



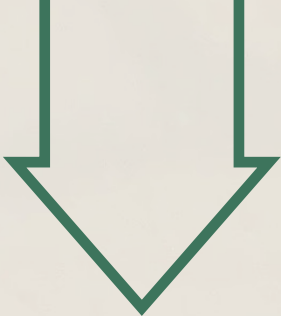
# **Sustainability Report**

**2023**





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# Reader’s guide for this report

The aim of this sustainability report is to give a clear understanding of Boxon Group AB’s sustainability engagement and the result of our efforts in the past year. After an introduction, we will give detailed information about how we work with sustainability in three strategic focus areas: Sustainable packaging, Climate neutral, and Fair & Equal. The report is written in reference to Global Reporting Initiative (GRI). We have a final section with a GRI Index and GRI Appendix with more detailed information.

Report content and topic boundaries

This report refers to the activities of Boxon Group AB, where the operations and figures of all majority-owned subsidiaries are included in the scope of this document, except for Boxon Thailand. The reason for the exclusion of Boxon Thailand is that this subsidiary was registered in September 2023 but had no trade, no employees, and no place of business. In 2023, Båfi Pac AB changed its name to Boxess i Värnamo AB. As Boxon owns 61.5% in Boxess, CO<sub>2</sub>e has been calculated based on ownership shares.

Statement on COP



This report represents Boxon Group AB’s Communication on Progress with reference to 2023. Boxon’s Communication on Progress on the ten principles of the UN Global Compact can be found in the GRI Appendix.

## Statement on statutory reporting

Reporting period, frequency and contact point

Reporting period: January 20230101 to December 20231231  
Reporting frequency: Annual  
Reporting standard: This report is written in reference to Global Reporting Initiative (GRI)

External examination

This report is subject to examination by the Boxon Group appointed company Auditor from Mazars Sweden. The corresponding Auditor’s report is attached at the end of this document.

Contact point

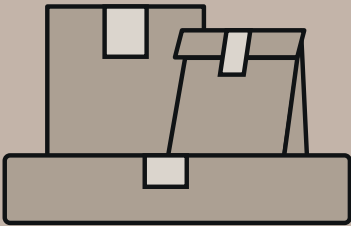
Chief Sustainability Officer (CSO)  
Ann-Sofie Gunnarsson  
ann-sofie.gunnarsson@boxon.com



# Boxon in brief

### About us

We are a packaging partner who adds value to our customers through innovative and sustainable solutions.



Our Promise  
**Protector of things**

### Established

**1932**

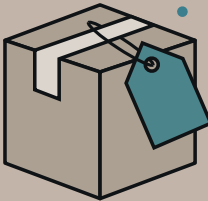
**8** countries

- Sweden  
Germany  
France  
Denmark
- Norway  
Finland  
China  
Thailand

**Boxon Group Turnover 1 733 592 KSEK**

**233**  
employees (FTE)

**Our offer is based on four elements;**  
Packaging Solutions  
Labels & Traceability  
Machines & Equipment  
Services.



- 10 000** customers
- 1 500** std articles
- 400** deliveries per day
- 246** suppliers
- 19** distribution centers

# Timeline The history of Boxon

- **1930-1940**

Olof Andersson sells his box manufacturing company Ramlösa Lådfabrik to Arvid Jonasson. Ernst Johansson joins as a partner.
- **1950-1960**

Ernst Johansson becomes the sole owner in 1956. At the dawn of the 1960s, Helsingborgs Emballage has a turnover of approximately SEK 1 million. Ten years later the company is making ten times that amount.
- **1965**

Corrugated cardboard starts to enter the market and the company starts wholeselling craft paper, paper bags, paper towels and twine.
- **1969**

Ernst Johansson hands over the CEO position to his son Ingemar Yllfors.
- **1989-1995**

The company moves to new premises at Grus-tagsgatan in Helsingborg. In 1995, the company introduces a new busi-ness area organization and is established in Germany.
- **1997-1998**

Ingmar Yllfors retires and his son Anders takes over the CEO position. In 1998 the company gets its new name and identity "Boxon".
- **2000-**

Boxon expands in several cities in the Nordics and in 2011 Boxon is established in China. In 2014, the company launches a webshop for more digitally oriented customers.
- **2023**

Boxon, now 91 years old, faces the future stronger than ever and continues to grow. The most recent addition of markets is Thailand.



# Sustainability Highlights 2023



We take sustainability very seriously. It is the guiding principle of our business, and we place the same high demands on ourselves as we do on our suppliers. Why? Because a thorough sustainability agenda has a positive impact on employees, customers, and our planet. Simple as that.

## Majority of sales come from more sustainable packaging

Today 55% of our sales come from packaging products with FSC certification, products with at least 30% recycled material and products that meet our criteria as sustainable products. (page 21)

## Ranked 98th percentile and top 2% in sustainability

Boxon has been awarded Gold in sustainability management by independent sustainability rating provider EcoVadis.

The sustainability rating of 77 puts Boxon in the 98th percentile and we

are acknowledged to be among the top 2% companies globally. (page 34)

## Customers care about sustainability

In 2023, Boxon welcomed Elkjøp as a new customer. One critical selection criteria for Elkjøp is that Boxon is Ecovadis rated, which is a clear proof point that we as a company manage sustainability in a holistic way and take responsibility for people and planet (page 34).

## Approved Science Based CO2e Targets

We are proud to be one of the first packaging companies to have approved CO2e targets from Science Based Target initiative (SBTi), which means we are committed to NetZero with a clearly defined path to reduce greenhouse gas emissions in line with the Paris Agreement. (page 33)



## 24% reduction of absolute CO2e emissions

Boxon has reduced our absolute CO2e emissions compared to 2019 with 24%, although we have increased turnover with approximately 35% since 2019. (page 25)

## 80% of Boxons sites are FSC certified

In April, our operations in Germany and France became FSC certified. This means that 80% of Boxon's sites are FSC chain of custody certified. (page 35)



Boxon 90 years -  
Boxon XC Falkenberg, Sweden, May 2023

## Product Carbon Footprint on 90% of articles

We implemented full traceability of each article's footprint – Product Carbon Footprint – according to "cradle to grave", meaning that we account CO2e emissions throughout the product life cycle, verified by MyClimate. (page 28)



## Customer Scorecard with sustainability KPI's

We have taken a big step to make it easier for our customers to monitor their sustainability performance through our scorecard presenting total

share of recycled materials, FSC articles, sustainable products and CO2e consolidation for all products. (page 20)

## Sustainability at Boxon

In 2023, we have focused on raising awareness of sustainability across the company and integrating responsibility into every function. By working together, we can make a huge difference. (page 37)





# CEO and CSO Statement

Act now and pave the way for another 90 years.

## 2023 was another year of global challenges.

We all experienced the effects of inflation and higher living costs, conflicts, and climate change. In times like these, we try to be both realists and optimists, letting the Boxon values and spirit lead the way. The Boxon spirit was embodied in May 2023, when 250 dedicated colleagues met in Sweden to celebrate Boxon's 91 years in business. We would like to thank all our colleagues, suppliers and partners for your support and hard work in paving the way to where we are today.

**Our circularity agenda, which includes using more renewable and recycled materials, is key to reducing our carbon footprint.** As we summarise 2023, we are delighted that renewable and recycled materials account for 76% of the total materials purchased. With our broad material portfolio and our network of innovative suppliers, we will continue to drive this agenda in 2024.

**Boxon has again been named one of the most sustainable companies in the world by EcoVadis, placed in the top two percent of ranked companies,** which is one important reason why many of our customers choose our packaging solutions. Sustainability verification through third-party assessments is crucial for us as we adapt to green development, and as it provides a benchmark and guidance on how we can further improve performance.

**Another important achievement during the year was the approval by Science Based Targets of our climate targets in line with the 1.5°C target.** Our new targets mean a 50% reduction in greenhouse gas emissions from Boxon's operations by 2030 and a drive towards net zero in our

value chain by 2045. We are excited to be on track, with an absolute greenhouse gas reduction of 24% compared to our 2019 base year.

**We also continue our work to ensure we are ready for the Corporate Sustainability Reporting Directive (CSRD) 2025** and the new packaging rules of the EU Green Deal. As we are expanding in China and have a newly established company in Thailand, we are following green technology developments in Asia with great interest. China's clean energy investment boom in 2023 is promising, but the carbon intensity of its economy remains high.

Our work continues, we are optimistic, and sustainability is an integral part of our business. The collective effort of all Boxon employees and partners has made us ready for an interesting 2024, and our vision – to be the most innovative and sustainable packaging company with the best customer experience – will continue to guide us for the next 90 years. At least!



