



SUSTAINABILITY

FOCUSING ON ALL THE NECESSARY PRIORITIES



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INTRODUCTION

Our 60+ years of success in the hand protection industry are attributed to our focus on quality and innovation for our products and our commitment to responsibility. That is why, as our hallmark in the coming years, we are focusing our efforts on sustainability in collaboration with our subcontractors and customers.

Granberg has been working on sustainability for many years, reflected by our initiatives to protect the environment, ethical trade, and consumption, and social rights for our employees and suppliers.

For us, sustainability is more than just taking care of what is on our doorstep; it is about laying the foundation for future generations while continuously supporting and meeting our current needs.

As part of this commitment, we will always strive to improve and contribute to sustainable development across our business operations.



OLE MARTHON GRANBERG
CEO, GRANBERG AS



OUR HISTORY

Based in Norway's countryside with the world as our marketplace - the story of Granberg in one sentence. For us, it means deep roots, strong will, and foresight forged by listening, learning, and delivering.

Our journey started in a small village in Bjoa, Norway, with a man named Paul Granberg. He dreamed of creating a better life for his family. His vision was to contribute to a safer community, understanding the need for hand protection for workers in the fast-growing industries of the 60s.

We have taken pride in this history as a symbol of our determination as we grow and evolve into a leading manufacturer of hand protection. The same vision has been at the heart of our business since the beginning and continues with the second and third

generations of the Granberg family running the business.

Over the years, guided with the same passion and drive, our goal for hand protection has grown continuously, and our focus has been on helping people worldwide achieve their tasks with "Fearless Performance" and keep their hands safe.

Today, Granberg AS is a proud and well-established company, true to our customers and their needs, which has empowered our evolution in product design and development with patented materials and hundreds of products in our portfolio. This fact also enables us to recruit the best and most dedicated professionals to be part of our team as we continually grow sustainably as a company.



OUR CORE VALUES



HONESTY

BE HONEST AND GENUINE, WITH INTEGRITY IN EVERYTHING.

COURAGE

BE COURAGEOUS. BUILDING GREAT THINGS MEANS TAKING RISKS.



PASSION

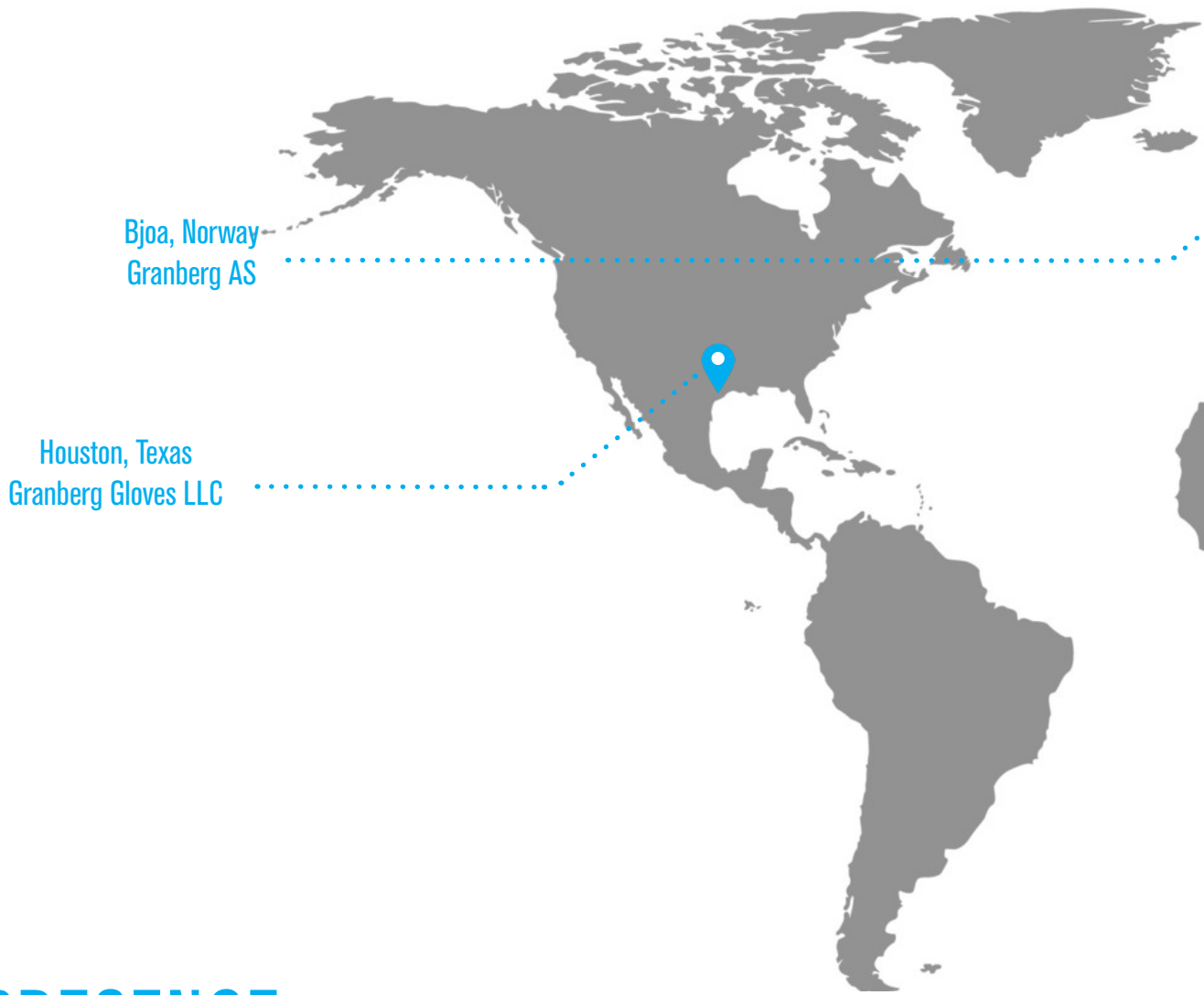
BE PASSIONATE AND COMMITTED IN YOUR HEART AND MIND.



