



ESVAMA



Sustainability report 2024

Sustainability report

An independent, locally based distributor of polymers

We help companies, large and small, to get the right products at the right price, at the right time – while giving them access to a large network of European and global producers.

We work with a number of partners in Europe, as well as both local and global producers. Esvama is an independent supplier, which allows us to offer materials from several different producers.

Our primary market is Scandinavia, with additional focus on the Baltic states. As our business is expanding, we are growing larger and more diverse customer base.

Logistics is a decisive factor and to ensure the best possible service, our warehouses are located close to our customers. By adopting a more flexible framework, we enhance our ability to distribute products efficiently and within shorter time frames.

We offer these products for sale:

- Polyethylene (PE)
- Polypropylene (PP)
- Styrenics (PS)
- Bio materials
- Recycled materials
- Polyvinylklorid (PVC)
- Polyethylene terephthalate (PET)
- Engineering Plastics
- Masterbatch (MB)/Additives

Turnover 2024:

189 609 102 SEK

EBITDA 2024:

5 207 263 SEK

Equity capital 2024:

9 128 167 SEK



Services

Esvama works with everything from local traders and distributors across Europe to producers on the global market. This mix of partners means that our customers range from small to large companies.

Distribution

By having the right products in stock and through our partnership with reliable suppliers and warehouse operators, we can offer outstanding distribution services.

Material advice

We provide our customers with competent support and guide them to make the right choice of materials.

Logistics

Our established procedures ensure that materials reach the customer at the right time. We meet needs and requests by offering the most environmentally friendly transport options and cooperations with carriers who offer combined transportation.

Warehouse

In order to offer our customers short lead times and efficient logistics, we have warehouses in **Sweden**, **Finland** and **Belgium**.

Trading

By moving large volumes over long distances, we can always deliver products with precision in terms of price and timing.

The road to greater social responsibility

We aspire to become Scandinavia's most sustainable distributor of polymers.

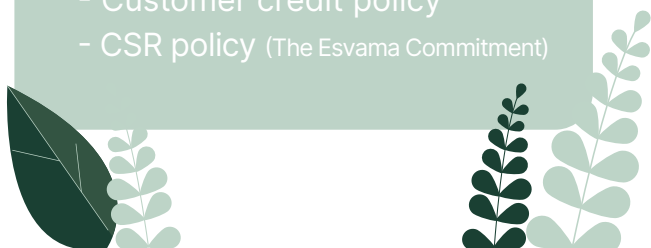
We are committed to promoting circular solutions and sustainable resource use in the plastics industry. By maintaining transparency in our processes, we aim to demonstrate every step we take towards becoming a more sustainable company.

Our strategy to achieve this involves focusing on the areas of **Environment, Human rights, Business ethics, Work environment, Customer relations** and **Social responsibility**.



Esvama has the following policies:

- Work environmental policy
- Car policy
- Meeting and travel policy
- Quality policy
- Customer credit policy
- CSR policy (The Esvama Commitment)



We contribute to a more sustainable future

These sustainability areas are directly linked to the **UN 17 sustainable development goals (SDG) of the 2030 Agenda**, which aim to promote global sustainability in areas such as poverty reduction, gender equality, and climate action. In addition, our operations and targets are aligned with **ISO 26000**, the world's leading standard for sustainable business. By aligning our strategies and actions with these globally recognized guidelines, we are committed to contributing to a more sustainable future and responsibly addressing the challenges facing our industry. Follow step-by-step how we integrate sustainability practices aligned with the SDGs and **Agenda 2030**.



GLOBAL GOALS



Our objective is to prevent pollution and contribute positively to climate conservation efforts

We integrate environmental considerations into our operations, ensuring compliance with applicable laws and regulations, and we always strive to improve our environmental performance by actively working with a life-cycle and circular approach.

- ✓ We are members of the Operation Clean Sweep® (OCS) program, which works to help companies manage and prevent pellet leakage through key recommendations.
- ✓ From 2023, we measure the emissions of our material transports and company cars.



CO2 emissions from company cars: 2117 kg

Number of hotel overnight stays: 22 in total



- ✓ We already drive almost exclusively with full trucks when we buy material in order to transport as much weight as possible per transport/truck.
- ✓ We work with local warehouses for smaller deliveries/orders.
- ✓ All our company cars are electric, and access to electric car charging is available for all employees at our office in Löddeköpinge.
- ✓ The small hazardous waste we produce, we make sure it is recycled properly.
- ✓ We have developed policies regarding our approach to business travel, the means of transport we use, the restaurants we eat in, the hotels we stay in and where we book conferences, etc.
- ✓ As our ambition, we aim to measure our emissions, encompassing not only the materials we distribute and the transportation we procure but also the emissions generated from business travel, office operations, and all associated activities.

