

COMMUNICATION ON PROGRESS 2021

PRESSALIT®



PRESSALIT®



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CEO Statement

It is with my greatest pleasure that I present our annual Communication on Progress report of 2021. As you will see when reading the report, we continuously strive to work actively with sustainability and responsibility throughout our entire organisation.

We believe that engaging in human rights, responsible labour practices, environmental protection and anti-corruption is highly important and this is why we consistently evaluate all of our suppliers, in order to comply with our Code of Conduct. We are proud of having developed a company with a strong focus on people, environment and society.

At Pressalit, we have always believed in meeting global challenges at a local level and 2021 has not been an exception. We want to take responsibility and do what we can to make a better world. This is why we have implemented different initiatives in our organisation for the better of our people, the environment and our society. Amongst others, we have introduced a life phase policy that will make it possible for our employees to meet their specific needs depending on the life phase in which they are.

We have also signed agreements with new suppliers who will contribute to our mission on tracking and reducing our CO2 emissions. These new suppliers have – of course – been audited in line with our Code of Conduct to ensure that everyone we work with supports the United Nations' Global Compact.

We have learned valuable things from the COVID-19 pandemic and going forward, we will keep focusing on minimizing our travels amongst our locations. Instead, we will team up online, thus optimizing our employees' time and reducing our CO2-emissions from travelling.

We will actively continue to work with sustainability through the entire organisation and to do that, we need all 300 souls of Pressalit to come up with ideas in the future. We believe that we play an important role when inspiring people to create a better and more sustainable world.

Kim Boyter
CEO, Pressalit A/S





Follow-up on 2021 goals

1. Maintain a level of at least 6 % of our employees hired on special terms

In 2021, the level of employees employed on special terms was 7,4 %. Thus, 22 of our 298 employees are working on special terms.

2. Maintain our high number of interns and, additionally, having interns in at least four different departments

In 2021, we had the pleasure of welcoming 8 interns. On page 15 you can read more about our internships and other educational collaborations here at Pressalit.

3. Create a Whistleblower channel in order to expand employees' opportunity to report bullying or bad practices

By the end of 2021, this task moved to the Danish Data Board, and they will make sure that every Danish Company gets a whistleblower channel.

4. Continue to work towards decreasing the diffusion of satisfaction within the PULSE-survey

We did not meet this goal in 2021. Therefore, we will continue to work on decreasing the dissatisfaction amongst our employees and keep this as a 2022 goal.

5. Implement and report on how many seniors we have on our senior programmes

Instead of implementing a senior programme, we decided to implement our life phase policy.

6. Implement a policy in which the different life stages of individual employees are considered in the design of their workday

We succeeded with a life phase policy during the late summer in 2021. Read more about it on page 16.

7. Continue our focus on creating a great work environment and practices, whether employees are working from home or at our location. Following this, increase our focus on improving both mental and physical conditions for employees working remotely with additional concrete initiatives

We created a survey exploring both the physical and mental health of our employees. The mental health at Pressalit was really good but we discovered some issues with the physical. Therefore, we will continue our focus on good working positions at our locations but also when working from home.

8. Improve awareness of our electrical bicycles and hereby increase the use of these for internal transportation

People have been working from home a lot of the time in 2021. However, since people got back, they have used the bicycles and they are standing in the reception where everyone can see them.

9. Continue our increased focus on sustainability in our facility services, and in particular further reduce and completely eliminate the amount of plastic cups used in the company as we did not come through with this in 2020

We continued our increased focus on sustainability by replacing all plastic cups among other initiatives. See page 22.

10. Further reduce our waste of food in the kitchen by utilising even more of the different ingredients

We also managed to come through with our goal to further minimise food waste. See page 25.

11. Implementing at least three energy-optimising initiatives to track our CO2 emissions

We have signed an agreement with a consultancy, which will strengthen our implementation of energy-optimising initiatives in order to reduce and track our CO2 emissions. See page 24 for more information about our initiatives.

12. Further improve sustainability of our packaging material and in particular the packaging of bathroom accessories, either by reducing the amount of plastic or shifting to recycled plastic or bioplastic

In 2021, we have taken the next step in replacing the packaging of the toilet seats. We have chosen a new basic cardboard material, which is made out of even more recycled and organic material while at the same time being an even better quality than our previous material. See page 21 to read more about this exciting project!

13. Keep focusing on how to improve practices throughout our supply chain to decrease our environmental footprint

We strive to continuously keep focusing on how to minimize our environmental footprint. Thus, we are aware of choosing suppliers as close to our production as possible to minimizing CO2-emissions from transportation. Additionally, we work with several initiatives in our entire organisation to keep decreasing our environmental footprint.



14. Continue our regular audits and make sure that our partners and suppliers live up to our standards with regards to human rights

We have succeeded in auditing our partners and suppliers, both regular ones and also when entering new agreements with new suppliers.

15. Activate our UNICEF-partnership both internally and externally throughout 2021

Amongst other initiatives, we:

- Marked World Toilet Day internally on November 19th with a little memory game
- Advocated for the partnership by creating awareness of the WASH initiatives both internally and externally
- Marked World Children's Day on November 20th.

16. Actively advocate for the SDGs and our work with them internally and externally through at least three new initiatives specifically supporting SDG 4, 6 and 12

Throughout 2021, we have worked with the SDGs internally and externally. Amongst other initiatives, we:

- Held a Christmas Dinner for homeless people in Aarhus.

SDG 2

- Celebrated World's Best Morning.

SDG 13, 17

- Educated blue collar employees.

SDG 4

- Greatly reduced the use of plastic bottles and cups.

SDG 12

- Produced our own honey.

SDG 2, 13, 15

- Handed out the annual Pressalit Keep Living Award.

SDG 3











Company profile

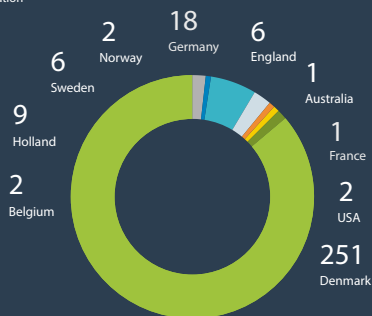
Pressalit is a privately owned Danish Ltd. Company founded in 1954. Formally, it is owned by Pressalit Holding, which has been owned by the Boyter family for three generations.

Pressalit has always designed and produced high-quality toilet seats. Since 1975 and onwards, Pressalit has also designed and developed height-adjustable kitchens and accessible bathrooms for people with reduced mobility. Today, Pressalit develops, designs, produces and sells the following types of products:

-  Toilet seats
-  Accessible bathrooms
-  Shower and Changing tables
-  Bathroom accessories
-  Daycare changing tables
-  Height adjustable kitchens

Workforce

Location



Offices in **10 countries** around the world and represented in **45 countries**



We have approximately 300 employees. 150 workers are supported by 40 robots

We produce

5,800

toiletseats per day



120 different choices of high quality functional design

We care about our community

We work actively with the UN Global Goals



THE GLOBAL GOALS
For Sustainable Development

We support Danish athletes with a disability



PARASPORT DANMARK



Designed and produced in Denmark since 1954



#WeArePressalit



Our supply chain

Throughout our entire supply chain, we strive to continuously improve our ways and become more and more sustainable on a daily basis.