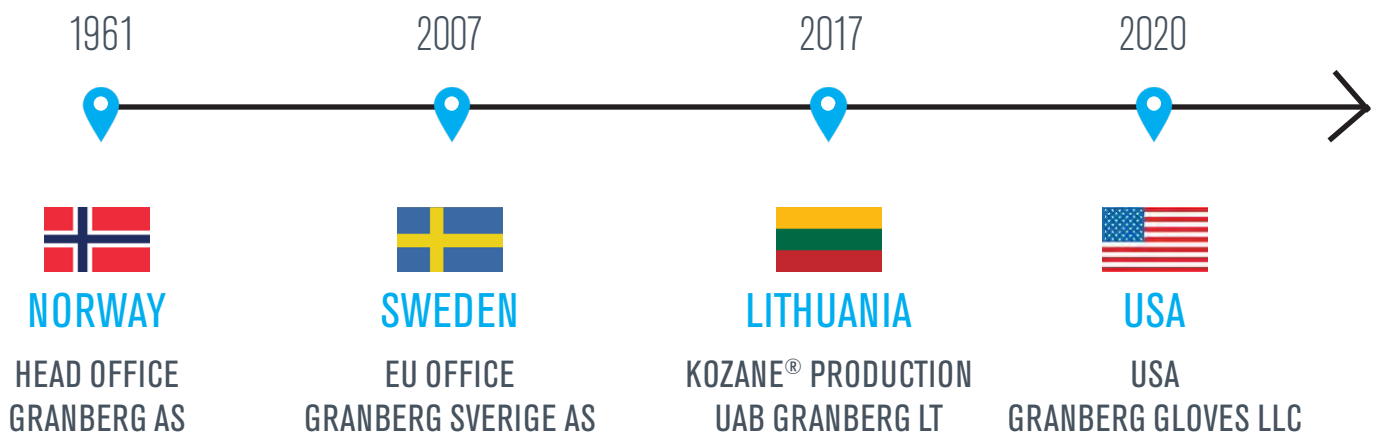
TEAMWORK

BE A TEAMPLAYER. TOGETHER EVERYONE ACHIEVES MORE.