**Fredrik Ståhl**  
Chief Executive Officer  
Boxon Group



**Ann-Sofie Gunnarsson**  
Chief Sustainability Officer  
Boxon Group

# Our vision, mission and promise

If Boxon were a body, this would be our beating heart. These are the four forces that drive us in our quest for excellence and positive impact

## Boxon Strategy



Our promise  
**Protector of things**

Our vision  
**To be the most innovative and sustainable packaging company with the best customer experience.**

Our mission  
**We are a packaging partner who adds value to our customers through innovative and sustainable solutions.**

Our values  
**Win together  
Simplicity  
Transparency  
Responsibility**

## Rooted in Values

Our values are the cornerstones of our company and the compass that guides us on our journey. They lead us towards responsible decisions that benefit both people and our planet.

## Mission: Building Lasting Partnerships

Our mission is simple but profound: to be more than just a supplier of packaging. We are here to build lasting partnerships by offering innovative and sustainable solutions.

## Vision: Pioneering Tomorrow

We dare to dream big and aspire to lead the change in the packaging industry. Our vision is to set new standards for innovation and sustainability, delivering unparalleled customer satisfaction with every interaction.

## Promise: Guardians of Sustainability

Our promise is to be the Protector of things, which is not only about protecting through packaging, but also about how we safeguard the future in the most sustainable way for people and the planet.



# Trends in the packaging industry

**Yes, you read that right. Trends. The packaging industry is high tech, and ever evolving. And in this trendy business, Boxon is one of the pioneers.**



## Need for more durability, circularity, and minimalistic design

Increased demand for sustainability is driving the transition to a carbon-neutral society and a circular economy. Initiatives such as the EU Green Deal, the EU's goal to reduce carbon emissions by 55% by 2030 and a global commitment to replace single-use plastics have made reusable, renewable and recyclable products increasingly attractive. Another trend is minimalist design with the ambition to reduce the number of materials used, simply through smart design.

## Smart packaging with technological innovation

Technological developments have opened the door to smarter packaging solutions. In addition, RFID technology, sensors and QR codes can be used to create interactive packaging that gives consumers more information about the product, its origin and use. In addition, smart packaging

can be used to improve the traceability and safety of products. This not only gives a more engaging shopping experience, but also allows companies to optimize their logistics and prevent counterfeiting.

## Increased focus on people and accessibility

There is a greater focus on accessibility, meaning that the packaging should be easy to safe and easy to handle for all people involved including the end-customers. Appropriate packaging performs many important health and safety functions as well as it can increase efficiency in the packaging logistics.

## Forests as valuable resources

Forests are a valuable resource, not only for the virgin fibre used in paper and packaging, but also for many other products. Forests are also a resource for biodiversity and carbon capture. As the



demand for forest raw materials increases, it is important to purchase FSC-certified material and use this valuable resource as wisely and efficiently as possible and continue to promote recycled materials, end-of-life recycling, and reuse.

## How Boxon meets these trends

Never before has the choice of packaging been so crucial as it is now, as awareness of sustainability and its impact on our planet reaches new heights. Boxon responds to all these trends with more sustainable packaging, developed with both people and planet in mind.





# Sustainability at Boxon

## Statement & ambition

Don't get us wrong, we're immensely proud of what we're achieving with our sustainability work. But don't confuse our pride with satisfaction. We're only getting started.

**Boxon Group is committed to the 17 Sustainable Development Goals outlined in Agenda 2030 and we are a signatory to the UN Global Compact.**

This means that we are committed to the ten principles and that our business meets basic responsibilities in four areas: human rights, labour rights, environment, and anti-corruption. In addition, we are determined to do our part to reach the Paris Agreement and limit global warming to 1.5°C, compared to pre-industrial levels. By integrating these commitments into strategies, policies, and procedures, Boxon not only upholds the fundamental responsibility towards people and the planet, but also creates the conditions for long-term success together with employees, suppliers, partners and customers.

Boxon's vision is to be the most innovative and sustainable packaging company with the best customer experience. Our sustainability ambition is to become circular, climate neutral and inclusive throughout the value chain. This ambition describes our long-term sustainability agenda and commitments for all Boxon Group companies. It also aims to inspire action and achieve positive change in the packaging industry.

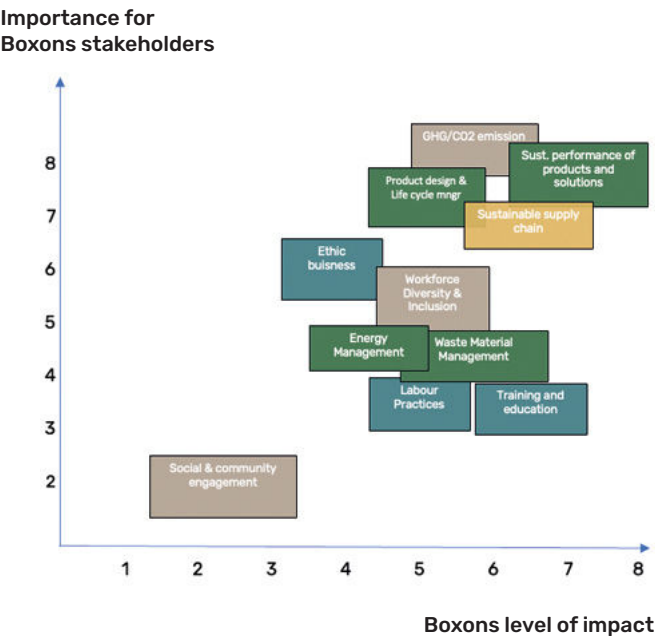
Our sustainability ambition is based on our materiality analysis. These topics are considered as the most important sustainability issues in the view of our stakeholders and in terms of the ability for Boxon to have an impact on them.

## Materiality- and stakeholder analysis

Relentless work and analyses bring us closer to the company we want to be. For you. For us. For the world. Forever.

Key tools for our sustainability work are the stakeholder and materiality analyses, which help us identify the most important sustainability focus areas for our business. In identifying material issues, benchmark criteria from SASB Materiality finder and EcoVadis have been particularly useful sources.

### Boxon Materiality Matrix



### Topics identified as most material for Boxon and our stakeholders:

- Greenhouse gas emissions
- Sustainability performance of products and solutions
- Product design and life cycle management
- Sustainable supply chain
- Workforce diversity & inclusion

These material topics have formed the basis of Boxon's three sustainability cornerstones.

### Sustainable packaging solutions

Through more sustainable and circular packing, Boxon inspires and supports our customers in their sustainability transformation. (page 16)

### Climate neutral

Boxon is becoming climate neutral by developing and offering circular packaging solutions, and by reducing greenhouse gas emission through close co-operation with our suppliers and customers. (page 24)

### Fair & Equal

Boxon is a responsible company, and we actively demonstrate commitment to diversity, equality, and inclusion throughout the value chain. (page 32)



# Sustainability ambition and goals

But what do we want with all this, you might think. Well, for instance we want to make the world a better place. So why not start where we can make a difference, at work.

Boxon’s vision is to be the most innovative and sustainable packaging company with the best customer experience. One key strategic pillar in Boxon strategy is sustainability,

where our sustainability ambition is to become circular, climate neutral and inclusive throughout the value chain.

## Our sustainability goals

- **Decrease CO2e emissions by 50% until 2030**  
Boxon Group is committed to reach net zero emissions of greenhouse gases by 2045. We have approved Science Based Targets of absolute CO<sub>2</sub>e reduction with 50% in 2030, compared to 2019 levels.  
*\*scope 1, 2 and 3 upstream*
- **Increase the sales of packaging solutions based on recycled material**  
with 30% until 2025, compared to 2022 levels.
- **Continue to demonstrate commitment to diversity, equality & inclusion**  
throughout the value chain

Our ambition is to become circular, climate neutral and inclusive throughout the value chain.

# Commitment to Agenda 2030 and chosen SDGs

Boxon is committed to the 17 SDG’s and Agenda 2030. During the materiality analysis, it became clear that Boxon has a significant impact on several goals. We have chosen to focus on the SDG’s that are important to our business and where Boxon can have a significant impact.



**SDG 13 Climate action:** Boxon will reduce its CO<sub>2</sub>e and become climate neutral in line with our approved science-based targets. Our industry is material and logistics intensive, with significant waste and emissions throughout the value chain. The strategic sustainability cornerstone “Climate Neutral” emphasises the importance of circular systems for products and raw materials, renewable energy in Boxon’s and suppliers’ operations, and fossil-free transportation.

KPI’s: CO<sub>2</sub>e scope 1,2 and 3 upstream, share waste to incineration, share renewable energy, share fossil free transportation



**SDG 12 Responsible consumption and production:** Boxon wants to offer circular packaging and solutions that are renewable, reusable, recycled and recyclable. We collaborate with suppliers with the same ambition. This is a major focus of the strategic area “Sustainable packaging solutions”. We also have a responsibility to ensure that human rights and good business ethics are fulfilled throughout our value chain. This is covered in the strategic area “Fair & Equal”.

