



*When
packaging
matters*



WESTPACK A/S ESG REPORT 2021/2022



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CEO opening statement

It is with great pleasure that I bid you – dear reader – welcome to Westpack's newest ESG report.

The report documents our ESG efforts and the associated results during the fiscal year. It is meant to assure new customers that Westpack is a trustworthy supplier and collaboration partner. At the same time, the report is intended to reassure our existing customers that they made the right choice choosing Westpack as their packaging supplier.

The report looks back on the year that has passed while looking ahead towards the coming year. The focus is on those of our actions that have made a positive difference in relation to the environment, social conditions, and governance. In other words: ESG documentation.

In last year's report, I wrote the following in my closing statement: "Together with the entire Westpack team, I look forward to delivering positive development and results within the field of ESG. In close collaboration with our suppliers, our cooperating factories, our customers, and the society, of course. All these stakeholders inspire us to make continuous improvements and make good ESG decisions."

This quote is an excellent starting point for introducing this new report. Especially "... delivering positive development and results..." strikes me as being important. Because that is exactly what we want to be held accountable for: delivering results and contributing to a positive development.

So, what ESG progress can we tell you about? The aim of the report is to give you the necessary knowledge about and insight into the positive developments of our ESG. Hopefully, as our customer and collaborative partner, you have been able to feel the difference through the year. We should all be left with the feeling that in the past year Westpack has made a real contribution with regard to ESG and much progress in accordance with the 10 principles of the UN Global Compact.

Although the achieved ESG results can feel like 'a drop

in the ocean' in relation to the UN's Global Compact and the 17 Sustainable Development Goals, it is important to know that we have been contributing positively year after year.

I am sure that the production worker at our supplier in Guangdong has got a better and healthier life after we repositioned the air filtration system in the factory's wood-working department – we have been able to document a 77% reduction in dust particles, so the number is now significantly below the statutory requirement. (See ESG Report 20-21 page 26).

I am sure that the kids whose eyes were examined in Senegal and who subsequently received glasses in protective packaging from Westpack will have a better life from now on. (See ESG Report 20-21 page 28).

I am sure that all the 8th graders that participated in our Open School project in Holstebro now have a better understanding of the UN's 17 Sustainable Development Goals. (See ESG Report 20-21 page 30).

I am sure that the employees at our cooperating factories in Asia have been given a healthier and safer working environment after the factories were audited in accordance with BSCI and BEPI, a move which was initiated by Westpack.

I am sure that the 3,743 trees we planted in Indonesia during the year have contributed positively to the climate and biodiversity. So, it does make a difference, even though we are only 'a drop in the ocean'. No one – as in absolutely no one – wishes to go in the opposite direction!

Another important parameter to us is the philosophy that ESG can coexist with a healthy, profitable business. It takes true workmanship to achieve a viable business and still contribute positively to the parameters set forth in the UN Global Compact. We believe that is the right – and the sustainable – way of approaching ESG. Again, this year, we have made progress in both areas. Our annual financial report has just been published, documenting our

positive financial development. And now, in this ESG report, we document our ESG development.

You can also read about our CO₂ accounting version 2. In last year's report, we presented our first take on estimating our greenhouse gas emissions. This year, we have more experience and knowledge to build upon, and we have made a series of adjustments and improvements. Later in the report, you can see our CO₂ accounting 'Volume 2'.

You will also be able to read about our continued collaboration with customers and NGOs on projects in Africa: the establishment of eye clinics, vision tests for children and young people in the same area, the construction of schools etc. You can read more about our collaboration with One Tree Planted, where we are donating trees to Sumatra in Indonesia.

So, dear customer, supplier, or whatever association you have with Westpack, it is a pleasure to welcome you to this report. I hope you enjoy reading it and that you will be inspired to join us in the pursuit of the realization of Kofi Annan's UN Global Compact and the associated Sustainable Development Goals.

Once again, we are proud to be able to demonstrate that it is possible to make ESG progress while still having a profitable business. Having a profitable business is exactly what gives us the possibility of steering towards the Sustainable Development Goals. And what is more: having a profitable business obliges us to do so! We are very aware of that at Westpack.

As always, I encourage you to reach out to me if you have comments or improvements for our work with ESG. Also, if you feel that we have not met our target from last year's closing statement: "... delivering positive development and results within the field of ESG". We believe that we have succeeded. But judge for yourself!

Happy reading – and remember that we are always open to new inspiration!

Morten Dalsgaard

Westpack CEO

mda@westpack.com



About Westpack

We sell branded packaging and displays to more than 23,000 customers across the world. We focus on packaging for jewellery, watches, and eyewear but we also sell displays, packaging boxes, labels, and other items related to selling and shipping the above-mentioned products. Our customers range from small independent jewellery designers to some of the biggest companies in the jewellery, watch and eyewear industry. To illustrate how we operate, and how we constantly pay attention to ESG related matters, we have made a chart of our ESG Value Chain.

How to read our ESG value chain

The top row of the diagram shows the six most important value chain steps. These range from 'Extraction of Raw Materials' to 'Final customer'. The row below lists the relevant ESG issues that are connected to each of the six steps. Underneath this, there is a row that displays the Sustainable Development Goals (SDGs) and Targets that are related to the issues. The following row is called 'Actions', as it lists some of the actions Westpack is taking to counteract the issues and get closer to achieving the targets.

Finally, as a service to the reader, the last row shows which pages contain information about the abovementioned issues, SDGs, targets, and actions.

Let us take an example.

The third step of our ESG value chain is 'Suppliers' – we often refer to these as our cooperating factories. One of the important issues related to the business we conduct with our suppliers has to do with the Environment.

One of the relevant Sustainable Development Goals in this regard is SDG #12 and not least target 12.2 concerning sustainable management and the use of natural resources.

One of the actions we are taking to get closer to the target is to get more FSC-certified suppliers.

And, as the 'Read More' row will tell you, page 15 covers exactly that. In other words, you can also use the ESG Value Chain as a table of contents in case you want to delve into specific topics. We hope that this will give you a good overview of Westpack's concern for ESG.

+ Solving ESG Issues through Our Value Chain

Value Chain	Extraction of Raw Material	Processing of Raw Material	Suppliers	Westpack DK	Clients	Final Customers
Issues	<ul style="list-style-type: none"> Natural resources Working conditions Social justice Wildlife 	<ul style="list-style-type: none"> Natural resources Working conditions Social justice 	<ul style="list-style-type: none"> Working conditions Environment Social justice 	<ul style="list-style-type: none"> CO₂ emissions Working conditions Resources 	<ul style="list-style-type: none"> Handling of waste Responsible consumption 	<ul style="list-style-type: none"> Handling of waste Responsible consumption
SDGs Targets	<ul style="list-style-type: none"> SDG #12 (Target 12.2) SDG #15 (Target 15.2) 	<ul style="list-style-type: none"> SDG #12 (Target 12.2) 	<ul style="list-style-type: none"> SDG #8 (Target 8.6 + 8.8) SDG #9 (Target 9.4) SDG #12 (Target 12.2) SDG #15 (Target 15.2) SDG #16 (Target 16.5) 	<ul style="list-style-type: none"> SDG #7 (Target 7.2 + 7.3) SDG #8 (Target 8.6) SDG #9 (Target 9.2 + 9.4) SDG #12 (Target 12.2 + 12.5) SDG #15 (Target 15.2) SDG #16 (Target 16.5) 	<ul style="list-style-type: none"> SDG #12 (Target 12.5) SDG #16 (Target 16.5) 	<ul style="list-style-type: none"> SDG #12 (Target 12.5)
Actions	<ul style="list-style-type: none"> FSC®-licence Recycled plastic (rPET) One Tree Planted 	<ul style="list-style-type: none"> Recycled plastic (rPET) FSC 	<ul style="list-style-type: none"> FSC purchase volume Factory Building Move Amfori membership Bureau Veritas Seminars and Education Whistleblower scheme 	<ul style="list-style-type: none"> CO₂e accounting Redefined ECO-friendly brand Introducing product declarations SDG & ISO 9001 certification Employee Code of conduct New ESG specialist in Indonesia Supporting the rebuilding of school infrastructure Collaboration with Etnia Barcelona Open School 	<ul style="list-style-type: none"> Whistleblower scheme ECO Brand 	
Read more	<ul style="list-style-type: none"> Pages 13-15 	<ul style="list-style-type: none"> Pages 13-14 	<ul style="list-style-type: none"> Page 15 Pages 17-18 Pages 22-23 	<ul style="list-style-type: none"> Pages 8-12 Pages 18-20 Pages 22-23 	<ul style="list-style-type: none"> Page 11 Pages 22-23 	<ul style="list-style-type: none"> Pages 11-12

+ UN Global Compact and the 10 principles

Westpack has been a member of the UN Global Compact for several years. Our membership means that we are committed to work in accordance with UN Global Compact's 10 fundamental principles regarding:

- Human rights
- Worker rights
- Environment
- Anti-corruption

This commitment is embedded in our entire organization. The 10 principles are foundation for all our ESG work – both in Denmark, in Europe, and in Asia. We acknowledge that there are major differences between European and Asian culture, but we have an inherent belief that the 10 principles in the UN Global Compact are universal. And these principles thoroughly impact the way we conduct business and manage our interests.

At the same time, we have committed ourselves to contribute to the realization of the UN's 17 Sustainable Development Goals. The seasoned reader of Westpack's ESG reports will acknowledge the emphasis we have put on the 17 SDGs in recent years. Each year, we have focused on carefully chosen targets, knowing that it is a matter of prioritizing and 'settling' on a few areas where we can make a difference.

Last year, we went from working with the 17 Sustainable Development Goals on a general level to working with an underlying selection of associated targets. Yes, the 17 Sustainable Development Goals are divided into 169 subgoals – the so-called targets.

By shifting our focus from the broad goals to the specific targets, our work with the SDGs became more relevant. We felt a noticeable difference; it made it easier to pinpoint how our efforts made a positive difference. You can read about the results we have achieved in the following pages of the report.

This year, we take a leap towards making our work with the SDGs even more concrete. We have decided to pursue an actual SDG certification before the end of our 2022/2023 fiscal year. By doing this, the bar is set high, and we commit ourselves to working with the selected targets in a very concrete way.

An internationally recognized and accredited certification company will be auditing our work with the Sustainable Development Goals. Objectively – not subjectively – they will evaluate our efforts and the following impact on the SDGs we are working with. They will determine whether we are contributing to progress within the areas we are focusing on.

Some may say that we are exposing ourselves in our work with the SDGs, and that the process will become more complicated and burdensome.

To this, we say: we believe wholeheartedly that this is the way forward. We want to break free from empty talk and statements of intent in relation to the SDGs and move towards real actions and facts. That is the trustworthy thing to do.

Of course, the critical reader may ask: Haven't you been trustworthy so far in your work with the Sustainable Development Goals?

Yes – but we are wiser now because we have gained more insights. And when we began our work with the Sustainable Development Goals five years ago, it was not possible to get an actual certification.

At the same time, we know that all the things we have done through the years to get closer to the realization of the 17 SDGs have not been wasted. On the contrary! All of it has made a difference. The documentation can be found in our previous reports.

You can read about our journey towards SDG certification in next year's report, but we wanted to share the news with you now, so you are informed about the commitment we are making.

In the follow pages, as always, you will find three chapters: a chapter titled Environmental; a chapter titled Social; and a chapter titled Governance.

Each of the chapters will be introduced with a brief description of our STRATEGY within the area, the RISCS we are observing, our planned ACTIONS, our GOALS, our RESULTS and, of course, an EVALUATION within the area. This methodology follows the consistency requirements in connection with the UN Global Compact.

The ESG-wheel shows how we focus our efforts across the 17 SDGs.
The more boxes, the more focus.





