

Sustainability Report 2025



ENG



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ViskoTeepak in brief.

ViskoTeepak stands as one of the biggest manufacturers of fibrous, cellulose and plastic casings in the world. We have production plants, converting facilities and technical support offices worldwide. We're also proud to have the industry's largest business-partner network, through which our products are offered in nearly 100 countries. Our head office (ViskoTeepak Holding Ab) is located in Mariehamn, in Finland's Åland Islands.

In Europe, we have fibrous and cellulose production plants in Lommel (Belgium) and Hanko (Finland). Additionally, we have a plastic-casing production plant in Nuevo Laredo (Mexico). Our converting facilities are located in Delfzijl (Netherlands), Brno (Czech Republic), Kenosha (Wisconsin, USA) and Poznań (Poland). Our sales and representative offices are located all around the globe.

ViskoTeepak, owned by the Eriksson Capital Group based in Mariehamn, Finland exemplifies the strategic vision and expertise of its parent company. Eriksson Capital, a privately owned investment powerhouse, specializes in nurturing small to medium-sized high-tech industrial enterprises, propelling them to success in the global arena. Eriksson Capital is active in various industries such as medical tubing, shipping, real estate, aircraft leasing and asset management.

www.viskoteepak.com



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Kay Harmel

A note from our Senior Sales Director.

Sustainability is by far not a topic of the future anymore. Sustainability has become one of the most defining topics and challenges in the food industry today. As consumer awareness grows and regulations become stricter, companies across the value chain are facing both new challenges and opportunities.

The European Union's new Corporate Sustainability Reporting Directive (CSRD) is reshaping how businesses approach sustainability. With increased transparency requirements, companies must report more thoroughly on their environmental and social impact. While this brings added pressure, it also presents an opportunity to differentiate ourselves in the market. By proactively embracing these changes, we can strengthen partnerships, enhance credibility, and position our solutions as the preferred choice for environmentally conscious customers.

From a sales perspective, it is natural to look for unique selling points and to bring the needs of our customers in a balance with sustainability. One key advantage we often highlight is that both our fibrous and cellulose casings are 100% biodegradable, providing a sustainable alternative without compromising efficiency or performance. Furthermore, we continuously strive to support customers with productive and tailor-made solutions, helping them maximize yields, reduce scrap, and improve their processes. Another area of focus is optimizing packaging and logistical solutions to minimize environmental impact and contribute to a more sustainable future. More efficiency means less impact on our environment and more sustainable processes.

We at ViskoTeepak are taking the challenge to find a balance between the short-term sales goals and long-term sustainability and we see this change as a chance for the future.

We look forward to continuing this journey with our customers, partners, and stakeholders, ensuring we meet today's needs while preparing for tomorrow's demands.

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2024 Quick Facts.



A Global Brand

ViskoTeepak is a global brand with a local touch, offering productive and tailor-made casing solutions, with products sold in over 90 countries.



Efficiency Gains

ViskoTeepak's wastewater reduction is approximately 4.3% better compared to the previous year.



Non-stop Production

24 hours a day, 7 days a week, 365 days a year — nonstop production.



Green Energy with Solar Panels

The Lommel plant has been granted a permit to install 6.1 MW of solar panels in its front garden, with all generated power to be used within the plant.



New & Improved Partner Network Website

Designed for our partners and customers, the revamped site offers a user-friendly experience, making it easier to access resources, manage operations, and stay informed about our products and services.



Communication Package

Allows our co-workers, customers, and partners to stay updated on ViskoTeepak news, posted internally, on our website under 'Articles,' and on social media.

Production facilities.

ViskoTeepak has seven production and converting facilities worldwide. Our production units in Hanko and Lommel are covered in the reporting numbers.

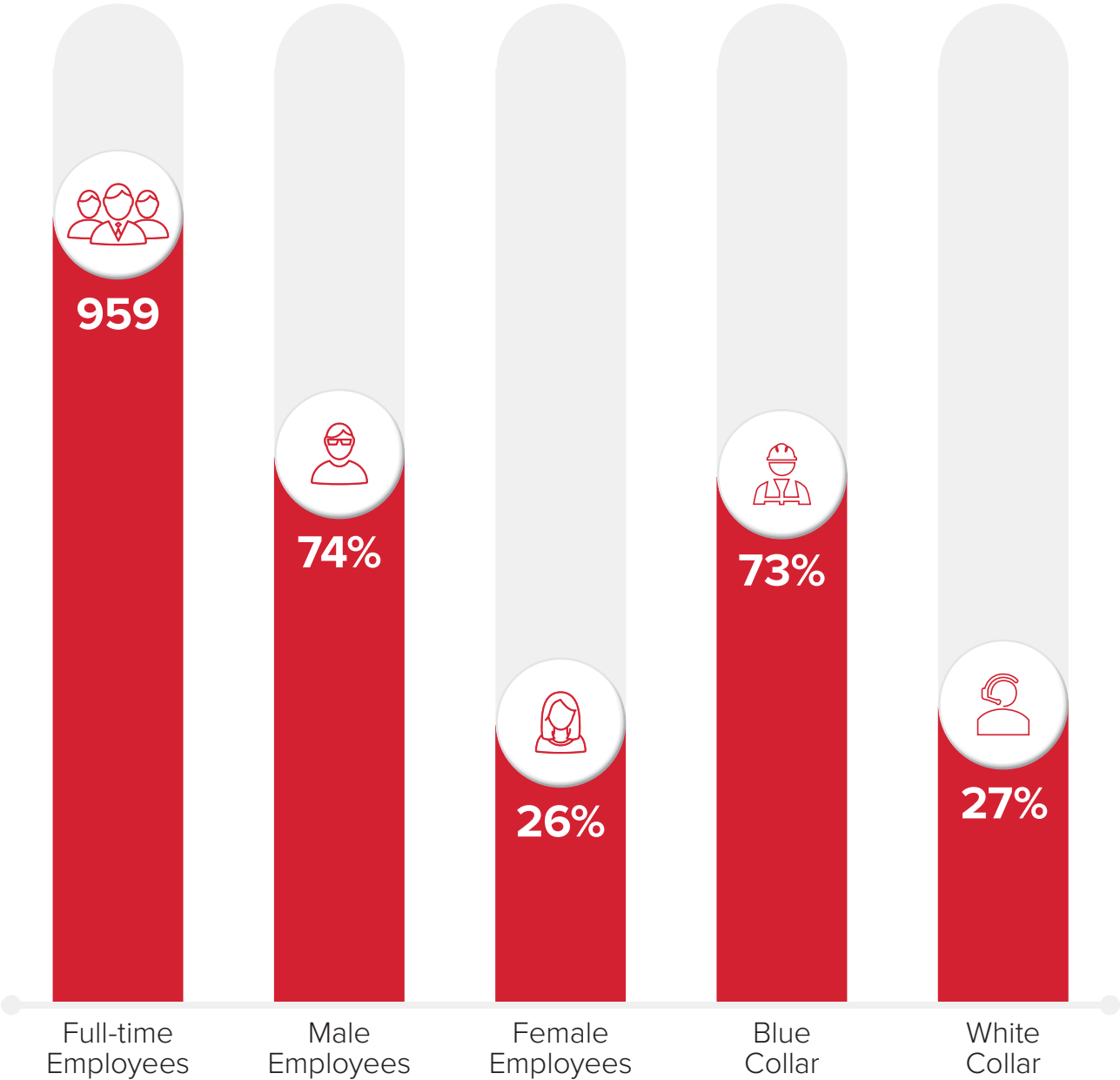


Employee statistics.