KPI’s: Share articles and sales Sustainable products, Recycled Material and FSC certified articles, share suppliers signed Code of Conduct, share suppliers audited. Through SDG12, we are also having an indirect impact on SDG 8 Decent work and economic growth



**SDG 15 Life on Land:** The majority of our products are made from fibre-based and wood materials. Boxon’s ambition is to mobilise around sustainable forestry together with our suppliers and customers. This is covered by the strategic areas “Sustainable Packaging Solutions” and “Fair & Equal”.

KPI’s: Share & Sales FSC certified articles, Share FSC certified suppliers



**SDG 5 Gender Equality:** Boxon wants to actively promote Diversity, Equality, and Inclusion (DEI) throughout the value chain. This is a prerequisite for sustainable growth and business development, and for attracting new talent. We work proactively on the DEI agenda in our own operations and in our supply chain. This is part of the strategic area “Fair & Equal”.

Indicators: Share female / male employees, managers, management team and board, Share age employees. Through SDG 5, we also have an indirect impact on SDG 10 Reduced inequality



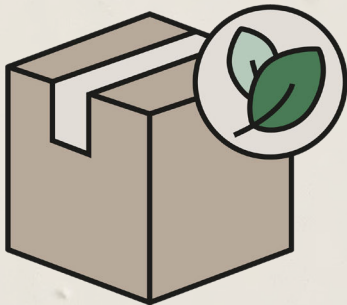
# Sustainable packaging solutions

Through more sustainable and circular packaging, we inspire and support our customers in their sustainability efforts.

Our goal is to increase the sales of packaging solutions based on recycled material with 30% by 2025.

## Key targets

- **Share sales 2024:**  
Sustainable products 55%, articles with min 30% recycled material 65%, FSC certified articles 75%
- **Our packaging** must fulfil at least one of the following criteria:
  - Reuseable
  - Renewable and/or recycled material
  - Recyclable



## Key progress 2023

- **Share sales Sustainable products\*:** 44,7% (SDG 12) (\*definition on page 21)
- **Share sales articles** with min 30% recycled material: 57,3% (SDG 12)
- **Share sales FSC certified articles:** 62% (SDG 15)

To reach our goals, we are working with the three sustainability cornerstones!

# Sustainable packaging solutions - main activities in 2023



The shift to more sustainable packaging is likely to increase and respond to the demands for sustainable use of the limited resources available on our planet. We want our packaging solutions to be fully circular, with the ambition to keep materials and products in circulation for as long as possible.

## 55 % of sales of sales comes from more sustainable packaging

In early 2023, Boxon decided to set clear sales goals on more sustainable packaging solutions. We are very happy that we reached our sales goals with a good margin for articles with FSC certification, articles with at least 30% recycled material and articles that fulfill our criteria as sustainable products. These articles stands for 55% of our sales, which clearly shows an increased customer demand for more sustainable and circular packaging.





Boxon Circular packaging principles\*

Through circular packaging we can reduce material consumption, we develop for reuse, and we use materials that are possible to keep in circulation - meaning materials that are renewable,

recycled and recyclable. Circular packaging is essential to respect the environment, fulfil consumer expectations and comply with laws and regulations. We focus on **three areas** of circularity:

- ➡ **Reduced material** - Packaging that does not fulfil an important function is removed directly and materials can be reduced through smart solutions.
- ➡ **Reuseable packaging** - The packaging is designed to be used several times by refilling or returning it.
- ➡ **Circular materials** - Use renewable and/or recycled materials and ensure that all packaging is recyclable.

*\*Based on Ellen Macarthur Foundations guide for circular economy as inspiration*

The past year, we have focused on utilizing these circular packaging principles when developing products. We would like to highlight a few examples as these products support our ambition to become fully circular.

Reduced material

65% less material with paper cushioning

The **Airwave Paperwave Bio** is one of our newest products in the cushioning family and is receiving a lot of interest from customers looking for an alternative to plastic cushioning. This is **a plastic-free, FSC-certified cover made from 80% regrowing and renewable resources**. Thanks to the super thin potato starch, we can reduce ma-

terial use by up to 65% compared to other paper-based voidfill and of course it is recyclable.

Reusable packaging

Reusable Corrugated pallet support

The idea for the corrugated pallet support came from our customers' need to protect longer items during transport while optimising transport efficiency. The result was the corrugated pallet sup-

port, which is a reusable product up to six times, and a product that provides 50% better utilisation of the transport space. In addition, the product is FSC certified and made from 86% recycled and recyclable materials.

*"Corrugated pallet support is an innovative product made of durable material that solves a problem that many customers have when transporting large products" says Tina Lien Nygård, Category Manager at Boxon.*



Tina Lien Nygård

Circulation of materials

Packaging tape from recycled PET

In 2023 we launched a tape made of **70% post-consumer recycled PET**, which in turn leads to **65% CO2e decrease** per product.

Closed material loop with FrameTray

The FrameTray system is an innovative packaging solution from our sister company Boxon Tech. It's a closed loop ensuring 100% plastic material recovery.

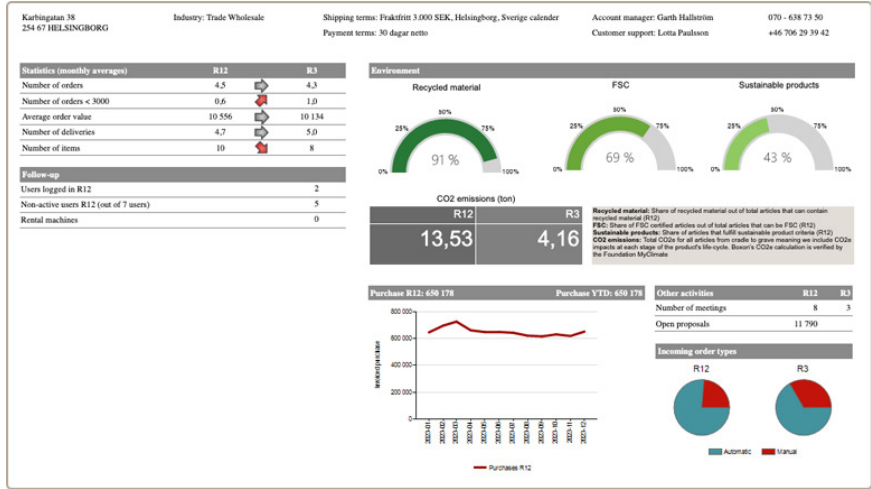
In 2023, approximately 5000 tonnes of plastics were recovered and used for new FrameTray's. This solution is mainly used for automotive customers however the solution can be used by other segments as well.



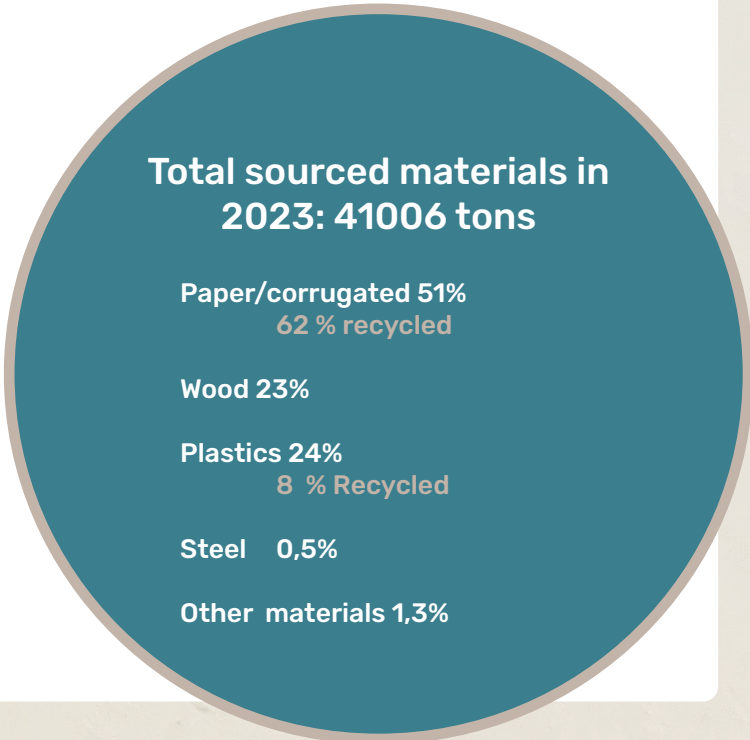
New Customer Scorecard with sustainability performance

This is a simple tool enabling our customers to follow up their packaging KPI's and choose more sustainable packaging solutions. It's also a great starting point for Boxon when analysing and discussing our customers packaging needs. In the scorecard, the customer can follow their packaging connected to:

- Share recycled material
- Share articles that are FSC certified
- Share articles that are qualified as Sustainable products (definition on page 21)
- CO2 emission cradle to grave, consolidated for all purchased products. (Read more about CO2e per product on page 28)

