



Sustainability report

# Artekno Oy | Sustainability Report 2023

## SUSTAINABILITY REPORT

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This Sustainability Report covers Artekno's sustainability work, its progress and how to measure progress. The reporting period is 1.1.-31.12.2022. The report is published in both Finnish and English.

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Artekno Oy is a Finnish specialist in plastic products, thermoplastics and food packaging. The company started manufacturing plastic products in 1953 and has expanded into a range of material solutions requiring expertise and know-how.

Accountability is not words, it is deeds. Artekno complies with the ISO 14001 environmental standard in all its operations and is continuously developing its processes to become more environmentally friendly. Increasing the recycling rate of fibre packaging, renewable materials and plastics contributes to the circular economy and is a prerequisite for meeting environmental targets.

5 sites

120 professionals

30 export countries

100 client projects per year

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## CEO's review

A quality product is only part of the whole. The whole is made up of solid expertise, customer-oriented service, efficient processes and sustainable and determined development.

This basic principle was set out in the company's strategy years ago and still applies today. We believe that determined work is a guarantee for development, which in turn is a prerequisite for sustainable growth. We work every day to improve our processes and products. We need to stay on the cutting edge to ensure quality products and to guarantee our corporate sustainability in the future.

Artekno published its first Sustainability Report for 2022. We have achieved many of our sustainability goals in the areas of environmental and social sustainability, but there is still a lot of work to be done. Corporate sustainability is an issue for all companies, especially in the future, and it is important for us at Artekno to be at the forefront of reporting already.

We will continue to work to reduce our carbon footprint, ensure the wellbeing of our staff and take on our corporate sustainability. This report is a starting point and a benchmark for more ambitious sustainability work in the coming years.

Kimmo Korhonen



Kimmo Korhonen, Managing Director

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# Sustainability at Artekno

## Sustainability management at Artekno

Sustainability is a key part of Artekno's strategy. Our sustainability work is guided by the company's sustainability strategy and jointly agreed sustainability priorities. It is the responsibility of the company's senior management to ensure that the strategy is implemented.

The company's board and management take a broad and critical view of the company's impact on the economy, the environment and its staff, but also on its products, activities and areas of activity.



## Starting points for sustainability reporting

One of the starting points for sustainability reporting is to create a set of criteria and processes to better monitor and measure sustainability performance. Management sets targets and indicators for agreed areas of sustainability, which are regularly monitored by the board and the management team.

The company's management is responsible for monitoring and approving sustainability issues that are relevant to the organisation. Management, together with staff representatives, has been involved in creating the sustainability report and in defining the sustainability issues that are relevant to the company's operations. The management team is committed to monitoring and controlling the metrics for the selected issues. A designated person in charge presents the metrics and the situation, after which management takes the necessary decisions, changes and improvements to achieve the agreed objectives.

The company has used the services of a sustainability expert to identify the broadest possible range of sustainability issues and possible shortcomings. The management team regularly uses the external expert to increase knowledge and understanding of sustainability.

## Accountability as part of board work

The Board of Directors actively reviews and updates the company's operations, values and strategy. The owners are represented on the board. The company's board and management team have a long experience in the business sector. The policy and sustainability objectives are reviewed annually at board meetings.

The company's management maintains an ongoing dialogue with key stakeholders and monitors their economic, environmental and human performance. Management monitors and complies with laws, good practices and recommendations in relation to the economy, the environment and people.

There are no other significant roles for the board or management that could influence operations or decision-making. The Board of Directors acts in the best interests of Artekno Oy and its shareholders.

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# UN Sustainable Development Goals

The UN's 2030 Agenda for Sustainable Development sets out 17 Sustainable Development Goals (SDGs), which were adopted by all UN Member States in 2015. The SDGs for 2030 highlight the economic, social and environmental challenges facing the world.

The 17 objectives have a total of 169 sub-objectives. Businesses have a key role to play in achieving the targets. It is important that companies recognise the real link between the impact of their activities, products and solutions and the SDGs. More importantly, companies should set their own ambitious targets that can contribute to the global goals, either directly or indirectly.

The UN Global Compact's Sustainable Development Goals (SDGs) Artekno Oy as a company wants to take responsibility in promoting the SDGs. We pay attention to several SDG targets in our operations, but we highlight three targets that are of particular importance.

When we include them in our own sustainability strategy and action plan, it makes it easier for us to communicate our approach and make sure we are focusing on the right things.



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## UN Sustainable Development Goals



### Objective 3: Good Health and Well-being

All parts of our value chain have the right to a healthy and safe daily life. We want to avoid substances harmful to the environment and health in our products. We make it easy for our customers to choose sustainable, high-quality products. We do this by setting high standards for the quality and safety of our products and by using clear labelling on our products.



### Objective 12: Responsible consumption

We design and manufacture our products so that they are best suited to their intended use. We want to minimise the environmental impact of our products and listen to our customers as much as possible, so that we can offer the most functional and long-lasting products possible.