Our employees are vital to our success. At ViskoTeepak, we strive to build our business and our culture on our three company values: Trust, Ambition, and Fun. These values serve as guiding principles for employees in their work and interactions within the company.



8 official languages
within the company





ViskoTeepak is a global brand with a local touch that delivers productive and tailor-made casing solutions. We understand the needs of our customers and nurture long-lasting mutually beneficial and rewarding relationships.

The evolution of ViskoTeepak.



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1950

Gunnar Eriksson was enjoying a famous Scandinavian smorgasbord on a ferry boat in between Finland and the Åland Islands. While enjoying a tasteful sausage, he noticed the casing was made artificially which caught his interest. He got so curious he put a piece of the casing into his pocket and had it analyzed in a laboratory.



1965

The converting center in *Delfzijl, Netherlands* opened.



1962

Visko started to manufacture fibrous casings.



1952

Gunnar became convinced artificial casing was the future. He wanted to take part in this industry and raised some money to start the Visko Company in *Hanko, Finland*.

Visko started to manufacture cellophane casings with just 30 employees.





1975

The cellulose and fibrous manufacturing plant in Lommel, Belgium was established.



1994

The cellulose converting center in the *Czech Republic* opened.



1995

Production of Nova plastic casing started.



2007

The current owners of ViskoTeepak believed in the future of the industry and were willing to create a world-leading seller, producer, and supplier of artificial casings.

By merging Visko and Teepak into one, a new era began!



2052 - The Future

ViskoTeepak is 100 years old! We are now serving your casing needs around the globe in just minutes with our new drone delivery service!



Today

ViskoTeepak is **#MakingFoodMoreAccessible** by tailor-making productive solutions in close collaboration with the global food chain.



2020

The fibrous converting center in Poznan, Poland was acquired.



2014

The fibrous converting center in Kenosha, USA merged with ViskoTeepak.



2011

The sales and logistics center in Hamburg, Germany was acquired.

Brand Cornerstones.

ViskoTeepak is a global brand with a local touch that delivers tailor-made productive casing solutions. We understand the needs of our customers and nurture long-lasting mutually beneficial and rewarding relationships. What are we referring to when we talk about our Brand Cornerstones?

Brand Cornerstones



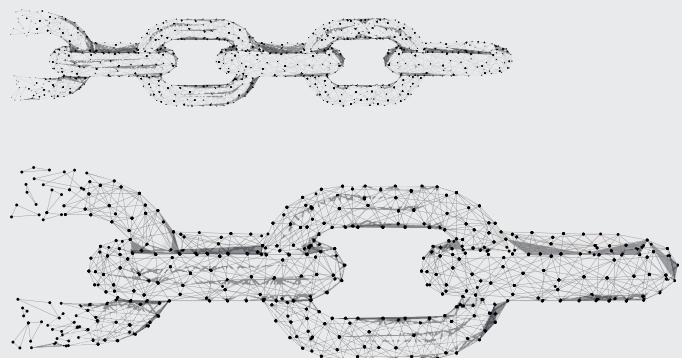
Tailor-making

Our goal is to tailor-make the most productive casing solution for each customer. We're willing to go the extra mile to craft each product to perfectly fit our customers' needs. This makes our products unique and gives our customers the ability to produce with great efficiency and high quality.

Productive Solutions

We offer the world's most productive casing solutions. We constantly improve and develop new solutions that bring value. We're creative, and we sustainably develop our products.

If there's a better way, we'll find it.



Teamwork

Our success is achieved with inclusiveness and collaboration. We work closely with our customers so that we can identify their specific needs. We're in it for the long run, and together with our Partners, we'll always be around to support you.

Company culture.

At ViskoTeepak, we view company culture as the personality of the company. We base our business and our culture on three company Values: Trust, Ambition and Fun. What do we mean when we talk about these values?

Values

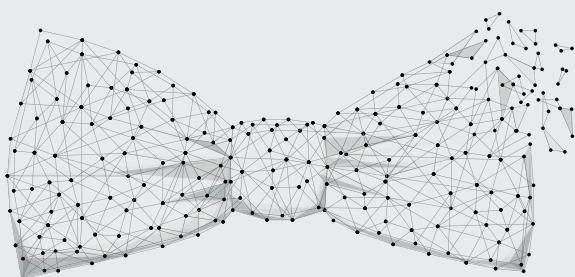


Trust

Trust is built on credibility, being fair, and treating each other with respect. We earn trust by delivering on our promises, which is particularly true for how we manage our business and our people. Respecting your colleagues regardless of their age, sex or race is a base requirement for a fair working community.

Ambition

We have a strong desire to be the best and want to be ambitious on our road to success. That is why we will walk the extra mile to help our customers and partners to succeed in their business. Our “can-do” mentality creates energy and by providing training and development opportunities, we make sure we reach our goals.



Fun

Fun is created by being successful in achieving your goals and by working with a team of people that you trust and feel connected to. It creates the energy that we need for taking on the next challenge!

Group Management.

Together with the global ViskoTeepak team, we are committed to reaching new milestones while delivering high-quality, tailor-made casing solutions. As we grow, we remain focused on innovation, reliability, and strong partnerships worldwide.