TARGET 7-2

INCREASE GLOBAL PERCENTAGE OF RENEWABLE ENERGY

TARGET 7-3

DOUBLE THE AMPHOUNT IN ENERGY EFFICIENCY

TARGET 9-4

UPGRADE ALL INFRASTRUCTURE AND IMPROVE EFFICIENCY FOR SUSTAINABILITY

TARGET 12-2

SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES

TARGET 12-5

SUBSTANTIALLY REDUCE WASTE GENERATION

TARGET 15-2

END DEFORESTATION AND RESTORE DEGRADED FORESTS

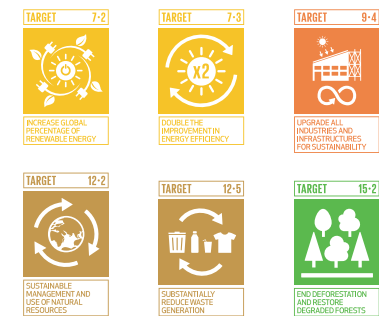


Strategy

Westpack wants to stand as the natural sustainable choice when customers purchase their packaging solutions. We want to put the environmental footprint of our packaging solutions on display. Not through simple marketing campaigns and buzzwords, but through tangible data. We want to make it easy for customers to make their choices; not based on emotions, but on real facts. This move towards a more fact-oriented sustainability profile is based on several things. Firstly, on the basis of common sense. Secondly, on the basis of influence from our customers, business partners and employees. Finally, it aims to accommodate the increasing number of laws and directives in the environmental area set forth by various national and international authorities.

Risk

If we do not, at the very least, live up to our stakeholders' requirements and expectations within the environmental area, this will have a negative effect on a large number of the SDGs we have set out to contribute positively to: 7.2, 7.3, 9.4, 12.2, 12.5 and 15.2.



In addition, we will not be able to provide services and solutions with an environmental footprint that our customers find acceptable.

The risk is, therefore, that both we and our customers contribute negatively to the above-mentioned SDG goals. In addition, both parties will lose market shares, and thus business.

Action

Westpack is taken up with the environment in numerous ways, and we have different actions available to us across several parameters – both in Denmark and in Asia:

• In Denmark
We continue to focus on optimizing everything about our own production. Not just in terms of energy, heat, electricity, water consumption, etc., but also in relation to the raw materials we use in the production. Transport of raw materials from suppliers to our location in Holstebro is also a new area we focus on. Furthermore, we are beginning to reflect on the transport from our Danish headquarter to our customers. You will be able to read more in our new CO₂ accounts (which have been expanded compared to last year's accounts) and the subsequent appendix. You will notice that we have far more parameters included in scope 1, 2 and 3 compared to our first accounts from last year. With regards to our export activities, we have chosen to make a CO₂-guideline based on average calculations. From this guideline, you can see the estimated CO₂-impact associated with the transport of a typical bulk order – by different means of transportation and to six continents. The guideline is visualized as an appendix to the CO₂-accounting.

Developing new products is another activity where our decisions have an impact on the environment. Sustainability is a driver in all product development, and this year we are taking further steps towards documenting sustainability – not just at company level, but all the way down to the product level. More on this later in the section.

• In Asia
Options for action are concentrated on purchased finished goods from our suppliers. Here we focus on the raw materials used in the suppliers' productions. We focus on their choice of energy sources. We have the opportunity to influence – not only by making demands, but also by actively participating in, and facilitating, optimization projects. We mentioned such projects in last years' report. We will continue to carry out these projects. Later in the section you can read about the results obtained.

Goal

Own production:
Before the end of the financial year, we will:

- Prepare product declarations on all standard products. Certificates that help you as a customer to make your purchasing choices on an informed and fact-based foundation.
- Have completed an FSC re-audit
- Have completed ISO 9001 and SDG certification

Asia:
Before the end of the fiscal year, we will:

- Initiate at least two new energy optimization projects at selected suppliers. These projects will run over the course of the coming years, and they will create precedence for the way we work with other suppliers within this area.

Result

Last year, we described the goal of being able to offer customers an environmentally friendly solution for foam inserts in boxes. We can now. We even have several solutions customers can choose from.

Later in this section, you will be able to read about the improvements and the results we have achieved on, for example, the use of electricity, water, and heat in our own production in Denmark.

In the case of Asia, there will also be different results to read about e.g. the growth of the number of FSC certified suppliers in Asia.

Last year, we showed our first real CO₂ accounts. This year, this has expanded to include far more elements. Both in terms of scope 1, 2 and 3. In fact, we have also redone last year's accounts, so you as a reader can compare the two years. The parameters from this year we have thus put into last year's accounts, so the comparison is real.

Evaluation:

As will be seen from the following pages, we can see that our actions and activities all move our profile in a more environmentally friendly and sustainable direction. We can see that it is useful!

+ CO₂ accounting

This year, we have improved the way we calculate CO₂e emissions. Last year, we calculated our CO₂ impact using elements from Scopes 1 and 2 – this year, we have included Scope 3 and the category ‘outside of scope’, which is a part of our product declaration, that is also a new initiative.

The reason for the improvement is that Westpack wishes to be as close as possible to the national standards and requirements that are increasingly gaining ground within the areas of CO₂ emissions and sustainable development.

We can live up to these requirements because our knowledge, experience, and insight are constantly evolving.

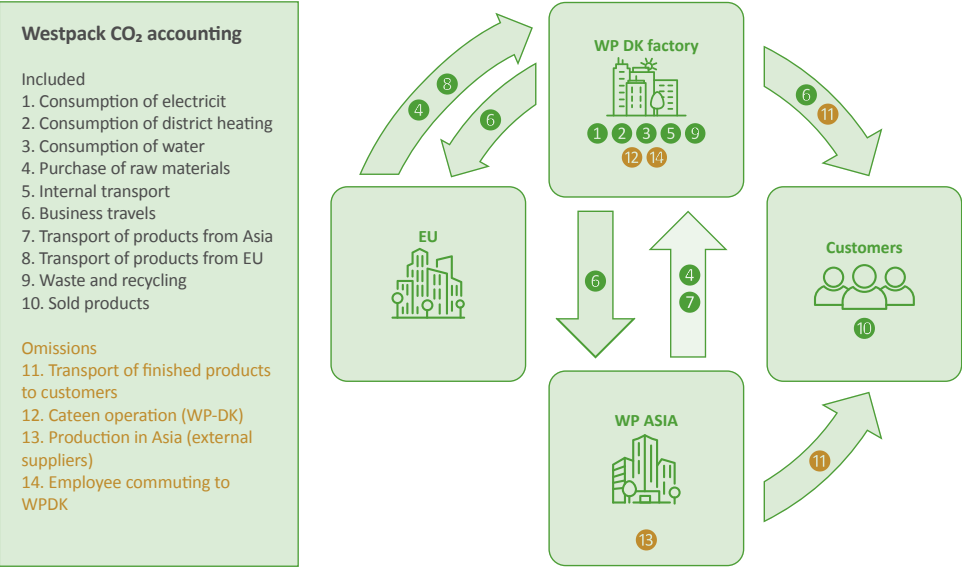
Now, our efforts are inspired by the standard DS/EN ISO14060. This is a standard that many of the largest companies in Denmark use for calculating their CO₂e emissions. In addition, we use the Greenhouse Gas Protocol for determining the emission factors that are used in our calculations.

You will therefore notice a change in relation to last year’s CO₂ accounting.

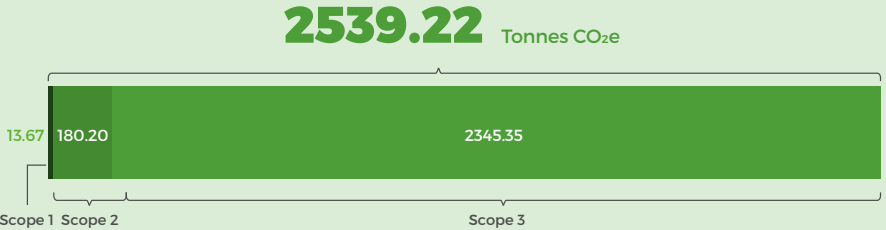
First of all, many more elements are included in the calculation. Another difference is the use of standardized emission factors from a recognized source. The accounting from last year has been calculated again in accordance with the new model, so we can benchmark with this year’s accounting.

Westpack has entered into an agreement with a 3rd party certification body to validate the CO₂ accounting calculation’s methods and used emission factors. The agreement also deals with validation of product declarations. The validation is planned for Q1/Q2 2023 and the issuance of a ‘Statement of Conformity’ is expected by the end of June 2023 at the latest.

The certified body has already pre-recognized that they are able to validate our approach and method.

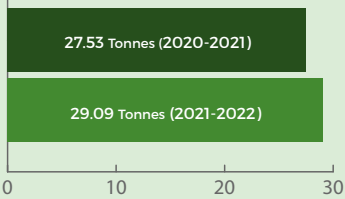


Result of Westpack’s CO₂ accounts for 2021/2022



The figure shows the distribution of CO₂e emissions in tonnes across Scope 1, Scope 2, and Scope 3. These scopes help categorize companies’ emissions, and the segmentation is in accordance with The Green House Gas Protocol. We are showing this overview to illustrate the relationship between our direct emissions (Scope 1), our indirect emissions from company-owned sources/assets (Scope 2), and our indirect emissions from not-company-owned sources/assets (Scope 3). We have calculated the emissions by using the standard DS/EN ISO14060, and the full overview is shown in the report’s appendix.

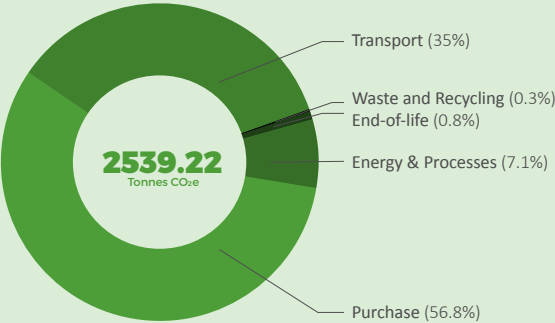
Tonnes CO₂e per million sold units



The figure shows the development from the fiscal year 2020/2021 to the fiscal year 2021/2022 in terms of CO₂e emissions per million sold units. We have calculated the emissions using the standard DS/EN ISO14060, and the full overview can be seen in the report’s appendix. Notice that the emissions that are saved (for example when surplus material is sold for reuse – also known as displaced emissions) is deducted from this overview.

Tonnes of CO₂e across categories

The figure shows the percentage distribution of the total amount of CO₂e emissions across the five categories: Energy & Processes, Purchasing, Transport, Waste and Recycling, as well as End-of-life. We show the distribution to illustrate which activities and circumstances impact the environment the most. We have calculated the emissions using the standard DS/EN ISO14060 and categorized data based on activities. Afterwards, we have compared each of them to the total amount of emissions. The used numbers and calculations can be seen in the report’s appendix.



SCOPE 1

Scope 1 includes activities in Westpack's own headquarters in Denmark, as well as all owned/rented/leased vehicles.

Transport (Tonnes of CO₂e)

Owned & leased vehicles	2020/2021	2021/2022	Development
Leased vehicles	9.95	12.81	+2.86
Owned van	0.79	0.85	+0.06
Direct emissions Westpack DK	0	0	0

SCOPE 2

Scope 2 includes emissions from the companies that supply Westpack with public energy – in other words electricity and district heating.

Energy and processes (Tonnes of CO₂e)

Consumption of electricity	2020/2021	2021/2022	Development	Heat and Process energy	2020/2021	2021/2022	Development
Conventional energy	171.81	0	-171.81	District heating	39.60	49.49	+9.89
Green	36.42	129.97	+93.55	Water	0.54	0.73	+0.19

SCOPE 3

Scope 3 is the largest of the scopes because we zoom out and look at the emissions coming from Westpack's purchase of products and services from other companies.