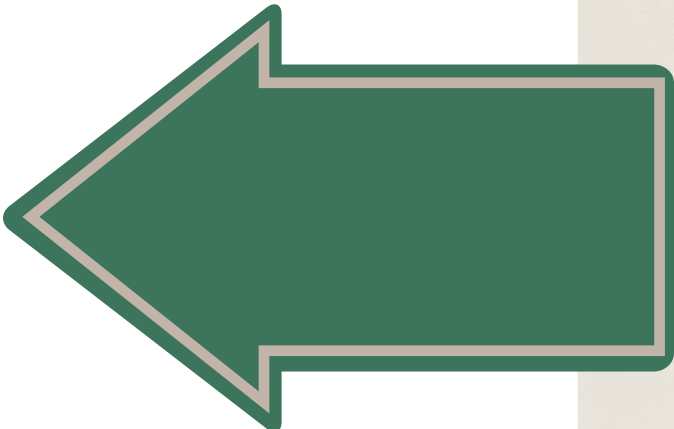


Packaging material overview 2023



Criteria for sustainable products

- Corrugated & paper – FSC certified
- Plastic – minimum 80% recycled material and/or bio-based raw material
- Wood – FSC or PEFC certified
- Labels – paper FSC certified, plastics from bio-based raw material, textile from recycled polyester



Certifications and Standards

- FSC
- Quality ISO 9001
- Environment ISO 14001
- Product Carbon Footprint ISO 14067
- Compliance Reach/Rohs/FIBC





Vårdväskan



Customer case

Vårdväskan – less virgin plastics and materials

Vårdväskan is a healthcare product provider, aiming to enhance sustainability while streamlining packaging processes.

Seeking a solution in line with their environmental goals, they turned to Boxon. The implementation of Boxon’s FSC-certified corrugated box reduced material use by 30%, which meant a significant annual reduction in both weight and environmental impact.

In addition, Vårdväskan switched from an e-commerce plastic bag made of 100% virgin material to a bag made of 95% recycled material. This transition not only contributed to a significant reduction in the consumption of virgin material but also resulted in a considerable reduction in CO2 emissions. In addition to the environmental benefits, the new packaging improved operational efficiency and saved valuable

labour time each year. Vårdväskan can now proudly showcase its commitment to sustainability through packaging that is in line with the company’s ethical principles

“Our cooperation with Vårdväskan is developing and solution-oriented. We work closely together to optimize the packaging for their business”.

Jasmin Rönn, Account Manager  
-Boxon.

Customer case

Reusable Packaging Solution for Mitsui Chemicals Europe GmbH

Mitsui Chemicals Europe GmbH, a global conglomerate, pioneers in innovation and sustainable solutions across diverse industries, exemplifying excellence and commitment to societal progress.

The company faced the dilemma of using expensive OKTABINA that were destroyed after a single use, resulting in significant material waste and environmental impact.

Boxon proposed a more sustainable alternative that was tailored to Mitsui’s needs. By switching from OKTABINER to a reusable bag, Mitsui reduced ma-

terial use by 72%, saved 21 tons of new plastic each year and achieved a remarkable 70% reduction in CO2 emissions. The new solution is designed for six reuses, with the potential for more, and is in line with Mitsui’s commitment to sustainability while ensuring operational efficiency and cost savings.

Customer case

Lear’s Eco-Friendly Packaging Revolution

Lear Investment Co. LTD China, a global automotive technology leader, sought to enhance packaging efficiency and reduce plastic usage.

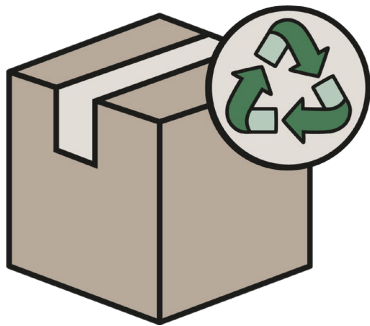
With the help of Boxon, they replaced polyethylene foam with corrugated paper, reducing plastic consumption by 47.5 tons per year. This resulted in a

remarkable annual reduction of CO2e for materials by 62%. Lear Yangzhou also optimized packaging efficiency, reducing container usage from 5 to 3.5 between Shanghai and Gent. This streamlined logistics led to a 30% reduction in CO2e for transportation, aligning Lear with its sustainability goals.



# Climate neutral

Boxon is becoming climate neutral by developing and offering circular packaging solutions and by reducing our greenhouse gas emissions through close cooperation with our suppliers and customers.



## Our goal is to decrease CO2e emissions by 50% until 2030

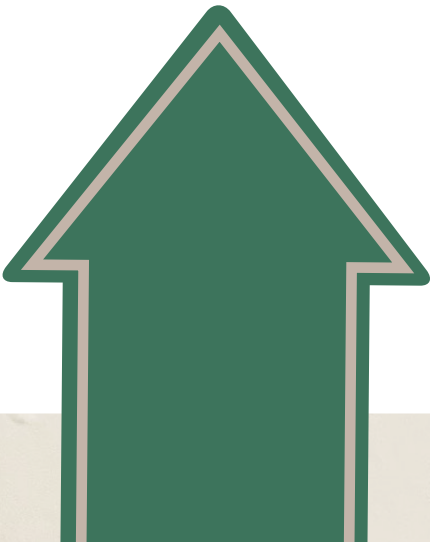
Boxon Group is committed to Science Based Targets and to reach net zero emissions of greenhouse gases (GHG) by 2045 with absolute CO<sub>2</sub>e reduction of scope 1, 2 and 3 upstream with 50% in 2030,

## Key targets

- **Decrease CO2e** by emissions scope 1, 2 and 3 upstream with 30% 2025, compared to 2019 levels.
- **20% annual reduction** of waste to incineration.

## Key progress 2023

- **1513 t CO2e scope 1, 2 and 3** upstream emissions for Boxon Group, which is a 24% reduction vs base year 2019 (SDG 13)
- **79% renewable energy** in kwh (SDG 13)
- **29% reduction of solid waste** to incineration 2023 vs 2022 (SDG 12)



# Climate neutral - main activities 2023

Combating climate change is a key focus area for Boxon and we are committed to the Paris Agreement with the goal of limiting global warming to 1.5°C, compared to pre-industrial levels.



## Science Based Target initiative (STBi)

In 2023, Boxon received approved greenhouse gas (GHG) targets through the Science Based Target initiative (STBi). SBTi's Corporate NetZero Standard is the world's first framework for setting net zero emissions targets in line with climate science.



## 24% in absolute CO2e reductions for Boxon Group

Boxon has reduced our absolute CO<sub>2</sub>e emissions compared to 2019 by 24%, even though our turnover has increased by approximately 35% since 2019. Our reductions have been possible thanks to increased internal commitments and investments. The most significant changes come from actively choosing renewable energy, installing solar panels, energy efficiency improvements e.g., LED lighting, 65% electric and hybrid company cars, and waste sorting in our offices and warehouses.



## 36 000 kwh green solar electricity

Our solar panels at our head office in Helsingborg have been up and running since spring 2023. We have produced 336 000 kwh green electricity and reduced our CO<sub>2</sub> emissions with 150 tons, which is equivalent to planting about 3000 trees\*.

## CO2e footprint from business travel and commuting

Travel to customers and business partners has increased again after COVID-19, although many Boxon employees are travelling consciously by train, electric cars, or carpooling. The main reason for the increase compared to 2022 is that 250 Boxon employees travelled to Sweden and participated in our celebration of 90 years as Boxon.

\*Source: plantmore.com. 20 trees absorb 1 tons of CO<sub>2</sub>, with the assumption that the lifetime for the tree is 50 years.



# Total emission

Boxon Group Carbon Footprint 2019 to 2023 - SE, AS, A/S, FI, DE, FR, CN, Boxess					Decrease % CO2e 2023 vs 2019	
2019 t CO <sub>2</sub> e	2022 t CO <sub>2</sub> e	2023 t CO <sub>2</sub> e				
Total t CO <sub>2</sub> e	1998	1638	1513	➡	24%	
Energy	476	383	295	➡	38%	
Employee commuting	338	307	301	➡	11%	
Business travel and over- night stays	488	332	470	➡	4%	
Transport	455	540	374	➡	18%	
Food and Beverages	39	21	22	➡	44%	
Materials	67	38	38	➡	43%	
Waste and recycling	135	17	13	➡	90%	



Agneta Nilsson, Boxon, Helsingborg Sweden

## Commuting with bike

A growing trend at Boxon is that many more employees are commuting to work by bike. **Agneta Nilsson** is one of many cyclists and probably the only Boxon employee with a zero CO2e commuting footprint.

Agneta joined Boxon 27 years ago. Since she started, Agneta has cycled 49 000 km between home and work. That's the equivalent of one lap around the world plus 9000 kilometers. Impressive!