CUSTOMERS

Pressalit is represented in 45 countries and our customers are the final users as well as companies. We feel responsible for living up to our customers' expectations and offer them high-quality products and shopping experiences. We provide a sustainable non-oil based choice of high quality products, which are made-to-last at least a decade.

RAW MATERIALS AND PRODUCT PARTS

We get all the raw materials and parts for the products we produce from our suppliers. We seek to maintain our high standards and to ensure that our suppliers are acting according to our standards and Code of Conduct.

PRODUCTION

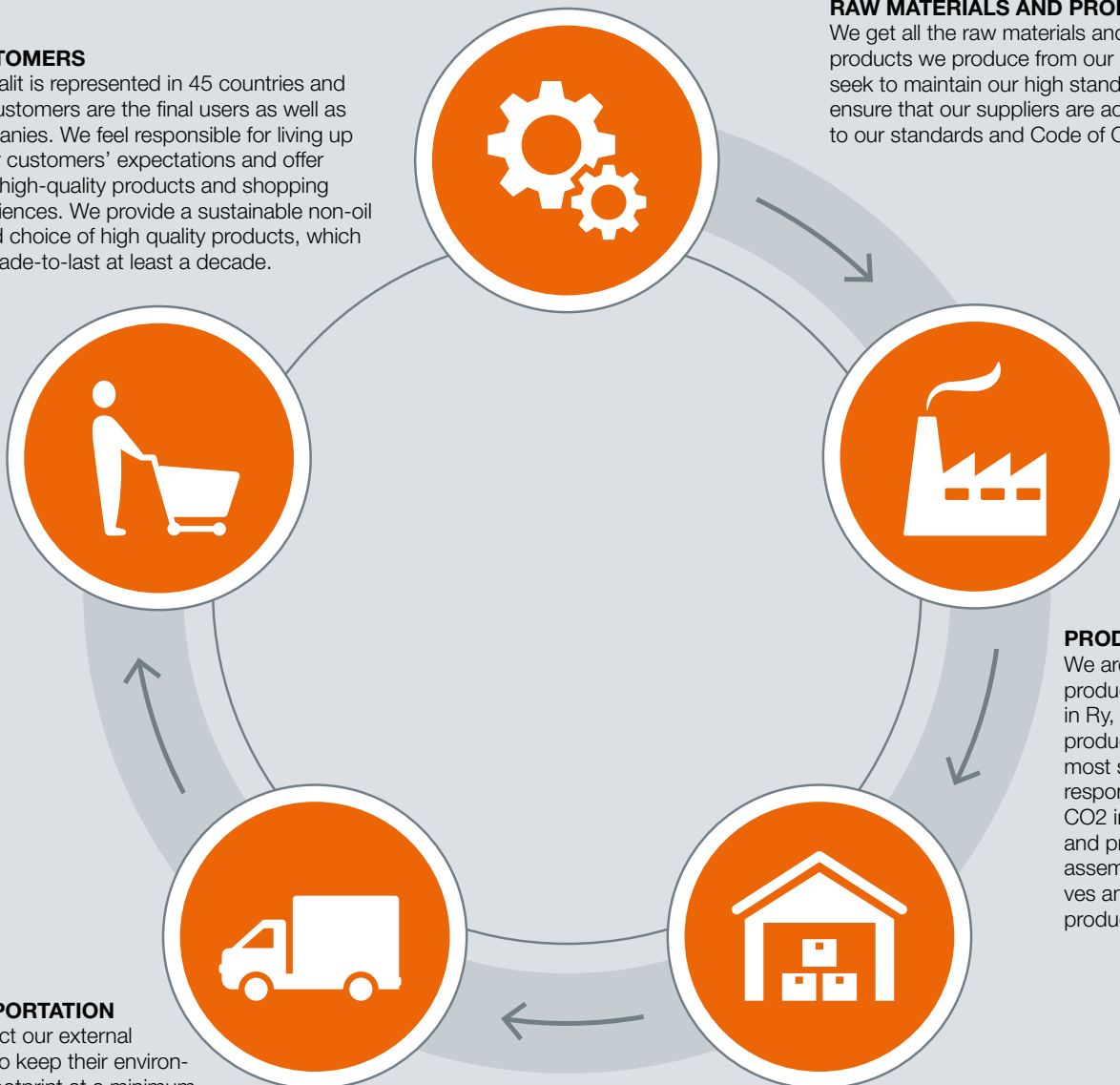
We are proud to say that we produce most of our products in Ry, Denmark. We aim to produce our products in the most sustainable way and take responsibility for minimising our CO2 imprint. We use the parts and products from suppliers to assemble the products ourselves and in addition, we source products.

WAREHOUSE

Our warehouse is located in Ry, Denmark, where we have our production. We aim to keep the stock in our warehouse at a minimum to decrease the environmental impact of warehousing. However, we do so without compromising on our ability to meet the requirements from our customers.

TRANSPORTATION

We expect our external carriers to keep their environmental footprint at a minimum. As an internal initiative, we work on minimising waste and measure our degree of unloading. Moreover, we are engaged in minimising our over-all packaging in order to reduce our waste of packaging and to require less space in freight.





The Pressalit Code of Conduct

Our Code of Conduct is a set of internal, ethical rules at Pressalit, which all employees must be familiar with and adhere to in their work. The principles of the Global Compact have been incorporated into our Code of Conduct since 2002.

Furthermore, we also expect suppliers to live up to these principles. We want our suppliers to comply with the guidelines regarding human rights, child labour, climate and health and safety at work. We also expect suppliers to undergo quality and environmental certification, and demand that they comply with the regulations and laws in their country.

At Pressalit, we continuously review our work to ensure that we keep up with development.

Moreover, we do supplier audits to ensure that suppliers act in accordance with our Code of Conduct and the United Nations' Global Compact. Our two educated auditors do approximately 20 audits a year around the world at which they inspect the conditions in terms of human rights, labour rights, environment and anti-corruption.

We take action

If suppliers do not act in accordance with our Code of Conduct or United Nations' Global Compact principles, we take action. Our auditors make an action plan with the supplier if they find something to improve. In this way, we help and co-operate with our suppliers and when our auditors revisit they see the difference resulting from the action plans. It can also mean the end of a cooperation with a supplier if they do not comply with our Code of Conduct.

DIVERSITY

We find **strength** through diversity. We strive to reflect a **global** society and are therefore attentive to **diversity** in terms of ethnicity, educational background, gender, religion, sexuality, age and ability to work.