Purchasing (Tonnes of CO₂e)

Purchase of materials	2020/2021	2021/2022	Development	Purchase of materials	2020/2021	2021/2022	Development
Die-cut cardboard	241.19	274.08	+32.89	Fabric pouches	78.94	129.24	+50.3
Transparent plastic	33.6	33.74	+0.14	Polystyrene (PS)	30.51	49.50	+18.99
Polycarbonate (PC)	64.38	65.32	+0.94	Coloured plastic	5.15	121.23	+116.08
Foam (from tall oil)	25.94	34.27	+8.33	Paper recycled	115.44	27.41	-88.03
Foam	302.42	312.65	+10.23	Paper (new)	80.74	247.36	+166.62
Metal foil	56.85	147.8	+90.95				

Transportation (Tonnes of CO₂e)

Business travel	2020/2021	2021/2022	Development
Key Account Sales (car)	2.2	3.3	+1.10
Purchasing + others (car)	1.18	1.88	+0.70
Key Account Sales (plane)	0.29	7.35	+7.06

Transport of products

From Asia	2020/2021	2021/2022	Development
Rail	4.19	13.33	+9.14
Sea	359.18	641.45	+282.27
Road	63.59	78.12	+14.53
Air	99.95	69.48	-30.47
From EU	2020/2021	2021/2022	Development
Ship	0.09	0	-0.09
Truck	71.44	61.31	-10.13

Waste and reuse (Tonnes of CO₂e)

Waste	2020/2021	2021/2022	Development	Waste	2020/2021	2021/2022	Development
Plastic for reuse	-10.37	-20.74	-10.37	Foam (combustible)	4.97	4.67	-0.30
Die-cut cardboard (leftover)	-54.20	-44.38	+9.82	Fabric cloths (combustible)	-0.08	-0.07	+0.01
Wood	-1.48	-2.41	-0.93	Underlying sheets for die cutting (combustible)	1.66	1.77	+0.11
PVC	0.78	0.86	+0.08				
Cardboard and paper (combustible)	-25.66	-25.40	+0.26				

Here we show the CO₂e emissions resulting from waste, reused material and waste treatment. Some of the values are shown as negative values – this is because the elements in this category have a positive after-life-impact. This is expressed as a negative value since the product, after its initial life cycle, can be utilized in a reuse-cycle and become new raw material. In other words, the extraction of new materials is saved.

Sold products	2020/2021	2021/2022	Development
Sold plastic (reclaimed)	-383.77	-387.23	-3.46
Sold cardboard and paper products	-193.42	-249.55	-56.13
Sold fabric products	22.87	19.22	-3.65

This section shows the emissions resulting from the customer's use of the product and the subsequent disposal of the product. The reason why this value (in some cases) is negative, is because some products, after their initial life cycle, can be utilized in a reuse-cycle and become new raw material. In other words, the extraction of new materials is saved.

About export activities

We have chosen to make a CO₂-guideline for our export activities using average calculations. The aim is to put the two parameters destination and means of transportation into perspective – and our hope is that you (as a customer) will be inspired by the estimates to make even more informed decisions regarding the freight of your orders.

For the guideline, which is an appendix to our CO₂ accounts, we have chosen to look at the shipment of 1,920 Boston jewellery boxes. This is a typical bulk order size that many of our larger customers select to get a Bulk Buy discount. Each box weighs 28.6 grammes, and we add a 10% buffer to account for packaging. This means that the total weight used in the average calculations is 0.0604032 tonnes.

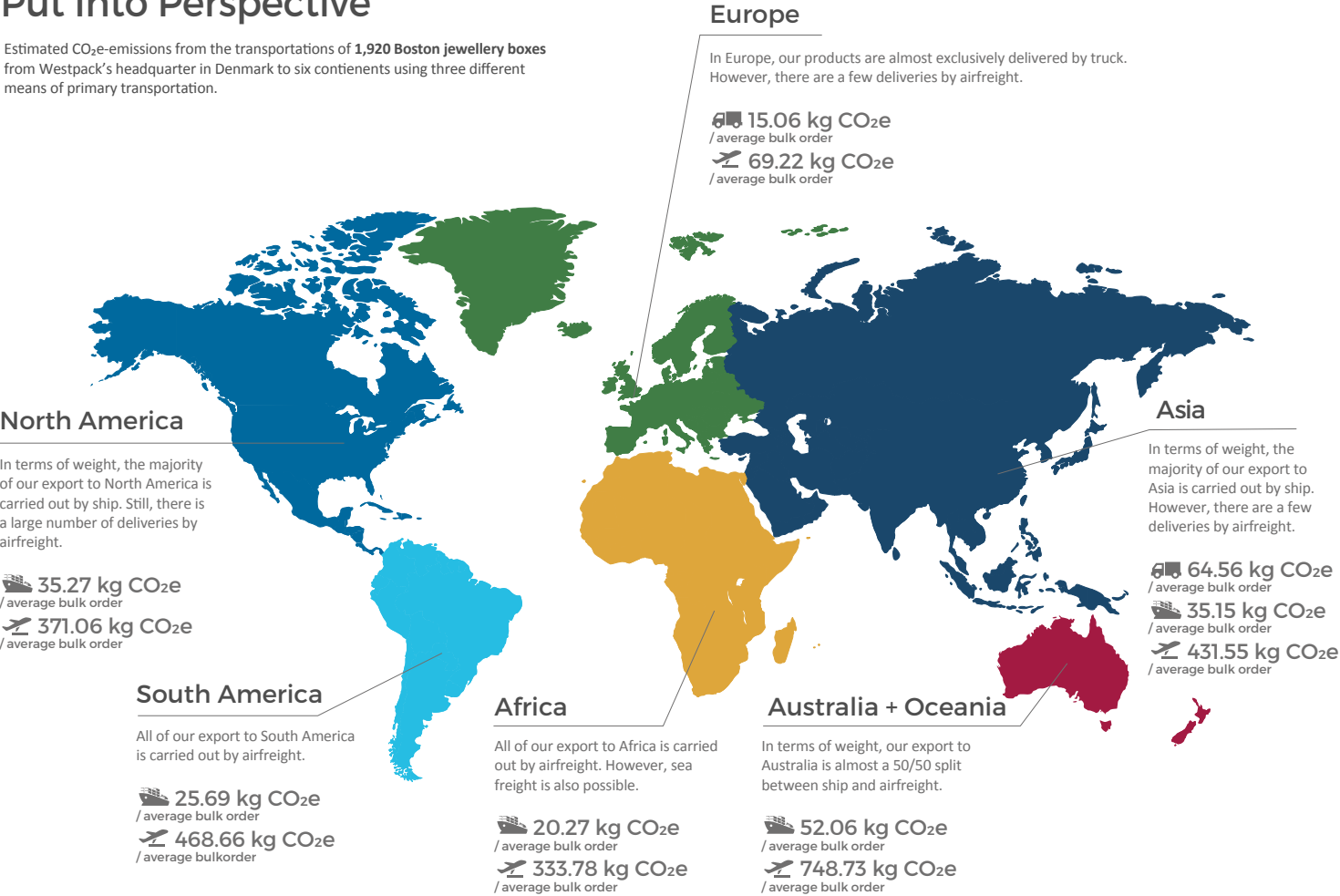
In other words, using average calculations, we look at the shipment of 1,920 Boston jewellery boxes to six continents using three means of transportation: Truck, Ship, and Airfreight.



The specific jewellery box has the product number 00180060272. In Westpack's internal communication, it is often referred to as the "Boston 6'er".

Export Activities
Put Into Perspective

Estimated CO₂e-emissions from the transportations of **1,920 Boston jewellery boxes** from Westpack's headquarter in Denmark to six continenents using three different means of primary transportation.



+ Westpack redefines its Eco-Friendly Brand



 For a number of years, Westpack's customers have been greeted by the brand 'ECO-friendly' when they buy packaging solutions through our webshop. The products in this category are often embossed with the corresponding logo. For example, in the case of a jewellery box, the logo will typically be located underneath the base. The response from customers has been unequivocally positive; they appreciate the easily accessible way in which they can make sustainable and environmentally friendly choices in the buying process. Yet Westpack has now decided that the 'ECO-Friendly' label needs to be redefined. We have made this decision because we want to *clarify* and *document* the environmental and sustainable properties of our products.

What do we mean by clarifying? Let's take a concrete example. For any product in our range, we can compile a list of product characteristics that are related to the environment and sustainability. For example, it can be *water-based glue*, *Danish production* (produced close to the markets) or *organically grown cotton*. However, it can be difficult to determine which of these parameters contributes most to a product's environmental friendliness and sustainability. All the characteristics can be said to be good, but which ones weigh heaviest?

To become even clearer in our way of talking about environmental friendliness and sustainability, we have chosen that all Westpack ECO-friendly products in the future must meet two mandatory criteria:

1. The base material of the product must either be FSC certified or 100% recycled. In other words: In the case of a wooden jewellery box, the wood must be FSC certified – and the same for cardboard/paper boxes. Alternatively, cardboard/paper must be made of recycled material. And if it is a plastic jewellery box, all the plastic must be 100% recycled.
2. At the same time, the entire product must comply with the EU Directive 2018/852, which is planned to be implemented in January 2025.

Point number 2 may require further explanation. In the EU, new requirements for packaging distributors are in the pipeline. The new requirements will take effect from the end of 2024 and are therefore valid from 1 January 2025. In short, at least 65% of the weight of a packaging item must be recyclable. In addition, a number of new rates will take effect from 2030. Here, at least 70% of the weight of a packaging item must be recyclable¹

A packaging distributor is the shop/company that distributes the packaging to the end-user. This means that it will be Westpack's customers who will be responsible for ensuring that the packaging they use in their business complies with the directive. From 2025, as already stated, this will become law – but until then, you can be sure that the packaging already lives up to the directive if you choose our ECO-friendly products.

Now we have explained the clarification of the environmental characteristics of our products. But we also wrote that we would document the properties in the future. What do we mean by that?

In the coming financial year, we will roll out product declarations on all products. These will become available via Westpack's online store, one by one throughout the year. Here, customers are invited inside the proverbial engine room to see data that used to be kept in-house.

We want to be completely transparent about the environmental and sustainability characteristics of our products. There are many things we have known all along that we now also want you, as a customer, to know. Yes, we want to give you, dear customer, insight into the environment-related data we work with on a daily basis. We will share our knowledge so that you can make your informed choices when buying packaging.

With the redefinition of our ECO-friendly brand and with the introduction of product declarations on our products, we will simultaneously clarify and document the environmental properties of our products. As a result, you will be even better equipped to make the right environmental and sustainable choices for your business.

1. According to the current wording of DIRECTIVE (EU) 2018/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 30 May 2018 amending Directive 94/62/EC on packaging and packaging waste.

+ Product declaration

In the following, we want to show you an example of our coming product declarations. The declarations will contain important information related to the products and can be accessed online. The documents also show whether a product meets the conditions to carry Westpack's ECO brand.

The product declarations

With the product declarations, Westpack wants to document the conditions surrounding the production of its products: What does the product consist of? Where and how is the product made? What should you do regarding disposal or recycling of the product?

A product declaration contains:

- Country of production
- Transport emissions categorized as either high/low
- Compliance with EU 2018/852
- Materials according to recycling, recyclability, organic content, regenerate and FSC claim
- Composition of materials in grams
- Calculation of CO₂e-impact

A. Country of production

The country of production is the country in which the product is produced. This is used as an indicator of which category the transport emissions get in point B.

B. Transport emissions categorised as either high or low

Here we have chosen to define them as high and low respectively, where low is Europe and high is all other countries (in the case where the customer is based in Europe).

C. Compliance with EU 2018/852

Based on the material composition of the current product, it is defined by whether EU 2018/852 (concerning producer responsibility for packaging) can be complied with.

D. Materials according to reuse, recyclability, organic content, regenerate and FSC claim

In this point, the focus is on whether all materials, not only the box, bag and display, but also the foam insert, logo printing and possibly other materials used in the preparation of the product, are produced in a recyclable material or not.

E. Composition of materials in grams

This category is used to visualize the proportion of recyclable materials at disposal, so that you can get an overview of the distribution of materials. See for example:

- FSC cardboard: 16.98 grams
- FSC paper: 5.84 grams
- FSC tape: 1.05 grams
- Organic glue: 0.86 grams
- Foam insert: 0.28 grams
- Logo print: 0.27 grams

F. Calculation of CO₂e impact

From the values set out in point E above, the CO₂e footprint of a single specimen of the product will be calculated. To calculate the CO₂e footprint, emission factors from 'the Green House Gas Protocol: Corporate Accounting and Reporting Standard' are used.

