

Communication on progress 2021–2022

United Nations Global
Compact



Hurtti-Paino Oy
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Statement of continued support from the CEO of Hurtti-Paino Oy

Dear Stakeholders,

As the COP of Hurtti-Paino Oy (Ltd.) I am pleased to reaffirm our commitment and support to the Ten Principles of the United Nations Global Compact in its represented areas of Human Rights, Labour, Environment and Anti-corruption.

In this annual Communications on Progress, we describe how Hurtti-Paino Ltd. as a company integrates these principles in its business and day-to-day operation. This COP will be made available to all our stakeholders through our primary channels of communication.

Yours sincerely,

Heikki Mattila

CEO

Hurtti-Paino Oy

Hurtti-Paino Oy in brief

Hurtti-Paino Oy is a Finnish family-owned packaging company founded in 1981. Our field of specialization is the production of cardboard packaging. We offer personalized packaging reliably and quickly to our customers.

Companies in the food, metal, electronics, cosmetics and textile industries are our customers.

Our products include cardboard cases and bushings, pastry trays and cases, trays, bag closers, gift boxes and machine packaging.

Human Rights

Principle 1 – Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2 – Make sure that they are not complicit in human rights abuses

Assessment, policy and goals

In addition to following all UN approved human rights Hurtti-Paino Oy obeys all Finish and EU laws to ensure health and work safety of all its employees. A more detailed description of work-related safety can be found in our internal quality manual.

Every employee working in the company is insured and paid adequately and overtime work is compensated every month according to contracts. Our current stakeholders are encouraged to take part in UN Global Compact policy initiative. There is zero tolerance to racist acts throughout the organization. We are committed to improve diversity as well as resilience in every level of company structure. All forms of human rights abuse are strictly forbidden in all parts of the organization.

Implementation

The Covid-19 pandemic has lasted for more than two years now, but infections have decreased significantly. Coffee and lunch breaks are still staggered, but there is no need to wear respirator masks. So far, our Covid-19 precautions have been a great success. Occupational healthcare is organized by a private company (Lääkärikeskus Karhulinna) and all employees have access to the services it provides. The company also audits our premises regularly to ensure that all the requirements for safe working conditions are met. Lunch during the working day is arranged by the company to ensure proper nourishment and mental vitality

during the working day. Some of our suppliers have already taken part in UN Global Compact policy initiative.

Measurement of outcomes

No claim regarding human rights was reported in the period covered by the COP. There has been six reported covid infection during the reporting period.

Labour

Principle 3 – Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4 – The elimination of all forms of forced and compulsory labour;

Principle 5 – The effective abolition of child labour; and

Principle 6 – The elimination of discrimination in respect of employment and occupation

Assessment, policy and goals

Every employee in Hurtti-Paino Ltd. has the freedom of association and collective bargaining. Employees also have the chance to affect their own job description and they can specialize in many areas of expertise in our company. Child labour is not acceptable in our organization. In Hurtti-Paino Ltd. we treat everyone as equal, and the wages are paid based on Finnish laws and the contracts made with the employees. Finnish labor market organizations oversee that all these principles are obeyed and as a company we strongly resist all violations of the above-mentioned principles.

Implementation

Some summer jobs are offered to local teens through e.g., schoolwork learning days. This is done in accordance with all applicable laws. Most of our employees are trained to work in various parts of the manufacturing process in the company which results in changing work assignments inside the company and less work-related stress.

Measurement of outcomes

No claim regarding breach of labour rights was reported and the employees had 26 days of sick leave in 2021 and 77 days in 2022 altogether, none of which directly work related, in the period covered by the COP. During the summer Hurtti-Paino offered summer job for 1 person.

Environment

Principle 7 – Businesses should support a precautionary approach to environmental challenges;

Principle 8 – Undertake initiatives to promote greater environmental responsibility; and

Principle 9 – Encourage the development and diffusion of environmentally friendly technologies

Assessment, policy and goals

Hurtti-Paino Ltd. works continuously to reduce our ecological footprint with an aim to eventually become a fully emission neutral company in our operations. Taking care of environmental aspects is

an important criterion for us when choosing new suppliers and all new equipment and machinery is evaluated based on energy efficiency and recyclability. Environmentally friendly technologies are constantly applied to our operations to the best of our abilities. This includes reducing the use of energy, using materials and techniques that are environmentally friendly and eliminating waste totally where processes can be transformed to a completely electrical form.

Implementation

The production process at our manufacturing plant is fully closed so that all waste materials, including cardboard, pallets, plastics, metal containers and printing colors, are recycled. Main raw material suppliers are located relatively close (Sweden, Great Britain and within Finland) so that freight emissions are low. We have been audited by respectable officials in order to keep our quality and environmental systems ISO 9001 and ISO 14001 certificates valid. On top of that Hurtti-Paino is glad to inform that implementation of our chain of custody certificates, FSC and PEFC has been a great success.