HUMAN RIGHTS

We **act** in observance of human rights and **require** the same of our partners. We refuse to accept child labour or forced labour. We also recognise the **rights** of labourers.

ANTI-CORRUPTION

We act in an **ethically** responsible manner by listening with our minds and our **hearts**. We avoid all forms of corruption and bribery, including financial exploitation, gifts and unethical agreements.

ENVIRONMENTAL CARE

We **take** a practical approach to operating a business and wish to provide **future** generations with good environmental conditions. We are aware of the environment – both internally and externally. **We** believe in the connection between a **better** environment and a higher level of motivation.

COMPLIANCE WITH LAW

We **see** national legislation as a set of minimum requirements and **aim** to do more where possible.





The following part includes an overview of significant risks, actions and results from Pressalit's work in 2021 with human rights, anti-corruption and climate.

HUMAN RIGHTS

We know that the biggest risks related to human rights occur in the supply chain, including the risk of issues such as child labor. This is not a risk at our own Danish production sites, but it is a potential risk with our suppliers, whom we are not able to check up on physically on a daily basis.

Our suppliers therefore commit themselves to our Code of Conduct and to work for the areas within the Global Compact, e.g. human rights. This ensures a greater responsibility beyond our own supply chain. In our audit 2021, we did not uncover any deviations in our audits.

ANTI-CORRUPTION

The biggest risk of corruption and bribery is also in the supply chain, namely with our suppliers in other countries, where we are also not able to control anti-corruption on a daily basis. This breaches the Code of Conduct, which is the foundation of our view on good business ethics.

At Pressalit, good business ethics start with management, and as a company, we take responsibility for making sure our managers and employees can make responsible decisions in accordance with our ethical guidelines. All employees and managers are trained in our Code of Conduct as part of their onboarding program. In addition, managers are trained in how to guide and support their employees when they face challenges in their line of work that may conflict with our Code of Conduct, e.g. in relation to anti-corruption.

Therefore, this year 1 new manager and app. 18 new employees have been introduced to our Code of Conduct Practices. Going forward, we will continue to train our new employees in

Code of Conduct and our practices. Therefore, we expect the risks of corruption to be kept non-existing, as has been the case for the past year

All our agreements are open and written down. They can therefore be shown, read and understood by colleagues.

CLIMATE

At Pressalit, we map our energy consumption and report it to the authorities in accordance with Danish law requirements. The mappings have formed the basis for identification of areas for improvement to reduce environmental footprint.

In addition, we have our quality and environmental policy. It states; "Pressalit's products are developed in cooperation with relevant stakeholders to ensure that the products meet the customers' quality and environmental expectations throughout the product life cycle. In practice, this means that our quality and environmentally conscious employees focus on efficiency, resource consumption and waste reduction in all processes.

Our quality and environmentally conscious employees are passionate about delivering products, where quality is never compromised, while our notably high reliability of delivery is maintained. We meet customers and our own requirements and legislation in our industries. We seek to avoid pollution of all kinds and work to improve our quality and environmental conditions.

Therefore, continuous improvements are an important part of the management task at all levels. Our global presence ensures local knowledge and expertise so we can provide fast and efficient customer service, in the form of guidance at all stages of the purchase. The Quality and environmental policy sets out the direction for Pressalit's work to continuously ensure the realization of our quality and environmental objectives."

The policy thereby aims to reduce climate effects; however Pressalit A/S does not have a specific climate policy.





Introduction

This Communication on Progress report presents some of the work we do at Pressalit with Corporate Social Responsibility. It comprises the sustainable activities and initiatives we have implemented and executed during 2021. Further, the report presents some of our sustainable goals to work with in 2022. Additionally, this report constitutes Pressalit's statutory reporting on corporate social responsibility.

At Pressalit, sustainability and social responsibility has always been important and an essential part of our organisation. We strongly believe that we as a company are responsible for leaving a positive impact, socially as well as environmentally. We take this responsibility seriously and we care to contribute both locally and globally. This is why we collaborate with our local society, NGOs and both national and international institutions and organisations.

We are committed to the UN's global corporate sustainability initiative. In 2002, our commitment was manifested, as the ten principles of the UN Global Compact were integrated into our Code of Conduct. Taking shape as internal ethical rules for all employees, this entails compliance with diversity, human rights, anti-corruption, environment, and law, and we continuously review our work to ensure that we are up to date.

In 2016, we adopted the UN Sustainable Development Goals (SDGs) to extend our sustainable ambition even further. We have chosen to focus particularly on the following three SDGs, as we find them highly relevant to our core business:

#4 Quality Education

#6 Clean Water and Sanitation

#12 Responsible Consumption and Production

In this report, we will present our sustainable progress during 2021 under the following three themes:

PEOPLE • ENVIRONMENT • SOCIETY

At Pressalit, we know that people are very important - not only in our organisation, but also in society. We are a global, but local player and we want to be a good neighbour. Since the very beginning, being kind to each other is an essential part of our spirit. We want to embrace diversity and make room for everyone. This is reflected in both diversity and human rights initiatives and encapsulates our longstanding work to create an inclusive company.

We strive to make a positive impact on the world for future generations and we believe we have a responsibility for minimising our impact on both the environment and the climate. We want to stay local but global and we want to take interest in the society surrounding us. Thus, we have a responsibility for acting ethically and comply with the law and we insist that our suppliers and other stakeholders respect these principles as well.



PEOPLE

We care about individual development and diversity, and actively work to embrace a wide range of people in our company. We have worked to create an inclusive company from the very beginning.



Pressalit has identified an uneven age distribution in some departments as a risk, due to a combination of relatively few specialists within each field. This makes us vulnerable, if and when they leave Pressalit or retire, which causes us to lose specialised knowledge. This is why we focus on education to decrease the knowledge gap and diversity to decrease gaps in the age distribution.



Gender distribution

In accordance with our Code of Conduct and especially our eagerness to maintain a high level of diversity throughout the entire organisation, we find it important to ensure a certain gender distribution in our board and at the management level.

In 2021, we have a board composed of four members and two employee representatives. The goal for our board is to have a female representation of 25 %. We attain this goal with the board being represented by three male members and one female member. Our employee representatives are one male and one female.

Distribution on management level

Our existing management team consists of 21 male leaders and 10 female leaders giving us a distribution of respectively 68 % men and 32 % women. This is an increase in the share of female managers by 2 percentage points compared to the distribution in 2021.