We want to promote circular solutions and sustainable resource usage

- ✓ We have developed a deposit system - **RETURN**, where we undertake to buy back all the materials we sell to our customers.
- ✓ Focus on increasing volumes of recycled materials sold.
- ✓ We are developing the portfolio of recycled materials and producers we work with, while also informing customers about the benefits of using these materials.
- ✓ We offer biomaterials, i.e. materials produced from renewable raw materials.
- ✓ We do our best to ensure that packaging used for our (and sometimes competitors') polymers is recycled and reused. We take responsibility from start to finish - not only for the product, but also the packaging.
- ✓ We support Svensk Plast financially. They work to increase knowledge about plastic as a material.



Sold volumes

Prime: 10 397 mt

Off-grade/NTP: 918 mt

Recycled: 745 mt

Bio materials: 100 kg

Volumes of packaging material
we have helped to recycle:
79 mt

- ✓ We offer customers assistance with their production waste if needed or requested. We grind it down, granulate it (if necessary), and reintroduce it to the market so the material can be used in new products.
- ✓ We measure the total amount of material we help recycle. Additionally, we aim to offer our customers a calculator for the environmental impact of different materials.



We will minimize transport emissions

Esvama conducts numerous transports every year, and transportation is the part of our business that has the most significant environmental impact. Therefore, it is essential for us to work closely with our transport partners to offer the most sustainable solutions possible.

When discussing transportation, we divide them into three categories that we must consider and evaluate: environmental impact (CO2 emissions), lead time, and cost. For us, sustainability is a priority, which means we must balance these categories against each other for an optimal combination.

If we focus too little on costs, it results in customer offers that no one wants to pay for – and that's not sustainable. Losing focus on lead times can risk making our customers wait too long, which can lead to them losing interest. And if we have too little focus on the environment, the entire chain becomes unsustainable from an environmental perspective.

No of shipments: 666

No of carriers: 18

% of carriers being members of OCS: 39 %

(Or have equivalent procedures/ processes in place to initiate pellet leakage)

Total volume transported:

11 351 797 kg

Total distance of transports:

555 847 km

Total amount (WTW) of CO2:

453 630 kg

We have chosen to prioritize the environment and how we can limit our CO2 emissions. Our collaborative partners plan each delivery with this priority in mind, and in developing our transportation methods, we specifically focus on minimizing road transport in favor of boat and train transport.

Many refer to this as “green transportation,” but for us, these are standard transportation practices. (According to us, green transport is practically 100 percent fossil-free). This is a choice we have made, and when you buy materials from us, you should know that we work tirelessly every day to minimize our negative environmental impact.

We also offer our customers the opportunity to influence their transportation based on their priorities. If, for example, lower emissions is the most important factor, we explore how we can tailor the transportation accordingly. Currently, as our customer, you can already receive information about the amounts of carbon dioxide emitted by your transportation. If you are interested, please contact us.

However, we will never accept lowered emission standards to minimize costs as much as possible. We do not believe it to be a sustainable approach.

Starting this year, we will disclose our total emissions annually. We believe in transparency and collaboration at all levels to gradually reduce average emissions year after year. We have not been able to measure everything precisely, such as small packages sent with PostNord. However, our ambition is to be able to measure that as well in the near future.



GLOBAL GOALS



Human rights are the foundation of everything we do and our business

We uphold human rights, work towards equality and diversity, avoid complicity, address misconduct, identify risk situations, and uphold fundamental principles and rights at work.



- ✓ We adhere to internationally recognized human rights, labor rights, and standards.
- ✓ We do not tolerate discrimination against anyone based on ethnicity, age, gender, disability, sexual orientation, religious beliefs, political opinions, marital status, or social origin.
- ✓ We do not accept any form of harassment, including violence, sexual harassment, punishment, or abuse of any kind.
- ✓ We respect our employees' right to organize, join or not join associations and trade unions, and collectively negotiate with the company.

We work for equality, gender equality, and diversity

- ✓ We strive to reflect the communities where we operate. Our differences allow us to explore various perspectives and challenge our thinking, contributing to better decision-making.
- ✓ Diversity, for us, encompasses various aspects, including gender, age, skills, experiences, culture, and personality.