### Objective 13: Climate action

Solutions based on the circular economy are an important factor in reducing the environmental impact of our products. We aim to reduce greenhouse gas emissions from the manufacture and transport of our products. An important key to success is cooperation with other actors. We have to do our part, but together we can do more.



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## Strategic objectives for sustainability

Artekno Oy's top-level strategic objectives for sustainability according to the UN's Framework for Sustainable Development are divided into Good Health and Well-being (3), Responsible Consumption (12) and Climate Action (13). It is worth noting that we measure and monitor several aspects of sustainability on a regular basis. For example, improving climate action is not limited to the carbon footprint alone. Only by breaking the whole down into smaller components can we succeed in achieving the top-level targets.

	Indicator	Target date	Target level	Year 2022	Year 2021
	LTI	2025	0 accidents per year	5	8
	NPS	2025	NPS figure over 50	46	43
	The carbon footprint of an organisation	2025	-30% of the carbon footprint of the base year (2022)	4615t Co2e	Not measured



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# Sustainability management at Artekno

Sustainable business starts with the commitment of a company's top management. We have set actions and targets for sustainability management starting with the board of directors. We actively monitor and, where necessary, correct our sustainability management.

## Government:

- Makes strategic choices and decisions on sustainability, approves the sustainability report once a year as part of the financial statements
- Addresses the organisation's impact on the economy, the environment and people in the preparation and approval of the sustainability report
- Review annually the principles of control and risk management, monitor their implementation and assess the effectiveness of processes
- Consider sustainability criteria when making investment decisions and selecting new partners
- Addresses climate risks annually

## Managing Director:

- Responsible for implementing the Board's policies and overseeing the implementation of sustainability as part of business operations
- Responsible for the overall sustainability of the company, coordinating the development work and the preparation of the sustainability report and the implementation of sustainability measures
- Prepares sustainability policies for the Board and ensures up-to-date information flow by reporting to the Board on sustainability issues
- Directs and coordinates the work of the people responsible for accountability
- Share information on sustainability issues with staff

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# The cornerstones of sustainable business

## Perseverance

Artekno takes a sustainable and long-term approach to business profitability. Our business is based on transparent practices, open communication and close cooperation with our stakeholders.

Artekno also expects its partners to be sustainable in their own activities.

For a company, financial sustainability means good financial management, efficient use of resources and the steady and sustained delivery of financial benefits to stakeholders.

The company communicates and reports transparently on its activities in accordance with the GRI Sustainability Reporting Guidelines. Artekno's sustainability in general and the company's key sustainability themes are described in this report.

## Transparency

Artekno communicates openly with all its stakeholders. Stakeholders are all those who directly or indirectly influence the company through their own activities, as well as those who are affected by the company's activities.

Open interaction with stakeholders promotes the identification of issues relevant to sustainable business, the definition of objectives and their implementation. The company aims to communicate its activities and finances to its stakeholders in a transparent and regular manner.

At Artekno, there is an open atmosphere of trust. Employees can raise concerns with management. No critical concerns were reported during the reporting year.

## Accountability work

Artekno regularly identifies and assesses the environmental, social and economic risks associated with its operations.

By working sustainably, the company aims to reduce negative impacts by, for example, following sustainable business principles, carrying out internal controls and continuously developing its operations in a more sustainable direction.

The company is committed to ensuring that all its activities comply with laws, good practice and codes of conduct. Bribery and corruption in all its forms are strictly prohibited.

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## Double materiality

Double materiality is part of the European Union's CSR Directive. In future, companies will be obliged to report on sustainability from both an inside-out and an outside-in perspective. Artekno's double materiality analysis has been carried out using a materiality analysis based on the Sustainability Expert Partner system, for which the topics relevant to the company's sustainability have been addressed. In addition to the double materiality analysis, we conducted a stakeholder analysis, the results of which are presented on the next page. Based on these analyses, we have identified the sustainability issues that are material to Artekno and its value chain, which we present in this report. Artekno's approach to sustainability is not limited to the areas covered in this report, but we seek to examine the short, medium and long-term impacts of the company, as well as the external factors that affect its operations, on a regular and broad basis.

### Environmental sustainability

- CO2 emissions and carbon neutrality
- Energy consumption
- Compliance with environmental requirements
- Environmentally responsible supply chain
- Use of recycled, renewable or reclaimed raw materials
- Waste generation and management
- Use of water

### Social sustainability

- Activities and staff
- Customer health and safety
- Employee-employer relations
- Health and safety
- Local communities
- Marketing
- A socially responsible supply chain
- Socio-economic requirements
- Sourcing from local suppliers

### Administration sustainability

- Economic value
- Administrative transparency and openness
- Political donations
- Reporting practices
- Stakeholder engagement
- Strategy, policies and practices