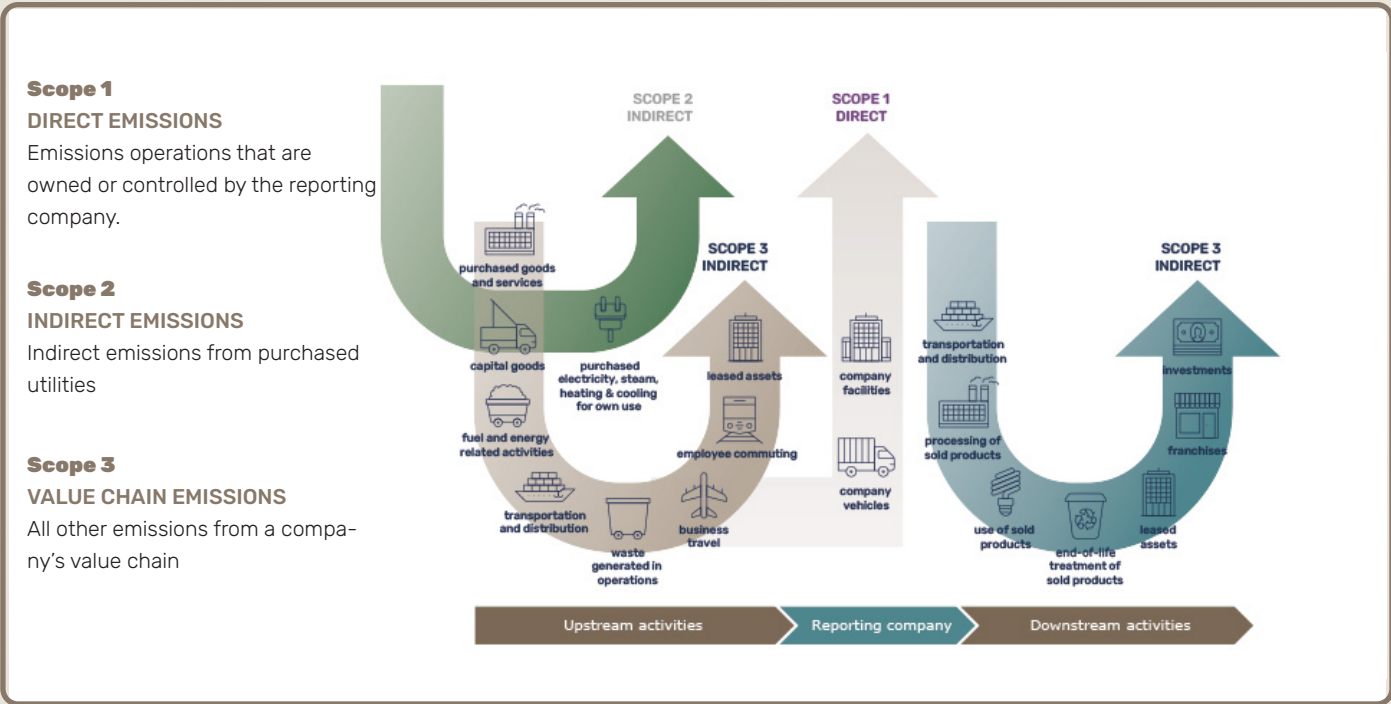


Climate impact from our products

In 2023, we started to map the CO2e emissions in scope 3 downstream, meaning we are mapping all emissions connected to material, production and transportation of our products. This mapping will continue throughout 2024. Once finalised, we

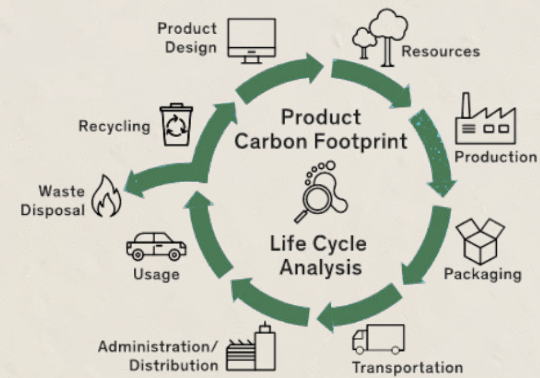
will establish the baseline for scope 3 emissions. This, in turn, will lead to goals and actions aimed at reducing CO2e emissions from our products and transportation.

GHG EMISSION SCOPES



Product carbon footprint – cradle to grave

In 2023, we introduced full traceability for each item, the Product Carbon Footprint. This includes all emissions during a product’s entire life cycle “from cradle to grave”, caused by raw materials, production, transport, use and end of life, which means recycling or disposal. The calculation and emission factors have been verified by the MyClimate Foundation and is carried out based on the ISO 14067 standards for life cycle assessment.

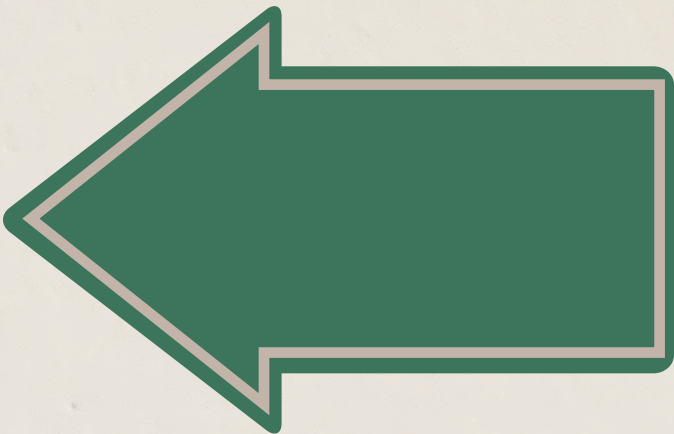


Cradle to grave and Life cycle phases for calculating a product carbon footprint (diagram by Myclimate)

Climate Protection projects and resource recovery

For several years, Boxon EMEA has offered our customers to contribute to climate protection projects that support the use of renewable energy, methane reduction and energy efficiency activities. In 2023, BigBags customers contributed to reduced amount of CO2: 948 tonnes through climate protection projects in Madagascar. The reduced amount of CO2 is equal to the CO2e emissions of BigBags that these customers bought.

Another environmental service is the recycling of BigBags. In 2023, 12,7 tons of BigBags were recovered directly from customers for reuse or recycling.



Back to Green Island with Efficient and Solar Stoves in Madagascar



VITAMIN  
WELL



Customer case

Vitamin Well - driving Sustainability through Collaborative Innovation

Vitamin Well wanted a sustainable supplier that meets strict standards for carbon emissions throughout the product’s life cycle and with production in Sweden.

Vitamin Well chose to work with Boxon as its main supplier because of its strong commitment to sustainability, which is externally verified by the EcoVadis Gold rating. Other important proof points are that Boxon measures the carbon footprint from production to disposal (cradle to grave) and that we offer 100% recycled FSC-certified corrugated paper for transport packaging. To increase efficiency and reduce environmental impact, production has been centralised in southern Sweden, resulting in a remarkable 32.8% reduction in transport-related CO2 emissions.

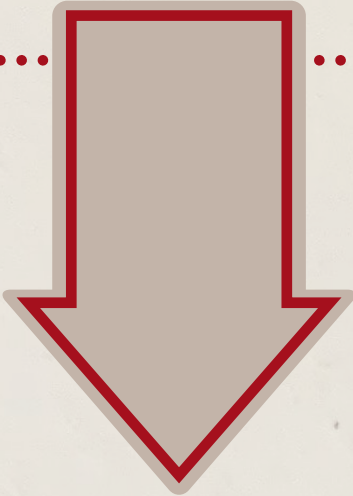
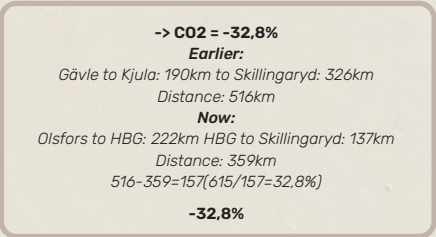
Lina Wingren, Shopper Marketing Manager at Vitamin Well:

“We continuously map and decrease our CO2 footprint per sold product. We can only do this through

close collaboration with partners like Boxon. Together, we have already implemented several activities that have decreased our footprint, and I look forward to continuing our collaboration to reach even further in the coming years.”

Gustaf Carlsten, Account Manager at Boxon, remarked:

“It’s very exciting to work with a customer who has ambitious sustainability goals. They have clear and high sustainability demands on us as business partner, aligning perfectly with our people and planet agenda. This collaborative effort shows the power of businesses uniting to drive positive change and environmental responsibility.”



Customer case

Sustainable Packaging at VOLA A/S

VOLA faced inefficiencies with their conventional packaging

VOLA stands out as a leader in beautiful bathroom fixtures, blending Danish design flair with functionality. VOLA faced inefficiencies with their conventional packaging, resulting in manual processes. By replacing the old-fashioned boxes VOLA has achieved multiple benefits.

With an innovative approach Boxon challenged VOLA to reimagine their packaging methods, emphasizing indirect savings and sustainability. Boxon crafted a smart, tailored packaging solution. Thinner cardboard and optimized design, accompanied by a shift to renewable paper void fill instead of using plastic fill in the boxes helps VOLA reducing their environmental footprint.