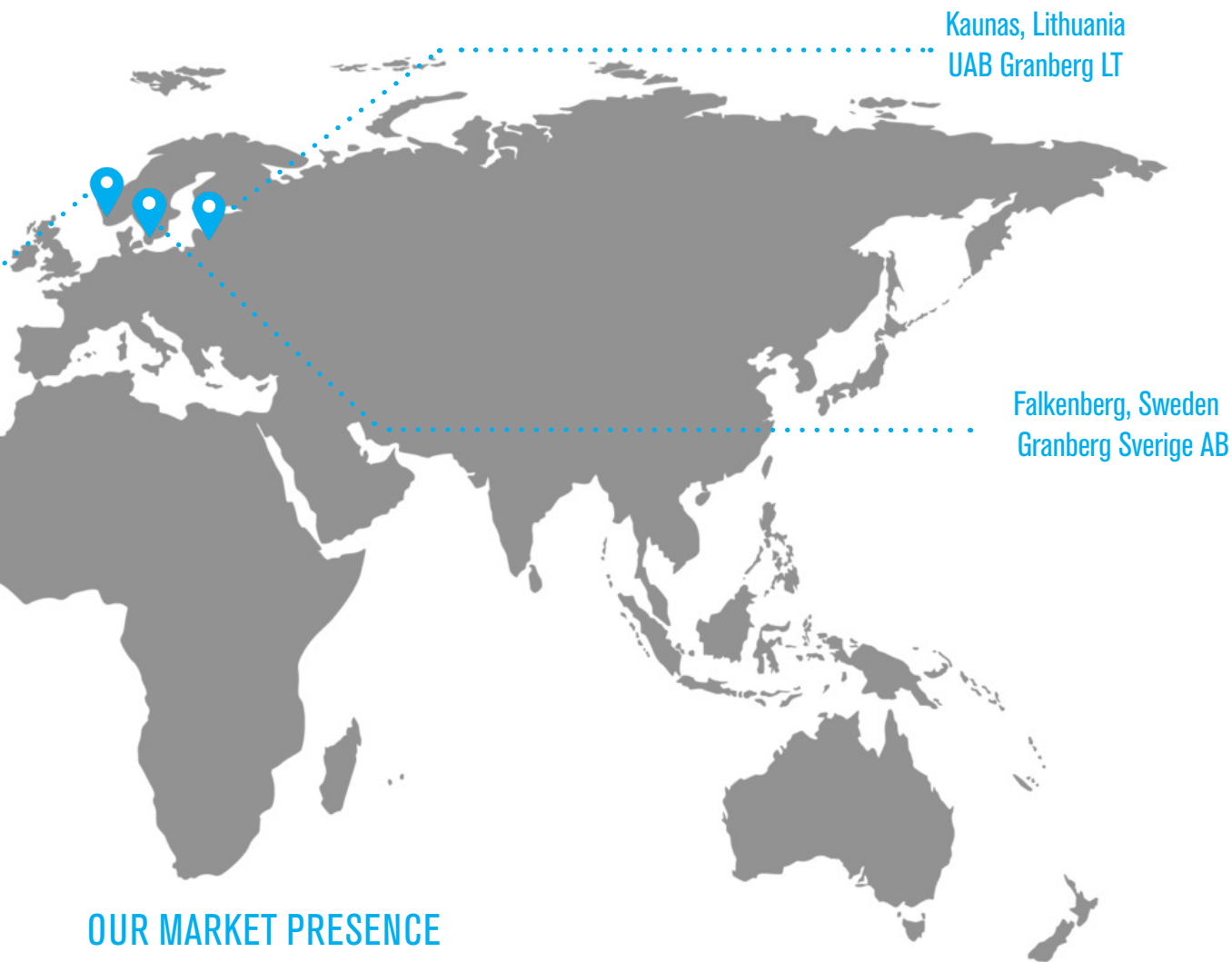




OUR PRESENCE



**Our main suppliers are mostly located in Asia.



Kaunas, Lithuania
UAB Granberg LT

Falkenberg, Sweden
Granberg Sverige AB

OUR MARKET PRESENCE

Europe, Middle East and Africa

Austria	Poland
Azerbaijan	Portugal
Belgium	Romania
Canary Island/Spain	Serbia
Czech Republic	Slovakia
Denmark	Slovenia
Estonia	Spain
Faroe Islands	Switzerland
Finland	UK
France	Egypt
Germany	Mauritius
Greece	Nigeria
Holland	South Africa
Iceland	Kuwait
Ireland	Oman
Italy	Qatar
Latvia	Saudi Arabia
Lithuania	UAE

North America, south America and Caribbean

Bahamas
Canada
Mexico
USA
Chile
Brazil

Asia Pacific

Australia
Hong Kong
India
Japan
Malaysia
Mongolia
Singapore
South Korea
Taiwan
Vietnam

HIGHLIGHTS 2021



FINANCE

TURNOVER 2021
NOK 490.7
million



ENVIRONMENT

AIR FREIGHT
percentage

2.49%

average
CO₂e EMISSION
per general cargo
sent to customers
in NO

118g

source sorted
WASTE proportion

55.2 %



SOCIAL

proportion of
SUPPLIERS

100% with set
wage and
working
conditions

**GENDER
EQUALITY** | proportion
of women

53.3%



HSSE

ABSENCE

2.8%

ABSENCE
injuries

ZERO



QUALITY

CUSTOMER
SATISFACTION

4.56 / 5
(91.2 %)

COMPLAINTS

0.2%

**Results above only reflects Norway.



ON-GOING INITIATIVES FOR 2022-2023

- Installation of solar cells covering an estimated 33% of energy consumption is underway.
- Granberg is a Sedex member, one of the world's leading platforms for improving working conditions in the supply chain. We encourage all our suppliers that are not members of other platforms to join Sedex and will continue this effort in 2022.
- New IT solutions and web portal for our customers to make us even more efficient and environmentally friendly, ready for the future.



ABOUT THE REPORT

This report aims to provide an overview of the commitment we in Granberg have to sustainability. We will never be able to include in a document everything that is done to work toward a sustainable future, but we want to give everyone who reads this an understanding of our way of thinking.

The report contains selected information from our locations, which should provide as good a picture as possible of the actual situation in the company.

Granberg AS in Norway is the head location for the company and the largest company within the Granberg group. We handle some tasks from the subsidiaries such as marketing, logistics, product development, and supply. There will therefore be a more significant basis for obtaining figures from the Norwegian part of Granberg than, for example, the Swedish region. Some results and measurements will consequently only be available or relevant for some locations. Where this is the case, the results are given only for the site to which it applies.

Our facilities in Lithuania have limited production of some textiles on a smaller scale, samples of Kozane products, and assisting in some R&D tasks for the Granberg group. Emissions or other measurements for this location are negligible with the rest of the group's results and are omitted from this report (or are reported as part of the results from Granberg AS). Later versions of the sustainability report will also include figures from this location.

A living sustainability report will change from year to year. This also applies to this report. It will change and grow year by year in step with both developments in Granberg and society. We know that stricter and stricter requirements are set for sustainability, and we want to be at the forefront of this development. We encourage all our partners to do the same.

QUALITY AND INNOVATION

Our brands cover a wide range of applications. Heavy and light industries, oil and gas, construction, fishing, food processing, and healthcare are just a few of the markets we cover. Whatever your job is, and whenever there is a need for hand protection, our work gloves will help you perform fearlessly.

After 60+ years of being in the industry, we are committed more than ever to developing a new product range of gloves

while constantly discovering the latest innovative solutions for hand safety and protection without sacrificing comfort and function. We have an excellent and highly dedicated R&D team equipped with specially suited facilities and laboratory, relentless in developing new and improved functions for our gloves, perfecting designs, and fitting to meet the demanding market requirements and the ever-changing needs of our customers.

WE ARE CERTIFIED!

Words are not enough; we know we must have sustainability throughout the company's culture and operations, which involves targeted work to meet the requirements and expectations of the authorities, our market, and other stakeholders. Granberg is a certified company according to the quality and environmental standards ISO 14001:2015 and ISO 9001:2015.

We follow guiding policies that support our values and what we want to achieve.