We handle risk situations and misconduct

- ✓ We aim to be a positive force for upholding human rights by providing solutions in such situations.
- ✓ We have mechanisms in place that enable us to quickly detect and address any misconduct, ensuring that it does not happen again.

The Esvama Commitment

The Esvama Commitment is a set of values for our employees - guidelines that express our approach to ethical business practices, human rights, labor rights, and, most importantly, environmental values. Values that guide our work.

The Esvama Commitment helps us to:

- ✓ Make the right, ethical decisions in our daily work
- ✓ Live by Esvama's values and safeguard our reputation
- ✓ Know where to turn for support and guidance when needed
- ✓ Report behaviors and actions that concern us

GLOBAL GOALS



Business ethics at the forefront

We counteract corruption. We engage in politics responsibly. We compete on equal terms and work towards a sustainable value chain.

We compete on equal terms

- ✓ We support free and fair competition in the market. It is in our interest and benefits society as a whole.
- ✓ We believe that all companies should be able to trade and compete with us as they wish, as long as they follow local laws and regulations, just as we do.
- ✓ We are never involved in artificially setting prices high or low or participating in other methods or agreements that limit competition.
- ✓ We do not exchange confidential information with competitors.

We work towards a sustainable value chain

- ✓ We ensure that the company purchases from businesses that are also sustainable and prioritize human rights, the environment, and society as a whole. We also ensure that products can be traced if issues arise and that all involved parties can act responsibly.

Supplier evaluation: 75,2 %

We take responsibility regarding our suppliers

- ✓ We encourage our suppliers to adhere to the same ethical and social guidelines as we do and to maintain the same high-quality standards.
- ✓ We expect our suppliers to reject corruption and to comply with relevant legislation regarding the environment, human rights, and working conditions.
- ✓ We encourage our suppliers to take actions that minimize the negative impact of their products and services on the environment, as well as ensuring they do not negatively affect people's health and society.
- ✓ We encourage suppliers to implement certifiable quality, environmental, and occupational health and safety management systems.
- ✓ We consistently evaluate our suppliers performance in sustainable development. Should they fall short of our standards, we may request improvement measures or cease collaboration.

Quality and product responsibility

- ✓ We should always meet our customers' requirements, needs, and expectations by delivering services and products of the right quality.
- ✓ Our products should comply with agreed-upon legal and health standards regarding their use, and the instructions for product use should be accurate and clear.
- ✓ We work systematically. Certified quality management systems according to ISO 9001 and/or industry-specific certification systems should be in place with suppliers where relevant.



Work environment

GLOBAL GOALS



The work environment should not only be safe but also pleasant to the development of employees

We strive for secure employment and safe working conditions, promote healthy working environment, dialogue and transparency at work, encourage good health practices, and support personal development in the workplace.

Our work on occupational health and safety is about creating a safe and secure workplace for everyone, with a proactive and long-term approach. Our employees should be able to influence their work environment and have good knowledge of the risks associated with their tasks.

Number of employees: 5

Gender distribution:

Women 40 % Men 60 %

Age distribution:

20-29 yrs: 0 % 40-49 yrs: 80 %

30-39 yrs: 0 % 50-67 yrs: 20 %

Secure employment and fair work environment

- ✓ We offer terms and conditions to our employees that exceed legal requirements.
- ✓ We act transparently towards our employees and keep them informed about the company's operations and its situation, providing increased security.
- ✓ In the future, we want to work more on examining/clarifying if our suppliers offer secure employment and employment conditions, in accordance with applicable requirements/laws.

Employee turnover: 0 %

(This has been measured by taking the number of leavers in a given period divided by the total number of employees)

Average length of employment:
4,98 yrs.

Team building/personnel
activity days: 2 days

Healthy working conditions

- ✓ Providing employees with freedom, coupled with responsibility and flexible arrangements regarding both time and workplace, fosters an enhanced work-life balance.
- ✓ Trust in employees leads to greater engagement in return. Our employee survey shows that this is appreciated.
- ✓ We have policies in place and an employee survey that addresses working conditions and measures the well-being of our employees.
- ✓ We offer other benefits such as health and wellness subsidies and massages.

Dialogue and transparency are integral aspects of our workplace culture

- ✓ We are open and transparent, continuously sharing information about our operations, visions, and goals. Additionally, we remain receptive to each other and to incoming ideas.
- ✓ We have an open-door and permissive climate where employees are coached and supported, with opportunities for both management and employees to raise questions.
- ✓ We listen to our employees, identify their needs, and address them through employee meetings.
- ✓ We take a proactive approach and are open to hiring before reaching full capacity.