With this optimized solution, VOLA has reduced their CO2 footprint by 30% isolated for these corrugated boxes.

Not only for the environment this has an impact. The packaging also enhanced better ergonomic, and saves VOLA approximately 50 seconds per shipment in this new packaging process.

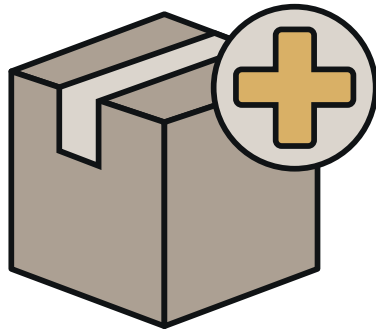
“Boxon’s innovative packaging not only benefits our planet but also enhances the handling efficiency. It’s a win-win for sustainability and productivity.”

René Nikolaj Andersen, Account Manager -Boxon.



# Fair & Equal

Boxon is a responsible company, and we actively demonstrate commitment to Diversity, Equality, and Inclusion throughout the value chain.

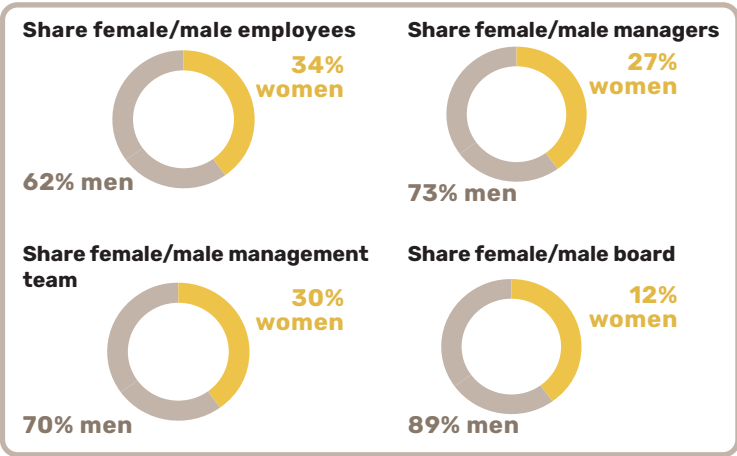


## Key targets

- All employees have a living wage within Boxon Group
- Zero tolerance towards violation against our Labour & Human Rights policy
- All employees and suppliers act according to our Code of Conduct
- All Boxon sites are FSC certified
- All suppliers delivering fiber-based products are FSC certified.

## Key progress

### Gender balance



### Responsible business

- 100% of Boxon employees have living wage
- 80% of Boxon's sites are FSC certified
- 69% suppliers delivering fiber-based products, are FSC certified and 57% of those are approved to Boxon FSC chain of custody.
- 100% of our suppliers have signed Boxon Supplier Code of Conduct & Requirements

# Fair & Equal - main activities in 2023

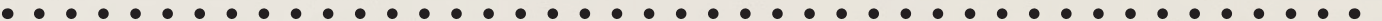
Our commitment to diversity, equality and inclusion means that Boxon actively supports fair treatment and full participation of all people, in our company and throughout the value chain.

It also means that we take responsibility for doing responsible and ethical business. This includes efforts to secure responsible recruitment practices, stable and predictable work, securing living wage in our operations and supply chain and in creating safe, secure, and empowering workplaces.

We are a signatory of the UN Global Compact and we are committed to ILO Declaration on Fundamental Principles and Rights at Work. The UN Global Compact 10 principles are the foundation for our own operations as well as for our suppliers.

and human rights, ethics, sustainable supply chain. We develop and monitor a framework for sustainability measurement, governance, and policies. All to manage risks and opportunities related to sustainability issues, within and close to our business operations and value chain.

Our ambition is to fully contribute to fair and equal business in our own operations and in our value chain by respecting and promoting human rights. Fair & Equal is the cornerstone of sustainability where Boxon actively works with labour



## Diversity, Equality and Inclusion (DEI)

Boxon actively works to welcome and support all dimensions of diversity in our operations and our aim is to create inclusive work environments. In the 2023 Development talks we included DEI questions related to inclusion and equal opportunities for all. The aim is to encourage an informal and safe dialogue between the co-worker and manager.



# Ranked 98th percentile and top 2% in sustainability by EcoVadis

For the third year, Boxon Group received a sustainability management rating from EcoVadis, the world’s largest and most trusted provider of corporate sustainability ratings. Boxon was evaluated in Labour and Human rights, Environment, Ethics and Sustainable supply chain. We received Gold and with a score of 77, we are acknowledged to be in the 98th percentile and top 2% of all 125 000 evaluated companies from over 200 industries and 175 countries.



## Sustainability – essential for new customers

In 2023, Boxon welcomed Elkjøp as a new customer. One critical selection criterion for Elkjøp is that Boxon is EcoVadis rated, which is a clear proof that we as a company handle sustainability in a holistic way and take responsibility for people and planet.

*“Elkjøp has an ambitious sustainability strategy. Part of it is also working with all our suppliers towards a Net zero and circular economy. EcoVadis is great for this purpose”*

Camilla Skjelsbæk Gramstad,  
Head of Sustainability

## Freedom of association and collective bargaining

Throughout our value chain, we support and act to ensure freedom of association and collective bargaining. All Boxon companies in Sweden and Finland have signed collective agreements, covering 66% of all employees. All other Boxon companies adhere to the collective agreements in their countries, which include areas such as living wage, parental leave, development possibilities, health & safety. Freedom of association is also a requirement for our suppliers and is monitored on an annual basis.

## 80% of Boxons sites are FSC certified

In April, our sites in Germany and France became FSC certified. This means that 80% of Boxon’s sites in the Nordics, EMEA and China are FSC certified according to custody of chain, and thus can offer our customers FSC certified products. In 2024 we will continue the FSC certification, with the ambition that all existing Boxon sites shall be FSC certified by the end of 2025. 77% of Boxon employees have undergone FSC training, as most functions participate in the handling of FSC articles.

**Boxon Germany is rated 4.6 stars out of 5 possible stars** as an employer at the independent rating platform Kununu and receives the Top company reward. Only 5 % of all employers receive this award.

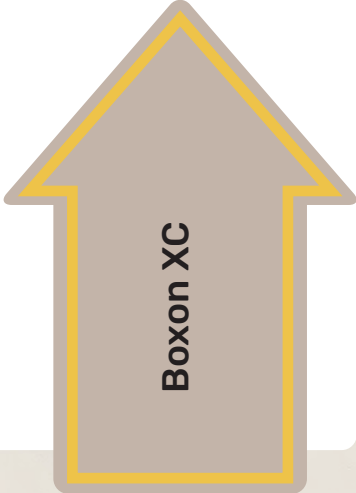
kununu.com



## 91 years of responsible business

Corporate responsibility has been the foundation of our business since Boxon was founded in 1932. Our ambition has always been to create a safe and respectful working environment, to be aware of resource utilisation and to have healthy business relationships.

In May 2023, all Boxon, Boxon Tech and Boxes & Labels employees from 10 countries gathered in Falkenberg to celebrate the fact that our company has been doing responsible packaging for the past 91 years. It was a great celebration together with 250 Boxon employees.





# Social engagement and community involvement

# 35 500

**EUROS donated**  
**to people who need it most**

**Boxon makes annual contributions to organisations working with the world's sustainability challenges. Below you find the organisations we supported in 2023.**

Every three minutes, a child is born with a cleft lip or cleft palate. Most of these children's families are unable to receive the surgery. **Operation Smile's** expertise treats cleft lip and cleft palate and deliver safe surgery to people where it is needed most.

Gold sponsor of the nonprofit organisation **Team Rynkeby**. The project raise money for children with cancer and their families through an annual bicycle event across Europe.

**OV Helsingborg and Helsingborgs IF** organise sports camps every year, with the aim of encouraging children from different local communities and with different abilities to come together through sport. Together they have reached more than seven thousand children.

## On the World Cleanup Day 16th September

On the World Cleanup Day 16th September, Boxon co-workers joined hands with millions of people around the world with the same purpose – to stop waste and protect nature and animals. Together we collected almost 400 kg of waste and many happy smiles along the way.



Cleanup Day, Helsingborg Sweden, September 2023

## Sustainability training and development

Our ambition is to integrate sustainability throughout the company. In 2023, we have focused on raising knowledge among all 233 employees about our sustainability commitments, progress, and our Code of Conduct.

180 employees have conducted an anti-corruption training and FSC training.

We also had customized sustainability trainings and workshops for approximate 100 co-workers in sales, product concept solutions procurement, supply and logistics, as key stakeholders in offering and developing more sustainable packaging solutions.

