



# Sustainability Report 2022





## Statment from the Chariman of the Board

Business results	01
Sustainability highlights	02

## Our company

Vision.....	03
Mission.....	03
Values.....	03
Accon units.....	04
ISO Certificates.....	05

## Management approach

Accon Management.....	06
Our commitment.....	07
Code of conduct.....	08
UN Sustainable Development Goals.....	09

## Sustainability

Supply chain.....	14
Economic responsibility.....	15
Environmental responsibility.....	16
Accon Greentech and Ready-for-recykling.....	17
Waste Management and Sustainable solutions.....	20
Carbon Fotprint.....	21
Energy consumption.....	25
Social responsibility.....	27
Occupational Health and Safety.....	28
Focus on Learning.....	29
Community Participation.....	30

## Glossary and contact information

Contact persons.....	33
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# Contents



# Statement from the Chairman of the Board

Accon is dedicated to pursuing sustainable solutions as a company. We strive to act as responsible corporate citizens, placing a strong emphasis on public accountability and transparency. We hold our business partners to the same high ethical standards that we set for ourselves.

In line with our commitment to sustainability, Accon focuses on providing purposeful and sustainable packaging solutions to our customers. We aim to minimize the environmental impact and waste associated with packaging materials. By doing so, we contribute to a more sustainable and responsible approach to packaging.

We believe that there are significant opportunities for further development of our business, products, and services in a sustainable manner. This involves close cooperation with our business network, including both internal and external stakeholders, to drive positive change.

In terms of business results, Accon Group has experienced continuous growth and has solidified its position as one of Europe's leading players in innovative and cost-efficient bulk-packaging solutions. With nine sales and service offices and three production units strategically located close to markets, we are well-positioned to deliver value to our customers while maintaining our commitment to sustainability.

# Sustainability highlights

During 2022, Accon continued working with its sustainability targets. Some of the highlights:

01

Accon Greentech AB - a company in the Accon Group focusing on recycling the products Accon provides to its customers. Accon has continued focus on innovation and product development to ensure sustainable solutions within the industry. More on this topic later in this report.

02

Accon Group is a member of UN Global Compact, EcoVadis and Sedex. We are committed to sustainability by aligning our work with UN Sustainable Development Goals

03

We strive to obtain a comprehensive understanding of the environmental impact of our operations by utilizing established and respected assessment systems. Through this approach, we can provide our customers with "Life Cycle Reports" for our products, offering them a transparent and detailed overview of their environmental footprint.

02



# Our company

Accon is a major supplier of bulk packaging solutions to the industry in Europe and specializing in Nordic countries. Our product range covers FIBC (big bags), drums, pallets and boxes made of fibre, steel or plastics. With over 35 years of experience, our focus has always been to be a reliable business partner which offers intelligent, sustainable and environmentally sound packaging solutions.

Accon provides projects, services and products for a wide range of industry, such as food, pharma and agriculture, chemicals, minerals and waste management.

Accon business divisions are Bulk Packaging, Material Handling and Recycling & Reconditioning services.



## Vision

The leading supplier of bulk packaging in the Nordic countries. With leading we mean customer orientation, business development, productivity, corporate responsibility, and sustainability.



## Mission

We focus on selected core markets. We offer sustainable packaging, services, and solutions with the highest possible quality. We do this by giving our expertise and time, by earning the trust of our internal and external stakeholders and by sustaining our business relationships.



## Values



Commitment



Quality



Sustainability

# Accon units

Accon consists of sales offices and production sites of industrial bulk packaging. Our headquarters are located in Tønsberg, Norway.

We have Sales & Service offices in Norway, Sweden, Finland, Denmark and United Kingdom. Three close-to-market production facilities are located in Finland (FIBCs), Estonia (FIBCs), Denmark (fibre drums).

Accon has a comprehensive partnership production network in Europe and Asia. And in addition, we have quality assurance representatives in different locations in Asia





# ISO certificates

Umbrella Certificates for ISO 9001 and ISO 14001 are covering most Accon units and quality assurance in Asia. In addition, Accon has ISO 22000 certificate for food and fine chemicals packaging in its production unit in Finland.



# Management approach

## Accon management

Accon Group's Management Team (hereafter referred to as MT) holds the highest level of authority within the company. It consists of General Managers from various Accon units. The primary responsibility of the MT is to govern and oversee Accon, as the company operates with a decentralized organizational structure. Under this structure, each unit bears full responsibility for its own performance.