Last year, we started several initiatives in order to increase the share of the under-represented gender. These include:

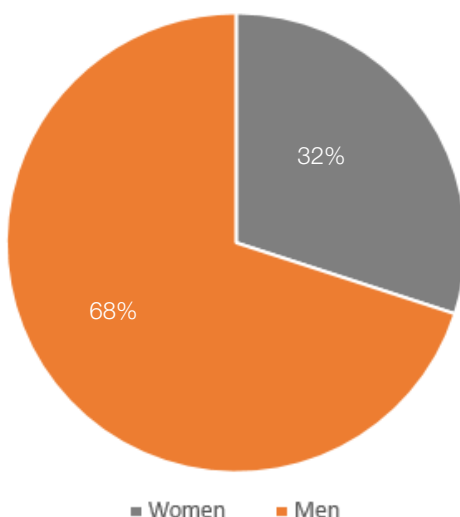
- support for preparation of individual career plans
- mentoring schemes
- ensuring an optimal start for newly hired managers in the organisation
- an employee policy promoting equal career opportunities for all sexes
- implementation of hiring procedures that contribute to ensuring equal recruitment opportunities for all genders

We are proud to see that these initiatives are paying off and see the number of women in our management has increased.

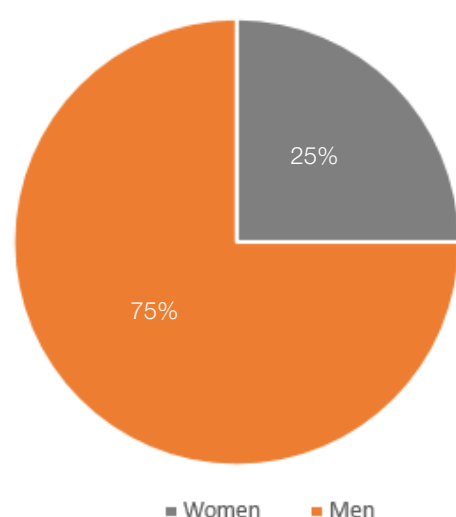
We will continue to work actively with increasing our underrepresented gender as we find it highly important to have both female and male leaders in our management.

"If we have two equally good candidates for the same position, we will go with the one representing the under-represented gender." Mette Dyhl Prola, Chief Marketing Officer

Gender distribution,
MANAGEMENT



Gender distribution,
BOARD





Spectrum of Diversity

At Pressalit, we are proud of having a diverse workforce. We believe that a diverse workforce strengthens our business, and therefore, we have a long-standing tradition for having a high diversity amongst our employees characterised by respect, openness, and responsibility.

Our four values - **We Listen, We Give, We Play, We Act** - embrace our vivid culture, bind us together and make room for diversity as well. In our opinion, a diverse group of employees creates an innovative and ever-evolving culture. Thus, Pressalit is open to attract, retain and develop a wide range of employees in order to reflect the global society in which we operate.

"Through many years, we have worked to create what you call an inclusive company. The background was in reality just the basic human position: That if you wanted to work and contribute to the company, then there was room for everyone."

Dan Boyter, Co-Owner and Board Member.

Spectrum of Diversity

Because we in Pressalit believe in having a diverse workforce, and as we have committed to the Global Compact principles, we added a dimension back in 2018 by implementing a spectrum of diversity. We want to ensure that our employees feel that Pressalit is a diverse workplace with room for everyone, no matter who you are. The spectrum is divided into twelve parameters which each represents different areas in which Pressalit actively operates to ensure diversity.

Since 2019, our top management team has decided to place a special focus on the parameters Age and Interns. By doing this, we want to ensure an organisation with various generations represented in order to balance inputs and experience:

"We wish to ensure an organisation with many different generations represented to balance new inputs and experience, to embrace new ways of working whilst acknowledging the way our stakeholders work plus ensuring a smooth transition of knowledge within our organisation."

Mette Dyhl Prola, Chief Marketing Officer



96%

feel we are open to all sexual orientations

Sexuality

97%

feel they can be themselves

Personality

94%

feel we are open to all religious beliefs

Religion

87%

Feel that we embrace different educational background

Educational background

97%

Feel that we welcome every ethnicity

Ethnicity

7,3%

are employed on special terms

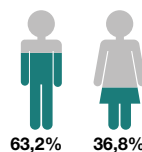
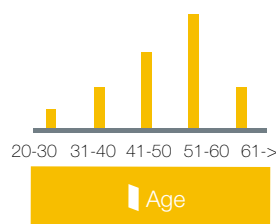
Ability to work

0

Special internship

8

Interns





PULSE

Another year has gone by which started from where we ended 2021 including many challenges and different ways of working for the employees of Pressalit due to the worldwide pandemic. Luckily, in 2021 we are now starting to look forward and getting back to days that are more normal as before the pandemic. However, we appreciate some of the things we have learned from the pandemic including a more flexible working arrangement and individual solutions whenever possible. We want to nourish our employees because we know it is important for creativity to blossom and we are happy to present the results of the annual PULSE-survey.

The PULSE-survey is an extensive employee-satisfaction survey in which we figuratively check the pulse of the beating heart of Pressalit. In this survey, we measure the employees' "Will" and "Can" abilities as we find those two parameters closely linked to whether the employees are satisfied with and motivated in their jobs. All questions are graded from 1 to 10 in which 1 is the worst score and 10 is the best.

This year we had a response rate of 92 % meaning that 259 of our employees answered the PULSE-survey.

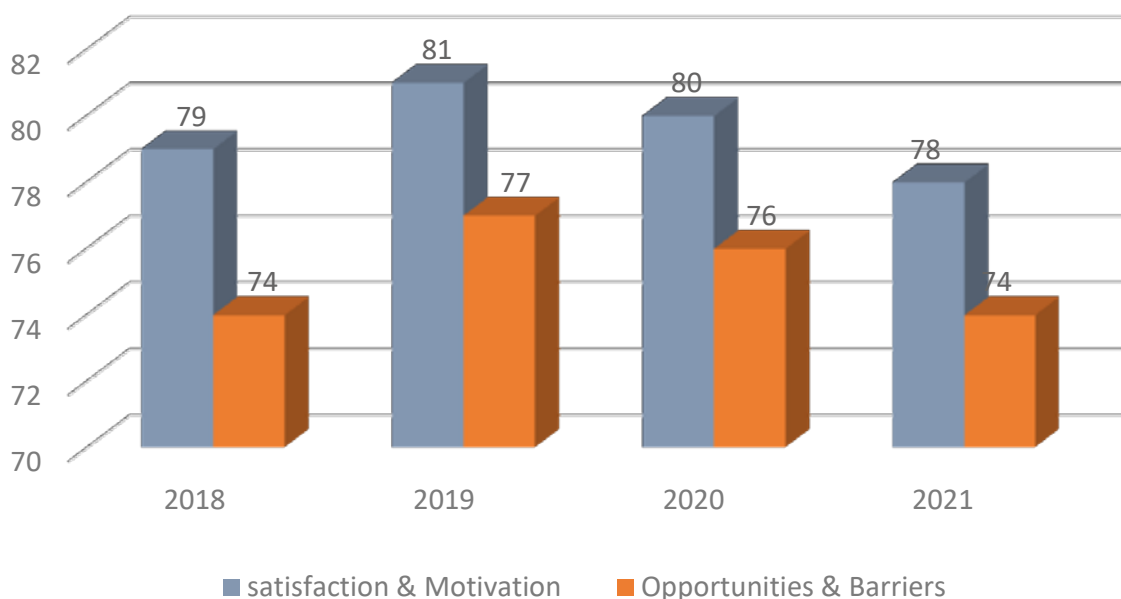
Unfortunately, there is a small decrease in the overall results.

