

Corporate Social Responsibility

 **ELPROMAN**

Category
Policies

Approved by
Sophie Österman

Approved date
2024-09-25

Document number
Q0202L2

Goal

Our goal is to operate a business that aligns with the needs and expectations of our stakeholders, while being mindful of our role in society and the world at large. The foundation of our business is built on four pillars: financial stability, environmental sustainability, social responsibility, and ethical practices. We incorporate these principles into our daily operations and collaborate with stakeholders, going beyond mere legal compliance.

Why do we engage in CSR?

Our aim is not only to report on financial performance but also to reflect our social, ethical, and environmental impact on our overall results. We view CSR as a strategic asset and a driver of growth, contributing significant value to our business.

To get there – Together.

We communicate our CSR initiatives and results through reports, stakeholder meetings, and employee workshops to ensure transparency and engagement

Financials

We want to ensure financial stability for both our stakeholders and employees. This allows us to make the necessary investments for future growth and to maintain sustainable practices for our customers. At the same time, we aim to provide a long-term return to our stakeholders and give a positive, supportive workplace for our employees.

We are dedicated to advancing economic and social inclusion for all, regardless of age, gender, disability, race, ethnicity, origin, religion, or economic status.

We ensure that our employees are fairly compensated and receive comprehensive benefits, such as health coverage and retirement plans. Our commitment to transparency and accountability in financial reporting and business practices helps build strong relationships with our customers and stakeholders.

We also uphold high standards for our suppliers, requiring that their workers enjoy fair working conditions, reasonable hours, a safe environment, and the right to union representation.

Environmental

We are certified according to ISO:14001 and ISO:9001 since early 2000 by a third party. We train our staff, both new and experienced, to raise awareness of the impact our company has on the environment and sustainability and what we can do to preserve the earth's resources.

During 2023, our goal was to reduce energy consumption in our facilities by 5 percent. Our action plan included installing sensors to monitor indoor and outdoor temperatures to regulate the systems. During the review, we were pleased to confirm that we achieved this goal, which we take great pride in. We are now working on developing new strategies to further decrease our energy consumption in our facility. We are also aligning our efforts with several of the global goals; below, we outline which goals we are focusing on and how we are working with them.

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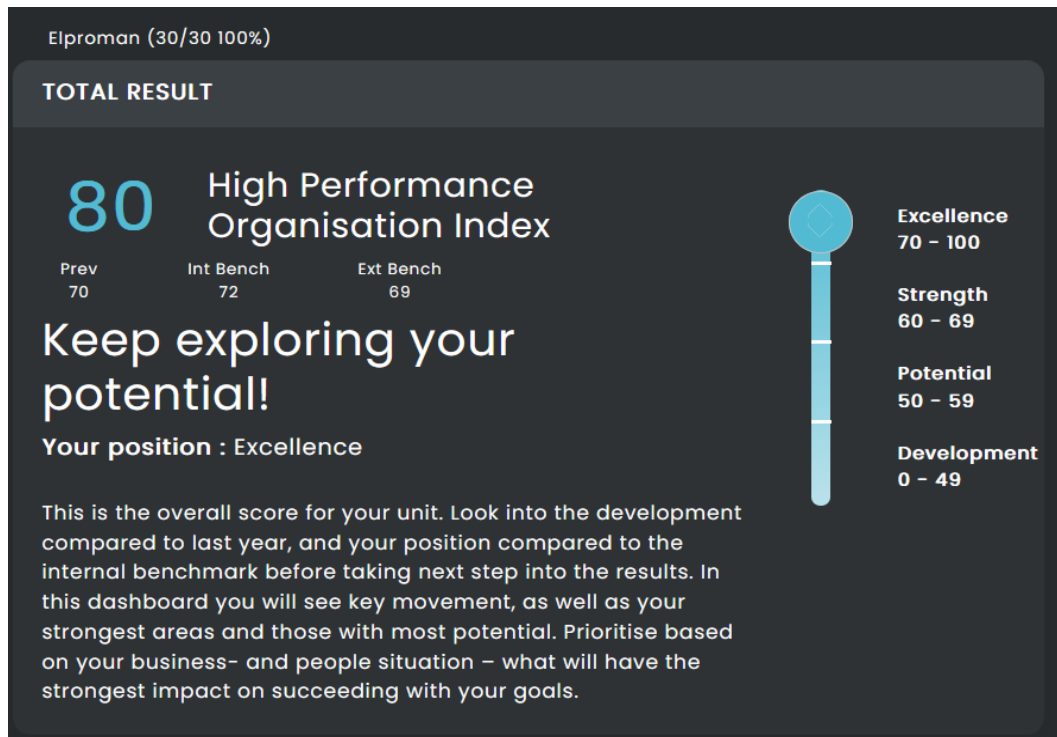
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Social & Ethical