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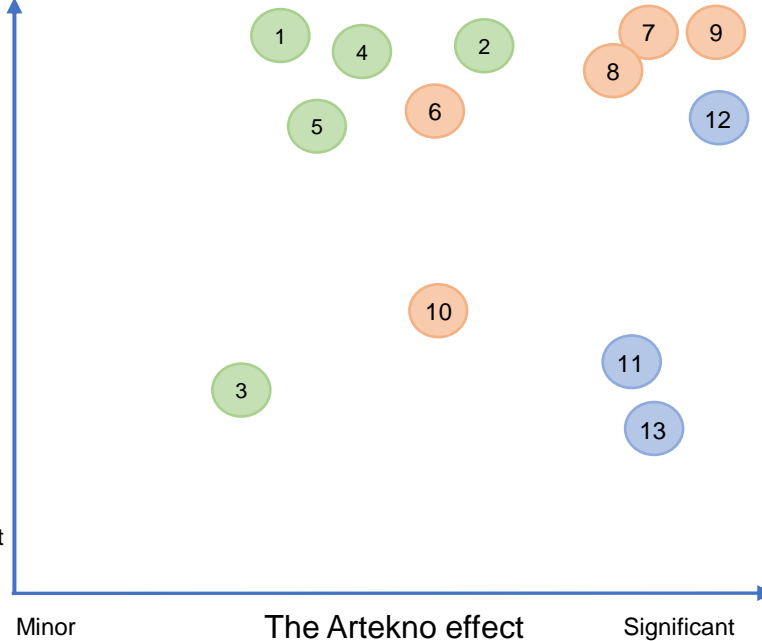
# Stakeholder analysis

Artekno's impact on the surrounding society is essential to determine the design of sustainability work. Stakeholders were identified through a stakeholder analysis, and their expectations and values were mapped through a stakeholder survey and a values survey. The stakeholders identified as having the greatest impact on Artekno's operations were customers, owners, employees, suppliers, public authorities and the government.

## The impact of stakeholders

Very significant

Not significant



### Environmental sustainability

- 1. Managing and reducing your carbon footprint
- 2. Promoting the circular economy
- 3. Safeguarding biodiversity
- 4. Improving energy efficiency
- 5. Carbon handprint and positive impact on the environment

### Social sustainability

- 6. Achieving equality between people
- 7. Worker safety
- 8. Product safety
- 9. Staff well-being
- 10. Developing employee skills

### Administrative and financial sustainability

- 11. Business openness and transparency
- 12. Stakeholder cooperation and trusted partnerships
- 13. Promoting fair competition



## Environmental sustainability

Environmental sustainability is an integral part of the daily activities of Artekno and its stakeholders. Artekno recognises the importance of environmental sustainability for society and the environment, as well as the importance of environmental sustainability for the long-term development of its business. In the following we present the most relevant aspects of Artekno's environmental responsibility:

- Use of materials
- Energy
- Carbon footprint
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## Use of materials

Artekno has knowledge, skills and expertise in a wide range of materials. In all our solutions, we strive to find the most appropriate material for the intended use of the product. The emphasis here is on the environmental friendliness, recyclability and durability of the material.

### Cold and hot packs

A reliable cold or hot chain is essential for the transport of temperature-sensitive products. The choice of material for the products is based on the customer's needs combined with the long life of the product. The product is designed to be logistically efficient (lightness, space utilisation, energy efficiency) and therefore environmentally friendly. Recycled materials can be used for cold and hot packs, where appropriate.

### Food packaging

Artekno's strategic focus in food packaging is on sustainable solutions. The main materials used are cardboard, aluminium and plastic. The material chosen will be the most sustainable solution for the intended use. The aim is to enable efficient reuse of the material.

### Efficient use of materials

Artekno manufactures engineering plastic products from materials such as polyurethane, reinforced plastics, cellular plastics and various options of injection moulding technology. The products are typically components for various types of machinery and equipment, e.g. health technology equipment. The products are designed to meet customer requirements and typically have a long life cycle.

Where possible, Artekno aims to increase the share of recycled materials and to ensure the recovery of materials at the end of the product's life cycle. Artekno has a low level of waste and has invested in its reuse.

In addition to their own efforts, suppliers of raw materials also have ambitious environmental measures in place to continuously reduce the environmental and climate impact of their products. For single-use plastics, recycling remains the responsibility of the end-user, the consumer, but an increasing proportion of the materials produced can be recycled or recovered as an energy fraction.

Of all the materials produced, aluminium is the most efficiently recycled, with up to 80% of aluminium waste being recycled material. The use of bio-based materials on production lines is increasing and market demand is rising, although higher prices remain a barrier in many sectors.

The company's strategic goal is to advance the production of fibre-based packaging. As an example, Artekno offers solutions where the plastic can be removed from the packaging, allowing the product to be classified and recycled as fibre packaging. Similarly, the share of cellular plastic packaging in production is increasingly shifting towards recycled materials.

The recycling of fibreglass plastic has been developed through participation in the national Kimura project, which turns composite waste into raw material for the cement industry. The project aims to meet the ever-increasing raw material needs of the wind power industry, so recycled materials will also contribute to the transition to renewable electricity generation. Currently, all surplus reinforced plastics are recycled under the Kimura project.



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## For sustainable development

Artekno works with material manufacturers to develop more environmentally friendly solutions for the benefit of us all.

### Case: Ocean 35:

Artekno has launched products made from recycled EPP material, such as the Ocean 35 refrigerated boxes. They are made from recycled material from nets and ropes collected from the sea.