92 % of Boxon employees had a performance review with their manager in 2023, which is documented in our development talk in our HR system, Heartpace, ensuring integrity and consistency. The talks identify the need for training linked to the individual development plan. In 2023, Boxon has continued to develop our learning platform, Boxon Academy, which is available to all employees within the Group.



Co-workers testimonial

Andrea Bjørnstad Jahnsen

A job with a larger purpose



Andrea Bjørnstad Jahnsen  
Account Manager  
Boxon Norway

I joined Boxon in June 2019 and work in Sales, building strong relationships with our customers and handling our product assortment. What I love about working at Boxon is the constant development and challenges, along with the positive relationships I have with both customers and colleagues.

Outside of work, I'm a proud mother of two girls, aged 2 and 5, and happily married to Mr. T since 2019. A big believer in spreading joy, I think we should all do more of one simple thing: SMILE.

In my role, the challenges involve helping customers add value for their own customers, meeting expectations, and staying updated on industry regulations. Understanding our customers' needs and finding solutions through cooperation is key. Our offer is more than just a product; it's a comprehensive solution that makes a difference.

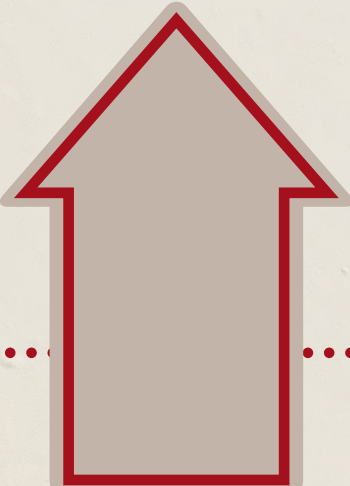
Why the packaging industry?  
There will always be a need for packaging, and being part of a company focused on innovation through sustainable solutions feels like being part of the future. It's inspiring to work for a company that aims to take a leading role in this crucial aspect of the industry.

My journey within Boxon began in customer support, but over time, I wanted more direct contact

with customers and more responsibility. The opportunity for change came, and I transitioned into the role of an Account Manager. This role not only offers more responsibility but also the flexibility I need to balance work and personal life effectively.

*"I am motivated by building relations, getting to know my customers and their needs, and striving to provide solutions that are innovative, sustainable, and suitable for each specific case," says Andrea. She continues:*

*Personal development is important to me, and Boxon provides the opportunity for it. In the midst of life's hustle, I value the freedom and opportunity this role gives me to deliver my best in both work and personal life."*



Supplier case - Doxa

Doxa increases tracability with certified Post-Consumer Recycled plastics

Doxa Plastics is an important supplier of plastic stretch film to Boxon. The demand for sustainable industrial packaging made from recycled plastic is growing, and the applications are becoming more advanced and versatile. Boxon and Doxa have been working together since 2002, testing new products and innovative solutions over the years.

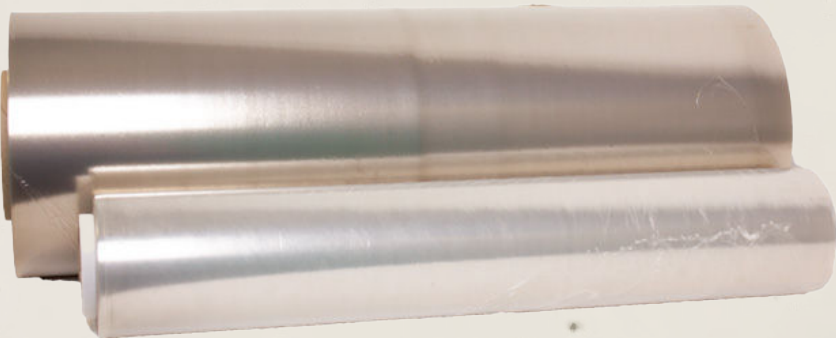
Doxa supplies our stretch film, REUSE, which contains 30% recycled plastic (PCR). Ensuring the origin of PCR can be a challenge, but we feel confident buying from Doxa as they are now a licensee for Plastic Second Life.

Certification in line with the Plastic Second Life Standard (PSV) is important for all organisations involved

in plastic recycling, whether it's pre- or post-consumer recycled plastics. This certification directly contributes to sustainable development and benefits society. We are excited to continue our collaboration with Doxa and aim to launch stretch film with an even higher percentage of recycled material in the future.

*"We aspire to work with recycled materials and emphasize the criticality of collaboration for the best results."*

Mathias Olsson,  
Strategic Sourcing Manager  
-Boxon



PCR Power 30% Machine stretch film

PCR Power 30% Hand stretch film



# Supply Chain

We are committed to providing and supporting decent and meaningful jobs throughout the value chain. This also means taking a holistic approach to living wage, labour rights, ethical business practices and gender equality at work.

All Boxon suppliers have signed our Supplier Code of Conduct. This includes the basics of the ten principles of the UN Global Compact with the aim of protecting labour and human rights, promoting a positive impact on the environment, securing children’s rights and ensuring sound business practices. Through annual compliance processes and audits, we ensure that products, services, materials and components come from responsible sources. It is an approach that covers all suppliers throughout our value chain.










In 2023, we put more emphasis on strengthening the dialogue with our suppliers in the context of decarbonisation, by identifying more sustainable materials and responsible sourcing of raw materials. We have worked closely with suppliers to establish reporting of CO<sub>2</sub>e from production, the share of recycled material per product, and to secure an FSC chain of custody to Boxon for our main paper, cardboard and wood suppliers.

## Suppliers screened using environmental and social criteria

As an integral part of our compliance process, all new suppliers are screened against environmental and social criteria and sign our Supplier Code of Conduct & Requirements. Our existing suppliers are audited every two years against environmental and social criteria - either through physical onsite or through online audits . In 2023 146 suppliers was audited:121 out of 245 active suppliers were followed up through an online audit and 25 suppliers were audited on-site. 84% of these suppliers have established environmental and labour practices and a human rights policy.

# Suppliers

In 2023, 146 suppliers were monitored in a through an onsite and/or online audit , with the following results.

Suppliers audited by 3rd party		41%
Suppliers that have a Labour and Human Rights policy		84%
Suppliers that have an Environmental policy		84%
Suppliers that have ISO 14001		38%
Suppliers that have EMAS		2%
FSC certified suppliers delivering fiber-based products		69%
FSC certified Nordic suppliers approved towards BOXON Chain of Custody		57%
Suppliers compliant with REACH		86%
Suppliers compliant with ROHS		80%

*"We believe sustainable sourcing is a competitive advantage for our company. Through a close collaboration with our material and logistic partners, we can together accelerate the transition towards a climate neutral offer and more sustainable solutions."*,  
says Patrick Fernandes, VP Procurement & Supply

### Sourcing regions

Nordics	50%
East, Central and South Europe	35%
Asia	15%



# Facts & Figures

Boxon Group in December 2023 (GRI 2, 2-30, 404-1, 405-1, 406, 407-1)

Companies	Region	Turn-over (MSEK)	FTE	Male/ female rep	Male/ female mgrs.	Male/ female Executive/ Boxon Global mgr. (GMT)	Male/ female rep Board	ISO 9001 & ISO 14001	FSC % site	Eco Vadis	Ethics & Anticorruption training (warehouse & production excl.)	Collective agreements	Development talk	Co-worker survey participation
Boxon Group AB	Sweden	1	5	3/2	3/2	2/2	8/1 Boxon Group Board covers all Boxon companies	Yes	N/A	Gold	4	Yes	92% avarage	88% avarage
Boxon AB	Sweden	754	109	66/43	11/4	3/1	2/0 also covered in Boxon Group Board	Yes	5 of 5 sites = 100%	Gold	96	Yes	92% avarage	88% avarage
Boxon AS	Norway	123	13	9/4	1/0	0/0	4/1 also covered in Boxon Group Board	Yes	1 of 1 sites = 100%	Gold	9	No	98% avarage	88% avarage
Boxon A/S	Denmark	124	10	7/3	1/0	0/0	3/1 also covered in Boxon Group Board	Yes	2 of 2 sites = 100%	Gold	9	No	98% avarage	88% avarage
Boxon OY	Finland	169	34	25/9	5/1	0/0	5/0	Yes ISO9001  No ISO14001 in June - 23)	0 of 2 sites = 0%	Gold	12	Yes	92% avaragre	88% avarage
Boxon GmbH	Germany	240	22	13/9	4/0	1/0	N/A Boxon Group Board	Yes	2 of 2 sites = 100%	Gold	19	No	92% avarage	88% avarage
Boxon SARL	France	45	3	2/1	0/1	0/0	N/A Boxon Group Board	Yes	1 of 1 sites = 100%	Gold	3	No	92% avarage	88% avarage
Boxon Shanghai	China	178	31	15/16	4/3	1/0	N/A Boxon Group Board	Yes	1 of 1 sites = 100%	Gold	25	No	92% average	88% avarage
Boxon Thailand	Thailand	-	-	-	-	0/0	2/0 - also covered in Boxon Board Group	N/A	N/A	N/A	-	-	-	-
Boxess i Värnamo AB	Sweden	99	6	5/1	1/0	0/0	5/0	No	0 of 1 sites = 0%	Gold	6	Yes	100%	N/A - too few employees
Boxon Group	Sweden	1734 MSEK	233	145/88 M 62% F 38%	30/11 M 73% F 27%	7/3 M 70% F 30%	Boxon Group Board M: 87,5% F: 12,5%  Average all Boards: M: 91% F: 9%	ISO 9001 Yes 88% No 12% ISO 14001 Yes 78% No 22%	80%	100%	183 empl. 79% of co-workers excl. wh/prod  100% of Boxon Board members	66%	95%	88%