MT is responsible for setting Accon's Vision, Mission, Values, and overall strategy. They are also responsible for establishing any company-wide policies or targets. Once decisions are made, it is the responsibility of each unit to implement them into their operations and ensure local policies and guidelines are in line with the overall directives. To enhance their knowledge and gain a broader perspective, the MT continually engages in benchmarking activities and discussions with relevant stakeholders, applying the insights gained to their actions.

On an annual basis, the MT reviews Accon's Sustainability strategy and targets. These sustainability initiatives are aligned with Accon's Vision, Mission, and Values. Furthermore, the MT is accountable for monitoring the sustainability performance of each Accon unit. In addition to the common targets set by Accon as a whole, individual units have their own specific sustainability targets that they work towards.



# Our commitment

Accon's sustainability work is based on company values, policies, and adherence to national and international regulations, including the UN Global Compact. Continuous communication with internal and external stakeholders ensures a wide range of perspectives are taken into account.

# Code of Conduct

Accon Code of Conduct is the key governing ethical document of the company. The purpose of the document is to show internal and external stakeholders what is expected of Accon representatives. It outlines clear principles and rules of how to work and take responsibility in the areas of society, environment, transparency, business integrity and compliance with laws and regulations.

Accon's Code of Conduct is reviewed annually. Each Accon employee is responsible for behaving by its standards.

# UN Sustainable Development Goals

Accon is a part of the world's largest sustainability initiative – the United Nations Global Compact program. The aim of the initiative is to create and promote the development of international principles on human rights, labour, environment, and anti-corruption.

In September 2015, all 193 Member States of the United Nations adopted a plan for the next fifteen years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of “Agenda 2030” are the seventeen Sustainable Development Goals (SDGs). The SDGs provide a clear and useful framework for meeting global challenges and have made a considerable impact within society. At the same time, they serve to inspire innovation and business opportunities in sustainability.



# Priority SDGs Objectives and status



At Accon, employee safety is a high priority. We have implemented new measures to enhance workplace safety, including enhanced procedures in work processes. We are dedicated to continuous improvement and accident prevention across all sites, taking prompt action when necessary.



We strive to ensure inclusive and equitable access to quality education for all employees. Training hours are annually recorded and reported. We have already achieved the 10% learning goal (set for 2025) as early as 2022, and we will continue to focus on educating our employees.



Accon is committed to achieving gender equality and empowering all women. All units actively follow defined actions to promote gender equality and value all genders equally. As an example, in Accon's management, 40% of positions are held by women.

# Priority SDGs Objectives and status

**7 AFFORDABLE AND CLEAN ENERGY**



All Accon units are committed to transitioning to renewable electricity by 2030 at the latest. We closely monitor the energy consumption of each site and track our carbon footprint. Several sites have already made the switch to green energy. We will continue to prioritize and focus on renewable energy initiatives.

**8 DECENT WORK AND ECONOMIC GROWTH**



We promote sustainable economic growth, full employment, and decent work for all. Fair working conditions are provided, including competitive wages, reasonable hours, and adherence to labor laws. We prioritize a supportive work environment that fosters work-life balance and employee well-being.

**9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**



We work closely and collaboratively with long-term partners to minimize plastic usage and ensure quality throughout the value chain. We foster innovation through Accon GreenTech, promoting the development of sustainable and environmentally friendly solutions.

# Priority SDGs Objectives and status



**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

We operate a recycling processing facility and has successfully established recycling infrastructure. We are actively engaged in an ongoing process to meet our target of recycling 30% of our products by 2030. We design products with recyclability in mind and prioritize training our personnel to ensure a focus on recycling practices.



**13 CLIMATE ACTION**

We have implemented an environmental follow-up system, which includes a CO2 emission calculator for the Accon Group. This system is already up and running, allowing us to monitor and track our environmental impact effectively.



**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**

At Accon, we have a zero-tolerance policy towards corruption, bribery, and any form of business-related misconduct. We actively follow up on these matters through regular audits to ensure compliance and maintain ethical business practices. Furthermore, we have implemented transparency laws to promote openness and accountability within our organization.



**17 PARTNERSHIPS FOR THE GOALS**

Starting from 2022, Accon has introduced a new Supplier Code of Conduct that is being signed by our main suppliers. This code outlines the standards and expectations we have for our suppliers in terms of ethical conduct and responsible business practices. Suppliers are required to confirm and sign the code, demonstrating their commitment to upholding these principles. Regular audits are conducted to ensure compliance with the code.

