

Building A Stronger World

At Eleiko, we are committed to building A Stronger World through sustainable practices that minimize negative impacts on the environment, society, and economy. Our sustainability policy aims to create shared value, promote a sustainable future, and positively impact all stakeholders, including suppliers, employees, customers, and end-users. With the ambition to take leadership of sustainability in our industry, we take accountability for our environmental impact and carbon footprint, and actively contribute to realizing The Generational Goal established by the Swedish government to leave a healthier environment for the next generation.

Vision

Eleiko endorses the Swedish government's Generational Goal, the UN Sustainable Development Goals, and the ten principles of the UN Global Compact which all aim to solve environmental and social concerns for the next generations. We believe that we can make the greatest impact on reaching the goals by lowering our greenhouse gas emissions and creating products with high durability and longevity.

To achieve our sustainability ambitions, we have identified three targets within the UN Sustainable Development Goals that we believe we can make the most impact:

Target 3-4: Reduce mortality from non-communicable diseases and promote mental health.

Target 12-2: Sustainable management and use of natural resources.

Target 13-2: Integrate climate change measures into policies and planning.

As a member of the UN Global Compact, Eleiko shall operate responsibly, in alignment with universal sustainability principles, taking actions to support society in the realms of human rights, labour standards, the environment and anti-corruption, and annually reporting our ongoing efforts.

Goals and Objectives

- Make sustainability a core component of our corporate strategy and an important factor in our overall decision-making processes.
- Eleiko's Green Team develops and enacts policies and initiatives that inform, inspire, and lead our sustainability work forward throughout the organization.
- Clearly communicate our sustainability goals and policies to our stakeholders.
- Retain ISO 14001 certification standards to ensure we are demonstrating our commitment to quality and sustainability.
- Identify actions and launch initiatives to support The Generational Goal and the UN Global Compact principles by measuring and reporting our performance.
- Support projects and community causes locally and globally that we believe will help building A Stronger World.
- Pursue B Corp certification by identifying areas where we can develop our operations and improve our performance until we can become certified.

Environment

Climate Strategy

Our climate strategy shall be a part of our overall strategy, including how to lower greenhouse gas emissions. The strategy shall be in alignment and compliance with the UN Global Goals for Sustainable Development and the Ten Principles of the UN Global Compact.

Climate Change Risks

We shall annually identify and evaluate the risks associated with climate change that could have a negative effect on Eleiko as a business. There shall be a clear management plan on how to mitigate those risks.

Environmental Management Systems and Certifications

We shall maintain our ISO 14001 certification. This certification demonstrates Eleiko's commitment to environmental management and sustainability practices. By maintaining this certification, we will continue to improve our environmental performance, reduce our carbon footprint, and minimize waste and pollution. We are committed to pursuing B Corp certification and improving our score annually through action plans. This certification acknowledges our dedication to sustainable practices and demonstrates our alignment with stakeholders. Our annual plans ensure that we continuously enhance our performance and operate at the highest standards of sustainability.

Social

Human Rights

At Eleiko, we are committed to respecting human rights and upholding the UN Guiding Principles on Business and Human Rights. We shall work to eliminate any forms of discrimination, forced or child labour, and other human rights violations from our operations and supply chains. This is essential to creating a safe and respectful work environment for all employees and promoting sustainable and ethical business practices.

Community Impact

We shall recognize the potential impact of our operations on local communities and remain committed to responsible and engaged participation. We shall collaborate with local initiatives and organizations that promote social, economic, and environmental sustainability. Through our commitment to community impact, we strive to create a lasting and beneficial legacy in the areas where we operate.

Working Conditions and Safety

We prioritize the safety and well-being of our employees, partners, and customers. We shall maintain the highest standards of working conditions and safety, preventing accidents and occupational illnesses through risk assessments, training, and safety protocols.

Equality and Social Inclusion

We shall promote equality and social inclusion in all aspects of our business. We believe that diversity is essential to innovation and progress, and we aim to foster a culture of inclusion where everyone feels valued and respected. We shall work to eliminate any forms of discrimination and promote equal opportunities for all employees and stakeholders, regardless of their race, gender, religion, sexual orientation, or background.

Governance

Annual Reporting, Transparency, and Disclosure

At Eleiko, we believe that transparency and accountability are essential to building trust with our stakeholders. We are committed to conducting annual sustainability reporting, adhering to recognized international standards, and covering all relevant aspects of our operations. Our reporting shall showcase our progress towards sustainability goals and provide stakeholders with insight into our ESG performance. In addition to regular updates, we shall strive to provide clear and concise information on the impacts of our operations, including any potential risks or challenges. Through transparency and disclosure, we aim to enhance our sustainability performance and promote trust and collaboration with our stakeholders.

Anti-Corruption

We believe that a sustainable future requires a commitment to anti-corruption practice and we are dedicated to upholding high ethical standards and compliance with all applicable laws and regulations. We will not tolerate any form of corruption, bribery, or unethical behaviour from our employees, suppliers, or partners. We shall continuously review and improve our policies and procedures to ensure that we operate according to these principles.

Stakeholder engagement

We are dedicated to working with our stakeholders to comprehend their perspectives and incorporate their feedback into our decision-making processes. Our objective is to form cooperative relationships with our stakeholders, based on shared respect and openness, to generate mutual value. We shall communicate consistently with our stakeholders, updating them on our sustainability performance and seeking their opinion on significant sustainability issues.

Whistleblower Policy

We shall maintain a culture of openness, where employees or other stakeholders feel empowered to report any misconduct or unethical behaviour they witness without fear of retaliation. We have established a third-party whistleblower service to ensure that all reports are handled confidentially, thoroughly investigated, and addressed appropriately.