TOM PUSSINEN
Chief Executive Officer



DANIEL WAHLFORS
Chief Financial Officer



JOHANNA BACKHOLM
Senior Vice President

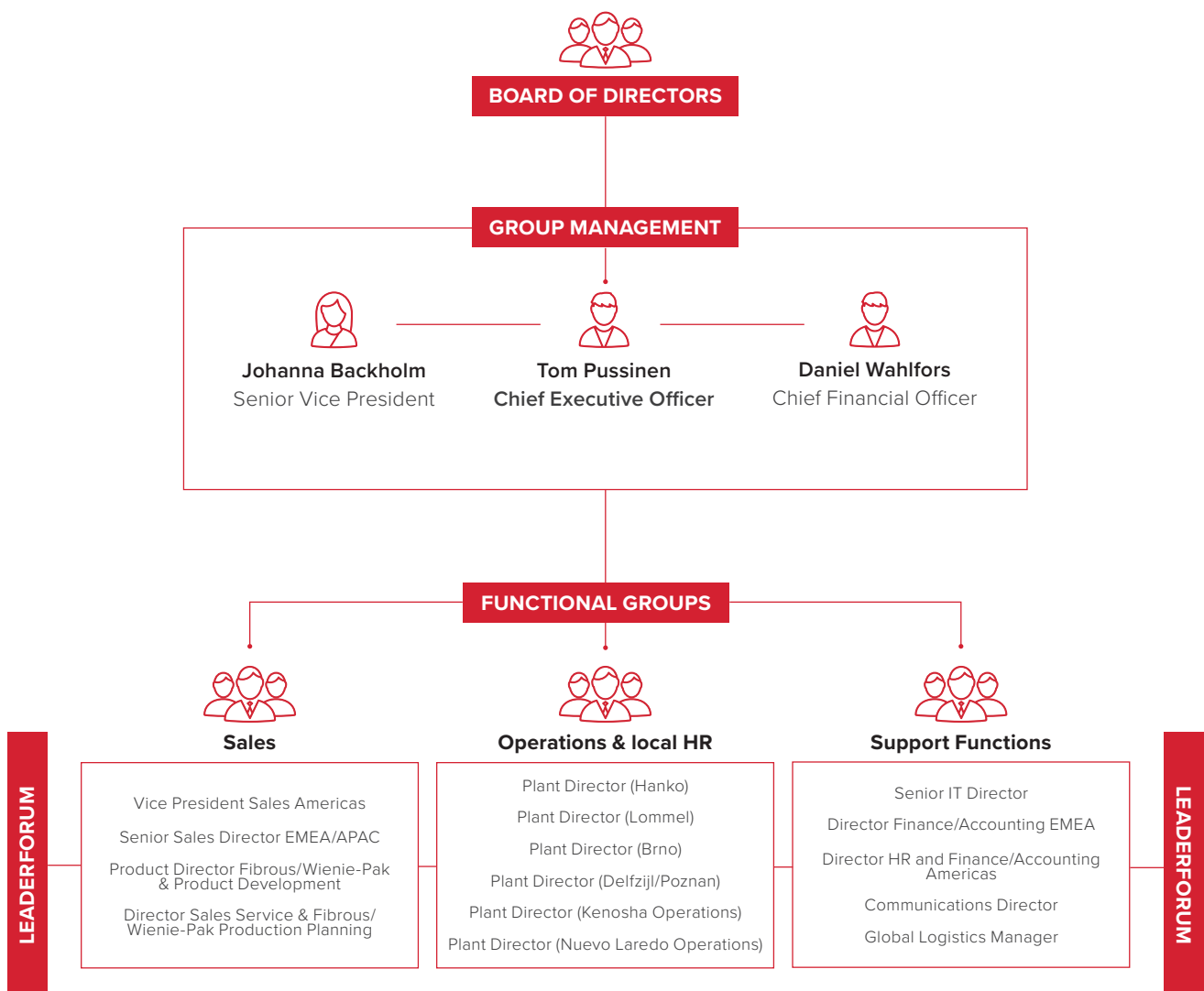


Governance.

ViskoTeepak operates as a privately held company under the ownership of Eriksson Capital Ab, headquartered in Mariehamn (FI), alongside its owners.

Guided by the Board of Directors and the CEO, the company establishes long-term strategies and objectives. Meanwhile, the Group Management team, consisting of the CEO, CFO, and Senior Vice President, defines global policies, procedures and annual targets, as well as coordinates, approves, and follows up on the focus areas and key activities defined by each Leaderforum member.

The Leaderforum assumes responsibility for the day-to-day operations of the company within their designated areas of focus.





ViskoTeepak is focusing on five SDGs.

How ViskoTeepak's strategic objectives contribute to the SDGs

To evaluate how our business minimizes negative impacts as well as maximizes positive impacts on people and the planet, we turned to the UN's Sustainable Development Goals (SDGs). ViskoTeepak has identified five SDGs that are most impactful, relevant, and strategically embedded in our company:

Sustainable development goals		Our action	Key achievements	Page
3 Good-health and well-being 	We have implemented extra measures to protect our employees and make sure we follow guidelines from authorities at all times.	Responsible Care Food safety & hygiene Health & safety	ISO 45001 BRC	35 50 52
	We support the precautionary approach to foreseeable environmental, health, and safety-related impacts of operations and the life cycle of products and services.	People Platform Responsible Care Food safety & hygiene	Highest level of certification	29 35 50
	We want to showcase the success of the company's employees and highlight the opportunities for growth and development within the organization.	Let's meet some of the ViskoTeepak Team Active on Social Media	#WeAreViskoTeepak campaign Continuous growth on Social Media	56
8 Decent work and economic growth 	We ensure that decent working practices are applied within the supply chain.	Renewable resources	Supplier Code of Conduct	32
	We respect and protect labor rights and provide safe, secure, and healthy working environments for all employees.	People Platform Health & safety	Code of Conduct ISO 45001	29 52
	We use operational health and safety (OHS) management systems based on internationally agreed principles to protect workers' health and safety and to reduce potential hazards and risks for productivity.	People Platform Health & safety	ISO 45001	29 52
	We seek to offer all of our employees a stimulating and rewarding place to work, a place where they feel engaged, and contribute to reaching the company goals, and where their talents can develop.	People Platform Renewable resources A holistic approach Health & safety	Hearts & Minds program, the most comprehensive training in our history	29 32 48 52

Sustainable development goals		Our action	Key achievements	Page
12 Responsible consumption and production 	We establish and maintain proactive environmental management systems.	Highest level of certification within the casing industry	ISO 14001	51
	We avoid or mitigate the foreseeable environmental, health, and safety-related impact over the life cycle of products and services and take a precautionary approach to environmental challenges.	Responsible Care	Responsible Care Hanko, Finland Essenscia Lommel, Belgium	35
	We improve resource efficiency as well as increase supply chain and resource security.	Sustainability performance measurement	Measurement of: - Freshwater m3/ ton cellulose - Wastewater m3/ ton cellulose - Total energy MWh / ton cellulose - NOx emissions kg/ ton cellulose - Solid waste kg/ ton cellulose - SOx emissions kg/ ton cellulose	40
	We use renewable materials. We also use technologies to reduce the risk of over exploitation of the natural resources and decreasing biodiversity.	Renewable resources Exploring Nova Casing	Sustainable Forestry Initiative® (SFI) New sustainable Nova casing series	32 42
	We implement circular business models such as using renewable, bio-based or fully recyclable inputs, recovering resources, extending product life cycle.	Renewable resources	We follow the activities of our suppliers and how well they develop their sustainability.	32
15 Life on land 	We are committed to sustainable fiber sourcing strategies in purchasing fiber from suppliers.	Renewable resources	Pulp raw material is purchased from companies which manage their forests on a sustainable basis	32
17 Partnerships for the goals 	We consider sustainability along our entire value chain, from raw materials sourcing to product manufacturing, consumption, and end-of-life. We take responsibility for our activities, but also in our sphere of influence upstream as well as downstream. To help deliver our sustainability ambitions, we invest in close partnerships with the stakeholders along our value chain.	Stakeholder interactions Creating value for customers ViskoTeepak value chain	New and existing suppliers are requested to sign our Supplier Code of Conduct	20-26 30 38

Stakeholder interactions.

We define a stakeholder as anyone with whom we have a relationship. This can be internal or external, but in any case it's important to know how we can have a constructive dialogue and stay connected to those who are interested in what we do.

	Communications	Comments raised	Our response
Owner	Regular business updates, board of directors meetings	Vision and strategy development	Strategic house activities and "Better Together" long term goals
Customers	Product information, technical support, sales calls, satisfaction surveys, trade shows, Communication package, end-customer visits, IFFA trade show, website	Service rated high, reliable company, walks the extra mile, perceived as innovative in a conservative industry	Increased focus on innovative projects, new organization for project management, communication package three times annually
Partners	Direct contact, Partner Days, business plans, marketing materials, feedback sessions, technical training events	Partner Days appreciated, overall strong technical and sales support, quality and unique products.	Strengthening collaboration through training, new and shared tools, and continuous dialogue
Suppliers	Supplier rating system, negotiations, technical meetings, trouble shooting, trade shows	Stable relationships, technical dialogue, more focus on innovation	Focus on value for money, continue shared innovation projects
Employees	Daily communication, employee meetings, new Intranet - WeConnect, E-learning tool, motivational activities, People Platform	Employee survey measuring NPS score done regularly, sync global and local communication, keep dialogue with employees and employee representatives	Further improve internal communication and communications structure, local TV introduced, Hearts & Minds program, #WeAreViskoTeepak campaign, new intranet launched

Stakeholder Interactions



Resourceful

With our strong stakeholder relationships we are able to work through obstacles quickly & effectively.