Cellular plastic material of which 15% is plastic raw material made from plastic waste collected from the sea. This results in 7% less CO2 emissions from the product compared to the production of virgin material, while removing harmful plastics from the sea.

Well-designed products last a long time and bring joy to their users for a long time to come.





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## Use of energy

Manufacturing products from plastics is an energy-intensive activity. Artekno constantly strives to invest and find new ways to improve energy efficiency. By improving energy efficiency, we can reduce electricity consumption and reduce the climate burden. In the past, the Kangasala factory used natural gas for heating, but due to foreign policy reasons, oil heating has been used for the past year.

During 2023, Kangasala will switch to using district heat from Kangasala, where the majority of the production mix is renewable energy.

In addition, Kangasala is in the process of upgrading its ventilation equipment, which will improve heat recovery. At the Luopioinen plant, most of the energy consumption comes from the consumption of LPG, which is used to vaporise cellular plastic. The process has efficient heat recovery, which is used to heat the building. LPG has replaced the use of fuel oil.



Energy	Consumption figures 2022
Natural gas	381 306 kWh
Fuel oil	98 375 litres
LPG	6 512 000 kWh
Diesel	4 798 litres
Electricity	2 883 000 kWh

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## Carbon footprint and emission reduction

As part of the sustainability reporting process, Artekno Oy analysed the carbon footprint of its operations. Artekno aims to systematically reduce the environmental burden of its operations, and planning realistic reduction measures starts with an understanding of its own emissions. The company's carbon footprint was calculated from 2022 onwards, and scope 3 emissions were also extensively included in the calculation. The carbon footprint calculation was carried out in accordance with the GHG protocol, by an external expert. As part of the carbon footprint calculation process, the sources of emissions are addressed and a roadmap is drawn up to support systematic emission reductions.

The carbon footprint of the whole value chain was dominated by the share of materials used, which accounted for about 44% of the total carbon footprint.

For own activities, the largest sources of emissions were heating and purchased electricity, which together accounted for 51.4% of the total carbon footprint. Artekno Oy aims to reduce its total carbon footprint by 30% by 2025 compared to the 2022 baseline. The main measures to reduce the carbon footprint are zero emission energy, district heating and the replacement of fossil fuels with biofuels. We are also continuously working with our supply chain to enable the sourcing of lower-carbon raw materials.

The carbon footprint is the total amount of greenhouse gas emissions of an organisation over the period considered. The main greenhouse gases that contribute to the carbon footprint are carbon dioxide, methane and nitrous oxide. The greenhouse gases emitted are expressed in terms of carbon dioxide equivalents. CO2 equivalent is abbreviated as CO2e equivalent (CO2e).

The formation of Artekno's carbon footprint is explained in more detail on the next page. A more comprehensive report on the company's carbon footprint is available on request.

Scope	t CO2e
Scope 1	1850
Scope 2	509
Scope 3	2256

# -30%

Artekno aims to reduce its greenhouse gas emissions by 30% compared to the 2022 baseline.

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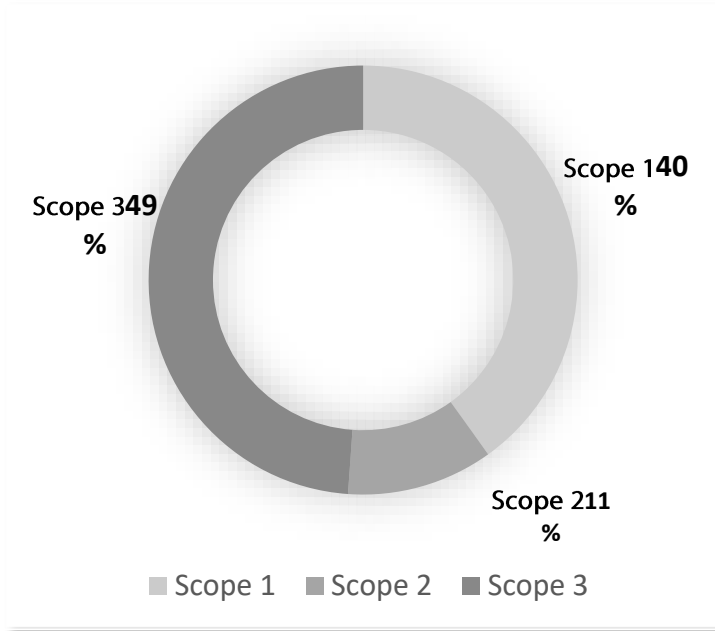
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# Carbon footprint and emission reduction



	Resource	Tonnes of CO2e	%
Scope 1	Heating	1 830	39,7
	Fuels for own cars	20	0,4
Scope 2	Electricity	509	11,0
Scope 3	Procurement	2082	45,1
	Logistics	80	1,7
	Waste	46	1,0
	Business travel	22	0,5
	Getting to work	22	0,5
	Water	5	0,1

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# Chemicals and water

## Chemical safety

Chemical safety means the safe and correct use and storage of products. Chemical safety is one of the cornerstones of Artekno's sustainable operations. We strive to create a working environment where chemicals are used and handled to the highest safety standards. The safe use of chemicals requires knowledge of chemicals and their correct use.

