE NORDIC COMPANY
UNITS.**

Action Plan

- Assess current energy usage across all Nordic facilities.
- Identify high-consumption areas in each division.
- Implement energy-efficient solutions in high-consumption areas. This could include optimising, smart control or scheduling.
- Support employee awareness and encourage participation in energy-saving practices.
- Monitor and review usage each quarterly to keep track of improvements and needs for additional initiatives.

SUBGOAL (SDG 7)

2030: INCREASE THE PERCENTAGE OF ELECTRIC-DRIVEN VEHICLES USED BY OUR LOGISTIC PARTNERS DOMESTICALLY IN THE NORDIC COUNTRIES BY 20%.

Action Plan

- Conduct an assessment of the current fleet and determine the percentage of electric delivery vehicles in the domestic vehicle fleet.
- Complete a feasibility study that determines how big of an increase would be possible.
- Set up a procurement strategy that includes requirements for when vehicles should be chosen as electrical.

SUBGOAL (SDG 7)

2030: ALL NORDIC UNITS MUST TRANSITION TO THE USE OF 100% RENEWABLE ENERGY SOURCES.

Action Plan

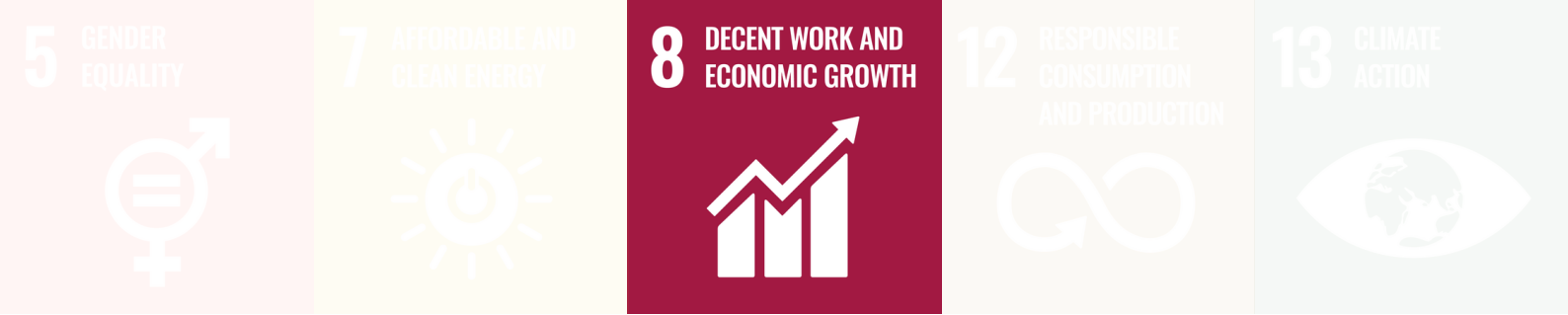
- Assess the current energy sources used and the percentages of renewable energy.
- Assess the environmental and economic benefits of transitioning to on-site renewable energy sources.
- Investigate what country-specific options are preferable and make a transition plan.
- Explore opportunities for implementing on-site renewable energy sources and possibilities of being self-supporting from those renewable energy installations.
 - Identify potential suitable locations for on-site renewable energy sources.
 - Investigate the feasibility of installing on-site renewable energy sources.
 - Investigate options for energy storage from renewable energy sources.

SUBGOAL (SDG 7)

2030: FACILITATE SUPPORTING ACTIONS THAT ENCOURAGE EMPLOYEES TO CHOOSE MORE ENVIRONMENTALLY FRIENDLY TRANSPORT OPTIONS.

Action Plan

- Assess each unit's potential to support employees in opting for electric vehicles and other more sustainable transport methods. This includes revising company policy for company cars.
- Explore potential benefits and rewards for employees choosing more environmentally friendly transport options.
- Investigate the feasibility of installing EV charging stations for employee-owned cars.



SUBGOALS

OVERVIEW

- **2030: Establish a social innovation initiative that increases employee-led initiatives and enhances workplace satisfaction.**
- **2030: Create more flexible work policies that aim to reduce absenteeism rates with 10%.**

SUBGOAL (SDG 8)

2030: ESTABLISH A SOCIAL INNOVATION INITIATIVE THAT INCREASES EMPLOYEE-LED INITIATIVES AND ENHANCES WORKPLACE SATISFACTION.

Action Plan

- Define the objectives and scope of the social innovation initiative and include representatives from various departments.
- Allocate resources and support for the initiatives, ensuring alignment with company values and goals of improving workplace satisfaction.
- Ensure regular feedback and continuous evaluation to optimise the initiative and ensure it meets its intended objectives.

SUBGOAL (SDG 8)

2030: CREATE MORE FLEXIBLE WORK POLICIES THAT AIM TO REDUCE ABSENTEEISM RATES WITH 10%.

Action Plan

- Conduct a survey to understand key reasons for employee absenteeism.
- Review and identify opportunities for work policy flexibility such as remote work, flexible hours or compressed work weeks.
- Ensure ongoing dialogue to address concerns.
- Gather inputs and monitor employee retention and absenteeism rates to keep track of the impact of the initiatives so they can be adjusted to keep them on the right track.