Owner's voice.

Companies, communities, and individuals all have a role in reducing environmental impact and ensuring long-term resources for future generations. But why is it so important to actively invest time and effort into sustainability work?

First, sustainability drives long-term business success. Companies that prioritize energy efficiency, waste reduction, and responsible sourcing are more resilient in the face of economic and regulatory changes. Consumers and investors increasingly favor businesses that demonstrate environmental responsibility, making sustainability a competitive advantage.

Second, small efforts create a big impact. Whether optimizing production processes, or shifting to renewable energy, every step contributes to a larger global movement. The combined efforts of businesses, governments, and individuals accelerate positive change.

Lastly, sustainability is about responsibility. Our actions today shape the world for future generations. Ignoring sustainability means risking environmental degradation, resource depletion, and climate instability—challenges that will only become harder to address over time.

By making sustainability a priority, we don't just comply with regulations or meet consumer expectations—we create a better future for everyone. The effort is well worth it.

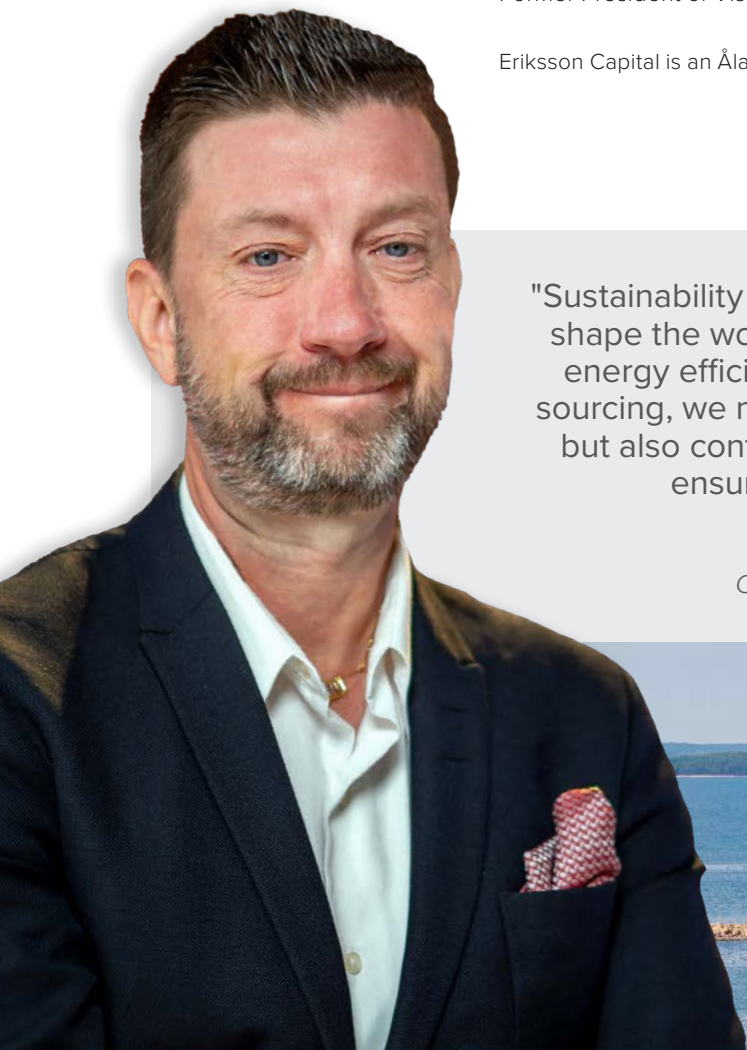
Ben Eriksson
Former President of ViskoTeepak, now Chairman of the Board and co-owner

Eriksson Capital is an Åland-based family-owned investment company with global businesses.

*Eriksson
Capital*

"Sustainability is about responsibility—our actions today shape the world for future generations. By prioritizing energy efficiency, waste reduction, and responsible sourcing, we not only drive long-term business success but also contribute to a larger global movement that ensures a better future for everyone."

Ben Eriksson
Chairman of the Board and co-owner



Supplier's voice.

Suppliers have a huge role at every stage of the product's life cycle. From sourcing raw materials to helping ramp up production to finding better options for raw materials as the market becomes saturated. ViskoTeepak needs to work closely with their suppliers to get the best out of their products.



StoraEnso

Stora Enso

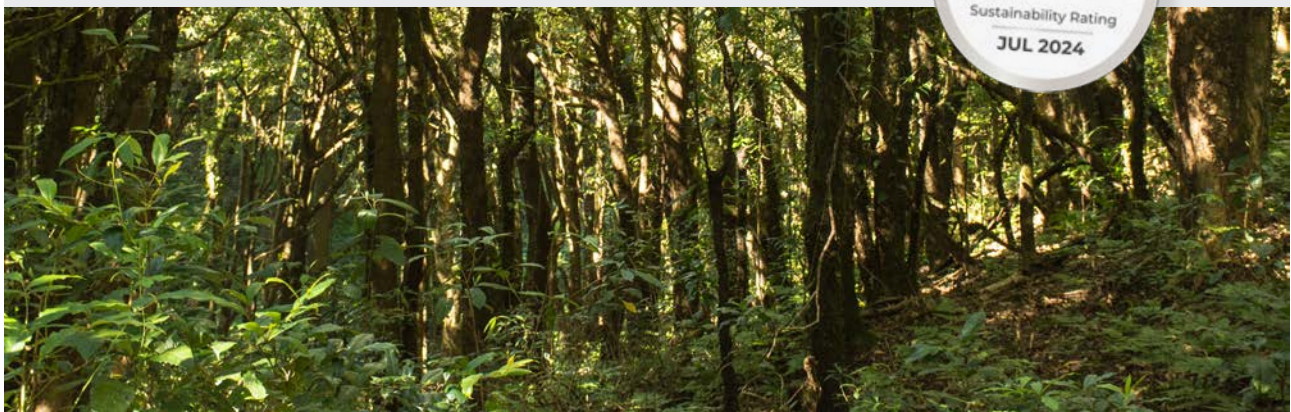
Stora Enso is a leading provider of renewable products in packaging, biomaterials, and wooden construction. With operations in over 50 countries and a workforce of approximately 20,000 employees, the company leverages its extensive forest resources to drive innovation and sustainability in the bioeconomy sector.

Sustainability is integral to Stora Enso's strategy. The company has set ambitious Science Based Targets, including reducing absolute carbon dioxide emissions by 50% by 2030 from the 2019 baseline, and aims to offer 100% regenerative solutions by 2050. Their sustainability agenda focuses on three key areas: climate, biodiversity, and circularity. Through sustainable forest management, Stora Enso promotes forest health and productivity while protecting and enhancing biodiversity. Additionally, they are committed to transitioning towards a circular bioeconomy, ensuring that their fiber-based products are reusable, recyclable, and contribute to carbon capture.

Our collaboration with Stora Enso reflects a shared commitment to environmental responsibility and innovation. Their expertise in renewable materials and sustainable practices makes them a valuable partner in our efforts to advance sustainable solutions.

"Our purpose is to "Do good for people and the planet". This underpins our commitment to accelerate the transition to a circular bioeconomy to combat climate change, safeguard natural resources, and have a positive impact on biodiversity."

Stora Enso
Paper mill company



Customer's voice.

No matter your industry or the products and services you offer, your customers are the heart of your business. ViskoTeepak's success is built on inclusiveness and sustainability, as we'll explore in the following insights from the market.