Boxon Group Key Indicators Labour & Human Rights and Ethics  
Zero no/0% of work-related accidents and/or diseases recorded.  
Zero no/0% reported work-related injuries  
Zero Lost time injury (LTI) frequency rate  
Zero Lost time injury (LTI) severity rate  
Zero no%/0% reported incidents of discrimination  
Zero no%/0% reported violations of human rights  
233no/100% of employees, temporary employees and contracts workers in Boxon Group have living wage and follows respective countries collective agreements as a minimun.  
Zero no/0 % of reported and confirmed Whistle Blower cases

# UN Global Compact & Communication on Progress

Organisations that have endorsed the Global Compact must produce an annual COP (Communication On Progress), detailing how they meet the ten principles. In the index below you find the page references to all relevant information.

UN Global Compact principle			Page
Human Rights			
1	Businesses should support and respect the protection of internationally proclaimed human rights		13-14, 15, 32-24, 40, 44 & GRI Appendix
2	Businesses should make sure that they are not complicit in human rights abuses.		
Labour			
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.		13-15, 32-24, 40, 44 & GRI Appendix
4	Businesses should work to eliminate all forms of forced and compulsory labour.		
5	Businesses should work to abolish child labour.		
6	Businesses should work to eliminate discrimination in respect of employment and occupation.		
Environment			
7	Businesses should support a precautionary approach to environmental challenges		13-15, 16-21, 24-29, 34 & GRI Appendix
8	Businesses should undertake initiatives to promote greater environmental responsibility		
9	Businesses should encourage the development and diffusion of environmentally friendly technologies		
Anti-Corruption			
10	Businesses should work against corruption in all its forms, including extortion and bribery		13-15, 32-34, 37, 44 &GRI Appendix



# Definitions

## Circular economy

The core of a circular economy is to re-think the traditional, linear way of production-use-waste, so a drastic reduction on the environment and the climate can take place. The aim is to create a material loop where ultimately “waste” is eliminated with a mindset to design, reduce, reuse and recycle as much as possible.

## Circularity

The practice of encouraging reuse and recycling to ensure that products and services contribute to a circular economy.

## CO<sub>2</sub>

Carbon dioxide, a gas formed during all carbon combustion processes, such as fossil fuel combustion.

## CO<sub>2</sub>e (-eq)

Carbon dioxide equivalent, a measure used to compare the emissions from various greenhouse gases on the basis of their global warming potential, by converting amounts of other gases to the equivalent amount of carbon dioxide with the same global warming potential. For example, methane is a greenhouse gas with 25 times the global warming potential than carbon dioxide. Hence, 1 kg methane has the same climate impact as 25 kg of CO<sub>2</sub>, meaning 1 kg methane equals 25 kg CO<sub>2</sub> -eq.

## Carbon footprint

A carbon footprint is the total greenhouse gas emissions caused by an individual, event, organization, service, place or product, expressed as carbon dioxide equivalent (CO<sub>2</sub>-eq.).

## EcoVadis

EcoVadis is an organization that performs assessments of a company’s sustainability performance in the areas of environment, ethics, labour and human rights and sustainable procurement. Currently, over 75 000 companies are being assessed by EcoVadis, and the top 1% are rewarded with platinum status.

## PCR

Post-Consumer Recycles, meaning recycled after it has been used for its intended purpose by the customer. When it has completed its purpose, these plastics are recycled through traditional curbside or collection recycling.

## PE

Polyethylene, a polymer primarily used for packaging such as plastic bags, plastic films, and containers including bottles.

## SDG

Seventeen Sustainable Development Goals to abolish extreme poverty, fight inequality and injustice and protect our planet, adopted by UN in 2015 under the umbrella of Agenda 2030.

## Global Compact and CoP

A UN initiative in the area of corporate social responsibility. Participating organizations agree to adhere to ten principles in the areas of human rights, labor conditions, the environment and anti-corruption. Companies applying the Global Compact framework must report an annual Communication on Progress (CoP) on the ten principles. Boxon interpretation of the Global Compact is reflected in Code of Conduct. You can find Boxon CoP on page 43.

## Greenhouse gas emissions (scope 1, 2 and 3)

Greenhouse gas emissions are all those emissions from human or natural activities that affect the greenhouse effect of the Earth’s atmosphere. High levels of greenhouse gases present in our atmosphere are causing global warming. Greenhouse gas emissions from companies are divided into three scopes. Scope 1 accounts for direct emissions generated by the organisation, e.g., fuels combusted at production sites, emissions from company-controlled vehicles and emissions from ozone-depleting substances.

Scope 2 includes the indirect emissions from purchased energy, including electricity, steam and district heating. Scope 3 contains the results of activities from assets not owned or controlled by

the reporting organisation, but that the organisation indirectly impact in its value chain.

## GRI

The Global Reporting Initiative’s sustainability reporting standards (GRI Standards) are the first and most widely adopted global standards for sustainability reporting.

## ISO

International Organization of Standardization, developing and publishing many international standards, e.g., quality management standard (ISO 9001) and environmental management standard (ISO 14001).

## KPI

Key Performance Indicator, a term describing the measures taken to follow up on progress on company targets.



# GRI - index

General Disclosures 2021 | Topic standards 2016

	Disclosure	Page	Omission
GRI Standard	The organization, reporting practices, activities, and workers		
GRI 2-1 to 2-8	2-1 Organizational details	4, 44 & GRI Appendix	
	2-2 Entities included in the organization's sustainability reporting	3, 44, & GRI Appendix	
	2-3 Reporting period, frequency and contact points	3, & GRI Appendix	
	2-4 Restatements of information	3, & GRI Appendix	
	2-5 External assurance	3, & GRI Appendix	
	2-6 Activities, value chain and other business relationships	4, & GRI Appendix	
	2-7, 2-8 Employees and other workers	4, 44, & GRI Appendix	
GRI Standard	Governance		
GRI 2-8 to 2-14	2-8, 2-11, 2-14 Governance structure	GRI Appendix	
GRI Standard	Strategy and policies		
GRI 2-22 to 2-28	2-22 Statement from CEO/CSO, Strategy & commitments	8, 9, 12-14	
	2-23 Policy commitments	13, 15, 25, 33 & GRI Appendix	
	2-26 Mechanism for seeking advice and raisin concerns	44, & GRI Appendix	
	2-27 Compliance with laws and regulations	GRI Appendix	
	2-28 Membership associations	GRI Appendix	
GRI Standard	Stakeholder engagement		
GRI 2-29 to 3-1	2-29 Approaches to stakeholder engagement	GRI Appendix	
	2-30 Collective bargaining agreements	34, 44, & GRI Appendix	
	3-1 Identification and selecting stakeholders	GRI Appendix	
	3-1 Stakeholder analysis	GRI Appendix	
GRI Standard	Material topics		
GRI 3-1 to 3-3	3-1 Process to determine material topics	12, 13, & GRI Appendix	
	3-1 Risk analysis	GRI Appendix	

	Disclosure	Page	Omission
Labour & Human Rights	Human Rights & Labour practices		
Own disclosure	Development talk and employee survey Living wage Living wage mapping and benchmark Working conditions measures	33, 44, & GRI Appendix 32, 44, & GRI Appendix GRI Appendix GRI Appendix GRI Appendix	
GRI 402-1, 403-1 to 403-10	402-1 Minimum notice period	GRI Appendix	
	403- Critical Incident of Risk & Accident/Safety Management	GRI Appendix	
	403-1 Occupational health and safety system	GRI Appendix	
	403-2 Hazard identification, risks, incidents investigation	GRI Appendix	
	403-3 Occupational health and safety services	GRI Appendix	
	403-4 Worker participation on health and safety	GRI Appendix	
	403-5 Worker training on occupational health and safety	37, & GRI Appendix	
	403-6 Promotion of worker health	GRI Appendix	
	403-7 Mitigation health & safety	GRI Appendix	
	403-8 Workers covered by health and safety	GRI Appendix	
	403-9 Work-related injuries, ill health	44, & GRI Appendix	
	403-10 Work-related ill health	44, & GRI Appendix	
Labour & Human Rights	Freedom of association, child labour, forced labour		
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Boxon Group

## Sustainability Report

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### IMPRINT

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