Measurement of outcomes

No claim regarding environmental issues was reported in the period covered by the cop. The amount of recycled cardboard was 375 tons in 2021. Increased consumption was 55 tons. The consumption of electricity was 416.5 MWh in 2021. The warehouse consumed 60 MWh of electricity and 50 MWh of heating.

Anti-Corruption

Principle 10 – Businesses should work against corruption in all its forms, including extortion and bribery

Assessment, policy and goals

Hurtti-Paino Oy. does not accept any form of corruption within its own organization or that of its stakeholders.

All corruption detected is reported to the correct authorities.

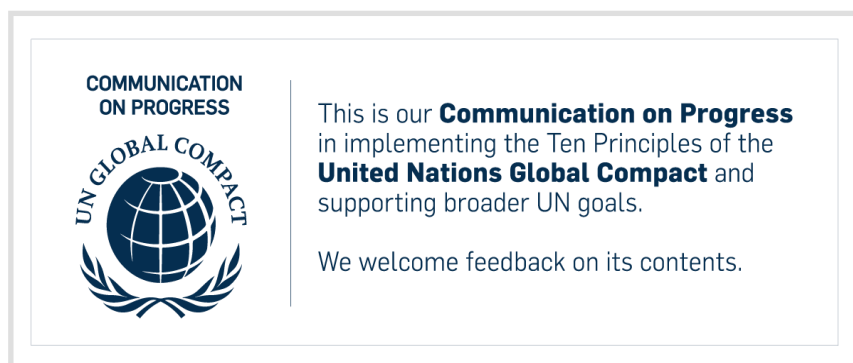
Implementation

Hurtti-Paino Oy supports full transparency within its own and partners processes. We have zero tolerance towards corruption in all forms. Hurtti-Paino Oy works in close co-operation with government officials to prevent corruption.

During our years of operation, we have not come across any signs of corruption.

Measurement of outcomes

No claim for corruption was reported in the period covered by the cop.



Our sustainable development goals



(Global Compact, 2022)

SDG 5: Gender Equality



As mentioned above, we have zero tolerance for racism and human rights violations are prohibited within the organization. In Hurtti-Paino Ltd. we treat all our employees equally and fairly, regardless of gender, and we support everyone in their work to achieve their goals. Women have similar opportunities to advance in their careers. We also provide each employee with access to occupational health care services and arrange daily lunch to take care of the employees' nutrition.

SDG 8: Decent work and economic growth



The purpose of Hurtti-Paino Ltd. is to promote business by raising awareness of environmental issues and making production more sustainable through the reuse of raw materials. We comply with our policies and regulations for both management and employees. We pay attention to the safety of employees and strive to keep all accidents at work to zero. We

improve environmental awareness and quality by working closely with our suppliers.

SDG 9: Industry, innovation and infrastructure



We are constantly striving to develop our services to meet the needs of our customers. Through environmental development, we can also improve production and customer satisfaction. We reduce the environmental impact of production and supply chains through resource efficiency.

SDG 10: Reduced inequalities



We take care of the well-being, occupational safety and work ability of our personnel. As we mentioned earlier, we do not accept discrimination and bullying in our organization. We create a tolerant atmosphere for everyone.

SDG 11: Sustainable cities and communities



We aim to reduce our environmental impact through recycling. Hurtti-Paino Oy is constantly developing its own operations to be more environmentally friendly so that customers get the best possible benefit from their customer relationship.

SDG 12: Responsible consumption and production



When choosing raw materials, we pay attention to their recyclability and the proportion of recycled materials. We have reduced the amount of waste through the development of production processes. We monitor the amount of waste in production and strive to reduce its amount, for example, through the carbon footprint calculation that is being developed in our company.

SDG 13: Climate action

In Hurtti-Paino Ltd. we have the ISO 14001 and ISO 9001 certificates which are based on environment and quality. We have an ongoing project related to the company's carbon footprint, in which we measure the amount of carbon dioxide emissions associated with our operations. The measurement includes company-specific calculations and calculations for products. We strive to reduce our own carbon footprint over the years. Our company also has its own quality and environmental manual, which we update at certain intervals.

SDG 15: Life on land

As we mentioned above, we are developing a carbon footprint calculation project to calculate the greenhouse gas emissions caused by the company's operations. This project will improve biodiversity a lot. Our company has FSC and PEFC certificates related to sustainable forest management.

SDG 17: Partnerships for the goals

We are a reliable partner for both our customers and employees, and we cooperate with domestic companies. Some of our customers are long-term partners. As mentioned earlier, taking care of environmental aspects is an important criterion for us when choosing new suppliers.



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