Kotivara

Kotivara - Sustainability & Raw Material Are Changing Recipes

Kotivara is a small Finnish family business that operates in accordance with tightened sustainability requirements. Today, actors in the food industry are increasingly expected to report their carbon footprint and adhere to sustainability principles. In this, the origin and production methods of raw materials play a central role.

Quality requirements are strict for all meat raw materials, and Kotivara has a certified BRC quality system, which sets high standards for approving raw material suppliers. The company also maintains stringent quality criteria for its purchases. The quality of raw materials is checked with every delivery in Kotivara's own control laboratory.

The food industry is constantly evolving, and discussions around raw materials are part of this change. For example, Kotivara has, after extensive customer feedback and research, replaced horse meat with domestic beef in one of its most popular products, "Traditional Medwurst" (a salami-style cured sausage). Especially younger generations do not always have the same attitude toward horse meat as previous ones.

Another significant factor is the availability of horse meat, which is very limited in EU countries, while the quantities required for commercial production are considerable. The availability of raw materials ensures an uninterrupted supply chain for both stores and consumers.

"Overall, we've increasingly transitioned to using domestic meat, which consumers can recognize through the 'Hyvää Suomesta' ('Product of Finland') label on our packaging. Our choice of raw materials is guided by traditional recipes, consumer preferences, and our sustainability goals."

Kotivara
Salami Producer, Northern Finland



Partner's voice.

ViskoTeepak values the long-term relationship we share with many of our Partners and are fully committed to continuing to grow and improve together.

DARIMEX[®]

Darimex

Darimex International has been a key player in Romania's sausage casing industry for over 30 years, proudly partnering with ViskoTeepak to deliver high-quality casing solutions. This long-standing relationship is built on shared values of innovation, reliability, and a strong commitment to sustainability.

ViskoTeepak stands out in the global market for its environmental responsibility, and Darimex is proud to represent a partner that aligns with its own sustainable practices. While Romanian customers often focus on pricing, Darimex plans to increase awareness of ViskoTeepak's sustainability efforts through yearly newsletters and sustainability reports, highlighting the added value these bring.

Darimex has invested heavily in improving its environmental footprint. Key initiatives include clean water treatment systems, solar panels for water heating, and grouped employee transportation—significantly reducing the daily use of personal cars and easing parking and traffic congestion around the facility. In the natural casing department, automation systems and new machinery have increased efficiency and product quality, while reducing labor needs, space usage, and energy consumption. Additional machinery for shirring and packing artificial casings has further optimized operations.

"By combining innovation, technology, and sustainability, Darimex and ViskoTeepak are shaping a more responsible future for the casing industry, where environmental responsibility and efficiency go hand in hand."

Darimex

Distribution, Food Solutions & Technical Services



Employees' voice.

Our employees are key to ViskoTeepak's success, driving development and growth through daily operations and new ideas. In 2024, we launched a six-week Health Challenge to boost physical and mental health while strengthening team bonds. Employees earned points through physical activities and by supporting colleagues — giving praise, helping others, and creating a positive work environment.



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Sjuul Donders

Sjuul Donders, a 50-year-old coordinator in Team 5, emerged as the winner of the 2024 Health Challenge. Sjuul has been working at ViskoTeepak Lommel since 2013 and has served as a coordinator in Team 5 for the past three years. He has always appreciated the problem-solving approach at ViskoTeepak and the opportunity to collaborate with the team to find improvements.

As part of his prize, Sjuul visited the Brno plant, where he toured the Innovation Center, the Wienie-Pak shirring, and the Fibrous and Printing areas. He gained valuable insights into how different parts of the production process work together, helping him identify ways to improve efficiency and product quality at Lommel. Beyond the educational aspects, Sjuul also enjoyed the hospitality of Brno, exploring landmarks such as City Hall, the Cathedral, and the National Theater.

“I enjoy working at ViskoTeepak because there are always new challenges to tackle. I particularly appreciate the problem-solving approach and collaborating with the entire team to find improvements. It was an excellent chance for me to see what happens to our product once it leaves our plant and to learn from the processes and challenges faced in Brno.”

Sjuul Donders
Coordinator in Team 5





SJUUL'S TRIP TO BRNO



Employees' voice.



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Lucie Motyková

Since last year, Lucie Motyková has taken on a new role as a Wienie-Pak Product Specialist. This position strengthens ViskoTeepak's commitment to continuous improvement and sustainability by optimizing processes and enhancing product performance.

Lucie's experience in the quality department will support ViskoTeepak's sales and technical teams while improving collaboration with customers. Her expertise in data collection and analysis, combined with direct customer visits, will contribute to better resource efficiency and waste reduction in product development.

In addition, Lucie will conduct microscopy analysis to identify internal issues and determine the root causes of claims. This work supports sustainable manufacturing by reducing material waste and improving overall product quality.

With her extensive understanding of gel and meat stuffing, Lucie will develop educational videos for both the ViskoTeepak team and customers. These videos will focus on optimizing casing usage, reducing waste, improving efficiency, and troubleshooting machinery issues to support more sustainable production practices.

In the future, Lucie will become a Wienie-Pak trainer, expanding her expertise and directly contributing to product development and process improvements. Her role will help customers enhance operational efficiency, reduce material consumption, and improve product sustainability.

"My professional focus has been on process and customer quality for several years. Now, in my new role as a Wienie-Pak Product Specialist, I can apply my experience to development projects and work directly with customers. I am looking forward to this opportunity to grow and contribute to ViskoTeepak's ongoing sustainability efforts"

Lucie Motyková
Wienie-Pak Product Specialist



An aerial photograph of a two-lane asphalt road with double yellow lines, curving through a dense, lush green forest. A small white car is visible on the road, driving away from the viewer. The text "COMMITTED TO A SUSTAINABLE FUTURE" is overlaid in large, bold, white capital letters at the bottom of the image.

COMMITTED TO A SUSTAINABLE FUTURE

The People Platform



Linked to our Values:

Trust:

- 1 We appreciate diversity
- 2 We work together & share our knowledge

Ambition:

- 1 We get things done & deliver on our promises
- 2 We take our individual responsibility & realize we all impact on the result

Fun:

- 1 We reflect & learn with an open mind
- 2 We encourage & energize each other

Teamwork:

- 1 ALL OF THE ABOVE - with the combination of all Key Behaviors we will create a successful work culture that will benefit all

People Platform: Strengthening Our Company Culture.

A few years ago, we introduced the “People Strategy,” outlining six key behaviors we believed would create a stronger company culture and greater success for ViskoTeepak.

As part of the first Hearts & Minds program, we asked ViskoTeepakers to reflect on how we were performing on these behaviors. Based on that feedback, we refined the strategy to create the People Platform — a framework that strengthens our company culture and supports long-term business success.

The People Platform builds on our core values — Trust, Ambition, Fun, and Teamwork — and defines how we want to act as ViskoTeepakers. It sets clear expectations for behavior, encouraging a positive and productive work environment that leads to better products and stronger customer relationships.

Appreciating Diversity

One of the core statements in our People Platform is: “We appreciate diversity.”

Diversity goes beyond gender, age, ethnicity, cultural background, or sexual orientation — it includes different perspectives, experiences, and personalities. Bringing together diverse skills and viewpoints leads to more creative solutions, stronger decision-making, and better business results. Diverse perspectives allow us to solve complex challenges faster, anticipate market changes, and better meet customer needs.

As Malcolm Forbes put it, “Diversity is the art of thinking independently together.” A diverse team where all voices are heard creates a more innovative and successful company. It’s the responsibility of both leaders and team members to foster an environment where everyone feels valued and respected.