The calculation itself is based on the footprint of the organization's CO₂e accounts, which we have calculated on available data. See appendix.

Based on the organization's CO₂e accounts, which we have distributed among all products sold, we can see that the CO₂e footprint per unit sold was 29.09 grams on average (in the financial year 2021-22).

In addition, according to the Green House Gas Protocol's emission factors for end-of-life, we have calculated the CO₂e-impact in relation to current weight distribution on the product.

It will be evident that some products are presented as negative values in the declaration form (-0.93 g CO₂). The reason for this is that the processing of new raw materials or energy extraction contributes more than it does to produce the commodity.

If you want to learn about the impact of the final transport, you can look at 'A quick overview of Westpack's exports' on page 10 in this report.

PRODUCT DECLARATION

Product:	Boston	Westpack A/S requirement for branding with eco friendly logo.
Item number:	30280060102	
Materials:	Cardboard	

CO₂e:		
CO ₂ e impact 2021-22/sold units	29.09	[g] CO ₂ e
End-of-life/enhed value/ Boston	-22.54	[g] CO ₂ e
Total CO ₂ e [g] /1 pcs.	5.49	[g] CO₂e

Production:	
Produced in:	Denmark
Transport emissions [CO ₂ e] for this product is:	Low

EU Waste Directive 2018/852 about responsibility for packaging producers:	
Compliance with recycling requirements according to EU 2018/852 - from 01.01.2025	Yes
Complies with recyclable weight percent according to EU 2018/852 - from 01.01.2025	Yes

Materials:	
Foam insert made from recycled materials	No
Foam insert made from recyclable materials	No
Logo print made using organic or recyclable materials	No
Claim FSC MIX 70%	Yes

Materials that after use (End of life) and, at disposal, can be recycled in another form. Value is stated with a negative sign (-xx.xx CO₂e), because processing of new raw materials can be avoided.

Materials that cannot be reused falls into Scope 3

Calculation of the combined CO₂e impact of the product [g] CO₂e

CO ₂ e impact 2021-22/sold units					29.09
Boston	Share [g]	End-of-life [g]	Scope 3 [g]	End of life CO ₂ e [g]	
Materials					
Cardboard 67.15 %	16.98				
Paper 23.11 %	5.84	24.73		-24.37	
Tape 4.15 %	1.05				
Glue 3.41 %	0.86				
Foam 1.12 %	0.28		0.55	1.83	
Logo print 1.06 %	0.27				
End-of-life/enhed value/ Boston					-22.54
End-of-life for waste and recycling/unit -92.94 tonnes CO ₂ /87,294,039 pcs.					-1.06
Total CO ₂ e [g] /1 pcs. Boston 30280060102					5.49

V.220411.31.WPCO₂e/unit

+ Westpack and FSC



The demand for environmentally friendly packaging alternatives is increasing. That is why Westpack is proud to have been a member of FSC® for almost a decade.

The non-governmental organization FSC (The Forest Stewardship Council) has pioneered forest certification. The mission of the Council is “to promote environmentally appropriate, socially beneficial, and economically viable management of the world’s forests”. And since its foundation in 1994, the NGO has lived up to that promise. Now, more than 200 million hectares of forest worldwide is managed in accordance with the organization’s unique certification system.

It is a proclaimed aim for Westpack to introduce as many products as possible, that are made from FSC-certified materials. One way to do this is to introduce new eco-friendly products, while another is to phase out products that are not eco-friendly.

TARGET15·2

END DEFORESTATION AND RESTORE DEGRADED FORESTS

During the past four years, our Danish production have exclusively purchased FSC-certified cardboard and paper jewellery box materials. We will continue to do so, although not all our customers are demanding it. That is an active choice Westpack has made.

There are three important reasons why Westpack continue to be a certified member of FSC:

From an environmental perspective

In FSC forests, all harvesting activities are founded on the principle of sustained yields, which means that no more wood is cut down than the forest can regenerate. Furthermore, certified areas cannot be converted to other land use. And, just as important, the biodiversity of the areas is maintained or enhanced.

From a social perspective

FSC contributes to preserving and improving the social and economic well-being of local communities. They do this by supporting indigenous peoples’ rights of ownership. In other words, the local communities have fair access to resources and economic benefits.

From a governance perspective

The labour rights and employment conditions are improved. Much emphasis is placed on occupational health and safety.



+ Planting Trees In Indonesia

TARGET15·2

END DEFORESTATION AND RESTORE DEGRADED FORESTS

From the beginning of our engagement with the Indonesian market, we have been committed to leaving a positive mark on the country’s environment. This means that apart from ensuring full compliance with the European Union’s Timber Regulation, we also partner up with One Tree Planted to plant trees.

Indonesia’s forests are a treasure chest of wildlife and home to countless species found nowhere else. Sadly, their habitat is shrinking at an alarming rate due to deforestation. Making

matters worse, the deforestation also causes devastating CO₂-emissions.

This is the sixth consecutive year that we have been planting trees in Indonesia. For every container-foot of products we ship out of Indonesia, we plant two trees. In addition, to celebrate the International Day of Forests, each year we do something extra. This year, we launched a fundraising campaign aimed at planting several hectares of forest in north Sumatra.

For every order placed from 21 March to 28 March 2022, we donated five trees to One Tree Planted. In total, we donated 4,398 trees.



According to Global Forest Watch, Indonesia has the world’s largest CO₂ land-based emissions, mainly due to the conversion of carbon-rich forest to plantations. This motivates us to leave a positive mark on the area’s environment.

+ Denmark

Green Energy at Westpack's Headquarter

Last fiscal year, we carried out an energy consumption analysis in co-operation with consultants from our energy provider, Jysk Energi.

The dialog inspired us to make an important decision, and ever since, Westpack's Danish headquarter has been powered by sustainable energy (Green Energy). In other words, the source of the energy is wind and/or solar energy.

Although our energy comes from renewable sources, we are still looking to reducing our electricity consumption. Green energy also leaves a CO₂e footprint, and we want to do what-

ever we can to adjust our business, so it becomes as sustainable as possible while still being rentable.

In recent years, Westpack has invested in energy efficient solutions in lighting and production equipment and will continue to pursue more solutions to reduce electricity consumption.



TARGET 7-2



INCREASE GLOBAL PERCENTAGE OF RENEWABLE ENERGY

Charging Stations for Electric Cars at Westpack's Headquarter



At the moment of writing, only a handful of Westpack employees own electric cars. But we believe that we will see a

significant number of electric vehicles in our parking lot in a not-so-distant future.

As the technology gets more affordable and the average range gets expanded, electric vehicles will be commonplace in Denmark. Therefore, Westpack has chosen to install three charging stations for electric cars and plugin hybrid vehicles. How do they work? Our employees simply download an official app that accounts for the consumed electricity - and the payment happens through a wallet-solution.

At some point, we may need more charging stations, but for now, we are happy just to be able to offer this solution to our employees.

TARGET 9-4



UPGRADE ALL INDUSTRIES AND INFRASTRUCTURES FOR SUSTAINABILITY

Efficient Plastic Moulding Machines



Through the years, we have built a sizeable machine park for constructing or moulding jewellery boxes. To get the most out of these machines – and to optimize the use of energy – we have a strong focus on efficient production planning.

Furthermore, we invested in new plastic moulding machines in 2018. These machines have a dedicated interface that allows our operators to monitor the energy consumption for each step of the process.

Especially the cooling process was improved. In fact, the new machines use less than 1/3 of the energy compared to older machines in the series for this step of the process.

At Westpack, we continuously introduce products made from the material rPET. This abbreviation stands for 'recycled polyethylene terephthalate' (recycled plastic, in other words). And although we aim to reduce our over-all use of plastic, we want to introduce more products made from rPET.

At Westpack, we choose to introduce products made from rPET because it is a step in the right direction. Ideally, the plastic (be it in the form of water bottles, plastic bags, or other items) would be reused multiple times before being disposed of properly – but recycling is the next-best thing.

TARGET 12-5



SUBSTANTIALLY REDUCE WASTE GENERATION

Behind the scenes: Walk the talk

We have several product lines that are made using rPET, including a collection of faux suede jewellery pouches and a series of jewellery boxes with a clear plastic window.

We needed a complimentary gift to give to our customers when they visited our Online Trade Show. From a range of possible products, we settled on a classic thermal mug made from recycled plastic. To make the gift more personal, our graphical designer made a beautiful print to highlight the eco-friendly message. But unfortunately, our marketing department missed a typo when they approved the file.

The result?

We ended up with 3,000 thermal mugs with typos. Instead of "recycled", it said "recyced".

Westpack employees do not make mistakes often, but when they do, they are instantly forgiven. And with the question of blame rendered unimportant, we had to figure out what to do about the situation.

There was still plenty of time to order new thermal mugs and pretend the mistake had never happened. But we instantly knew that was not the right thing to do.

We had actively chosen a product made from recycled plastic to reduce the environmental impact, so why should we order additional mugs, effectively doubling the impact? To pretend that we never make mistakes? That seemed absurd.

Instead, we gave our customers the faulty thermal mugs - along with a witty explanation - and the response was positive; they liked the fact that we were up-front about the incident.



+ Asia

FSC Supplier Portfolio

TARGET12-2



SUSTAINABLE MANAGEMENT AND USE OF NATURAL RESOURCES

It has been yet another record-breaking year for our FSC purchase volume. The accelerated growth of the FSC sales can be attributable to three equally important tendencies; an increased focus on FSC from the sales department, our partner factories, and our customers. The three are enforcing one another. Our sales department see FSC as an integral part of the sales process, more and more factories are getting certified and thereby expanding the supply and finally our customers increasingly demand FSC certified products.

We are proud to see that our FSC purchase volume has increase more than 3-fold and the FSC share of the total purchase volume has increased by 14.5 per centage points. All our top 5 partner factories are FSC certified, and we see a positive growth trend for those suppliers who become certified. This past year two additional factories have been FSC certified, bringing the total up to 13 certified partner factories.

We are committed to continuing this trend and we are confident that we will see a further growth in the FSC share.

Share of FSC products			
	2021-22	2020-21	2019-20
Total FSC products	36.4%	21.9%	5.3%

FSC partner factories			
	2021-22	2020-21	2019-20
Total FSC suppliers	13	11	6



Focus on EUTR and BEPI System

The European Union Timber Regulation (EUTR) lays out the requirements for actors who place timber, or timber-based products such as paper, on the European market. The EUTR places considerable responsibility on the importer by requiring the importers to maintain an effective due diligence system in order to reduce the risk of illegal logging.

Our focus on EUTR is well known. It has been described in detail in past reports. We continue to upgrade our risk mitigative procedures. This past year we have implemented the amfori BEPI Timber Due Diligence Programme across our whole organization. This is essential milestone because the implementation of the BEPI system allows us to track and document the chain of custody with an online platform which is purpose built to gain visibility of timber supply chain on the online platform and allowing for on-demand documentation of EUTR compliance.

amfori


Trade with purpose

Through our amfori membership we also have access to top EUTR experts that can clarify any questions that may arise within our organisation or at partner factories. amfori also organises training programmes and webinars to increase performance.

The EUTR legislation is one that Westpack faithfully supports – there is so much at stake when combating illegal logging and deforestation. Deforestation is a serious threat to our climate and to the biodiversity on earth, as also mentioned in our segment on One Tree Planted. The risk mitigating procedures of BEPI and EUTR and the reforestation done in partnership with One Tree Planted are two efforts that go hand in hand.

Energy Reduction Project partially on Hold

TARGET7-3



DOUBLE THE IMPROVEMENT IN ENERGY EFFICIENCY


In our previous ESG report we unveiled our energy reduction pilot project. The intended plan was to audit two of our main production partners to identify potential energy reducing actions, however, due to a surge in COVID cases in China and subsequent tightening of COVID restrictions, it has been very difficult to plan such an audit due to the travel restrictions and entry restrictions currently in place. Currently our cooperating factories only allow access to absolutely essential personnel for the operations to continue, such as deliveries of raw materials, social compliance audits and quality control. However, we remain committed to the principles of the UN Sustainable Development Goals, targets no. 7.3, relating to energy efficiency.