The foundation for chemical safety is built through systematic risk assessment and clear guidance and training. We identify the potential hazards of chemicals and ensure their proper storage, handling and disposal. We work continuously with our stakeholders to ensure that we are up to date with the latest safety practices and regulations.

We are committed to continuously improving our processes and introducing innovative solutions to promote safety. Chemical safety is part of our wider commitment to a sustainable future and social sustainability.

The storage of chemicals is organised in an appropriate manner and as required by the emergency authorities. A separate room for chemical storage, which is currently under construction, has fire-resistant walls and separate ventilation. In cooperation with the authorities, we regularly review chemical safety issues.



## Waste and water

Efficient water and wastewater treatment regulates natural resources and improves the well-being of the environment.

Sustainable waste and water management is an integral part of Artekno's commitment to environmental sustainability. We recognise our responsibility to the environment and strive to minimise the impact of our operations in terms of waste generation and water resource use.

We have instructed our staff on the correct procedures for sorting waste. Currently, the Group systematically monitors the handling and quantity of waste at all sites.

We monitor the quality of wastewater in line with the requirements of the authorities. The Luopioinen plant uses lake water and the Kangasala plant uses tap water. When it comes to waste management, Artekno relies on a wide range of experts to handle waste properly. The aim is to promote a circular economy and reduce the amount of mixed waste.

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## Waste and water consumption:

Kangasala	kg		Luopioinen	kg
Hazardous waste	16480		Energy waste	25560
Mixed waste	7412		Recycled wood	12835
Metal packaging	5160		Maintenance dust	5275
Metal (iron)	3430		Hazardous waste	4170
Metal (not iron)	1860		Fe - MEPAK (SHR feed Sn packages)	3440
Cardboard	1080		Mixed cable	1440
High-strength plastic waste (PVC)	1040		Concrete	500
Wood waste	800		Cardboard, baled	300
Concrete	50		Cardboard, miscellaneous packaging	200

Water consumption	m3
Kangasala	1300
Luopioinen	9300
*Lake water is used in the production process in the opioid sector (about 90% of water consumption)	



## Social sustainability

Our staff are a strong reflection of Artekno's commitment to sustainability. In addition to a good and safe workplace, the quality and safety of our products also drive our CSR activities. Below we present Artekno's most relevant areas of social sustainability:

- People
- Responsible employer
- Occupational health
- Safety at work
- Product quality and safety

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# People

People are strongly reflected in Artekno's sustainability objectives. Artekno Oy employs a total of approximately 120 professionals in sales, administration, product and service solutions, production, marketing, service and maintenance.

Careers at Artekno are typically long. The average employee has been with the company for about 12.5 years.

We encourage our staff to engage in continuous dialogue and influence by developing our practices to ensure open debate.

Frontline work and management practices support a leadership culture that values staff. Staff feedback channels on near misses and safety and concern findings help to highlight perceived shortcomings in the operating environment.

First responders are coached and mentored according to mutually agreed approaches to ensure consistent and fair treatment of staff.

	Men	Women
Number of employees	66	22
Number of staff	18	3
Average age of staff	43,3	45
12-month averages		

	Average length of working life (years)
Officers	12,72
Employees	12,35
Temporary	0,51
Job satisfaction of staff eNPS: 25	



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## Employer sustainability

We are a sustainable employer that cares about the well-being and professional development of our employees. We believe that happy and motivated employees create a solid foundation for success and sustainable business.

We invest in a working environment that promotes diversity, equality and open communication. We want to provide a safe, healthy and stimulating working environment for all.

We provide opportunities for professional development and learning so that each employee can achieve their own goals and grow in their career. We encourage creativity, initiative and teamwork so that together we can build a sustainable and successful future.

As a sustainable employer, we also strive to ensure a good work-life balance for our employees. We offer flexible working hours and remote working opportunities that support personal well-being and family needs.

Overall, we are proud to create a working environment that fosters sustainability, respect and growth for each of our employees.

Equality and diversity are an integral part of Artekno's approach to sustainability. We strive to create a working environment where every individual is valued and respected, regardless of their background, gender, age or other characteristics. We foster an open and inclusive atmosphere that enables the sharing of different perspectives and experiences.

We encourage diversity at all levels of the organisation, recognising that different backgrounds and perspectives enrich decision-making and innovation. Diversity is not only fair, it also helps us to thrive in a dynamic business environment.

Artekno's aim is to continuously improve equality and diversity in our company. This is not just fine words, but is reflected in our practical measures, training and recruitment. We believe that promoting diversity strengthens a sense of belonging and helps us to build a sustainable and successful organisation for the future.

By acting in accordance with the company's values and code of ethics, we ensure that every employee is able to perform their work with high morals and to be treated with respect for human dignity.

Artekno follows an equality plan in all its activities. The company promotes diversity and does not accept discrimination in any form. It is important to Artekno that equal pay for equal work. Artekno ensures that everyone has the same opportunities to advance in their career, regardless of gender or background.