OUR PRODUCTS

The success of our product development endeavors and current portfolio results from unmatched dedication from our product development team and the close relationships forged with our customers.

About 95% of our products are gloves for industrial, food & cleaning, healthcare, tactical, and sports & leisure segments. The remaining products are limited to medical facemasks as well as single-use clothing.

Our product development team is highly dedicated and focused on reaching an ultimate combination of sustainable and innovative solutions whenever new products are developed. To support this work, we are equipped with an EN 388 lab and several

engineers with extensive knowledge of polymers, textiles, and materials technology.

The knowledge and technology we use provide us with a unique starting point for developing our products as sustainably as possible, with materials and production methods best suited to achieve our environmental goals.

We have already proven world-class innovation for hand safety and have won several Red Dot awards for product design. We'll continue to do so by maintaining a relentless and unstoppable spirit for innovation and inspiring our customers and other stakeholders.

PRODUCT CATEGORIES

- INDUSTRIAL
- FOOD AND FISHING
- TACTICAL
- HEALTHCARE
- SPORTS AND LEISURE

OUR BRANDS



GRANBERG®

Genuine. Our very own brand developed through years of experience, continuously evolving and innovating to address the latest needs in hand protection.



EX®

EXemplary. EX® high-performance protective gloves are easily recognizable thanks to their Hi-Vis green colour. Using the latest technologies and innovative materials and reflecting our high standards for design and safety, EX® is an EXcellent choice!



CHEMSTAR®

Harmony. Hand and glove in perfect chemistry. Chemstar® is the best choice for hand protection against chemical agents offering both single-use and reusable gloves. Let your hands shine with Chemstar®.



PROTECTOR®

Shield. Protector® is here for you in the toughest conditions offering extreme durability and the best cut resistance in its class. You don't need heavy armour gauntlets, the job will get done safely with Protector®.



POWERFIT®

Embrace. Powerfit® provides a superb grip, tactile sensitivity, and protection for a true multi-tasker. Highly durable yet comfortable on your skin and friendly to the environment. Get a grip on the situation with Powerfit®.



MAGIC TOUCH®

Enchanting. Soft, sensitive, and smooth as silk, it makes every detail come alive. Magic Touch® comes in thin powder-free nitrile for that extra sensitive touch. A wide range of features helps you find just the right glove. When you need magic at your fingertips - it's an easy choice, it's Magic Touch®!



BLACK DIAMOND®

Resilient. Brute force, fine craftsmanship, authenticity and integrity, that is our Black Diamond®. The liquid-repellent coating fights off water and oils with ease. Work hard, protect harder with Black Diamond®.



BAMBOO®

Organic. Bamboo® is a gift from nature adapted to protect even the most sensitive skin. Softer than cotton, a pleasure to touch and a joy to wear making the eco-friendly Bamboo® a natural winner.



KOZANE®

Kozane® is a high-performance fabric range with higher cut, abrasion, tear and slash resistance than any others in its class. Soft and flexible fabrics, suitable for various protective clothing applications. You'll feel safe without feeling like you're wearing a suit of armour.

Kozane® Soft Armour Textile - www.kozaneprotection.com

OUR RESPONSIBILITY

Granberg AS is committed to promoting health and safety, environmental initiatives, ethical trading, and corporate social responsibility (CSR) as hallmarks of our company. We take this responsibility seriously and believe it is essential today for a sustainable future. We continually strive to reach our sustainability goals with our employees, customers, sub-contractors, and partners.

HSE

Health, safety, and the environment (HSE) in the workplace are crucial for ensuring a lasting working life for current and future generations. As an employer, Granberg is an essential source of sustainable working life by providing systematic HSE work in the workplace.

A healthy and safe working environment promotes productivity and economic growth. Investing in HSE increases the company's competitiveness and productivity by reducing costs caused by work accidents and work-related health problems and increasing employees' motivation.

Absence due to injuries

ZERO

ON A GLOBAL SCALE

Having a global presence comes with great responsibility, not only for ourselves and our employees but for everyone who connects with our company and products.

This is a priority and an important area for us, and we go to great lengths to follow up thoroughly and responsibly.

KNOWING THE RISKS

Most of our products are manufactured in Pakistan, Malaysia, Thailand, Sri Lanka, Indonesia, Vietnam, South Korea, Bangladesh, and China. A few of them are produced in Europe, in countries like Finland, Lithuania, Poland, and Germany.

Production in several countries entails an increased risk of breaches of ethical guidelines. We set strict requirements for everyone involved in the entire supply chain. We do this in line with the OECD's policies, which sets clear expectations for caution in areas such as human rights, labour rights, the environment, anti-corruption, and transparency.

Granberg AS consistently communicates to all suppliers our requirements specified in our Code of Conduct, as well as our expectations to follow strict standards on protecting human and labour rights, to ensure high standards of health and safety for all workers, and to prevent human rights abuses.

According to the Global Rights Index 2021, the Asia-Pacific region has labour rights challenges, with an increase in the average rating from 4.09 to 4.17, which falls between the categories of systematic rights violations and no guarantee of rights.

Through close follow-up with suppliers and continuous due diligence assessments, we have a good overview of the risk factors and can follow these up effectively in a responsible manner.

Granberg AS conducts assessments for breaches of ethical guidelines and non-conformances based on several factors:

- Strong long-term relationships with our suppliers and regular visits to production sites
- Self-assessment questionnaires
- Third-party audit reports by accredited third-party auditors
- Regular follow-up meetings with subcontractors
- Performing own audits using our own CSR Checklists

In addition, we facilitate the implementation of ethical guidelines for all suppliers and perform follow-ups for relevant certifications.