While waiting for a more suitable timing, our ESG specialist has received training in reduction of greenhouse gas emissions (ISO 14604-1:2018) and is planning for further training and certification in measurement and verification of greenhouse gas emissions, so that we will be better equipped to assist our cooperating factories in such reductions. We hope for more stable conditions in 2023, so we can move forward with external energy consumption auditors.



Trees planted

TARGET15-2



END DEFORESTATION AND RESTORE DEGRADED FORESTS

We have donated 4,398 trees to One Tree Planted as a part of our fundraiser. Once our fiscal year was concluded, we donated an additional 894 trees (2 trees for each container foot of products we shipped out of Indonesia). In total, we have donated 5,292 trees to Indonesia in this fiscal year.





Strategy

For many years, Westpack has been strongly engaged in social activities. Not only in our own workplaces in Denmark and Asia, but also in relation to the surrounding communities, and especially in relation to our cooperation with partners in Asia.

We want a continuing, strong social profile in all our activities. We are still engaged with foundation projects around the world, and it remains our strategy that all our delivered products and services, whether they are produced in Denmark and Europe or with partners in Asia, must be able to withstand a check in relation to whether they are manufactured in a socially responsible way; a way that must always be at least on a par with local and international standards. This involves continued investment in systems and initiatives that will help to document our social level to customers and partners, but most of all to ensure that our production and procurement take place according to the highest local and international standards, so that employees at our own factories and at our collaborating factories experience the best possible working conditions.

Risk

TARGET 8-8



PROMOTE YOUTH EMPLOYMENT, EDUCATION AND TRAINING

If we do not, at the very least, live up to local and international standards regarding good working conditions, we risk that employees in Europe and Asia are exposed to working conditions that increase the risk of occupational injuries – physically and mentally. We risk that young people are exposed to severe physical strain at work, at the expense of schooling and education.

In addition to this, a hypothetical lack of commitment to foundation projects will mean that selected SDGs are further away from being met. We firmly believe that our involvement with NGOs and other partners on foundation projects helps to make a significant difference.

In addition, we will not be able to provide the services and solutions with the social impact our customers want. Therefore, the

risk is that both we and our customers lose market shares, and thus business.

The SDGs we believe we can impact are: 8.6, 8.8 and 17.



Action

Westpack has a great sense of responsibility in relation to social and human conditions. Our opportunities for influence and actions in relation to this area are also many. This applies both to conditions in Denmark and Europe as well as to those in Asia.

In Denmark, where our administration and production are situated, we are constantly working on minimizing sick leave and avoiding occupational injuries. We do this by continuing to prioritize our risk assessment work in our safety committee. We continue to offer all employees the facility of company-paid exercise time during their working day, so all employees still have the opportunity to participate in physical activities during the week.

In addition, we maintain for all employees our profit-sharing programme, which allots the same amount to all; we do not distinguish between job functions or tasks. We are continuing our collaboration with the open school project, which means that we open our Company activities to school classes for two weeks in the autumn, making a large section of our staff available as teachers and coaches for the students. We are well aware of our responsibility to prepare the younger generation for the job market of the future, and are still above the official quota in terms of the percentages of apprentices we take in. So once again, we are very aware of our social responsibility in this context.

Our activities with NGOs around the world continue. In the following pages you can read about our school projects in Africa and how we play a part in giving improving educational opportunities for children in Senegal through the provision of sight testing and the distribution of glasses. Such social projects fit perfectly into our strategy in the social sphere.

In Asia, we have two focuses: a focus on our own employees, and a focus on the conditions at our collaborating factories.

In relation to our own personnel, we focus on development interviews and the education and training of all staff. We do everything to ensure that the ergonomic conditions in the offices are top-notch, which is why we have purchased height-adjustable desks for all staff. We work with retention programmes for our employees, which means that our staff turnover is at a very low level. We do a lot to develop our employees and to retain them – for the benefit of all of us.

In Asia, we have a strong focus on our cooperating factories, where we want the bar to be raised constantly with regard to the social conditions of their employees. For that reason, we are pleased to be working with cooperating factories that we have known for many years. Together with them, we set a high standard, and audits about social and environmental conditions are a regular part of everyday life. This means that the amfori membership takes up more and more of our activities. The number of BSCI and BEPI audited suppliers is increasing year after year, and later in this section you can read about how this area has developed in the past year. To ensure that there are no conflicts of interest, we continue to work closely with Bureau Veritas in Asia.

As a result of the efforts we make, we are confident that our products and solutions are created on the basis of high social standards.

Goal

Denmark:
Our goal is that the sickness rate must not increase beyond the current level of 1.75% - a level that has unfortunately increased over the last year, partly because of Covid-19 and the precau-

tions we have had to take in this regard. At the same time, we must remain above the authorities' key figures regarding how many apprentices we need to train. This is an important goal for us.

Asia:
By the end of the year, the share of audited supplier must have grown by 4 percentage points as share of purchasing value, from 91% to a total of 95%.

By the end of the year, we will once again have completed at least one social aid project in Africa in collaboration with the Etnia Barcelona Foundation as well as – at least – one project with the Human Practice Foundation on school construction in Africa.

Result

Later in this section, you will be able to read further details about our activities, and not least about our achieved results compared to last year.

Evaluation

As can be seen from the following pages, our actions and activities in the social/humanitarian domain have an effect. We are influencing our cooperating factories and shifting the status quo to the better, to achieve "a good and safe workplace with orderly conditions".

In relation to our work with the Etnia Barcelona foundation and the Human Practice Foundation, see the statements and comments from the leaders of the two foundations.



+ Denmark

Westpack offers great opportunities for further education, both in the form of individual courses, but also in the form of graduate diploma programs or vocational education and training programs, such as the one to become a Plastics Processing Operator. Westpack is a part of the job training scheme Læreplads-AUB, designed to ensure more work placements un-

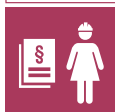
der the Danish Employers' Reimbursement System. Every year, employers who are covered by the scheme receive a target for how many trainees they must hire. This year, we have exceeded the required target for trainee points by 236,19 %.



+ Asia

Case: Factory Building Move

TARGET 8-8



PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS

When we first started our cooperation with the partner factory it was a small factory which accounted for a quite small share of our production in China. Small but increasing volume, so in line with our strategy to conduct more internal audits at our smaller partner factories our ESG specialist conducted an internal audit at their facilities in the beginning of 2021.

It was clear from the beginning that the building that our partner had rented would never be compliant with local social and safety regulations nor the standards set forth in our Code

of Conduct. Especially building and fire safety was a concern. Soon after the internal audit a constructive dialogue started between our ESG specialist and the factory management on finding a factory location that could live up to the required standards. The move was urgent if the partnership was to continue and thankfully the factory management was forthcoming and shared the determination to make the factory compliant.

The factory started preparing the move soon after and our ESG specialist assisted the factory in listing relevant standards to keep in mind when searching for a new location to rent. After locating a satisfactory building, the factory moved to the new location in November of 2021, whereafter the management started preparing for a BSCI audit. The audit was conducted by Bureau Veritas in February 2022 and was passed.

"When Westpack's ESG specialist advised me to move, I hesitated. But from the long-term benefits, it was a good choice to move, as all customers pay more and more attention to CSR. If I want a long-term partnership with Westpack, I needed to improve CSR issues gradually. So, I moved to a better factory, where it was easier to be CSR compliant."

It was difficult to find the place because the production building needed to have all relevant government fire permit and have sufficient fire safety facility. It took 2-3 months to find the right production building. Apart from having all relevant building and fire safety certifications, there was also other advantages to this more modern production facility. After moving, the sewing workshop, QC, packing workshop and warehouse are all located in the same floor, the production efficiency has been raised and it has been easier to control quality, and the delivery time has been more accurate. The factory workers are very satisfied with current working condition, and no workers resigned since then. So, this move has also reduced worker turnover."

- Factory Manager Mr. Qiu



New ESG-specialist in WPID



There is an increasing focus on ESG in all parts of the organization and as such a natural next step to reinforce the effort also in our Indonesian office, a part of our organization which has been growing steadily the past five years. It is of vital importance to have local knowledge within the scope of ESG, as the legislation and industry standards vary greatly from country to country. In other words, the prioritized actions, attention points and solutions will not necessarily be the same in China as in Indonesia. We are therefore proud to announce that we have hired an ESG specialist for Westpack in Indonesia, starting May 2022. We have great expectations of this new hire and expect a substantial lift to the ESG know-how and to the work we are already doing in Indonesia.

Our new ESG specialist comes from a position as QA/QC manager in a company also within the packaging industry. She has extensive experience within ESG including administration of social compliance reporting to local authorities as well as with the SMETA / SEDEX auditing standard, which is not too dissimilar from the BSCI standard which we employ.

Constant development of ESG program Asia



We constantly strive to finetune and improve our overall ESG program and know-how. Every year we hold both internal and external training courses in different aspects of ESG. This year we have held an internal brush up course on FSC traceability and chain of custody as well as information meeting on the European Timber Regulation (EUTR) at cooperating factories.

ESG knowledge and efforts need to be constantly developing and cannot stand still. If the efforts and training go to a standstill, so does the focus and subsequently the performance will suffer in all areas of ESG. Our staff have participated in a total of 12 external webinars and on-site training courses spanning from general topics such as Women's Empowerment and Ethical Business Behavior to technical courses such as Greenhouse Gas Emissions and Building and Fire Safety.

Apart from our two ESG specialist who works with ESG full-time, we also have two Quality Controllers who have CSR auditing certifications. Both the training and the increasing number of CSR certified staff ensures that there is a constant knowledge sharing amongst our own staff as well as the staff at our partner factories.

Work environment Asia

TARGET 8-8



PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS

In Westpack Asia we take a lot of pride in setting a good example for our partners in Asia by keeping our own house in order. We place great emphasis on providing a flexible work environment where it is possible to achieve a healthy work-life balance. We also give our staff 50% more annual leave than the legal requirement.

We have now replaced the last stationary workstations in our China office, so that all workstations have height-adjustable desks that provide ergonomically correct working postures. Our attention to the work environment is also evident in our staff turnover figures: we have maintained an average staff turnover of 11% since we opened our office in Shenzhen, China in 2004. This is remarkably low for a company in Shenzhen. Over half of our staff have been with Westpack more than 5 years and almost a quarter of our staff have been with us for over 10 years.

We also strive to constantly improve the health and wellbeing of our staff. Our quality controllers conduct one of the most

crucial tasks in our business. They safeguard our quality level and assist our partner factories in the production process. They are always on the road, travelling from factory to factory and therefore it is very important for us that they have adequate insurance coverage. The legally required public health insurance does cover illness, but it is capped and does not cover certain types of accidents, so therefore all our QCs are covered by an additional private insurance which applies wherever the public health insurance does not.

The office staff face a different set of health risks. Especially sedentary work can entail serious health risks, especially if there is little opportunity to include some physical activity into the work week. Therefore, we encourage the use of height-adjustable working stations, so that part of the day is spent standing up. Furthermore, we have made room for yoga mats in a separate room for those who wish to take an online yoga course in extension of their lunch break.

As of this coming year, we have added an extra health insurance for all staff in Asia who have been with us 10 years or more. This is a reward for the staff who have loyally worked for Westpack for so many years, but we also see it as a sound investment in the health of staff with high seniority.

Numbers

Læreplads-AUB

Based on the number of vocationally trained employees, Læreplads-AUB calculates how many students from vocational educations each company must employ.

The sickness absent rate is higher than normal. This is due to the Covid-19 pandemic. Not because many of our employees have had Corona, but because there have been many cases of common symptoms, where we have asked our employees to stay at home, until they have a negative corona test. Going forward it is our goal that the sickness absent rate should be no higher than 1.75%.

Required target for trainee points

1.05

Actual trainee points

3.53

Exceeding the required target

236.19%

Number of full-year trainees

2.94

Sickness absent rate

1.75%

+ Partnerships for the goals

As in previous years, together with selected partners we have once again invested a lot of energy and resources in social engagement and environmental activities. We firmly believe that our collaboration with these customers, NGOs, etc. will help bring the sustainable development goals closer to fruition.