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## Occupational health

Health and safety at work is an essential part of our business. Health and safety is also strongly reflected in our sustainability objectives. The development and management of health and safety at work is guided by our Health, Safety and Environment Policy and our Quality Policy. Staff well-being and satisfaction is ensured through regular performance appraisals and feedback from staff surveys.

Occupational health is organised through Finla, with a wide range of services available. We have an early intervention model in place, with the aim of continuously reducing the number of absences due to illness. In our leisure time, we ensure the well-being of our employees by providing exercise facilities.

All Artekno employees are part of the Group's training system. Our employees have access to a wide range of training courses to develop their skills, and the company encourages employees to learn in a way that contributes to their work. In addition, employees can participate in any training they deem necessary. An induction plan is in place for new employees, which is implemented by the line manager.

	Sickness absence (%)
Officers	0,8
Workers Kangasala	5,2
Employees Luopioinen	8,6
<b>Total</b>	<b>5,7</b>

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## Safety at work

Safety is at the heart of everything we do. In addition to the zero accident target, we have set targets for the number of sickness absences and the time taken to investigate potential accidents.

Alongside safety, a strong theme in the company is a well-functioning work community, with a key objective of increasing the attendance rate for performance reviews to 100%.

We also monitor and measure, among other things, the number of new hires, the type of employment relationship and staff turnover.

Occupational safety is actively managed at Artekno in order to achieve the 0 accident target. Occupational safety guidelines are followed in all operations, and we provide safety training for our staff. The occupational health plan includes detailed instructions for handling chemicals, for example.

There are also written, documented procedures for dealing with unexpected situations. There is a process for reporting incidents to ensure that incidents are prevented

	Accidents at work
Officers	0
Kangasala	0
Luopioinen	5
Total	5

**0** accidents

Artekno aims for 0 accidents per year

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## Product quality and safety

All our customers have individual needs and requirements for the products they buy. Our customers are therefore actively involved in the design and manufacture of our products.

Our products go through a rigorous testing and quality control process to ensure product quality and safety. Customers are provided with material certificates that show the raw materials used in the products, their origin and the manufacturing process.

Artekno's customer satisfaction is at an excellent level. In the latest satisfaction survey, the company scores improved, particularly in terms of expertise, service and friendliness, and clarity of invoicing.

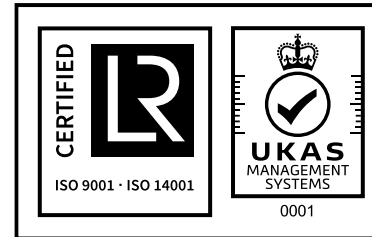
All complaints will be handled on a case-by-case basis in accordance with Artekno's processes. The company is ISO 9001 and ISO 14001 certified.

In terms of security, everything is carefully and properly documented in the cloud and there have been no known problems. Confidentiality agreements are in place with all customers for the products.

An anonymous reporting channel is available through the Group for all instances of misconduct in responsible business practices.

## Customer NPS: 46

\*Average of NPS surveys commissioned by Innolink for B2B business 37



# 50 NPS

Artekno aims to increase the annual NPS figure to 50 during 2024. Artekno Ltd collects NPS data from its customers as a continuous process.



## Governance

Supplier accountability and transparency of governance are essential aspects of Artekno's corporate governance. We are also proud of our ability to provide jobs and livelihoods for local people. In the following, we explain in more detail the following aspects of Artekno's corporate governance:

- Sustainability of suppliers
- Open and transparent governance
- Local community
- Tax footprint

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## Sustainability of suppliers

The sustainability of our suppliers is an integral part of our overall commitment to sustainable business. We recognise our shared responsibility for the sustainability of our entire supply chain and strive to work with our suppliers to promote sustainable practices.

We choose our suppliers carefully, assessing their ability and commitment to sustainability. We encourage our suppliers to comply with ethical principles, human rights and environmental standards. We work with them in an open and constructive way, sharing information and best practices to promote sustainability.

Sustainability is not just limited to our own operations but extends to our suppliers. We strive to ensure that their operations are transparent and effective, and that their practices meet our high standards. Together with our suppliers, we are building a strong foundation for sustainable business and a sustainable future.

Suppliers' environmental impacts are an important part of the company's own environmental sustainability, as most of the climate and environmental impacts of the products sold by Artekno are caused by our suppliers. All subcontractors working for the company are committed to respecting the company's ethical guidelines and legislation. We discuss the rules of the game in our contract meetings.

The supplier sustainability monitoring process is an essential part of ensuring that suppliers follow sustainable practices and commit to common ethical and sustainability principles. This process ensures that the entire supply chain is aligned with our sustainability objectives.

The monitoring process starts at the supplier selection stage, when we assess their accountability and commitment. We choose partners who share our values and are willing to comply with our ethical guidelines. We then continuously monitor the performance and accountability of our suppliers throughout the collaboration.