Sustainability





# Supply Chain

Supply chain networks play a vital role in Accon's operations. Recent experiences, particularly during the pandemic, have reinforced the company's commitment to building a long-term and sustainable network of business partners. Accon places great importance on quality, sustainability, and reliability in its partnerships.

Accon holds itself to high standards in areas such as human rights, fair labor practices, environmental responsibility, and the prevention of corruption. It expects its business partners and suppliers to adhere to the same stringent criteria. As part of this commitment, all major business partners and suppliers are required to sign Accon's Code of Conduct. To ensure compliance, regular monitoring and audits are conducted to assess their performance.

By maintaining a strong focus on ethical and responsible practices throughout its supply chain, Accon strives to foster a network of partners who share its values and contribute to a sustainable and responsible business ecosystem.





# Economic responsibility

Accon places great importance on financial responsibility, recognizing that being profitable and competitive is essential. By maintaining financial stability, we not only become a reliable partner but also contribute to the well-being of our network. A financially solid company can effectively address the needs of stakeholders, fulfill social and environmental obligations, and even support initiatives for the public good.

With a long-term focus in mind, Accon is continuously evolving and developing its business. We foster an ambitious mindset, consistently seeking growth opportunities to strengthen our position in the Nordics. Our commitment extends beyond profitability, as we also prioritize compliance with all relevant legislation and regulations. This encompasses areas such as employment, finance, environment, taxation, and other pertinent matters.

Through our unwavering dedication to financial responsibility, adherence to legal requirements, and pursuit of sustainable business practices, Accon strives to make a positive impact within our industry. Simultaneously, we aim to support the well-being of our stakeholders and contribute to the betterment of the wider community.



# Environmental responsibility

Accon is dedicated to minimizing its environmental impact. We actively seek environmentally friendly solutions, technologies, and materials, and encourage our business partners to do the same. Through initiatives like Accon Greentech and its Read For Recycling system, we are continuously developing recycling and reconditioning services for our products, aiming to reduce waste and carbon footprint.

At Accon, we prioritize sustainable resource use and environmentally sound supply chains. We conduct our business activities with environmental responsibility and have implemented various improvement programs. Collaboration with our suppliers, customers, and internal processes is a focal point as we work towards creating a greener future not only for Accon but also for the broader business environment we operate in.



# Accon GreenTech Ready-for-Recycling

We are contributing to a more sustainable supply chain combining green thinking with modern technology

Our cutting-edge closed-loop recycling system is a unique process that allows us to transform the raw material extracted from used FIBCs into new high-quality recycled Big Bags. We won Best Packaging Solution award in Industrial Packaging at Scanpack 2022 for our innovative approach to circularity, demonstrating the importance of sustainability in the industrial sector. We're committed to developing packaging solutions that minimize waste and support the circular economy.

## How it works

Accon delivers Big Bags to customers, providing reliable packaging solutions. End customers receive their materials in Accon FIBC.

Accon GreenTech collects and recycle used Big Bags and processes the material to create new Big Bags from recycled polypropylene (rPP). This integrated approach ensures customer convenience and promotes sustainability.





# Accon GreenTech Innovation

Accon GreenTech is committed to innovation, constantly seeking new and creative solutions in the field. As a forward-thinking company, innovation is at the core of our business strategy. Through our dedication to innovation, we strive to make a positive impact on the environment while providing efficient and effective solutions to our customers.

In 2022, Accon GreenTech initiated a project focused on improving the recycling process for Big Bags for the aquaculture industry. The project aimed to enhance the separation and re-granulation of Big Bags. We have successfully conducted a test on the re-granulation of bags used in the aquaculture industry, and as a result, Accon now possesses material that is suitable for the production of Big Bags, utilizing the collected bags.



# Waste Management and Sustainable Solutions

Accon is committed to reducing waste and implementing training programs to minimize waste. In 2021, waste accounted for 9% of Accon's CO2 emissions. Tracking waste and recycling provides the foundation for a successful waste reduction program. In 2022, waste accounted for 8.5% of our total CO2 emissions.

# Carbon Footprint

Accon actively monitors its environmental footprint from three key perspectives: *waste generation, energy resources and consumption, and carbon emissions*. The impact of increased greenhouse gas emissions is linked to global warming, underscoring the significance of reducing our carbon footprint for a sustainable world.