The People Platform defines key behaviors that reflect how we want to act as ViskoTeepakers.

How the People Platform Connects to Our Values

The People Platform is closely tied to our company values:

- **Trust** - Built through appreciating diversity and working together, which strengthens customer relationships and builds credibility.
- **Ambition** - Drives us to deliver innovative solutions and exceed customer expectations.
- **Fun** - A motivated team performs better, ensuring a positive experience for both employees and customers.
- **Teamwork** - The result of combining all these behaviors to create a collaborative and successful work culture that benefits both our people and our customers.

At ViskoTeepak, the People Platform strengthens our ability to deliver value to customers and partners. A motivated, diverse, and accountable team leads to better solutions, stronger partnerships, and long-term business success. The People Platform ensures that we are not only building a stronger company — we are delivering better results for our customers, every day.

Creating value for customers.



Website

In today's fast-paced digital world, a website is more than just an online identity; it's the front-line of customer engagement and brand representation. Acknowledging the importance of a strong digital presence, ViskoTeepak continues to build on the success of its updated website.



Partner Network

Our Partner Network is a platform dedicated to supporting our distributors. It requires a user registration which is checked before approval. Recently updated with a fresh design and improved usability, the Partner Network continues to evolve—we are actively working on adding new features and functionality to enhance the user experience.



Social Media

Through our social media channels in Facebook and LinkedIn, we strive to increase our brand's visibility by building relationships and communicating with our stakeholders. We are putting extra effort into employer branding, maintaining a fun, light, and fact-focused style primarily in English.

New features:

- 1 Modern, sleek design that allows for improved website speed and responsiveness
- 2 Cleaner and even more compelling "call to action" buttons that make it easier to get in touch with us
- 3 Customers can quickly and easily connect with the right representative in their region
- 4 Comprehensive translation tool that is capable of translating the site's content into many languages

What you can find:

- 1 Online ordering
- 2 Outlet
- 3 Open order overviews
- 4 Marketing materials
- 5 Product information
- 6 Articles
- 7and so much more

Our platforms:

- 1 Our LinkedIn helps us establish a professional presence within the industry. We use our page to share company insights, updates, and job opportunities while enhancing brand credibility.
- 2 Our Facebook page is used to enhance our online presence and engage with a broader audience. We use our page for sharing updates, promotions, and valuable content, fostering brand awareness and customer loyalty.



Follow us on



ViskoTeepak is committed to implementing our three brand cornerstones—Tailor-Making, Productive Solutions, and Teamwork—in all of our external communication. Through these six communication channels, we strive to create value for our customers.



Communication Package

We release what we call a Communication Package every tertial period. These packages include Solutions articles, #WeAreViskoTeepak stories, and other relevant updates that need to be shared. The content is distributed widely—via email signatures, social media, and our website—and we've received consistent positive feedback on the initiative.

What's included:

- 1 Product news, which can consist of new features, usage tips and guides, customer feedback, and benefits.
- 2 Company news, which can consist of announcements, achievements, events and activities, and new collaborations.
- 3 Case studies that discuss the challenge, solution, results, customer testimonials, lessons learn and future plans.

Released three times a year: January, May, and September.



Events

Every third year we arrange ViskoTeepak Partner Days, an event where we invite all our partners from around the world to get an update on what's going on in our business. We're also present at several smaller fairs around the world.

Past Partner Days:

- 1 The latest edition of our Partner Days event was divided into three regional gatherings to better connect with more partners in each area. The events took place in Milan (Europe) in September, Miami (Americas) in October, and Bangkok (Asia) in January—each proving to be a highly successful and well-received initiative.





Renewable resources.

Upstream influence

Raw materials – Wood pulp

Wood is one of few renewable raw materials that can be grown in large quantities. Trees reduce emissions in more than one way. While trees are growing, they capture and store CO₂ from the atmosphere in a process called photosynthesis. As the trees grow older, they are ready to be harvested to become biomass for sustainable products that can replace oil-based alternatives.

ViskoTeepak uses softwood-based specialty pulps, also referred to as cellulose, to produce viscose as a base ingredient for our Wienie-Pak and Fibrous products. In the case of Fibrous casings, the total cellulose content of the finished product is as high as 75%. The pulp raw material is purchased from companies in the U.S. and Scandinavia which manage their forests on a sustainable basis.

We follow the activities of our suppliers and how well they develop their sustainability. We always become extra happy when our vendors, customers, and partners are reporting steps in the right direction when it comes to sustainability. As good examples, we are happy to mention two of our pulp suppliers. Borregaard wood usage is reportedly 95% from certified forests and in the case of Domsjö Fabriker it is 100%, all wood is supplied from certified Scandinavian forests.

Raw materials – Chemicals

Besides fiber-based materials like specialty pulps and paper, we use various chemicals in our production process. It is equally important that these chemicals are produced sustainably. Companies like Kemira provide us with sodium hydroxide and Boliden with sulfuric acid. Both are well known for their efforts in the field of sustainability and we happily refer you to their respective websites for more detailed information on the topic.

New suppliers

Our Code of Conduct contains a Supplier Code of Conduct in Annex 5. New and existing suppliers are requested to sign this document and by doing so to comply with our criteria on:

- Ethical behavior
- Legal compliance
- Equal treatment of workers
- Fair working conditions
- Rights of association
- Care for Safety & Environment





In Fibrous casings, the total cellulose content of the finished product is as high as 75%



Responsible Care advances sustainability in energy, emissions, and safety

Responsible care.

Responsible Care is the chemical industry's voluntary sustainability program. In Finland it has been in action for a 30 years.

Committed to Continuous Improvement

Responsible Care drives continuous improvement in health, safety, and environmental (HSE) performance, together with open and transparent communication with stakeholders. In Finland, the Responsible Care program is run by Kemianteollisuus ry and in Belgium by Essenscia. Both our Lommel and Hanko plants have been a member of the Responsible Care initiative since 1999. The development of a company's corporate responsibility work is supported through cooperation in networks and development projects. Responsible Care commits companies, national chemical industry associations, and their partners to continuously improve their performance. Current focus areas are energy consumption, circular economy, greenhouse gas emissions and safety. In total, more than 60 countries around the world participate in the Responsible Care program. In Finland, around 100 companies have committed to the program, representing some 80% of all production in the chemical industry and some 60% of its employees.

ViskoTeepak in Hanko, Finland

Kemianteollisuus ry (Chemical Industry Federation of Finland) is a trade association for the chemical industry and its closely related sectors, covering various fields in the basic and production of chemical industry. Teollisuusliitto and Pro are the blue and white-collar labor organizations represented in the plant. Other stakeholders are Krogars vattenskyddsförening, a local NGO for the protection of recipient water, and LUVY (Association for Water and Environment of Western Uusimaa). This year Responsible Care in Finland is celebrating 30 years.

ViskoTeepak in Lommel, Belgium

Essenscia is the Belgian federation of the chemical and life sciences industry, a multisector umbrella organization that represents the numerous business sectors of chemicals, plastics, and life sciences. Sustainable development and the contribution of the chemical and life sciences to a sustainable society are central to the mission of Essenscia. The focus of last year was on NOx reduction in the total chemical industry.