We use a range of metrics and indicators to assess the sustainability of our suppliers. These may include, for example, environmental performance indicators, human rights audits and reporting on their practices. We also carry out regular visits and audits where appropriate.

We communicate openly with our suppliers about our sustainability objectives and expectations. We provide them with support and resources to improve their sustainability processes. At the same time, we gather feedback and ideas that can help us work together to further improve sustainability.

Overall, the supplier sustainability monitoring process is continuous and interactive. This ensures that our suppliers act sustainably and work with us to promote sustainable business principles.

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## Open and transparent governance

Openness and transparency in our governance are cornerstones of our accountability work. We strive to create an environment where our decision-making, policies and accountability measures are clear and understandable to all stakeholders.

Transparency means that we share information openly about the environmental, social and economic impacts of our business. We report openly on our objectives, our achievements and also our challenges. This allows our stakeholders to assess our performance and provide feedback, which in turn helps us to improve.

Transparency means open communication and sharing information without any hidden agenda. We tell you how decisions are made, what principles are followed and how accountability is taken into account in day-to-day operations. We also report truthfully and honestly on our financial performance, stakeholder relations and risks.

These principles of openness and transparency not only build trust among our stakeholders, but also contribute to our culture of accountability. Transparency helps us learn from our mistakes and successes and identify areas where we can make improvements. Transparency, in turn, creates a solid basis for dialogue and cooperation, both internally and externally.

Artekno publishes its tax footprint to promote corporate governance and its transparency. The company aims to promote pay equity and fairness between all professional groups.

Artekno always acts in accordance with laws and regulations and is a politically independent, privately owned company.

The company does not tolerate bribery or corruption in any form. The company's more detailed policies are described in its Code of Ethics.





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## Artekno as part of the local community

We strive to be an active and sustainable player, making a positive contribution to the local community.

We are committed to supporting the local economy and employment by providing jobs and opportunities for local people. We also strive to maintain an open dialogue with local residents, community organisations and other stakeholders. This helps us to better understand local needs and expectations.

Artekno aims to be a respected and trusted player in our local community. We want to be part of solutions and opportunities that support the long-term development and well-being of our community.

Artekno is a major employer in its regions and employs around 120 people. In addition, Artekno indirectly employs a number of local subcontractors, for example in transport and maintenance services.

The company supports local youth sports, and is involved in a number of charitable projects.

## Artekno on vuoden 2023 yrityspositiivisin yritys

Artekno Oy on saanut yrityspositiivisin yritys palkinnon seuraavin perustein: Artekno Oy on kasvanut sekä orgaanisesti että yritysostoin ja toimii ketterästi moderneilla markkinoilla.

Toiminnallaan Artekno Oy ottaa huomioon ympäristön hyvinvoinnin ja kiinnittää huomiota vastuullisuuden edistämiseen. Artekno Oy on myös merkittävä paikallinen työllistäjä.

Palkinnon jakoi Yrityspositiivinen Kangasala, joka on Kangasalan kaupungin, elinkeinoyhtiö Business Kangasala Oy:n ja Kangasalan yrittäjyhdistyksen yhteinen sitoumus, jolla edistetään yrityspositiivisuuden edellytyksiä yhdessä tehden ja toista kannustaen.





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## Breakdown of turnover by country

28% of Artekno's turnover comes from exports. Below is a breakdown of the top ten export countries by turnover.

Country	Share of exports (%)
Sweden	50,6
Denmark	14,6
Norway	8,3
Estonia	6,9
Poland	5,9
USA	5,8
Germany	3,3
China	1,1
France	0,8
United Kingdom	0,6


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## About the report

The aim of Artekno Oy's sustainability report is to provide stakeholders with open information about the company's operations.

Sustainability is a strategic cornerstone of Artekno Oy and a strong part of the company's business. This Sustainability Report is the company's first report based on the GRI (Global Reporting Initiative) standard.

The report covers the Universal Standards and Topic-specific Standards of the GRI Standards, which consist of descriptions of management practices and data and indicators relevant to the company.

In addition, information related to Artekno Oy's own sustainability issues is reported in accordance with GRI standards.

The company is currently not subject to any external sustainability reporting obligations or commitments.

The sustainability report covers the period 1.1.-31.12.2022. The contact person for this report is Kimmo Korhonen, the company's CEO.

Sustainable business practices form the basis for long-term profitable and sustainable business operations.

The starting point for sustainability reporting is the material sustainability issues that apply to our operations, as worked out internally and identified by stakeholders.

The economic, social and environmental impacts of stakeholders are part of the definition of material considerations.