To assess the organizational carbon footprint, Accon established a baseline year of 2019, prior to the pandemic. This assessment follows the guidelines provided by GHG Protocols and encompasses the entire lifecycle of activities (referred to as Scope 1, 2, and 3 emissions) from production to the point of consumption.

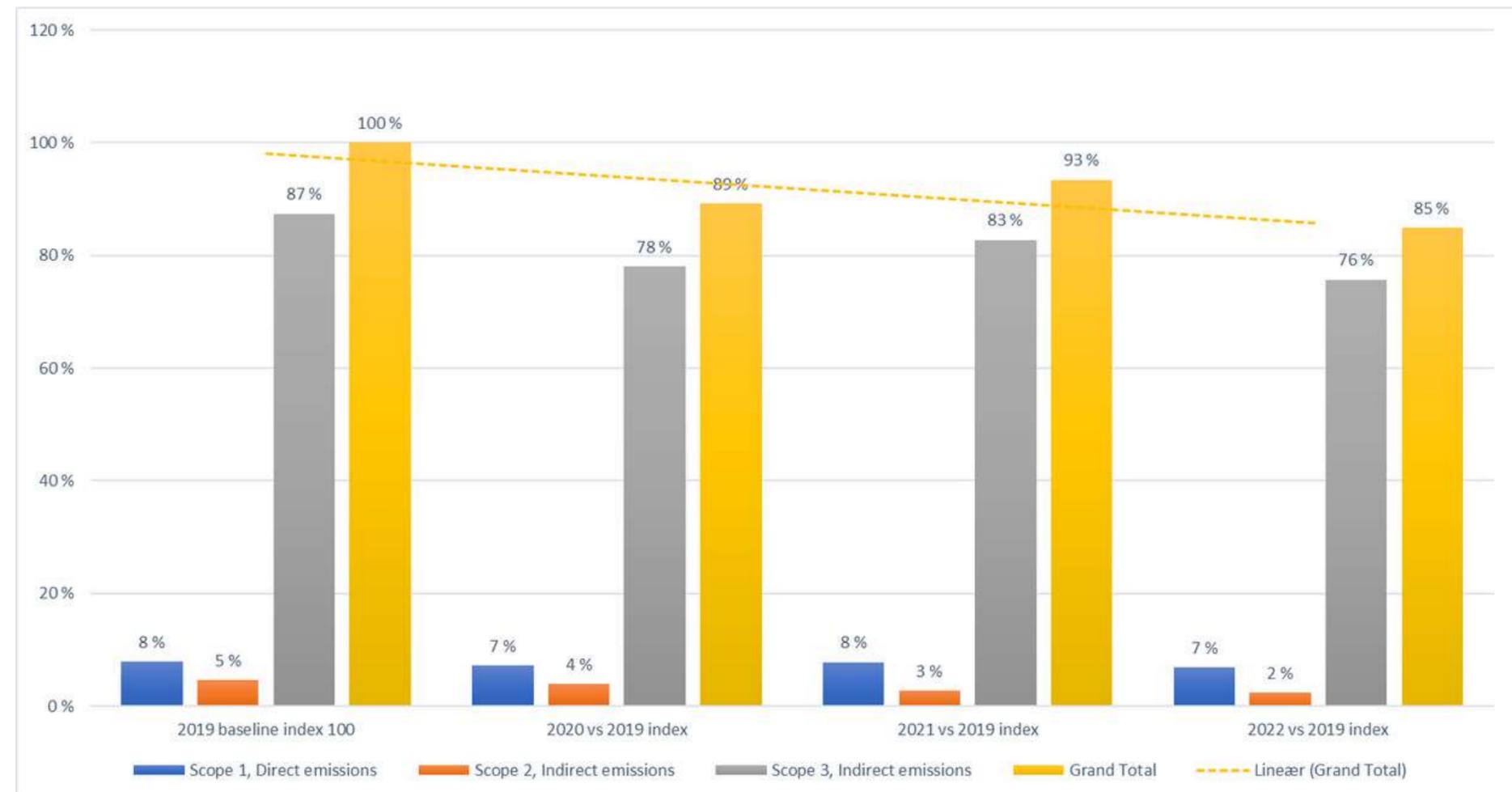
# Carbon footprint

**Scope 1 emissions:** These are operational emissions directly generated by Accon, including fuel consumption at rented properties and transportation under its direct control.

**Scope 2 emissions:** This category encompasses the emissions associated with purchased electricity and heating by Accon.