Even before our membership with Sedex in 2021, we already had our internal platform to ensure responsible purchasing and an overview and control over our suppliers.

Our Sedex membership improves our responsible purchasing through collaboration and sharing information with suppliers. This contributes to transparency in the supply chain and protects people, the environment, and the business by proactively identifying and managing the risk of breaches of our policies.

Any ethical guidelines breaches and non-conformities are followed up in collaboration with suppliers. If we see a need for improvements, we let them know and make a plan for rectifying deficiencies in partnership with the supplier. We then follow up throughout the improvement process. We also require suppliers to pass on and follow up on guidelines with their subcontractors. If the supplier is willing to rectify the situation, we can continue the cooperation.

Cases of
Corruption

ZERO

Sedex
Member

2021

CODE OF CONDUCT



We promote decent working and environmental standards in our supply chains and cooperate closely with our suppliers and business partners to pursue this aim. Accordingly, we have prepared a code of conduct to illustrate what we expect of our suppliers and business partners. The code of conduct covers human rights, workers' rights, the environment, and corruption. We aim to continuously improve policy and practice that supports suppliers in complying with our code of conduct.

PRINCIPLES

All goods and services produced for Granberg must comply with our code of conduct. Moreover, the suppliers must communicate the code of conduct to their sub-suppliers and monitor its implementation.

All suppliers must be able to document compliance with the code of conduct at our request. Such documentation may take the form of self-declaration, follow-up meetings, and/or inspections of the working conditions at production sites. The supplier will also be obliged to name and provide information on any sub-supplier that Granberg wishes to inspect.

In case of a breach of the code of conduct, we will prepare a plan with the supplier to remedy the breach. Remediation must take

place within a reasonable time. The contract will be terminated if the supplier refuses to remedy the violation following repeated inquiries.

REQUIREMENTS RELATING TO OUR PRACTICE

When new suppliers are selected, emphasis is given to social and environmental standards. We shall never offer or accept illegal or unlawful monetary gifts or other forms of remuneration to secure business-related or personal benefit or benefit for customers, agents, or suppliers.

Granberg and our suppliers shall avoid partners that operate in countries subject to international boycott by the United Nations and/or Norwegian Authorities.

REQUIREMENTS FOR SUPPLY CHAIN CONDITIONS

Granberg's Ethical Trade Principles are founded on fundamental UN and International Labour Organization conventions and documents. National laws shall be respected, and where the provisions of law and our own ethical trade principles address the same subject, the most stringent applies.

FORCED AND COMPULSORY LABOUR

There shall be no forced, bonded, or involuntary prison labor anywhere in our supply chain. No one shall be required to hand over a deposit or identity papers to their employer, and workers shall be free to leave their employer after reasonable notice.

FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

Workers shall have the right to join or form trade unions and to bargain collectively without employer interference. Worker representatives shall not be discriminated against and have access to their representative functions in the workplace.

CHILD LABOUR

The minimum age for workers shall not be less than 15 and comply with the national minimum age for employment or the age of completion of compulsory education, whichever of these is higher (exceptions under ILO Convention 138). No person under the age of 18 shall be engaged in labour that is hazardous to their health, safety, or morals, including night work.

DISCRIMINATION

There shall be no discrimination at the workplace in hiring, compensation, access to training, promotion, termination, or retirement based on ethnic background, religion, age, disability, gender, marital status, sexual orientation, union membership, or political affiliation. Measures shall be established to protect workers from sexually intrusive, threatening, insulting, or exploitative behavior, and from discrimination or termination of employment on unjustifiable grounds.

HARSH OR INHUMANE TREATMENT

Physical abuse or punishment, or threats of physical abuse, sexual or other harassment and verbal abuse, as well as other forms of intimidation, is prohibited.

HEALTH AND SAFETY

The working environment shall be safe and hygienic. Hazardous chemicals and other substances shall be carefully managed. Adequate steps shall be taken to prevent accidents and injury. Workers shall receive health and safety training. Access to clean toilet facilities, potable water, and sanitary facilities for food storage shall be provided. Accommodation shall be clean, safe and adequately ventilated, and shall have access to clean toilet facilities and potable water.

WAGES

Wages and benefits paid for a standard working week shall, as minimum, meet national legal standards or industry benchmark standards, whichever is higher. Wages should always be enough to meet basic needs, including some discretionary income. All workers shall have a written contract outlining their wage conditions before entering employment.

WORKING HOURS

Working hours shall comply with national laws and benchmark industry standards and not more than prevailing international standards. Workers shall be provided with at least one day off every seven days, and overtime shall be paid, limited, and voluntary. Exceptions to working hours are accepted when regulated by a collective bargaining agreement.

REGULAR EMPLOYMENT

Obligations to employees shall not be avoided through short-term contracting, sub-contractors, or other labour relationships. All workers are entitled to a contract of employment in a language they understand. The duration and content of apprenticeship programs shall be clearly defined.

CORRUPTION

Corruption in any form is not accepted, including bribery, extortion, kickbacks, and improper private or professional benefits to customers, agents, contractors, suppliers, or employees of any such party or government officials.

MARGINALIZED POPULATION

Production and the use of natural resources shall not contribute to the destruction and or degradation of the resources and income base for marginalized populations, such as in claiming large land areas, use of water, or other natural resources on which these populations are dependent.