We aim to promote good health and corporate culture

- ✓ We offer health care allowance (5000 SEK), massages and the opportunity to earn an extra week of vacation through exercise.
- ✓ We perform regular safety inspections to ensure a conducive physical work environment, supported by modern and updated facilities.
- ✓ For remote work, we support employees with expenses for ergonomic adjustments.
- ✓ To promote our corporate culture, we have developed three core values that we have implemented in our operations:

Humble Dedicated Accurate



How many employees utilize the health care allowance:

80 %

How many employees utilize massage:

60 %

Number of training courses conducted annually:

5 pcs

Number of sick leaves:

0 days

(Data from 2023 and onwards)



Personal development

- ✓ We offer and encourage all employees to attend courses/training. As long as it adds competence to their work areas, we are always positive about it.
- ✓ We capture what employees want and need, both through structured staff appraisals and in informal settings.
- ✓ We have annual staff appraisals (according to ISO 9001).
- ✓ We monitor training and competencies.
- ✓ All records are documented in our quality system.
- ✓ We involve our employees in sustainability efforts and make them aware of the importance of a sustainable society and circular resource utilization.



GLOBAL GOALS



Customers need factual, unbiased information to make informed, sustainable choices

That's why it's essential for us to work with clarity and transparency in all communication.



We advocate for ethical marketing, information, and contractual practices.

- ✓ **Agreements:** We always send sales and purchase orders for all materials we buy and sell. For all major expenses, we have written agreements.
- ✓ **Information:** We primarily contribute to public dialogue through organizations such as SPIF and Svensk Plast. They aim to promote the positive attributes of plastics and provide a nuanced perspective on the general plastic debate based on existing research (Life Cycle Assessments, etc.).
- ✓ **Marketing:** We collaborate with a marketing agency and never promise more than we can deliver, always sticking to the facts.
- ✓ We aim to inform our customers about the environmental impact of their purchases from us (emissions from transportation and materials).
- ✓ We want to develop a calculator that can show the total CO2 footprint for different materials.

We aim to provide safe products and services

- ✓ **Traceability:** All prime materials that we sell are 100% traceable. However, when it comes to recycled materials, the same level of traceability does not exist. Therefore, we always make it clear to the customer that they are specifically purchasing recycled material, ensuring that they use the material in applications suitable for it.
- ✓ Whether it's prime or not, the customer always receives information about the known properties of the material (e.g., MFI, density, etc.).

Customer satisfaction: 89,15 %

Delivery precision: 99 %

Customer claims: 6

Cost of claims: 25 000 SEK

Sustainable consumption

- ✓ We believe that plastic is often the best material choice for a sustainable future, based on numerous Life Cycle Assessments (LCA) that support this fact.
- ✓ One of plastic's key attributes is its ease of reuse, and society must take significant steps in this direction. We must improve plastic collection (rather than littering), and the plastic we collect must be managed so that the maximum portion of it can be reused rather than merely incinerated. To contribute to this goal, we have developed the RETURN deposit system, where we assign a value to the plastic we sell to increase incentives for collection and recycling.
- ✓ We assist/offer customers the opportunity to recycle materials they cannot or do not want to handle themselves by grinding and regenerating them.

GLOBAL GOALS



Many analyses indicate that plastic is often the best material choice for a sustainable future

We focus on engaging with the local community, aiming to promote job opportunities, skill development, and encourage local entrepreneurship.

We engage with the local community

- ✓ We sponsor local sports clubs such as Zwing it Dance School and IF Lödde, as well as international organizations like Plan International, Aktiv skola, and UNHCR. We aim to work more on sponsorship in the future.
- ✓ We strive to create more activities related to littering/collection together with the school.

Sponsorship amount:

70 000 SEK

Organizations/clubs we sponsor:

6 pcs

We aim to promote job opportunities and skill development

- ✓ We provide our employees with the opportunity to attend courses/training aligned with their profession. This enhances their skills and, consequently, benefits society. In the future, we plan to measure the number of courses/training sessions attended.
- ✓ We have the ambition to grow and aim to hire people both locally and in other countries for the markets where we operate.

Time spent on community service activities:

Cleaning days, mentorship programs, support for Young Enterprise (UF), and more

25 hours



We encourage local entrepreneurship

- ✓ In the future, we aspire to engage more closely with local communities, aiming to enhance our support for local entrepreneurship and foster sustainable growth at the community level.