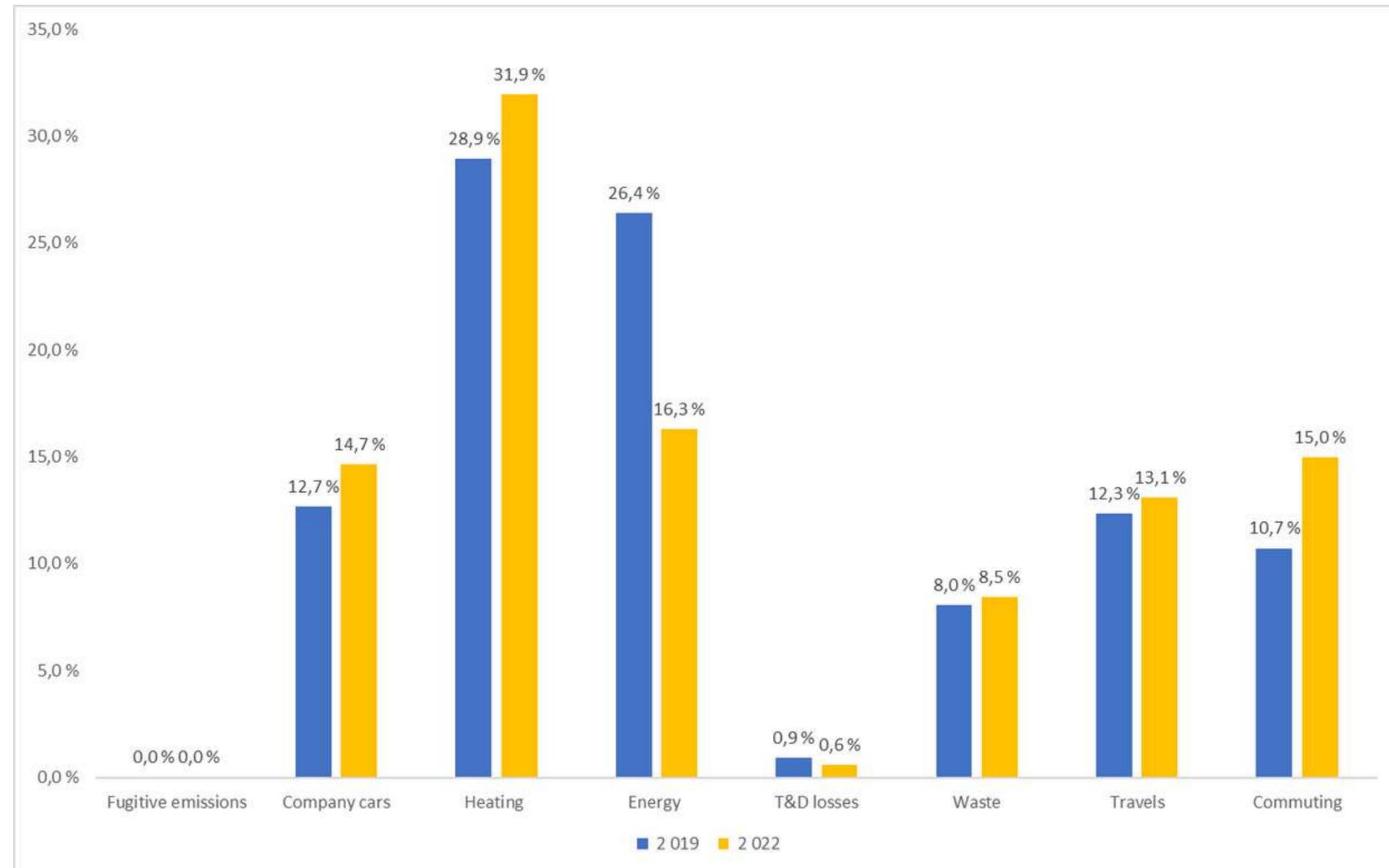
**Scope 3 emissions:** These are indirect emissions occurring along Accon's value chain that are not included in Scopes 1 and 2. It includes supply chain emissions and upstream emissions, which are presented in the Scope 3 emissions inventory.

Chart 1. CO2 emissions (Scope 1, 2 and 3). % 2020 - 2022 index vs 2019 baseline.