ENVIRONMENT

Measures to minimize adverse impacts on human health and the environment shall be taken throughout the value chain. This includes minimizing pollution, promoting efficient and sustainable use of resources, including energy and water, and minimizing greenhouse gas emissions in production and transport. National and international environmental legislation and regulations shall be respected, and relevant discharge permits obtained.

ANIMAL WELFARE

Leather products are only to be made from utility animals such as pigs, sheep, and cattle, where the animal was originally slaughtered for the purpose of meat production.

MANAGEMENT SYSTEMS OF SUPPLIERS

The management system is key to the implementation of the code of conduct. Granberg emphasizes the importance of suppliers having systems that support such implementation.



ANTI-CORRUPTION AND BRIBERY

Throughout the Granberg group, there is zero tolerance for corruption. We know that areas such as sales and purchasing are particularly exposed to activities such as bribery, and we, therefore, have an extra focus on preventing such occurrences. In 2021, we had no registered cases of corruption.

As part of the work to prevent corruption, it is a requirement that all employees in Granberg who are in a decision-making position or have customer or supplier contact, regardless of level in the organization, complete an anti-corruption course. The course reviews legislation and guidelines for

employee behavior at home as well as internationally and includes a practical approach to various scenarios that employees may potentially encounter.

Granberg also has a comprehensive anti-corruption and bribery policy which sets clear guidelines for our ethical presence in all parts of the world and which anchors a clear responsibility in the management to follow up the anti-corruption work. Our comprehensive Anti-Bribery and Corruption Policy applies to anyone acting on behalf of the Granberg Group.



OUR CUSTOMERS

Customer Satisfaction Score

4.56 / 5

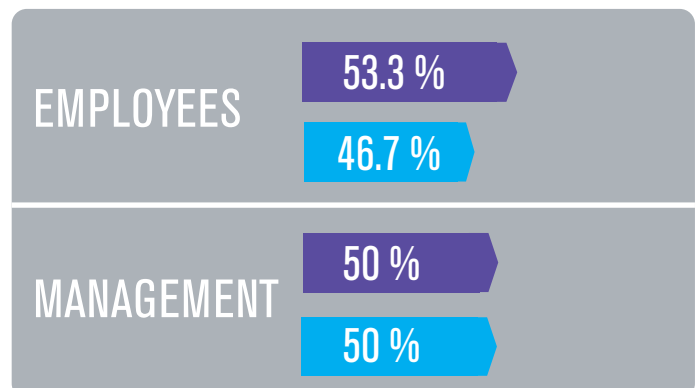
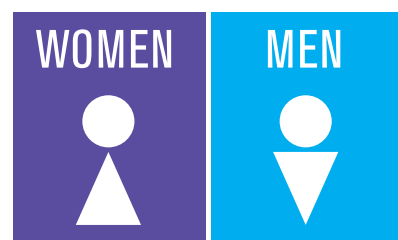
Our customers are a vital part of our sustainability work. We need them to be able to take the measures we take today in contributing to all areas where we can make a difference.

We have worked for over 60 years to build up our competence and position in the market today. This fact is an experience that benefits our customers and enables us to deliver stable quality year after year with satisfied customers.

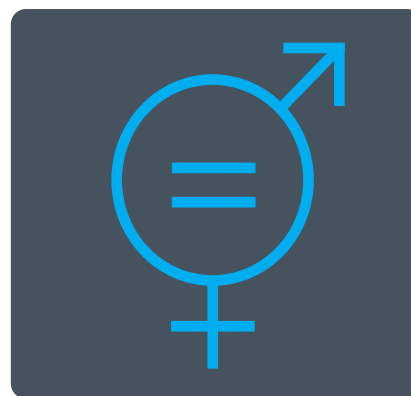
We experience an ever-increasing focus on sustainability in the community, which is reflected in customer demands. We see this as something positive and a critical motivation to develop further and think about new and innovative solutions.

EQUALITY

To ensure that we promote a vibrant organization where employees will thrive and grow, a diverse and inclusive work environment must be at the core of our measures to live up to the commitment.



Gender equality is a fundamental human right, but women are still lagging in many areas. In some parts of the world, women lack equal political representation, education, and health care rights. Granberg wants to contribute to full equality between the sexes at home and abroad. We are proud to have a workplace where gender equality is highly valued.



We have employees from many parts of the world, and we see this as an excellent strength for the company. Understanding and promoting cultural diversity leads to more peace and stability and strengthens human development.

Working conditions are an essential element in sustainability for any company. At Granberg, employees are our most important resource. About half of the world's population earns so little that they cannot live on their wages. Creating good quality jobs is a significant challenge for all countries and something we focus on. Part of these working conditions is the workers' opportunity for decent pay, permanent employment, and the facilitation of full-time positions.

Employees working at head office with a background other than Norwegian

41 %

Employees with full-time positions

81.8 %

“ Only a society without discrimination is a sustainable society. ”





FROM OUR QUALITY POLICY



Our mission is to offer the correct hand protection through customer proximity, responsiveness, knowledge, and technological innovation.



Our vision is to be the first choice in hand protection and the leading provider of hand protection in our market.

For our customers, we want to always offer the best quality and expertise in our product areas and disciplines. Granberg will deliver products and services meeting a high standard that are also reliable.

Our strategy is to establish such a good collaboration with our customers that it results in long-term relationships.

Through the quality policy, Granberg wants to convey the organization's vision and values.