The "Satisfaction and Motivation"-section has decreased by 2 points from 80 to 78, and the same goes for the "Opportunities and Barriers"-section that has decreased from 76 to 74.

If we take a closer look at the job satisfaction, most of our employees are at a satisfactory level but unfortunately, there is a significant decrease since last year. However, the aspects of professional and personal development have had an overall positive development since 2015. There is an increase of as much as 6 points regarding feeling like there is a clear plan for professional and personal development. This is a continuous focus in the future at our PDD among other things.

Overall, there are many things to work with in the future, however, it is important to stress that the PULSE survey still showed an image of an organisation that is generally satisfied and motivated but the registered decreases must, of course, be taken seriously.

Thus, we have not met our 2021 goal of decreasing the diffusion of satisfaction, and therefore, we will continue to work on this in 2022.





Education / People development

At Pressalit, we truly care about individual development. We are a diverse workforce, working together to develop the company. We want to actively contribute to increase the quality of education why we participate in strengthening students' professional and personal skills. We do this by offering different educational collaborations.

Internships

For students taking a course in further education we offer a 6-month internship. We expect the students to bring new knowledge into the organisation and convert theory into practice and in return, we offer the students a steep learning curve with lots of challenges, responsibility, and an excellent framework for development. In 2021, we have had the joy of eight interns in four different departments.

"As an intern, I have responsibility for my own projects in which I get the opportunity to use the theory I have had during my education"

Anne Svanborg, Intern in Supply Chain.

Trainees

In order to play an active role in the community, we want to help young people get an education. We do this by offering traineeships and apprenticeships for individuals willing to learn and develop in a dynamic organisation. In August 2021, three of our trainees finished their apprenticeships in three different departments.

"I like to have a trainee in my department because I think it is important to have employees at different ages. The trainees bring new perspectives to the job tasks and thus we are able to constantly improve"

Mette Simonsen, Team Leader

We have already welcomed three new trainees who will be joining our organisation for the next two years and we are looking forward to gaining new knowledge and insights from these trainees in our different departments.

"Pressalit values their trainees and finds it important that we get to work with as many different job tasks as possible. They do their very best to ensure that trainees are also being heard and that their ideas are just as useful and inspirational as the ones from more experienced employees!"

Caroline Kipper Sivertsen, Trainee in the Reception





Life phase policy

One of Pressalit's goals for 2021 was to implement a policy in which the different life stages of individual employees are considered in the design of their workday. We are proud to say that we have reached the goal and introduced such a policy in the late summer.

Pressalit's objective with this life phase policy is to ensure, to the extent possible, that the employees' work situation is adapted to the life phase that the employee is going through, so that it provides value for both parties.

We want to signal towards everyone that Pressalit desires to be flexible in order to retain our highly valued employees. This policy comprises all employees; whether it is a senior, who wants to work four days a week, or a younger person, who needs fewer work hours to maintain a healthy family life.

These circumstances are discussed once a year at our people development dialogues between the employee and their manager. That way we ensure that their work life matches their current life phase status at all times.

"We want to embrace our employees and keep them in our company. This is why we have developed the life phase policy - to have the opportunity to adapt the job to the employee."

Line Herlev, Communication and HR consultant





Pressalit walks

During the first couple of months in 2021, many people were still working from home, the fitness centres were still closed, along with many other things. Therefore, a walking challenge between the employees was initiated. It lasted all of March and it motivated many employees to walk up to as much as 32,000 steps a day. People's competitive genes were activated and it caused a lot of fun between the employees.

We chose to repeat the success just for one week in October. Luckily, it sparked the same internal contest between the employees. It was combined with some nudging posters to get people to exercise throughout the day to raise people's well-being and good health, and to put focus on the importance of exercise as a healthy way of living and a good work environment.

Furthermore, the walking challenge was to put focus on our partnership with UNICEF. We became aware of how privileged we are in Denmark. In many countries people, and especially the children, get up every morning and walk 15 km back and forth just to get water before they can get started with their day. Through our partnership with UNICEF on their WASH programme we help these people gain easier and safer access to water.





Humans of Pressalit

Get to know some of the Pressalit people right here.

BENTE ULFKJÆR DUELUND

Bente is one of our newest employees as she started working at Pressalit in the autumn, 2021. She is working in our HR-department as an HR specialist.



"To me, Pressalit has always been one of those companies that you want to work for. I grew up in the neighbourhood so throughout my childhood I heard about all the positive things Pressalit contributes to both its employees and the society. As an HR person, I was very curious about how this was in practice. Being an employee in Pressalit has indeed met my expectations and my workdays rarely look the same. Currently, I am involved in the PULSE-survey and I have started developing some of the processes in HR. I can truly feel how all employees at Pressalit feel passionate about the products we offer!"

Bente Ulfkjær Duelund, HR Specialist

CAROLINE KIPPER SIVERTSEN

Caroline is one of our highly valued trainees working in the reception. She is an important part of Pressalit as she is one of the first faces both employees and also external visitors meet when entering our HQ.



"As a trainee in the reception, I am responsible for answering the phone and emails. Further, I also have many tasks on an ad hoc basis to help others at Pressalit, both my colleagues and external visitors. I find it very inspiring and educational to be a

part of the labour market. As a trainee in Pressalit, I feel respected and I get to know many of the employees in Pressalit as many of them come to me whenever they need help."

Caroline Kipper Sivertsen, Trainee in the Reception

FINN NØRREGAARD ANDERSEN

Finn is working as a truck driver at the warehouse driving around goods. He is also dressing up as Santa every year for our Christmas party.



"I have been here for 35 years and I still like to come here every day. I have a lot of variation in my job and I do not know what the day brings before the sun sets. I drive goods around in a truck, so I get around the warehouse a lot and talk to people. I have many good coworkers. We have such a nice time together, there is good humor and we joke around with each other. A lot of us have been here a long time, which seems to show that people are happy working here. We have a good management team, and Pressalit is a good and healthy company."

ENVIRONMENT

We are lucky to be surrounded by a beautiful and diverse nature and we believe that future generations should be too. Therefore, we continuously work to enhance sustainability and minimise negative impact on environment and climate.



Pressalit has identified that the most material risks negatively influencing the environment is non-environmentally friendly suppliers, choice of product packaging, and product consumption locally in Ry. Therefore, we are working actively with supplier evaluation/risk mapping, greener packaging solutions and reducing our consumption of non-recyclable products locally.