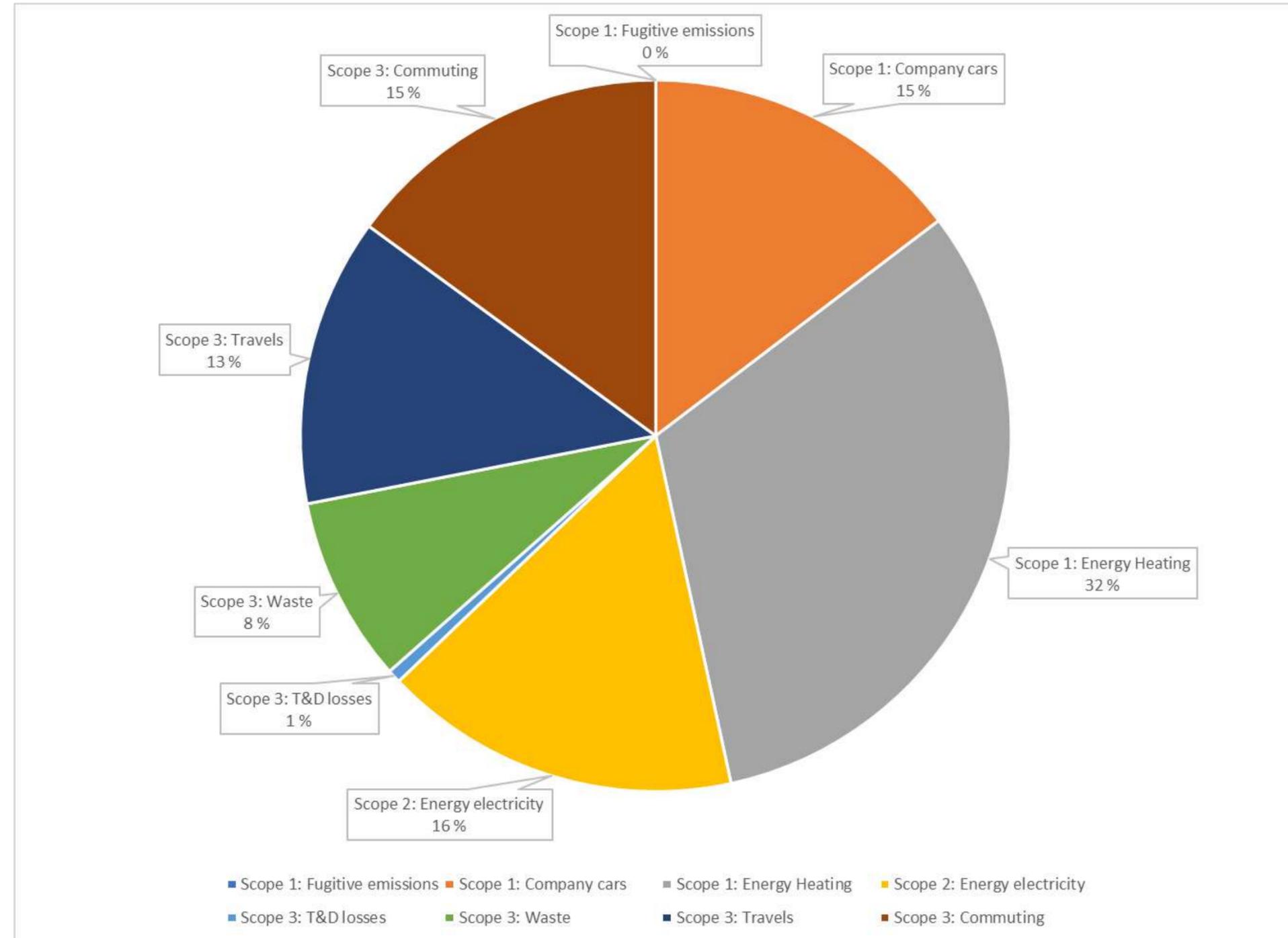
# Carbon footprint

The chart shows total CO2 emission 2019 (baseline) vs 2022, excl. raw materials and transportation



# Carbon footprint

The chart show Accon emissions by Scope 1, Scope 2 and Scope 3 for 2022, excl. raw materials





# Energy consumption

Efficiently managing energy is vital for enhancing sustainability. As environmental impact and energy costs rise, it becomes increasingly important to prioritize energy consumption.

Accon has recognized the potential of electric vehicles (EVs) in reducing our carbon footprint. We have initiated the transition to using electric cars as part of our fleet, replacing conventional vehicles that run on fossil fuels. By embracing EVs, we aim to reduce emissions and decrease our environmental impact associated with transportation.

# Energy consumption

Accon prioritized clean and energy efficiency by switching to renewable energy sources whenever possible. As a result, we continue to see positive developments in our sustainability efforts.