FROM OUR ENVIRONMENTAL POLICY



Granberg will take the environmental challenge and impact seriously and work purposefully on several levels to reduce its and our stakeholders' ecological impact.

The company undertakes to be environmentally conscious in all activities and operate by statutory requirements that we impose on our environmental aspects.

We will manage the business in a way that provides the most efficient use of energy and raw materials, including product development and our impact on our suppliers. At the same time, we will work systematically to reduce emissions to air, water, and soil.

We must have a functioning environmental management system and be certified according to ISO 14001: 2015.

We commit ourselves to help reach the UN sustainability goals we've identified.

Through information, attitude-creating work, and inclusion, we will contribute to strengthening environmental awareness among our employees, including thinking preventively.

FROM OUR HSE POLICY



In all its activities, Granberg shall follow applicable laws and regulations and work systematically to meet the requirements set by the public sector and others to maintain a good and safe working environment.

In addition, Granberg shall act in an ethical, sustainable, and socially responsible manner to prevent damage to people and the environment.

The goal is an HSE standard that gives employees the best physical and psychological work environment.

Through systematic HSE work, we will ensure a good and safe workplace, reduce work-related sickness absence, and minimize the risk of accidents and injuries to the external environment.

Granberg shall prepare its HSE policy with the active participation of the employees through continuous improvement work, deviation registration, and annual revisions of procedures.

SUSTAINABILITY DEVELOPMENT GOALS

Our sustainability plan was developed to integrate with our mission, vision, and core values. We aim to drive sustainable development with our employees, customers, partners, and customers.

The United Nations Sustainable Development Goals (SDGs) comprise 17 global goals to which everyone can contribute. An action in one area will affect outcomes in others, and that development must balance all social, economic, and environmental aspects.

Therefore, a sustainable future depends on having a sustainability plan and, more importantly, cooperation in all aspects of our business operations from all employees and other stakeholders.

To target our efforts, we are prioritizing six SDGs to improve our work within sustainability.

2 ZERO HUNGER



End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all.

3 GOOD HEALTH AND WELL-BEING



Ensure healthy lives and promote well-being for all at all ages.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns.

4 QUALITY EDUCATION



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

13 CLIMATE ACTION



Take urgent action to combat climate change and its impacts.

THE GRANBERG WAY:



Initiatives for training, arranging hiking trips and team-building activities, first aid courses, and focus on employee programs for health, safety, and environment (HSE).



Focus on conducting training on sustainability both for internal and external stakeholders; promote responsible material selection in the product department and R&D process; promote suppliers' choice of sustainable solutions.

Require social responsibility agreements with all suppliers to ensure that there is no slavery, trafficking or child labour involved.



Promote protection of labour rights and safe working environments for all our employees across our locations as well as with our suppliers.



Substantially reduce waste generation by promoting recycling, limiting the amount of waste, reduction in plastic and volume in our product packaging.



Support climate change measures by integrating them into to our own, choosing alternatives with the lowest climate footprint, greenhouse gas mapping and work to better understand our own emissions so we can better guide customers in environmentally friendly product selection.

Increased competency for all employees in sustainability and acquire the technical solutions to follow up the work of reducing greenhouse gas emissions.

PROJECTS WE SUPPORT

We understand that we cannot achieve all sustainability goals alone, which is why we are a proud sponsor of several external projects. These initiatives vary from year to year and are carried out worldwide. For us, they must be aligned with our values and

promote significant issues beyond what we can do.

Here are some projects we support, and we proudly stand behind the work of these organizations.

FLYING HOPE TO ISOLATED PEOPLE

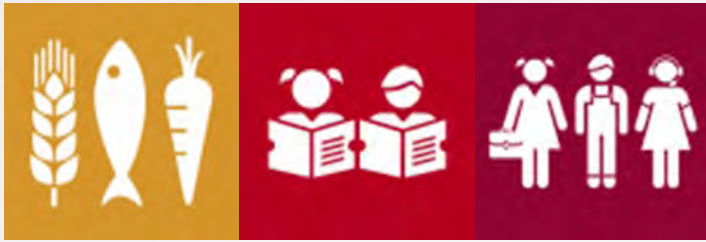


Mission Aviation Fellowship (MAF) is an international organization whose purpose is to bring help, hope, and healing through aviation to people living in isolation and poverty.

Every year, more than 5,000 ambulance flights are done by MAF. The bush planes rescue sick, pregnant, and war-injured people from isolated areas who might have to travel for days to get help.

MAF also flies more than 1,500 organizations and churches that contribute to the development of communities. The Bush planes enable humanitarian workers, health workers, teachers, and missionaries to work in almost impassable places.

In 2021, Granberg contributed NOK 200,000 to keep MAF planes in the air and to support the development of the local communities that are dependent on what MAF does.



FOOD, CARE, AND SCHOOL IN KENYA

Two years ago, «Troens Ord» started the project in Nakuru, Kenya, by giving children a safe home and a school to attend, which provides a sound basis for a future with opportunities. They set up electric fences that protect against wild animals, built an orphanage, a school, and eventually a food station and a guest centre that brings income to the entire setup.

In 2021, Granberg contributed NOK 280,000 to work done in Nakuru. These funds have gone to orphanages for over 80 children, schools, canteens, and electric fences that ensure a safer everyday life for those living there.



MERCY SHIPS

Mercy Ships operate the world's largest charity hospital ships with crews of volunteers providing free surgical care and medical services to people in low-income countries without access to a functioning health care system. They also train local surgeons and nurses to continue providing help when they sail on to the following country.