Supplier evaluation and risk mapping

In 2021, we introduced a system for supplier evaluation and risk mapping in order to live up to our Code of Conduct. The risk mapping is an estimation of the risks related to commercial circumstances, quality and CSR. Therefore, our suppliers are evaluated according to the five pillars of our Code of Conduct, and various commercial demands and potential risks.

For new suppliers, we use a self-assessment form, which serves as the basis for approval or further investigation of the supplier. For existing suppliers, they are audited at least every third year. When a supplier is evaluated to be “good” a desktop audit is sufficient. When a supplier is evaluated to be “acceptable”, a physical audit is required within 24 months. When a supplier is evaluated as “poor”, a physical audit is required within 12 months along with an active approval of the supplier from the Pressalit management team.

When entering a partnership with new suppliers, they are also evaluated according to Transparency International and Cato Freedom Index, which are two publicly available and internationally renowned assessments of the level of corruption and regard to human rights based on the specific countries and regions globally. These are used as point of departure for estimating whether it is necessary to look further into the supplier's practices in accordance with our CSR strategy. Depending on the supplier's score in each index, Pressalit determines how and when to conduct the next audit.

This is a good way for Pressalit to formalize and systemize our efforts within the Code of Conduct and our audits to make sure that we live up to our aspirations for good sourcing and taking action when we experience conditions and behaviour that we cannot vouch for.





Sustainable packaging

In 2021, we started a packaging project regarding our toilet seats. This year, we have continued our work with this project. We want to expand our consumers' knowledge of sustainable packaging while at the same time ensuring high quality packaging, thus reducing waste from ruined packaging in the stores. Unfortunately, we have experienced that our current packaging is not always strong enough when stacked into high piles causing ruined packaging and ruined products. This is why we want to improve our packaging, and thus reducing wasted products.

All our packaging is FSC-certified, ensuring that the material for our packaging comes from responsibly managed forests. In our new packaging, besides the improved quality and the sustainable look, we have managed to increase the level of sustainability. We are proud to present that going from 71% in 2021, now 81% of the basic cardboard packaging for our toilet seats is made of recycled and organic materials.

Besides this, the cardboard used for our master-box packaging is 100% recycled cardboard and we have even managed to decrease the weight in each master-box! We are very excited to deliver our new packaging for toilet seats, hopefully in the first quarter of 2022.

In 2022, we are very ambitious about taking this packaging project even further to include our bathroom accessories. As a part of our packaging project, we have signed an agreement with a new local supplier of cardboard, meaning that we have reduced the shipping distance significantly.





Reducing plastic in our everyday life

One of our 2021 goals was to completely eliminate the amount of plastic cups used in the company. We are proud to announce that this has come through.

In 2021, we managed to replace all plastic cups in our production and logistics. However, in 2021 we managed to replace every single plastic cup used. In the past, our substitutes would still use a plastic cup, and they were available at some of the coffee machines. Now, they have been completely replaced with coffee mugs made of the residual production from coffee alongside with reusable steel water bottles.

Moreover, our canteens have reduced their use of plastic. The salads and the cold cuts are now served in glass bowls with appertaining lids, so all the leftovers can just be stored in there instead of using a lot of cling film for that.

In the kitchen, and in the cleaning in general, all the dishcloths have been exchanged so that no amount of plastic is washed out in the ocean when keeping our workplace clean.

Sustainable initiatives like these are a natural part of our social responsibility here at Pressalit, and every day we consider what we can do better.





Chemical safety at work

At Pressalit, we have identified chemicals as a risk factor against our working conditions and, therefore, we prioritise to keep a high standard of chemical control to ensure our employees' health and wellbeing by creating safe work environments. In 2021, we have implemented an app, "chemi data", with important information on the chemicals registered: content, handling, and risk assessment. Now every unit has their own list of easily accessible chemical data that through danger pictograms with relevant protective equipment and specifications gives a quick outline of safe handling.

Long-term environmental concern

In addition to our focus on safe working conditions at Pressalit, the environment is also on our list of concerns. Therefore, we strive to reduce our usage of dangerous chemicals. In order to comply with the UN's sustainable development goal number 3 and number 13, which are significant to our company, we continuously update our database on registered chemicals. Thus, we comply with current chemical legislation and easily can adjust to new legislations and at the same time having the climate on our mind.





Climate

Pressalit has identified energy consumption and the resulting emissions of CO₂ to be the most significant risk of negatively affecting the climate.

Therefore, we have focused on bringing down our own emissions impact through local initiatives and working with climate-sustainable suppliers.