In the wider context, Westpack's contributions may seem modest, but when we team up with other companies or organisations we can be a part of broader initiatives.

- For almost five years, Westpack has collaborated with the Etnia Barcelona Foundation. The foundation has a twofold mission:
- Focusing on minors at risk, it facilitates access to visual health. In a broader perspective, the foundation creates awareness about the importance of the visual health of the youth.
 - It helps women in developing nations to establish solidary optician shops that can serve the local population.



In previous years, we have reported how the Etnia Barcelona Foundation helped vision-impaired children in Senegal and how they helped open several optician shops run by local Senegalese women. Westpack's contribution to these projects was the donation of eyewear packaging.

In 2021, in addition to the two projects mentioned above, Westpack also donated packaging for another project with the Etnia Barcelona Foundation: support for vulnerable people and families around the world arising from the Covid-19 health crisis. Opticians around the world could report to the foundation if they felt that there was a need for Etnia's relief packages in their areas.

Again, this year, we are proud that we have been able to contribute to some of the excellent projects headed by the Etnia Barcelona Foundation.

"We are so thankful for the continued support from Westpack. The Etnia Foundation's mission to give vision-impaired children better opportunities, establish solidary optician shops, and support vulnerable people in the wake of the Covid-19 health crisis is aided in a very meaningful way through the donation of free packaging. Westpack's contribution to our projects is important and greatly appreciated."

- Aitana Modolell
Executive Director at Etnia Barcelona Foundation





School rebuilding in Kenya

In this fiscal year, Westpack has donated funds to a project involving the Akadeli Primary School in Isiolo County, which serves a very poor community, in which more than 90% of the parents are illiterate. The school has 280 students, with approximately 50 students per class. Currently, another classroom is being constructed so there can be even more activities in the future.

This project is reminiscent of our activities in Senegal with the Etnia Barcelona Foundation, where we help provide children with eyesight tests and glasses, so they do not have to struggle with vision-impairment at school.

Westpack make donations to the Human Practice Foundation together with one of our customers, August Berg. For every watch box August Berg buys from Westpack, we donate a cash amount to the project in Kenya. And for every watch August Berg sells, they also donate an amount.

We are proud to support the work of the Human Practice Foundation, and we look forward to reporting on developments in next year's report.

The Human Practice Foundation has a slogan: "Schools shape children, Children shape the world". This is the same philosophy that our 'Open School' project is built upon. Year after year, we invite the junior high school classes from the local Rolf Krake School to work on a project at Westpack. Read more about this in the following pages.

"With their donation to Akadeli Primary School in Kenya, Westpack has helped 250 students to get a better education. I visited Akadeli Primary School for the first time at the beginning of 2020 and saw a school that was dilapidated, without facilities such as toilets and a library, and did not have enough classrooms for all the students. As a result, the students rarely attended the classes and the teachers were very discouraged. With the help of Westpack's donation, we are now almost finished building a new modern classroom at the school, as the first step towards creating an improved school that can provide the children with a quality education. Human Practice Foundation sees education as a human right for children. Only with a good education can they find a way out of poverty for themselves and their families and create sustainable local development in the long term. The new classroom at Akadeli Primary School is only the first step in our work at the school. We plan to build more classrooms, toilets, and a library and train the teachers. We want to ensure that the school has all the necessary facilities and capacity to be able to give the students a quality education. In June 2022, I visited the school again to see how the construction progressed, and already you can feel new energy at the school. Both the students and the teachers are very dedicated to improving the school. We are very grateful that Westpack has helped start this project at Akadeli Primary School."

- Simon Gessø Hansen
Head of Projects at Human Practice Foundation

Open School

In September 2021, Westpack once again collaborated with the local Rolf Krake school on the project 'Open School'. It was the fourth consecutive year we were a part of the project, and more than 20 Westpack employees were involved.

For two weeks, the students collaborated on an assignment in smaller groups. As part of the project, Westpack selected a case based on an anonymous customer inquiry and gave the students full access to all details.

The 'Open School' project culminates in a big fair where the students present their solutions to Westpack, their teachers and families.

"It was so great to witness how the students and employees all went into the project with great enthusiasm", says Sales Manager Henrik Hansen.

Although the students got the same assignment as in previous years, the results were brand new and different. And Henrik Hansen really enjoys being a part of the initiative: "The children bring such an optimistic energy, and the school always look forward to the two-week project", he says.

The purpose of the project is to inspire the bright young minds of our local community to pursue a career in business after they graduate – either in the form of a vocational education or by choosing a relevant program in higher education. The most



important purpose, however, is to provide the students with a basic understanding of how their school subjects can be used in real life. Westpack will continue to support the education of the young generation in the local community.

A student shows the result of the project weeks.



"All in all, we experienced the Westpack week as a great week. It worked well launching the project at a joint meeting at Westpack, where we introduced to the assignment and got answers to various questions. It was also important that one of you came to the school and presented the assignment to the students. It was a great opportunity for the students to combine school subject competencies with vocational competencies. For the students, it was an exciting experience that they greatly appreciated."

- Jannie Stenbæk Troelsen
teacher at the Rolf Krakeschool





Strategy

Last year, we described three areas that should lift us into the 'next level' when it comes to 'governance'; three areas that should lift us well above the legal requirements. We described our philosophy as: "Always above the level – not at the level, never below level". This is still true and a constant driving force in all our activities.

- The three areas were:
- The establishment of a whistleblower scheme
 - Improving our existing Code of Conduct so that it is aligned with our amfori activities
 - Obtaining an ISO 9001 certification in our Danish production.

We have already succeeded with the first two areas – the third is underway and will be carried out within the current year.

We are adding another new area this year, to take our governance efforts to the next level: implementing guidelines and processes for purchasing in Europe. We want to future-proof our procurement and to minimize the risk of ending up in difficult ethical dilemmas. We hypothesize that such dilemmas might arise if organizations are solely chasing the lowest possible purchasing price. This could end up damaging other parts of the company's strategy, including ESG. Therefore, we are implementing three controlling factors that must be observed before we take an item's purchase price into account. This strategy can only be overruled by the company's CEO in exceptional cases. We have thus made some choices that could end up disqualifying us in connection with certain purchasing tasks with customers. But we are willing to accept that. Our job is to convince customers of the value of our ethical choices. This is how we have handled procurement in Asia for several years – now the turn has come to Europe.

Later in this chapter, you can read more about how the strategy is carried out.

Risk

If we do not constantly strive for a high level of ethics in all matters in and around our business, our raison d'être is removed. It is as simple as that. Every day, we must 'walk the talk' with regard to governance. If we fail to do so, our DNA and our values are put at risk.

If we as a company slacken our morals, ethics, and our integrity, it will become a slippery slope towards a stage we by no means want. We will always strive for our employees to be proud of the way we conduct business. We will always strive to be a role model in relation to our partners, whether in Europe or in Asia. This relationship will suffer a serious blow if we compromise on ethics, morality, and integrity. Therefore, this is not an option for Westpack.

By focusing on our strategy as described above, we contribute to the achievement of SDG target No. 16.5. This goal is, and always has been, a very central part of our Code of Conduct and ESG work.

Action

In Asia, we continue our work with amfori and the associated certifications, BSCI and BEPI. Both help to qualify our activities and ensure that applicable legislation is always complied with. We are currently strengthening and upgrading our team in Asia by hiring a CSR specialist in Indonesia. So far, we have only had these specialist functions in China. So, the Asia team has never been stronger. 25 employees are dedicated to the management of our procurement activities, not least to ensure that amfori's high standards are followed in the entire procurement phase. The journey continues.

In Europe, we are implementing the aforementioned new procurement strategy, in which International Transparency as well as amfori's list of High Risk and Low Risk countries are used as a management tool for which countries can actually be purchased from – both in relation to finished goods and raw materials. So far, we have taken for granted that as long as we simply bought from European suppliers, everything was okay and keeping up high standards. This is not necessarily so. We have also set a distance criteria for our European procurement. This should be seen in the light of CO₂ impact.

We continue our work on obtaining various certifications. ISO 9001 is already well under way – it was described as a target last year, and the goal will be reached in the current year. We have also added the achievement of an SDG certification to this goal. All these actions strengthen our level of Governance.



Goal

- In Denmark, before the end of the financial year, the goal is to complete:
- A re-audit within FSC
 - An ISO 9001 certification,
 - A certification in the UN's Sustainable Development Goals, the so-called SDGs.
 - Implementation of the mentioned new procurement strategy for the procurement of raw materials and finished goods in Europe.
 - Implementation of a Code of Conduct for all European suppliers – so far, this has only applied to our Asian suppliers.

- In Asia, the goal is to complete by the end of the financial year:
- The number of audited suppliers (excluding amfori) must go from 13 to 15
 - The number of amfori audited suppliers must go from 7 to 10
 - The volume purchased from audited suppliers must go from 91% to 95%

Results

Later in the section, you can read about the results we have achieved in the field of governance during the year. This includes the number of audits conducted in Asia – both internal and external, and the results of these. It is an overview of unannounced visits and checks by authorities.

In addition, our Whistleblower scheme is up and running, and no reports have been made during the year.

We have completed our project, initiated last year with the participation of amfori, in which we began the update of our Code of Conduct for all our Asian suppliers. In addition, we have developed a Code of Conduct for all Westpack employees.

Evaluation

The actual evaluation of our governance level comes from the authorities, who continuously monitor our business operations. Once again, it is a pleasure to note that during the year there have been no remarks in this regard, not in Denmark, Europe, or in Asia.

+ Denmark



We have introduced an Employee Code of Conduct which applies to all of Westpack's full-time and part-time employees, as well as temporary employees.

All employees at Westpack are obliged to familiarize themselves with and adhere to the guidelines and values described in the Code of Conduct, which covers subjects such as discrimination, anti-bribery, and freedom of association and the right to collective bargaining.

Furthermore, the document introduces Westpack's Whistleblower scheme. This Whistleblower scheme is handled by a third party, which ensures 100% impartiality. A hotline is always at our employees' disposal for reports of violations of Westpack's policies regarding receipt or request for gifts, bribery or return commission, disclosure of confidential information or a conflict of interest.

+ Asia

Auditing program WP Asia

Our audit programme has come a long way since we started the programme a handful of years ago. Two years ago, Westpack became a full member of amfori, which gives access to the BSCI platform. Access to this platform marks another move to raise the bar in our ESG-programme. This means we have increased efficiency and synergies, as access to the data can be shared across the different links of the supply chain and allow for the tracking and monitoring of targeted improvements. The integrity of the programme has been a key concern when choosing BSCI. This platform is renowned for its transparency in the monitoring process.

Another key advantage is the amfori Academy which provides training and e-learning to members and allows Westpack's staff in Asia to expand their expertise and remain up to date on ESG. The employees of our cooperating factories also gain access to the amfori Academy. Although we have changed the auditing platform, we are continuing our close cooperation with Bureau Veritas, which is still conducting the audits for us, though now within the BSCI standard. Bureau Veritas has been assisting us in auditing factories since 2014.

As mentioned in last edition of this report we added an ESG specialist to our China-team in 2020, which has really strengthened our auditing efforts. This past financial year, which is her

first full year, shows a clear increase in the coverage of our auditing. As mentioned in our previous CSR/ESG reports, the main focus when commissioning audits by Bureau Veritas has been on the factories where most of our volume is produced, and this continues in our new auditing setup. However, where we really have stepped up, is in relation to the internal audits in smaller factories conducted by our ESG specialist. This means that our ESG programme now covers more factories of varying sizes.

As something new we have also conducted expanded audits on three key partner factories. On top of the standard BSCI (Business Social Compliance Initiative) we have conducted extended BEPI (Business Environmental Performance Initiative) environmental audits at these three factories in cooperation with our usual auditing partner Bureau Veritas. This is a natural step in expanding from CSR to ESG – meaning not only focusing on social auditing but also increasingly focusing environmental performance. The audits have given valuable knowledge and constructive follow-up points. We will continue to do BEPI environmental audits in the coming year at select key partner factories.