The materiality analysis has been carried out as part of this Sustainability Report 2023. You can read more about our materiality analysis in this report the section on accountability management. For a comparison with GRI standards, see the GRI Index

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ID	Reporting content	Location and further information
<b>GRI 2 (2021) : General content</b>		
<b>Description of the organisation and reporting practices</b>		
2-1	General information about the organisation	Information about the company
2-2	Companies included in sustainability reporting	Information about the company
2-3	Reporting period, publication deadline and contact person	Information about the company
2-4	Corrections to previously reported data	This sustainability report is the company's first, with no corrections to previous data.
2-5	Verification of the report	This report has not been independently verified by a third party
<b>Industries and workers</b>		
2-6	Industries, value chains and business relationships	Information about the company
2-7	Employees	People, Key figures
2-8	Information about other employees	People
<b>Administration</b>		
2-9	Governance structure and composition	Information about the company
2-10	Appointment and election of the Board of Directors	Information about the company
2-11	Chairman of the Board of Directors	About the company, The Board of Directors is chaired by
2-12	The role of government in managing for impact	Sustainability management
2-13	Responsibilities for managing for impact	Sustainability management
2-14	The role of government in sustainability reporting	Sustainability management
2-15	Avoiding conflicts of interest	Sustainability management
2-16	Communicating critical concerns	Sustainability guides our actions
2-17	The government's collective knowledge of sustainable development	Sustainability management
2-18	Evaluation of the Board's performance	Sustainability management, The Board regularly assesses its activities and the adequacy of the measures it takes.
2-19	Remuneration of the Board of Directors and senior management	People
2-20	Rewards	People
<b>Strategy, policies and practices</b>		
2-22	Opinion on the Sustainable Development Strategy	Greetings from the CEO
2-23	Commitments to a sustainable business policy	Principles of responsibility reporting
2-24	Implementation of policies and guidelines	Responsibility management
2-25	Correcting negative impacts	Responsibility management
2-26	Information on reporting concerns and getting help	Responsibility guides our actions
2-27	Compliance with laws and rules	Responsibility management
2-28	Memberships of associations and advocacy organisations	Information about the company
<b>Stakeholder interaction</b>		
2-29	Principles of stakeholder engagement	Main themes of responsibility
2-30	Staff covered by collective bargaining agreements	Information about the company

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#### GRI 3 (2021): Relevant topics

3-1	Identification of relevant topics	Main themes of sustainability
3-2	Essential topics	Main themes of sustainability
3-3	Leading on relevant issues	Sustainability management, Main themes of sustainability

#### Economic standards

##### GRI 201: Economic performance (2016)

201-1	Creating and sharing direct economic value	Key figures
201-4	Financial support from the public sector	The company did not receive any financial assistance from the public sector in the reporting year

##### GRI 205: Anti-corruption (2016)

205-1	Confirmed cases of corruption and related actions	Accountability as part of our operations, no cases of corruption in the reporting year
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#### Environmental standards

##### GRI 302: Energy (2016)

302-1	The organisation's own energy consumption	Environment
302-4	Reducing energy consumption	Environment

##### GRI 303: Water and wastewater (2018)

303-5	The organisation's own water consumption	Environment
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##### GRI 305: Emissions (2016)

305-1	Direct greenhouse gas emissions (Scope 1)	Environment
305-2	Greenhouse gas emissions from indirect energy (Scope 2)	Environment
305-3	Other indirect greenhouse gas emissions (Scope 3)	Environment

##### GRI 306: Waste (2020)

306-1	Waste generation and significant impacts of waste	Environment, relevant waste is generated as a result of the use of the company's products and services by the customer.
306-2	Waste management	Environment, the company has stepped up recycling and instructed staff to reduce waste.

##### GRI 307: Environmental compliance (2016)

307-1	Fines and sanctions for non-compliance with environmental regulations	The company has not received any fines or other sanctions for non-compliance with environmental regulations during the reporting period
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## SUSTAINABILITY REPORT

### Artekno Oy

Sustainability at Artekno  
UN Sustainable Development  
Strategic objectives  
Sustainability management  
The cornerstones of sustainable  
business  
Double materiality  
Stakeholder analysis

### Environmental Sustainability

Use of materials  
Use of energy  
Carbon footprint  
Chemicals and water  
Waste

### Social Sustainability

People  
Employer sustainability  
Occupational health  
Safety at work  
Product quality and safety  
Equality and diversity

### Governance

Sustainability of suppliers  
Open and transparent governance  
Artekno as part of the local community  
Tax footprint  
Breakdown of turnover by country

### Reporting principles

About the report  
[GRI index](#)

#### Social standards

##### GRI 402: The relationship between staff and management (2016)

402-1	Minimum notification period in cases of restructuring	In the case of a reorganisation, the law on collective redundancies applies. In all situations, Artekno will comply with the notice periods laid down in the Labour Code.
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##### GRI 403: Health and safety at work (2018)

403-3	Occupational health services	Artekno has an occupational health agreement with Finla and follows an occupational health plan
403-5	Employee training on health and safety at work	There is an induction model for new employees on health and safety at work.
403-9	Accidents at work	Key figures

##### GRI 405: Diversity and equal opportunities (2016)

405-1	Diversity of governing bodies and staff	Key figures
405-2	Ratio of women's and men's basic wages	Key figures

##### GRI 406: Discrimination(2016)

406-1	Cases of discrimination and how to deal with them	There were no cases of discrimination during the reporting period.
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##### GRI 418: Customer privacy (2016)

418-1	Complaints about customer privacy and loss of customer data	During the reporting period, there were no complaints related to customer privacy or customer data.
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