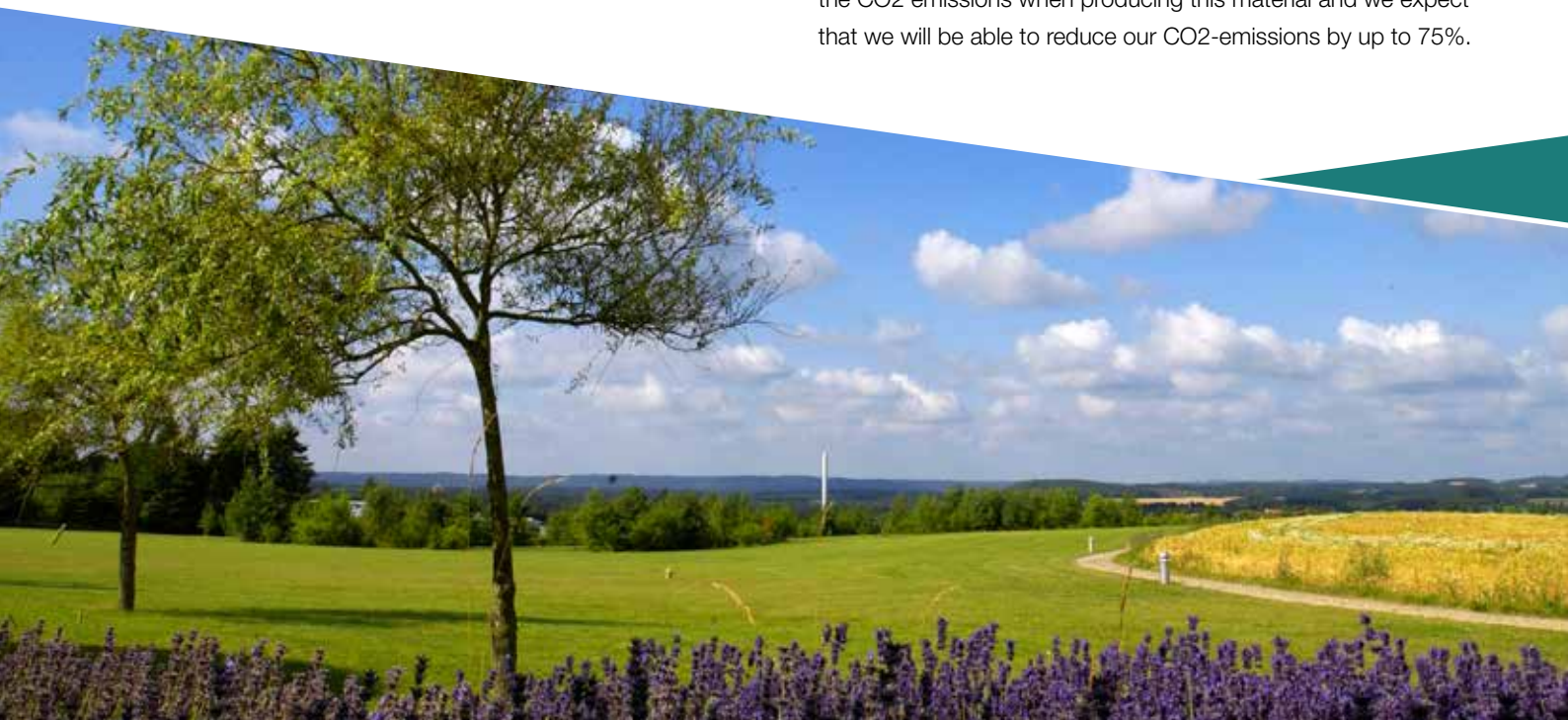
Reducing CO₂-emissions

At Pressalit, we strive to improve our environmental footprints on a continuous basis. This is why we want to keep focus on how to track our CO₂ emissions by implementing energy-optimising initiatives. Our main CO₂-goal is to become CO₂-neutral, which we can by reducing our energy-consumption and reducing our supplier waste.

In order to track our CO₂ emissions we are making a yearly statement with all of our energy-consumption. We have actually kept track of this since 2019, which allows us to watch the development and see the results of our implemented initiatives.

As a part of reducing our energy-consumption, we have signed a 3-year agreement with Dansk Energirådgivning who will contribute actively towards our ambitious goal of reducing the CO₂ emissions in our production. We are thrilled about this new co-operation, as it will provide us with many ideas in order to reduce our CO₂ emissions and protect our environment. We expect that this initiative in time will make it possible for us to reduce our energy-consumption by 20%.

Another initiative we are working with in order to reduce the waste from material is suppliers of material for our production. Some of the material from subcontractors unfortunately have a high CO₂ emission. We are currently looking into how to reduce the CO₂ emissions when producing this material and we expect that we will be able to reduce our CO₂-emissions by up to 75%.





Reducing food waste and increasing ecology

Minimising our food waste is an essential part of our daily work in the kitchen at Pressalit. Every day we work towards reducing our waste of food through examining and implementing new initiatives that can enable a further reduction.

The menu is planned on a weekly basis with seasonal ingredients, healthy vegetables and colours that are appealing to the eye. For lunch, everything is served in smaller portions and on separate plates, so you can choose the food you like and leave the rest without it going to waste. Anything left from the day is being used the following day in pastry, purees and/or in the salad. On Fridays, there is a buffet with leftovers from the entire week and the employees are allowed to bring any leftovers home with them.

However, there is usually still some food waste left. Through our collaboration with Daka Refood, our organic waste is recycled into new green energy – biogas.

Moreover, responsible consumption is not just about minimizing food waste but also about the food we do eat. Pressalit is very close to the goal of achieving the Organic Cuisine Label in Bronze, which means that 30-60% of our food is organic. This will be a 2022-goal.

Together we believe that we can create a better work environment with organic and nutritious food while also taking care of our planet.





Sustainability throughout the line

One of Pressalit's 2021 goals is to work with sustainable suppliers only in terms of human rights and environment. It is important to us that the products we acquire from our suppliers are produced under proper sustainable and responsible working conditions.

This is why we have integrated SDG 12: Responsible Consumption and Production as a part of the Pressalit mindset. We aim to keep working with and reducing our environmental footprint, thus we act responsibly throughout our entire supply chain.

We are currently working on reducing CO2 emissions in some of our material. We are looking into what we can actively do when producing this material. We hope we will be able to find a solution in 2022, which will allow us to reduce the CO2-emission on this specific material by up to 75%.

The change of supplier ensures the fulfilment of our Code of Conduct – especially in relation to environmental care. We believe that it is our responsibility to actively contribute to a carbon footprint reduction, which has also led us to acquire built-in cisterns for our toilets.



SOCIETY

We are committed to act ethically and responsibly and to positively impact societies and people along our way. Through various sponsors and partnerships, we actively support where we can.





Partnering with UNICEF

We wish to take social responsibility both locally and globally and it is a profound part of our practices at Pressalit. We want to add value to the world in other forms than our products. These are some of the main reasons behind our proud partnership with UNICEF.

We believe that we can contribute to a better world through action. And to make a difference in the world where we are not present ourselves, we can cooperate with organisations that are dedicated to make a difference – just like UNICEF. UNICEF aims to improve the circumstances for children suffering due to war, illnesses, abuse, and undernourishment.

WASH programme

Safe water, toilets and good hygiene keep children alive and healthy. The WASH programme is a part of UNICEF's goal to improve water, sanitation and hygiene facilities for people worldwide.

The importance of this project has especially been seen during COVID-19. Having access to clean water and handwashing

facilities has been crucial in the fight against the spread of the infectious disease. The WASH programme helped 106 million people in 120 countries.

Furthermore, the WASH programme has helped children gain access to clean water, sanity and hygiene at their schools while also providing the girls with products for and information on menstruation.

Toilets and climate change

The aim for this partnership is also to create awareness about the connection between poor sanitation and poor prospects for the future. Toilets can help us fight climate change. Wastewater and sludge from toilets contain valuable water, nutrients, and energy. Sustainable sanitation systems make productive use of waste to safely boost agriculture, and at the same time reduce and capture emissions for greener energy. Therefore, Pressalit has created awareness of the partnership with UNICEF on UN's World Toilet Day on November 19 both internally and externally. We will continue to raise awareness of this good cause to make the world a better place for children now and in the future.





Pressalit & Parasport

At Pressalit, we believe in the importance of fighting for your dreams and never giving up. As a proud sponsor of Parasport Danmark and personal sponsor of three para-athletes, we have been following the Paralympic Games 2021 closely.

Pressalit Keep Living Award

Keep Living is the essence of Pressalit's Philosophy for our helping aids. Everybody should have the opportunity to live a great life no matter his or her physical condition. That is why we, since 2002, award the para-athlete of the year at Pressalit Keep Living Awards.

This year, the award went to para-athlete Tobias Thorning Jørgensen. Being a determined and confident athlete and a strong role model for others are just some of the characteristics of para dressage rider, Tobias Thorning Jørgensen.