To ensure that our audits always are representative and up to date, we audit our key partner factories at least once a year. The 20 factories which have been audited within the past 12 months account for 91% of our purchase volume in Asia. Which is well above the target of 85% that we set last year. In the coming 12 months we are planning to audit even more. Our target is to audit at least 20 factories and achieve a 95% coverage rate of our purchase volume.

The BSCI audits we have conducted this past year have a 100% pass rate.

Westpack expands its focus on sourcing raw materials and finished goods from Europe

Westpack has been procuring raw materials and finished goods in Europe for several years, but from this year, we are strengthening our efforts. We are expanding our organisation to include an entity that exclusively will handle the procurement of finished goods produced in Europe. This is by no means a replacement for our strong purchasing platform in Asia, but a supplement. Our strategy is to continue to offer customers packaging solutions purchased from either Asia or Europe or packaging solutions produced in our own production in Denmark. Alternatively: a combination of the above - we always find the best solution. We believe this flexibility has shown its strength in recent years, and we believe that the demand from our customers for a flexible supply chain will only intensify in the future.

When a purchase is made, many parameters come into play; both before the order is placed, but also afterwards, when the buyer assesses whether it was a good purchase. Price is obviously important, but certainly not paramount. New contexts are gradually beginning to play an important role in the decision-making process. Sometimes, these contexts are related to the security of supply, delivery time or quality. Other times, they are environmental considerations, social conditions, etc. In short: ESG!

Our task is, therefore, to let an advantageous price-point and a high level of ESG coexist. That is our ambition at Westpack. Over the years, we have refined this in our operations in Asia, which has meant that our annual purchases constantly increase.

Our customers are aware of our ambitions with regards to ESG, and they enjoy the security of letting Westpack take care of their purchases because it results in solutions delivered at competitive prices and with a high focus on ESG.

In recent years, our purchasing of raw materials from Europe has expanded; partly to accommodate the increased production at our factory in Holstebro – partly because of an increase in the amount of ready-made solutions we find for our customers. As a consequence, we have decided to intensify our focus on ESG when it comes to cooperating factories in Europe specifically, this means: Among several parameters is the country's ranking on the Transparency International list (the official list of countries' corruption levels). Denmark is currently No. 1 on this list with a score of 88. China is No. 78 with a score of 42. Indonesia is No. 102 with a score of 37. The global average is a score of 43. The EU average is a score of 66. When it comes to sourcing of finished goods and raw materials from suppliers in Europe, Westpack has decided to exclusively purchase from countries that score above 40 on the Transparency International list. We assess the ESG risk increases by going below this level.

Another key element is the country's ranking on the amfori Countries Risk Classification. Here, countries are assessed based on six criteria (Voice & Accountability, Political Stability & Absence of Violence, Government Effectiveness, Regulatory Quality, Rule of Law, Control of Corruption). An overall score is given, and countries that score between 0-60 points are considered High Risk Countries, and countries that score above 60 are Low-Risk Countries. When it comes to sourcing of finished goods and raw materials from suppliers in Europe, Westpack has decided to exclusively purchase from countries that score above 60 on the amfori list of risk countries. In doing so, we minimize our ESG risk.

By letting such parameters play a role in the choice of suppliers, we have made an active ESG choice. We have prioritized Social and Governance when we make the choice of a minimum score of 40 on the Transparency list and a score of 60 on the list of amfori Risk Countries.

We do these things to minimize the risk of our purchases, and to be sure that our selected suppliers in the countries in question live up to our CoC, which have high demands regarding the company's compliance with amfori and a wide range of ethical requirements and expectations for our cooperation in general. Only in exceptional cases can one or more of the above parameters be deviated from, and it must be justified and approved by Westpack's CEO.

Our purchasing in Europe is, as mentioned in the introduction, a supplement to our purchasing in Asia. In Asia, Westpack currently procures goods from suppliers in countries that are ranked below the minimum scores we have selected. The reason why we still accept this, and why Asia remains a very important part of Westpack's procurement strategy, is because of the way we approach the risks involved with doing business in Asia.

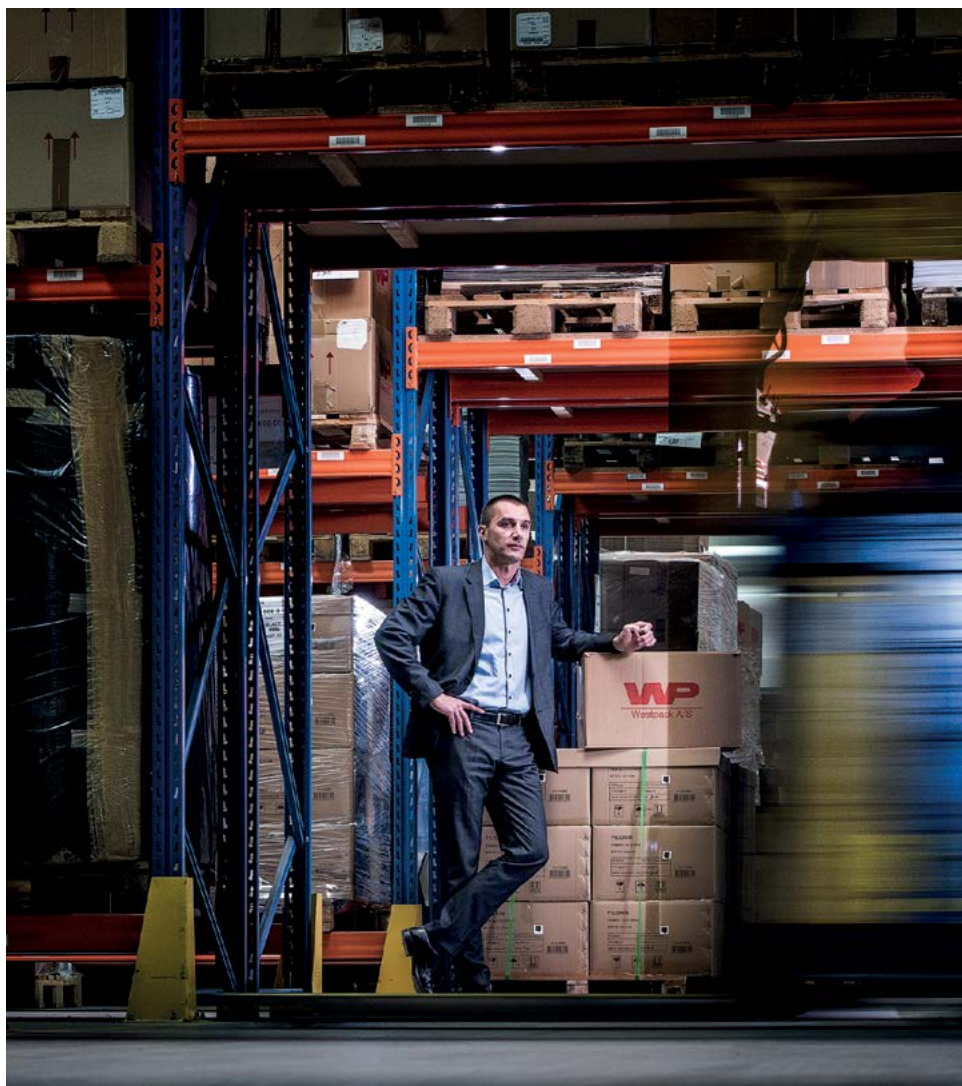
We have 25 employees "on the ground" in Asia; all working with quality and ESG. We BSCI and BEPI audit the suppliers we work with. We have our own ESG team in Asia, which is exclusively dedicated to the task of quality assurance of our suppliers. Therefore, a lower level is accepted on the above-mentioned lists in Asia, compared to the level accepted in Europe.

Whistleblower scheme

Last year, we introduced our 100% anonymized whistleblower scheme. Employees, cooperating factories, suppliers, and partners can report anonymously regarding possible breaches of good corporate governance via a link on our website. The reporting will go directly to Ernst & Young: an internationally recognized auditing firm that administers the programme on Westpack's behalf.

The whistleblower scheme is in full compliance with all GDPR rules and is completely impartial, which means there will not be conflicts of interest of any kind. In each ESG report, we will outline the possible reviews that have been made during the year: What do they consist of? How many are there? What have our actions subsequently been?

We are happy to announce that there have been no reports.



CEO Closing Statement

Dear Reader,

I hope you have enjoyed reading our ESG report for the year 2021-2022.

At the time of writing, we have already begun to look ahead to next year's report, which will cover the period 2022-2023. In that report, we will – as promised in this report – explain the result of our upcoming ISO 9001 certification, the result of our upcoming certification of the SDGs and not least account for the forthcoming auditing of our CO₂ accounts and the related product declarations.

In the financial year that is already underway, we will prioritize these elements, and they will, of course, be important subject matters in next year's report. With these additional measures, we will truly raise the bar for our ESG work once again.

We also continue our work with various NGOs around the world. These collaborations are constantly ongoing, and we look forward to once again being able to inform about new results and progress on these projects.

In addition, next year you will also be able to read about all the new projects we are launching in Asia in relation to optimizing our ESG work.

In the past, we often said to each other at Westpack: "Is it any use – our work with ESG?" We rarely ask that question anymore, because more and more often we are confirmed that it is in fact really useful. The testimonies we get from our NGO collaborations confirm it, as you have just read. The results we achieve in persuading our suppliers to let themselves be FSC certified show that it is useful, and the numbers you have seen back it up. Yes - we are really helping to move on the Environment, Social and Governance agenda. It has actu-

ally become a completely natural and integrated part of our business – and it is certainly what Kofi Annan wanted back in 2000, when he launched the 10 basic principles under the concept: UN Global Compact and the associated 17 Sustainable Development Goals.

In addition to all the figures and graphs in this report, one thing in particular stands clear to me. It is the section about Mr. Qiu, who was persuaded of the importance of moving his factory in order to live up to BSCI's requirements for fire safety, as well as Westpack's Code of Conduct. Today, he expresses his gratitude for the work Westpack had in this regard, and he also mentions that his factory has become significantly more efficient. So, he has even made a financial gain from his ESG work. From my point of view, ESG cannot be illustrated more clearly than this. Even with just this one example, our entire ESG work over the past year has been a success!

Looking forward to meeting you, dear reader, in next year's report.

True to custom, I would like to encourage you as a reader to reach out to us if you have questions about the report or if you just have a good idea for next year's report. Or simply have general feedback on Westpack's ESG work.