KEMIANTEOLLISUUS

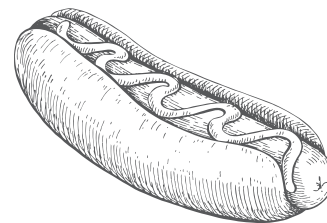
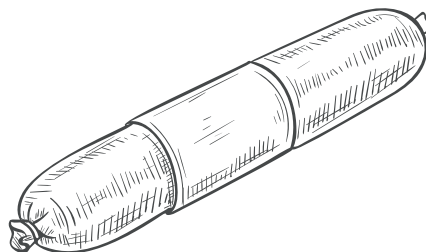


ViskoTeepak Lommel & Hanko have been a part of the Responsible Care initiative since 1999.



The Responsible Care program now operates in over 60 countries with 100 committed companies in Finland.

PRODUCT PORTFOLIO.



Fibrous Family

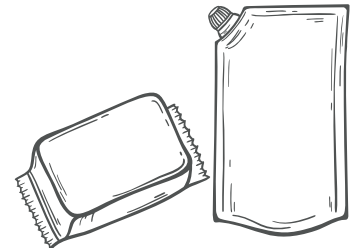
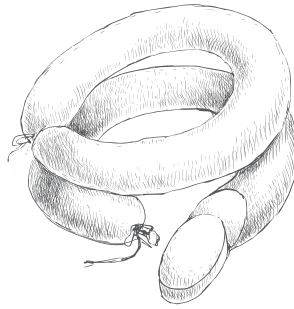
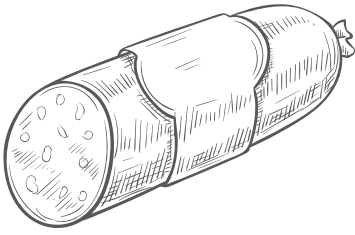
We're the world's leading manufacturer of fibrous casings, in terms of volume as well as variety. We offer the widest range of diameters, from the smallest to the largest casing diameter. Fibrous casings are used for a wide range of applications, such as pepperoni, salami, & lunch meats.

- **Fibrous Standard (ST)**
- **Fibrous MAX**
- **Fibrous Super Protect**
- **Fibrous Glide**
- **Fibrous Xtreme**
- **Fibrous XL**
- **Fibrous Brilliant**
- **Fibrous FLX**
- **Fibrous CRF**
- **Fibrous Preserve**

Cellulose Family

Our cellulose product line is called Wienie-Pak. We're one of the big players in the cellulose-casing market as well. We offer our customers the most efficient cellulose casing available. Wienie-Pak is used for a wide range of applications, such as frankfurters, hot dogs, beer sausages, and mini-salamis.

- **Wienie-Pak Rapid Peel**
- **Wienie-Pak Colored Casing**
- **Wienie-Pak Window**
- **Wienie-Pak D-Tech**
- **Wienie-Pak Printed**
- **Wienie-Pak Logoprint**
- **Wienie-Pak Multicolor Printed**
- **Wienie-Pak Long-Shirred**



● Plastic Family

Our plastic product line is called Nova. The Nova casing is a combination of different types of high-performance plastic resins, which work together to provide a unique level of performance. Nova is used for a wide range of applications such as cooked hams, liver sausages, and pâtés.

- Core Series
- Shape Series
- Industrial & Automation Series
- True Series
- Permeable Series
- Mini Series
- Pet Series
- Eco Series

● Collagen Family

We supply collagen casings from the world's top producers. We offer both edible and non-edible collagen for the US and German markets. Collagen is a very strong and flexible casing that is widely used for a range of applications such as cooking, dry, and fresh sausages.

- Devro edible (Germany)
- Devro non-edible (Germany)
- Nippi edible (USA)
- Nippi non-edible (USA)
- Fibran non-edible (USA)

● Packaging Family

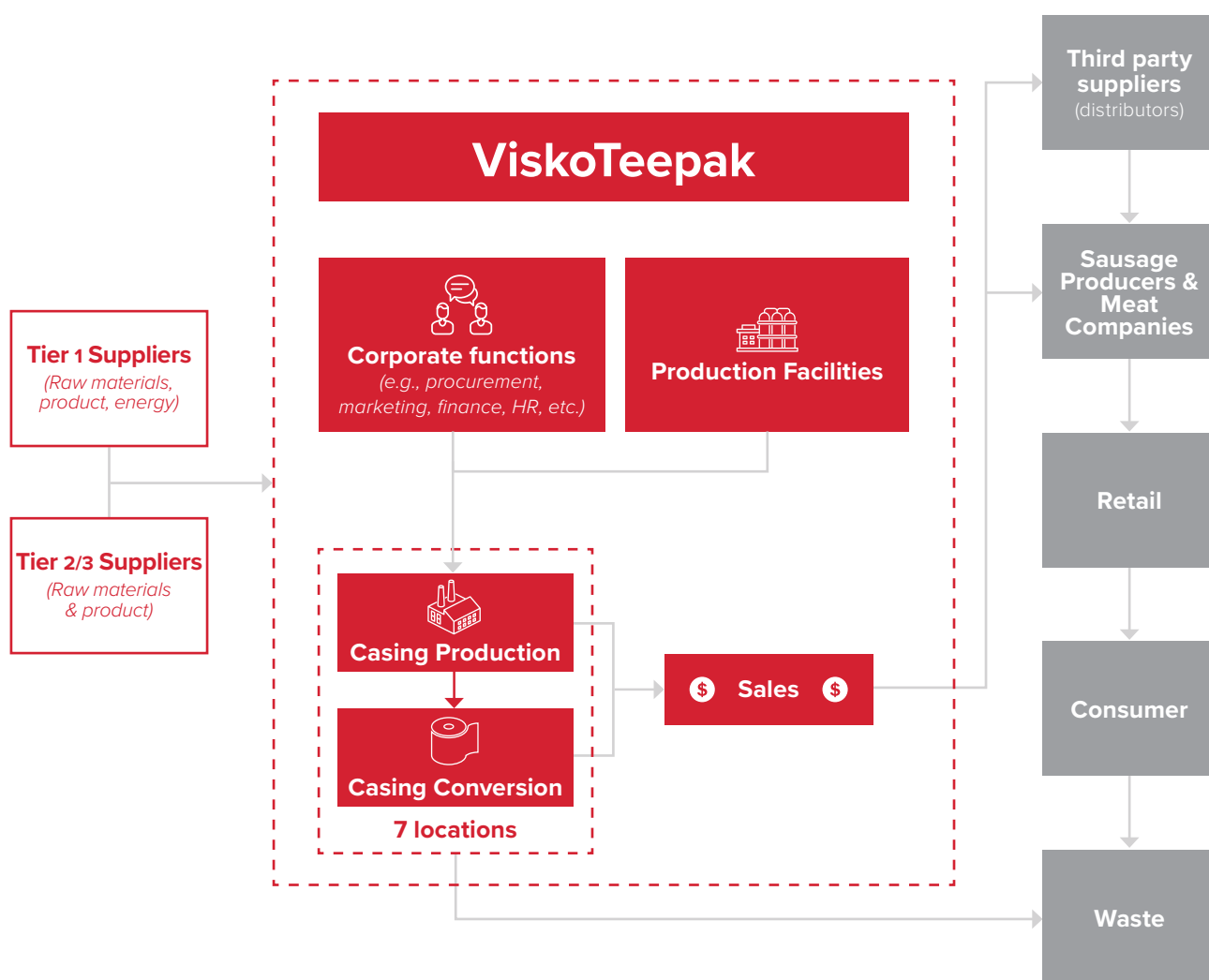
We're a full-line food packaging supplier to the meat and poultry processing industry. Our packaging materials and brands are today offered mainly in Germany, Canada, Mexico, the Nordics, and the U.S. Our packaging materials are used for a wide range of products such as pouches, shrink bags, and films.