An employee survey is conducted every 18 months through an external provider. The survey model is grounded in research on factors that contribute to business success. According to the HiPO model, key elements include fostering employee engagement, strong leadership, an efficient organization, and clear, communicated goals and strategies. The survey is completely anonymous, and in our most recent assessment, we scored 80/100 on the "High Performance Organization Index." The survey focuses on four main areas: engagement, organizational capabilities, goals and strategy, and leadership.



We conduct a health assessment for all employees every other year with the assistance of our occupational health service.

Elproman has been giving a sum of money to various charity organizations for several years, one of which works to provide young people and children with a drug-free upbringing. We aim to support charities that we think do important work for the community and are aligned with our values.

Human Rights, a part of our Code of Conduct

We are committed to respecting and upholding internationally recognized human rights as outlined in the UN Guiding Principles on Business and Human Rights (UNGPs). This includes ensuring fair and safe working conditions, prohibiting forced and child labor, and promoting equality throughout all operations and supply chains.

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All employees, partners, and suppliers are expected to adhere to these principles and integrate them into their practices. Elproman conducts assessments to identify, prevent, and address any potential or actual human rights risks. Suppliers are required to uphold these standards and ensure the same level of commitment within their own supply chains.

Violations of these principles will not be tolerated and may result in termination of business relationships.

To uphold this commitment, we:

- Conduct due diligence to identify and address human rights risks.
- Collaborate with suppliers to ensure ethical practices.
- Train employees to uphold advocate for human rights.

Business Ethical Policy

Elproman's Business Ethics outlines our commitment to conducting business with integrity and fairness while fostering trust with all stakeholders. It is the responsibility of all employees to adhere to these guidelines, and managers are tasked with demonstrating their content and spirit, encouraging the reporting of any non-compliant behavior.

We ensure ethical practices throughout our supply chain by conducting regular visits to suppliers and requiring adherence to ethical standards. Our ambition is to promote transparency, fair competition, and sustainable development in all aspects of our operations, contributing positively to the communities where we operate.

Elproman provides a whistleblowing channel where employees and partners can report unethical practices confidentially and without fear of retaliation.

Product responsibility

All products we distribute are REACH and RoHS compliant, and none originate from conflict-affected areas. Manufacturers who import or sell goods and chemical products in the EU/EEA must adhere to the relevant regulations. We are dedicated to conducting our global business operations in accordance with applicable laws and regulations regarding conflict minerals.

Elproman is closely monitoring the SVHC-list.

Agenda 2030

Elproman actively contributes to Agenda 2030 by focusing on global goals relevant to our operations. We prioritize Goal 12 (Responsible Consumption and Production) by ensuring that our products comply with environmental requirements such as REACH and RoHS. Additionally, we support Goal 13 (Climate Action) through energy efficiency initiatives and reducing our Scope 1 and Scope 2 emissions.

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RECYCLING OF ALL WASTE

Providing our customers with in-house production of components and products brings many benefits. However, it also results in a significant amount of waste material during production. Therefore, we actively work to train our staff on how to best sort all leftover materials at the source. This may involve finding alternative uses to create circularity, as well as selling excess materials to other market players who can use them in their production processes.

REDUCE CO2 EMISSION

We are committed to reducing CO2 emissions across all business activities, with a focus on smarter logistics and consolidated shipments to lower the carbon footprint of our transportation.

We measured CO2 emissions within Scope 1 and 2, enabling us to identify opportunities for further reductions and improvements. While Scope 3 emissions present challenges for us as a distributor, we aim to address these during 2025 by collaborating with suppliers to enhance sustainability practices and reduce indirect emissions. We are committed to taking proactive steps and continuously improving our practices to minimize our environmental impact and contribute to a sustainable future.



SUSTAINABLE SUPPLY CHAIN

We want to positively impact society and the environment together with our suppliers. We achieve this, for example, by conducting annual supplier assessments. These assessments help us ensure that our suppliers and partners meet our values and work toward the same goals according to existing standards and regulations.

Continuous Improvement

We are committed to continuous improvement in all aspects of CSR. Regular assessments and reviews help us measure our progress, set new goals, and address areas for improvement. By embedding this approach into our operations, we ensure that our business evolves to meet the needs of our stakeholders and the environment.