Morten Dalsgaard

CEO, Westpack A/S

mda@westpack.com



Core data

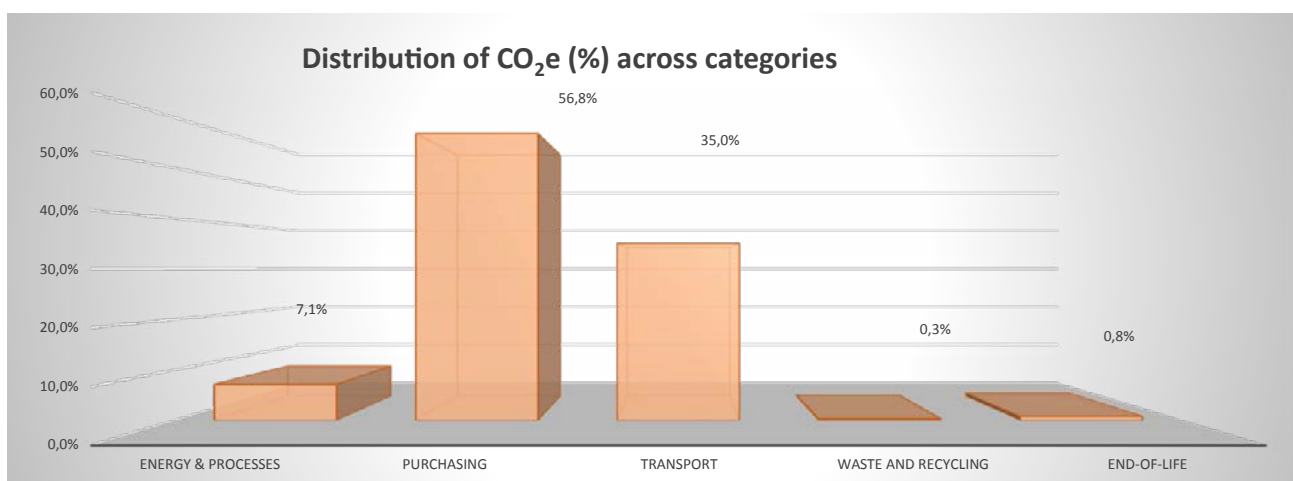
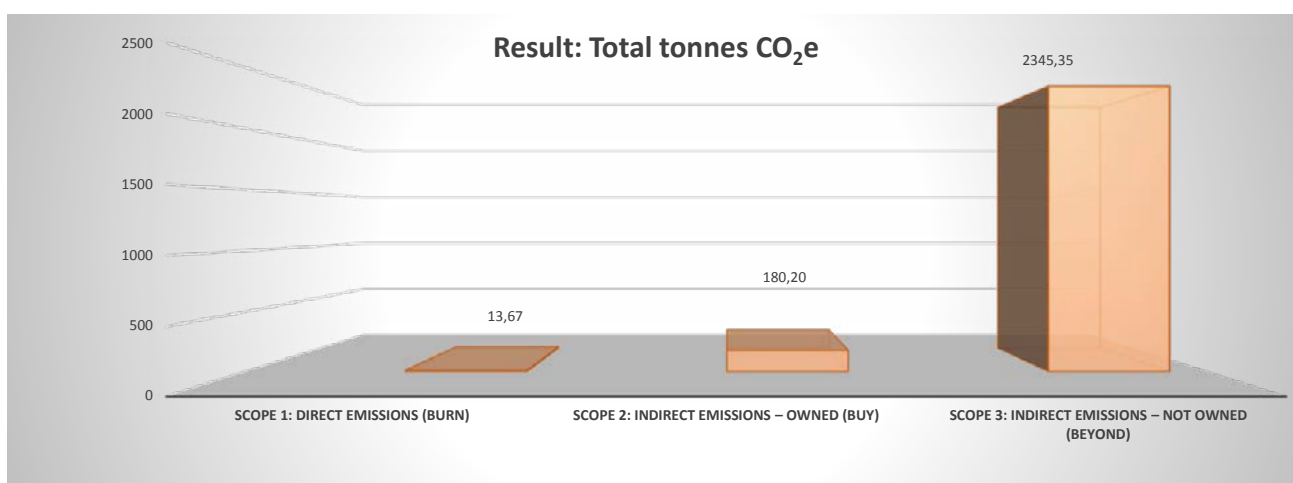
Calculation period	
Start date	01-05-2021
End date	30-04-2022

Company	Version	Key numbers	
Westpack Sletten 21	V.220411.31.WPCO2e	Sold units	87.294.039 Pcs.
Holstebro 7500 - DK		Headquarter area	12400 M ²
		Number of employees	169 Ppl.

Result: CO₂e emissions [GHG]

Westpack's total calculated CO₂e emissions are based on calculation methods from the ISO 14064 series, as well as guidelines from the Danish Business Authority's CO₂e calculation platform. In addition, emission factors from the Greenhouse Gas Protocol are used, which are the international factors referred to in the standard. Emissions outside scopes are not included in the overall accounts, but are used in the product declaration as we receive credit for recycling and energy recovery (also called End of Life)

GHG-protocol Scope:	Energy & Processes	Purchasing	Transport	Waste and Recycling	End-of-life	Total [tonnes CO ₂ e]
Scope 1: direct emissions (burn)	0,00	0,00	13,67	0,00	0,00	13,67
Scope 2: indirect emissions – owned (buy)	180,20	0,00	0,00	0,00	0,00	180,20
Scope 3: indirect emissions – not owned (beyond)	0,00	1442,59	876,24	7,30	19,22	2345,35
Tonnes CO ₂ e emissions	180,20	1442,59	889,90	7,30	19,22	2539,22
Distribution of CO ₂ e (%)	7,1%	56,8%	35,0%	0,3%	0,8%	100%



WP CO₂e emissions

Outside Scope, is the CO₂ emissions that are avoided by reusing materials for other purposes. The CO₂ you save by not having to produce new raw materials. This includes Westpack's Outside scope and CO₂e per million sold unit.

	Energy & Processes	Purchasing	Transport	Waste and Recycling	End-of-life	Total [tonnes CO ₂ -e]
Tonnes CO ₂ e emissions						2539,22
Outside scope: Avoided emissions by eg recycling or reuse	0,00	0,00	0,00	-88,34	-636,79	
Key numbers 01-05-2021 30-04-2022						
Tonnes of CO ₂ e per mio. sold units						29,09

Energy & Processes

Energy and processes include the consumption of electricity, district heating and fossil fuels in connection with all the company's activities. Energy and processes deal with the company's scope 1 and 2 emissions. Everything under Energy and Processes is located in Scope 2.

Consumption of electricity

Description	Energy type	Unit	Amount	Emission factor	Total CO ₂ e
Used kWh 01/05/21-30/04/22	Consumption of conventional energy	kWh	-	0,37	0,00
Used kWh 01/05/21-30/04/22	Consumption sustainable Green Energy	kWh	866.490	0,15	129,97

Tonnes CO₂e [Scope 2]

129,97

Heat & process energy

Description	Energy type	Unit	Amount	Water factor	Emission factor	Total CO ₂ e
Consumption 01/05/21-30/04/22	District heating 73% sustainable Green Energy	kWh	549,94		0,09	49,49
Consumption 01/05/21-30/04/22	Water	m3	969,96	0,75 kg/m3		0,73

Tonnes CO₂e [Scope 2]

50,23

Tonnes CO₂e [Scope 2]

180,20

Purchasing

Purchasing is divided into primary purchases of raw materials for production. Emissions in connection with procurement only concern indirect emissions, scope 3.

Purchase of materials in physical units

Description	Material group	Unit	Amount	Emission factor	Total CO ₂ e
Die-cut cardboard	Paper and cardboard (recycled)_Tonnes	tonnes	250,00	1.096,31	274,08
Transparent plastic	Plastic (recycled)_Tonnes	tonnes	25,10	1.344,05	33,74
Polycarbonate (PC)	Plastic (recycled)_Tonnes	tonnes	48,60	1.344,05	65,32
Foam (wooden pulp by-product)	Non-ferrous metals (recycled)_Tonnes	tonnes	10,70	3.202,95	34,27
Foam	Non-ferrous metals (new)_Tonnes	tonnes	55,00	5.684,63	312,65
Metal foil	Non-ferrous metals (new)_Tonnes	tonnes	26,00	5.684,63	147,80
Fabric pouches (India)	Textiles_Tonnes	tonnes	2,95	13.986,49	41,26
Fabric pouches (Asia)	Textiles_Tonnes	tonnes	6,29	13.986,49	87,98
Polystyrene (PS)	Plastic: Nylon, PC (new)_Tonnes	tonnes	4,90	10.102,49	49,50
Coloured plastic	Plastic: Nylon, PC (new)_Tonnes	tonnes	12,00	10.102,49	121,23
Recycled paper (whole sheets)	Paper and cardboard (recycled)_Tonnes	tonnes	25,00	1.096,31	27,41
New paper (whole sheets)	Paper and cardboard (new)_Tonnes	tonnes	92,00	2.688,69	247,36
Tonnes CO ₂ e [Scope 3]					1442,59

Transport - internally

Transport includes: Own and leased means of transport, Employee transport, Goods transport to the company from external suppliers. Due to Covid19 - flights have been reduced during this accounting period.

Own and leased vehicles

Description	Vehicle	Fuel type	Unit	Amount	Emission factor	Total CO ₂ e
2 leased vehicles	Passenger cars	Diesel	L	4.463	2,69	12,00
1 leased vehicle	Passenger cars	Hybrid	L	374	2,17	0,81
1 owned van	Vans	Diesel	L	317	2,69	0,85

Ton CO₂e [Scope 1]

13,67

Work-related traveling - In physical entities

Description	Means of transport	Fuel	Unit	Amount	Emission factor	Total CO ₂ e
Car transport (Total for KAS)	Passenger cars	Gasoline	Person km	20.002	0,17	3,30
Car transport (Purchasing + others)	Passenger cars	Gasoline	Person km	11.404	0,17	1,88
Travel by plane (KAS)	Plane	Jet fuel	Person km	36.474	0,20	7,35

Tonnes CO₂e [Scope 3]

12,54

Transport - externally

[illegible]

Transport - externally

Transportation of goods from EU (in physical entities)		Means of transportation [Sea]			Means of transportation [Road]			Total CO ₂ e
Description	Unit [tonnes]	Distance [km]	SUM [tonnes-km]	Emission factor [tonnes-km]	Distance [km]	SUM [tonnes-km]	Emissions factor [tonnes-km]	
Die-cut cardboard DK	230,00	-	-	0,0193	183	42.090	0,1612	
Die-cut cardboard	20,00	-	-		645	12.900		
Foam DE NL	55,00	-	-		999	54.945		
Foam ES wooden pulp by-product	10,70	-	-		2.361	25.263		
Metal foil NL	0,92	-	-		850	782		
Metal foil GB	0,51	-	-		1.500	765		
Metal foil DK	1,21	-	-		335	405		
Paper (whole sheets) GB	77,00	-	-		1.600	123.200		
Paper (whole sheets) TR	15,00	-	-		2.833	42.495		
Paper (whole sheets) DE	-	-	-		-	-		
Paper (whole sheets) IT	20,00	-	-		1.458	29.160		
Glue + tape	26,91	-	-		1.796	48.330		
		-	-		14.560	380.335		
Emissions Truck								61,31
Emissions Ship								-
Tonnes CO ₂ e [Scope 3]								61,31

Waste and recycling

Quantities of internally recycled material are stated here, as well as quantities of waste and the handling of these. Waste and recycling are related to Scope 3 and Outside scope.

Waste							
Description	Waste type and Treatment process	Emission factor	Amount	Unit	Total CO ₂ e	Total CO ₂ e	
Plastic waste for recycling	Plastic_Recycling_Tonnes	-1.728,71	12,00	tonnes	-20,74		
Leftover cardboard from die-cutting	Paper and cardboard_Recycling_Tonnes	-985,44	45,04	tonnes	-44,38		
Wood	Wood_Recycling_Tonnes	-140,40	17,20	tonnes	-2,41		
PVC waste	Plastic_Landfill_Tonnes	443,54	1,93	tonnes		0,86	
Cardboard and paper (combustible)	Paper and cardboard_Combustion_Tonnes	-320,76	79,20	tonnes	-25,40		
Foam (combustible)	Non-ferrous metals_Combustion_Tonnes	591,09	7,90	tonnes	4,67		4,67
Fabric cloths (combustible)	Textiles_Combustion_Tonnes	-112,10	0,60	tonnes	-0,07		
Underlying sheets for die-cutting (combustible)	Non-ferrous metals_Combustion_Tonnes	591,09	3,00	tonnes		1,77	
Tonnes CO ₂ e [outside of scope]						-88,34	
Tonnes CO ₂ e [Scope 3]						7,30	

Sold products

The company's products and the climate impact of the products after they are sold to a customer. Stated below is information on greenhouse gas emissions as a result of the customer's use of the product and the disposal after the use phase.

End-of-life treatment							
Description	Waste type and Treatment process	Emission factor	Amount	Unit	Total CO ₂ e	Total CO ₂ e	
Sold plastic (reclaimed)	Plastic_Recycling_Tonnes	-1.728,71	224,00	tonnes	-387,23		
Sold cardboard and paper products	Paper and cardboard_Combustion_Tonnes	-320,76	778,00	tonnes	-249,55		
Sold fabric products	Household Waste_Combustion_Tonnes	125,63	153,00	tonnes		19,22	
Tonnes CO ₂ e [outside of scope]						-636,79	
Tonnes CO ₂ e [Scope 3]						19,22	