Mercy Ships' mission is to provide hope and healing and eradicate poverty and diseases so local health professionals can offer health services in their communities even without their support.

In 2021, we donated 240,000 medical grade nitrile disposable gloves and 93,000 surgical facemasks to Mercy Ships to help them fulfill their mission. (Picture on the right, our CEO - Ole M. Granberg, actively involved with the delivery himself.)



WHAT GETS MEASURED – GETS DONE

We believe in the importance of sustainability as we continuously grow our business into the future. That is why it is essential to set our focus on getting better with the goals we want to achieve, the initiatives we want to continue, and the results we are sharing to monitor our progress.

There are still many things left to measure for our sustainability reporting, which we are constantly working on expanding. Results must be collected, and measurements must be carried out as we continuously improve. Therefore, we

aim to add new measurement areas yearly as we progress with our sustainability work.

There are already several areas we are planning to include in our future reports. We have started measuring our CO₂ emissions and are putting in place new IT solutions that will help us identify new areas for improvement. We will also include more information from our subsidiaries and other locations in the future as we get better measurements for these.

THE NUMBERS

More measurements will be added in the coming years to create the best and most accurate sustainability reports. We started with the numbers that were important and available.

Our companies in Norway and Sweden comprise the organization's central part. Results from our facilities in Lithuania are excluded from this report because the site follows the same guidelines set in Norway and Sweden but has minimal impact on emission figures due to the size of the operation there.



SWEDEN



NORWAY

	SWEDEN	NORWAY
Proportion of sellers who drive an electric car	0 %	60 %
Deliveries to customers with electric vehicles		0 % Pick-up 8.83 % Line traffic, 23.81 % Distribution
Total amount of CO ₂ e climate emissions from packages sent to customers in Norway	4.56 tons	3.06 tons
Total amount of CO ₂ e climate emissions from general cargo sent in Norway	5.83 tons (well to wheel)	73.96 tons (tank to wheel)
Total amount of NO _x from all parcel shipments Norway	79.49 kg	9.65 kg
Total amount of NO _x from all general cargo shipments NOv	58.28 kg	233.66 kg
Average climate emissions per kilo sent to the customer	0.88 kg CO ₂ e	65 g CO ₂ e
Average climate emissions per kilo of general cargo sent	3.36 kg CO ₂ e	118 g CO ₂ e
Percentage of air freight, percentage of turnover	2.09 %	2.49 %



SWEDEN



NORWAY

Annual consumption in MW (offices + warehouse)	64 MWh	201 MWh
Proportion of electricity from solar cells (planned for 2022)	0	Expected up to 67 MWh when installed by March 2022
Proportion of electricity from hydropower with guarantee of origin	0	Expected 134 MWh by 2023
Percentage of flights divided by turnover	0.03	0.026
Emissions CO2 from scope 1 & 2	Measurement implemented. Expected from 2023	Measurement implemented. Expected from 2023
Proportion of complaints due to product quality	Incorporated in figures for NORWAY	0.20 %
Quantity/number of products donated		Selected examples in the report
Total donated annually to charities etc.		Selected examples in the report
Proportion of suppliers with set wage and working conditions	Incorporated in figures for NORWAY	100 %
No child labor shall occur with our suppliers	Incorporated in figures for NORWAY	0 %
Number of audits performed at suppliers (total from 2022)		New measurement criteria from 2021/Sedex membership
Total number of cases of corruption at group level	0	0
Proportion of waste (locally) that is sorted at source	27 %	55.20 %
Proportion of employed women	40 % women	53.30 % women
Proportion of employees (group) women in management	50 % women	50 % women



SWEDEN



NORWAY

Number of nationalities and proportion of employees with a background from a country other than where they have a workplace	12 %	41 %
Proportion of employees in full-time positions	92.40 %	81.80 %
Proportion of sick leave	1.92 %	2.80 %
Number of adverse events (personal injury) and near misses	1 smaller, 0 larger	1 smaller, 0 larger
Total number of absences due to injury	0	0
Customer satisfaction based on annual customer surveys	4.6 / 5 (92.10 %)	4.34 / 5 (86.70 %)
Customer satisfaction for product quality based on annual customer surveys	Average Score: 4.71 / 5 (94.20 %)	Average Score: 4.56 / 5 (91.20 %)
Certified management systems	ISO 14001 and ISO 9001	ISO 14001 and ISO 9001

* The report is expanded annually. Measurements for 2022 have begun.

PAST RESULTS AND CHANGES

Although we have not published a separate sustainability report before, this is something we have been working on for many years, and 2021 was no exception. However, 2021 was, in many ways, an exception itself.

With a global pandemic that has changed how we work and the market situation, we have taken advantage of the situation to make internal changes. One of the significant changes we are making is our new customer portal, which will be in place by the end of 2022. Our goal is to provide our customers with user-friendly access while allowing them to manage their order process. This process will reduce the number of errors and the need for follow-up from our customer service for orders, which will be more favorable for both the environment and our operations in the future.

2020-2021 were special and can be considered unique in many ways, not representative of what we believe normal operations. Difficulties with port closures and shortages of raw materials or labour have affected the supply chain and the transport of our products. Lack of supply of face masks led to more air freight than desired, while travel restrictions have helped reduce the flight activity of our employees. It is, therefore, difficult to compare emission figures directly with previous years.

Even with such challenges, we have a favorable view for 2022, and we look forward to working towards sustainable results in the following report.