SUBGOALS

OVERVIEW

- **2026: All employees must have been provided and completed sustainability courses.**
- **2030: Ensure that 75% of our suppliers adhere to recognised sustainability certificates such as ISO 14001.**
- **2030: Reduce production- and warehouse waste by 20%.**
- **2030: 20% of our product range should be created out of recycled material in the wholesale segment.**

SUBGOAL (SDG 12)

2026: ALL EMPLOYEES MUST HAVE BEEN PROVIDED AND COMPLETED SUSTAINABILITY COURSES.

Action Plan

- Assess the current level of sustainability knowledge among employees.
- Analyse the findings to determine the specific training needs of each department.
- Develop a comprehensive sustainability training program tailored to the company's operations and business objectives.
- Monitor and assess progress in sustainability knowledge to ensure successful completion and continual improvement.

SUBGOAL (SDG 12)

2030: ENSURE THAT 75% OF OUR SUPPLIERS ADHERE TO RECOGNISED SUSTAINABILITY CERTIFICATES SUCH AS ISO 14001.

Action Plan

- Establish clear sustainability requirements for selecting and evaluating suppliers, ensuring compliance with these requirements.
- Identify and focus on key suppliers, prioritising those demonstrating a high level of commitment to their sustainability performance.
- Conduct regular audits to verify that suppliers retain their sustainability certificates. This includes providing support and incentives to help suppliers achieve and maintain their certification status, and fostering long-term partnerships based on shared sustainability goals.

SUBGOAL (SDG 12)

2030: REDUCE PRODUCTION- AND WAREHOUSE WASTE BY 20%.

Action Plan

- Investigate and assess production- and warehouse operations to identify key sources of waste.
- Identify which processes can be optimised or where materials can be better utilised to enhance efficiency and reduce production waste.
- Assess data and develop and complete targeted waste reduction initiatives, ensuring alignment with reduction targets.
- Promote employee awareness and support for waste reduction efforts through employee training and awareness campaigns.

SUBGOAL (SDG 12)

2030: 20% OF OUR PRODUCT RANGE SHOULD BE CREATED OUT OF RECYCLED MATERIAL IN THE WHOLESALE SEGMENT.

Action Plan

- Research current market options and demands for recycled materials in the wholesale segment.
- Conduct a feasibility study comparing cost, growth potential and sustainability demands.
- Provide Environmental Product Declarations (EPDs) for our wholesale products to ensure transparency about the environmental impact of the products.
- Communicate a commitment to using recycled materials, highlighting the environmental benefits and demands for sustainable products in the industry.



SUBGOALS

OVERVIEW

- **2025: Improve waste sorting facilities on all Nordic company sites.**
- **2030: Achieve a 50% reduction within Scope 1 and 2 between 2024–2030.**
- **2030: Calculate the estimated GHG emissions in our supply chain (Scope 3) and achieve a 10% reduction.**
- **2030: All units must be ISO 14001 certified.**

SUBGOAL (SDG 13)

2030: IMPROVE WASTE SORTING FACILITIES ON ALL NORDIC COMPANY SITES.

Action Plan

- Assess waste management practices and infrastructure at each unit, considering individual country regulations.
- Set specific waste sorting improvement targets for each unit based on identified needs.
- Implement standardised waste sorting procedures and training for effective waste segregation.
- Install customised waste sorting bins and infrastructure at each site.
- Integrate waste sorting education into sustainability courses.
- Monitor compliance with waste sorting and provide ongoing check-ups and training of the employees to ensure they sort the waste, and sort in the correct fractions.

SUBGOAL (SDG 13)

**2030: ACHIEVE A 50% REDUCTION
WITHIN SCOPE 1 AND 2 BETWEEN
2024-2030.**

Action Plan

- Calculate Scope 1 and Scope 2 greenhouse gas emissions.
- Identify current high consumption areas.
- Define the key areas for reduction and develop a detailed plan to decrease consumption in high-consumption areas.
- Monitor progress to ensure timely achievement of the reduction goal.

SUBGOAL (SDG 13)

2030: CALCULATE THE ESTIMATED GHG EMISSIONS IN OUR SUPPLY CHAIN (SCOPE 3) AND ACHIEVE A 10% REDUCTION.

Action Plan

- Gather supplier data to estimate Scope 3 GHG emissions in our supply chain.
- Identify high-impact suppliers and high-impact products within our supply chain.
- Determine key areas for emission reductions.
- Establish clear metrics and reporting mechanisms to track progress towards Scope 3 emission reduction goals.

SUBGOAL (SDG 13)

2030: ALL UNITS MUST BE ISO 14001 CERTIFIED.

Action Plan

- Conduct a gap analysis to identify areas where each unit deviates from ISO 14001 requirements.
- Develop and implement a standardised environmental management system across the Nordic units which aligns with ISO 14001 standards.
- Provide training to the affected employees to ensure understanding and compliance with ISO 14001 certification.
- Establish clear timelines and milestones for each unit to achieve ISO 14001 certification.
- Regularly review progress and address any barriers or challenges to attaining the certification.

NEXT STEPS

Embedding our sustainability strategy and sustainable practices throughout our Nordic divisions is an ongoing process. We will continuously update and adapt our strategy and actions to stay aligned with new regulations and emerging trends. We aim to track and report our progress, and strengthen our collaborations both internally and externally to ensure that we always aim to remain at the forefront with our own sustainability efforts.