ELECTRICITY	2019	2020	2021	2022
Total Electricity Consumption (MWh)	709	751	796	733
Change in y/y of energy consumption (%)		5,9 %	6,0 %	-7,9 %
CO2 Emissions from purchased electricity (ton CO2)	108	94	64	53
Change in emission of purchased electricity (%)		-13 %	-32 %	-17 %



# Social Responsibility

Skilled, committed employees are vital to Accon's success. The company prioritizes a safe and inspiring working environment and values social responsibility. Accon expects its employees to uphold its values both at work and outside of working hours. The Code of Conduct emphasizes equal rights, diversity, and competence development. Accon promotes diversity, inclusion, lifelong learning, and equal opportunities. The company conducts regular personnel surveys to identify areas for improvement and collaborates with employees to address development needs. Overall, Accon strives to create a positive and inclusive workplace where employees can thrive.



# Occupational Health and Safety

Accon prioritizes a safe and productive work environment for its employees. Safety is ingrained in our company culture, and we are committed to maintaining safe and healthy workplaces. We firmly believe that all employees share a moral and legal responsibility to actively contribute to the welfare and safety of the workplace. Our goal is to achieve zero accidents, and we extend this expectation to our business partners as well.

# Focus on Learning

Accon is committed to developing a skilled and motivated team that excels in a constantly evolving world. We achieve this through continuous learning, prioritizing occupational well-being, and fostering a supportive and familial employee experience. Our operations at Accon are guided by shared values and principles outlined in our Code of Conduct. We strive to create an environment where employees feel engaged and fulfilled, while also supporting their career growth.

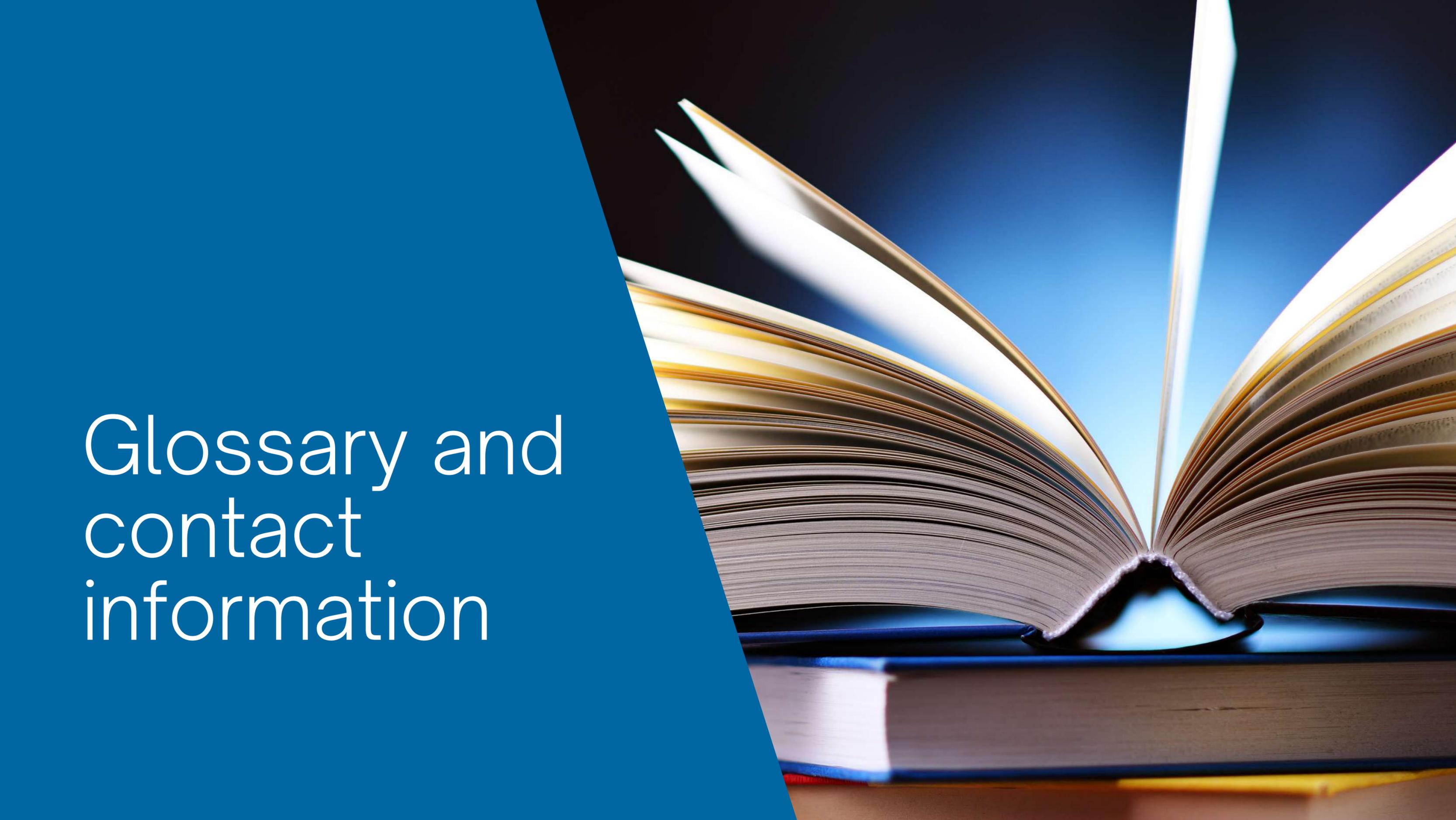
We recognize that professional development takes different forms. To meet the diverse needs of our employees, we offer a range of learning opportunities, including group-wide, local, individual, team, online, and on-site training sessions. This ensures that every employee, regardless of their role, can access the learning resources that best suit their needs.