In addition to the Keep Living Award, Tobias Thorning Jørgensen has just been honored as Danish Para Athlete of the year. His outstanding results at the Paralympic Games in Tokyo brought home two paralympic gold medals and now the great acknowledgement of being an athlete to look out for in the coming years.

We appreciate the effort and hard work that all the paraathletes and the teams behind them have put into the preparations, and we look forward to seeing the Danish Paralympic athletes compete again in the next Paralympic games. We continue to be inspired by the passion and skills of the para-athletes and it is with great pleasure that we are extending our partnerships with Parasport Denmark.





Pressalit in colours

Pressalit wants to create awareness about important cases that are initiated for creating better rights and living conditions for everyone no matter people's ethnicity, educational background, gender, religion, sexuality, age and ability to work.

Colours of the rainbow

Pressalit lit up in all the colours of the rainbow during WorldPride in August 2021.

Inclusion and diversity are important topics in society but also to Pressalit. Being who you are is a human right that should not be questioned. Since 2002, Pressalit has been a part of UN Global Compact. This, among other things, means operating in ways that meet fundamental responsibilities in the area of human rights. The principles of Global Compact are all deeply rooted in Pressalit's Code of Conduct. Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.

Everyday Pressalit works to create solutions that enable people to live their best life no matter who they are.

Go Blue

The "Go Blue" event at our HQs marked World Children's Day at November 20, which aims to create awareness for the children that are currently denied their rights to sufficient protection, health care, nutrition, and education. This day also celebrates the anniversary of both the Declaration and the Convention of the Rights of the Child.

With these initiatives, we hope to spark a conversation between people to create even more awareness upon these important topics.





Refugees as industrial operators

At Pressalit, it is important for us to help where we can. Moreover, we want to help make a difference in our local area. Therefore, in collaboration with our local government, we have started a project we call IGU, which in Danish stands for integration course of training.

It is a project sponsored by support funds, where Pressalit takes in refugees and pairs them up with one of our full-time Danish employees. The two then take turns to work at Pressalit every other week and to go to school every other week, where both eventually end up being trained as an industrial operator.

It is a win-win project for everyone, as we both educate our own employees at the same time as we lift a societal burden and put unemployed refugees to work and teach them Danish. We usually end up fond of them both as a workforce and as people at Pressalit.





The most wonderful time of the year

In 2021, we were so happy to be back at the HQs and working in December. The atmosphere is always elated that time of the year and the surroundings are almost magical. It is a time full of traditions and a time for giving back.

Christmas party

Unfortunately, we were not able to meet up this year for our annual Christmas party. It is an event where our employees and their families gather to light up the Christmas tree in our hall. There is a Santa Claus, mulled wine and it is a great opportunity for the employees to meet up and talk in another setting.

However, at Pressalit we are still very careful regarding COVID-19, and we want to take good care of our employees. Therefore, the canteen took good care of our employees and served traditional Christmas goodies for everyone.

Christmas dinner for the homeless

This year, and for the past 12 years, Pressalit has hosted a Christmas dinner at a local drop-in centre for homeless people. The employees from our kitchen organised and prepared a traditional Danish Christmas dinner in individually packed meal boxes for the homeless people and the employees at the centre.

Employees volunteered to serve the food along with a Christmas card from Pressalit. We believe in taking action and supporting vulnerable groups in society. And, as always it was a day filled with smiles, laughter and great stories.





Pressalit spaces – Accessibility for all individuals

Last year in our COP-report, we introduced Pressalit Spaces. A prefabricated Changing Places to ensure accessibility for all and allow people with disabilities to use the toilet in a dignified and comfortable manner.

The creation of Pressalit Spaces was not just about a new product but also to set a new and higher standard for what people with profound and multiple learning disabilities or other serious impairments can expect moving around in the public domain.

Fortunately, this has really sparked the conversation at the local governments in Denmark. They want to be a part of increasing the accessibility for all individuals and they want to meet all the aforementioned needs but do not necessarily know how to.

Pressalit Spaces gives the opportunity for local governments to provide sufficient equipment and space for those not able to use a toilet independently. Hopefully this will be the new normal to provide dignified opportunities and improve the quality of life for everyone.

On sunny days the unit is energetically self-sufficient because of the four solar panels on top generating 850 kWh per year.





PRESSALIT®

We keep moving forward to make things happen

Hopefully this report has given you an insight into Pressalit's sustainable and responsible activities in 2021. Corporate social responsibilities always have been and always will be a cornerstone in Pressalit's way of thinking.

A great part of our work lies within ensuring that both we and those we work with comply with United Nations' Global Compact principles.

We are thrilled to advocate for the Global Goals and hereby inspire others to work to contribute to a better, more sustainable world.












We know that we are not there yet, but we will continue our journey and move forward until we reach the Global Goals.



#WeArePressalit



2022 goals

Focus area	Goal	UN Global Goals
	<p>We aim to be an inclusive company focusing on human rights, diversity and individual development.</p> <p>Therefore, our 2022 goals are to:</p> <ul style="list-style-type: none"> Maintain a level of at least 6 % of our employees hired on special terms Maintain our high number of interns, and additionally, having interns in at least four different departments Continue to work towards decreasing the diffusion of satisfaction within the PULSE-survey Strengthen our international collaboration across departments to make it easier to share knowledge inside the organisation Focus on how to obtain a more even age distribution in order to ensure a continuously high level of knowledge in our organisation Continue to focus on diversity in the management Continue our focus on creating a great work environment and practices, whether employees are working from home or at our location 	   
	<p>We aim to take responsibility by enhancing our sustainability and minimising our impact on the environment and climate.</p> <p>Therefore, our 2022 goals are to:</p> <ul style="list-style-type: none"> Improve awareness of our “Chemistry App” and hereby increase the use of the app to reduce and, at last, eliminate dangerous chemicals Continue our increased focus on sustainability in our facility services, and in particular further reduce and completely eliminate the amount of plastic in our dishcloths Further reduce our waste of food in the kitchen by utilising even more of the different ingredients and, in addition, use even more organic ingredients and thereby be awarded with the Organic Cuisine Label in Bronze Based on our CO2-tracking, implement energy-optimising initiatives to reduce our CO2-emissions Further improve sustainability of our packaging of bathroom accessories Introduce initiatives to use faulty manufacture actively in new ways, thus reducing waste Keep focusing on how to improve practices throughout our supply chain to decrease our environmental footprint 	   
	<p>We aim to act responsibly as well as ethically and to positively impact society.</p> <p>Therefore, our 2022 goals are to:</p> <ul style="list-style-type: none"> Continue our regular audits and make sure that our partners and suppliers live up to our standards with regards to human rights Actively advocate for the SDGs and our work with them internally and externally through at least three new initiatives specifically supporting SDG 4, 6 and 12 Activate our Parasport Denmark sponsorship both internally and externally throughout 2022 Keep focus on our close collaboration with local job centres to welcome company interns Continue our work with the local government by offering refugees a place to work through our IGU training course 	