# Community Participation

Accon is dedicated to making a positive impact not only on the lives of its employees and business network companies but also on the communities in which we operate.

We recognize the significance of giving back to our local communities. Through various collaborations and sponsorships, Accon units actively engage with local sports teams and support cultural activities. Accon sponsors Team Rynkeby, Kirkens Bymisjon, and local amateur sport teams, among others. We believe in supporting these organizations and initiatives as part of our commitment to the community. These interactions serve as examples of our commitment to building meaningful relationships within the community.

An open book is shown from a low angle, with its pages fanning out. The book is set against a dark blue background. A large, solid blue triangle is overlaid on the left side of the image, containing white text. The text is arranged in four lines, reading 'Glossary and contact information'. The book's pages are a light cream color, and the spine is visible in the center. The lighting is dramatic, highlighting the edges of the pages.

# Glossary and contact information

**CO2**

Carbon dioxide is formed in all carbon combustion processes, such as fossil fuel combustion.

**O2e**

Carbon dioxide equivalent is a universal unit of measurement to indicate the GWP of each of the six GHGs, expressed in terms of the GWP of one unit of CO2.

**CARBON FOOTPRINT**

Total GHG emissions. CO2e is used for carbon footprint measurement.

**CODE OF CONDUCT**

Policy within Accon Group

**COP**

Communication On Progress.

Organization annual report on how the ten principles of UN Global Compact are progressing.

**ECOVADIS**

Business Sustainability Rating.

**FIBC**

Flexible Intermediate Bulk Container

**GHG**

Green House Gases are the six gases listed in the Kyoto Protocol: carbon dioxide (CO2); methane (CH4); nitrous oxide (N2O); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF6)

**ISO 9001**

International standard for a quality management system.

**ISO 14001**

International standard for environmental management.

**ISO 22000**

International standard for food safety management.

**KPI**

Key Performance Indicator.

**LCA**

Life Cycle Assessment

**LED**

Light-emitting diode

**PCR**

Post-Consumer Recycled

**PE**

Polyethylene, raw material It is primarily produced from crude oil and fossil free raw materials.

**RFR**

Accon's Ready-For-Recycling

**RINKI**

Finnish Packaging Recycling RINKI Ltd compiles annual packaging statistics and required report about packaging volumes by Finnish companies.

**SUPPLIER CODE OF CONDUCT**

Basic sustainability requirements for Accon Group's suppliers.

**SDG**

Sustainable Development Goals

**SEDEX**

Ethical trade membership organization, working with businesses to improve working conditions in global supply chains.

**UN GLOBAL COMPACT**

Corporate sustainability initiative encourages companies to align strategies and operations with universal principles in the areas of human rights, labour conditions, the environment and anti-corruptio



## Contact person

Sari Achrenius

Accon Group Quality Assurance Manager

Vasarakuja 19

67100 Kokkola, Finland

Phone: +358 (0)6 8245100

Email: [info@acconsuomi.fi](mailto:info@acconsuomi.fi)

[www.accon.eu](http://www.accon.eu)

Contact us if there  
are any questions.

Thank you  
for your time!