- Ally Films
- Vivid Pouches
- Vista Gel
- Evolv Shrink Bags
- TNI Elastic Food Loops
- Covered Rubber Threads
- TNI Spring Pop Timers



ViskoTeepak value chain.

As part of our efforts to comply with the new CSRD legislation in the European Union, we have reviewed our value chain and conducted a Direct Materiality Assessment (DMA). This process begins with understanding the business model and value chain, forming preliminary hypotheses on material topics, and gathering stakeholder insights to identify impacts, risks, and opportunities (IROs). A bottom-up materiality assessment is then conducted, with preliminary results calibrated accordingly. The final DMA results will undergo validation in early 2025, aiming for sign-off on the list of material topics.



Upstream

Upstream operations refers to the initial stages of the supply chain, where raw materials are sourced, acquired and transported to manufacturing facilities.

Own operations

Own operations refers to a company's internal processes, from sourcing raw materials to delivering the final product.

Downstream

Downstream operations refers to activities post-manufacturing associated with distributing the product to the final customer.

Sustainability: Navigating New Legislation & Initiatives.

ViskoTeepak was the first in the industry to publish a Sustainability report based on the GRI standard, 11 years ago. Today, we continue to lead in the field of sustainability as we work to improve our processes and products. Below are some of the latest developments in the ESG (Environmental, Social, and Governance) area.

New Legislation and Reporting Standards

One important change is the European Union's Corporate Sustainability Reporting Directive (CSRD). This directive will raise the bar for sustainability reporting, requiring larger companies to be more transparent about their environmental and social impacts, as well as their general compliance. While ViskoTeepak has been publishing a Sustainability report for over 11 years, the new CSRD rules will require a more detailed assessment of how our business affects people, society, and the environment. The report, based on a comprehensive evaluation called the Double Materiality Assessment (DMA), helps us structure our sustainability efforts and defines the actions we need to take and report.

Connecting to the Sustainable Development Goals (SDGs)

Our sustainability efforts are aligned with the United Nations' Sustainable Development Goals (SDGs). These 17 goals aim to address global challenges like poverty, inequality, climate change, and environmental damage. In our Sustainability report, we focus on five SDGs that are most relevant to us:



These SDGs guide our actions and key achievements in these areas.

Environmental Permits and Compliance

In addition to reporting, we are actively working on renewing environmental permits for our plants in Lommel, Hango, and Nuevo Laredo. The new BAT-BREF (Best Available Techniques Reference Document) regulation in Europe aims to control industrial emissions and set high environmental standards. These documents describe the best available techniques for various industrial sectors and are used to set permit conditions under the EU's Industrial Emissions Directive.

Investing in Energy Efficiency

Over the years, ViskoTeepak has invested in more energy-efficient equipment, such as heat recovery systems at our Hango plant and other initiatives. We also plan to build a solar panel park next to our Lommel plant, further demonstrating our commitment to sustainability.

A lot is happening, and it's natural to ask: Are these efforts benefiting our partners and customers, and how? The answer lies in transparency. As the CSRD requires companies to report on their ESG practices, it increases transparency, which helps build trust. This allows customers to make more informed decisions and encourages companies to adopt sustainable practices. In the end, it means higher quality and safer products, and customers who care about sustainability can support companies that share their values, promoting ethical consumption.

Sustainability performance.

We at ViskoTeepak believe that safety and environmental performance go hand in hand with product quality and production efficiency. We aim at standardizing our work methods to continuously improve them by relying on and developing the skills of our personnel. The ISO 14001 Environmental, ISO 9001 Quality, ISO 45001 Safety, BRC Packaging Product Safety, and AEO-F Logistics management systems are all a foundation for our activities.

Freshwater and wastewater

Various issues are involved when it comes to minimizing the environmental impact of our wastewater. The first one is to use as little fresh water as possible. We have managed to improve casing-machine water circulation in recent years. The new system is based on a more efficient countercurrent principle. Not only do we use less of this valuable raw material, but we also achieve a better functioning cleaning operation since the load on the treatment facility is smaller and the casing machines actually run better thanks to an optimized water temperature.

Secondly, in our process, we use absorber/stripper systems for the efficient recirculation of process chemicals. The normal recirculation level is approximately 95%. Thirdly, we place great emphasis on our process control. The more steadily and smoothly the operation runs, the more efficiently our wastewater cleaning operates.

The Lommel plant already sends its wastewater for joint treatment in the community cleaning facility. We were able to improve this discharge installation during 2023 with permanent monitoring and stop discharging if this is not compliant. In Hanko, ViskoTeepak was operating a chemical-biological treatment unit for wastewater cleaning. As a sign of continuous improvement in the field of wastewater cleaning, the plant signed an agreement with the city of Hanko regarding joint wastewater treatment. As a result, the plant's wastewater is transferred by pipeline some 15 km to the city of Hanko, where it's treated in a state-of-the-art chemical-biological cleaning facility.

Solid waste

Regarding solid waste, our main effort is in minimizing the sources of waste and the early separation of various waste streams. In terms of absolute amounts and kg/produced casing, we've seen positive trends. A major part of our solid waste in Hanko is used externally for energy production. In 2022 Hanko plant focused on waste sorting. As a result, we separate more efficiently the energy waste from hazardous waste. 2023 and 2024 verifies that this indeed seems to be a gain we have managed to hold.

Air

ViskoTeepak Hanko invested in bio trickling cleaning technology already some 20 years ago to ensure the lowest possible effluent levels. We operate six cleaning towers based on this Best Available Technology. The sulfur components are converted from the gaseous phase to the liquid phase in the biofilters and in turn to sulfuric acid, which is then neutralized for safe handling in the wastewater treatment. In line with the company's plan, the plant renewed the filter media with a newer generation type some years ago.

There is a new European initiative in the form of a BREF: Common Waste Gas Treatment in the chemical sector (Best available technology REference document). The WGC BREF was finalized in the beginning of 2023. There will be a four-year transition time to fulfil the new regulations, which in the case of ViskoTeepak's Hanko plant will require improvements to be made to the H₂S reduction. In this BREF frame the Lommel plant is already compliant.

Energy

Energy is used for the generation of hot water for the process of drying the casing and heating the buildings. The Hanko plant has been using wood residues as the major energy source for the heat generation since 2013. Consequently, our carbon-dioxide footprint for the generation of energy for heating is 0 tons of CO₂, since it is considered a renewable resource. Like we have reported in previous versions of our Sustainability Report, during 2024 we completed the investment in a new heat recovery system in our Hanko Plant. We recover heat from the waste water with the help of heat exchangers and a heat pump. The heat energy is used for both facility heating and as process heat. The performance has been better than expected and we achieved savings from 15-20%. What we need to subtract from this savings is of course the electrical power needed to run the heat pump. In our Lommel Plant we renewed the cooperation with the government to improve our energy consumption over the next 5 years.

Solar power for electricity

The Lommel plant received a new permit to install 6.1 MWatt solar panels in our front garden. This power will be fully used in our Lommel plant. This project will increase our use of green power usage of electricity.

Finnish national energy initiative

In 2017, ViskoTeepak Hanko joined the Finnish national energy initiative Motiva Energy Efficiency Agreements for the period until 2025. Yearly investments relating to this is for example, Hanko factory replacing the motors of dryer section to more effective ones.

NOx and SOx are two generic parameters of combustion from energy-generation units. Both are local air pollutants that can be avoided through the control of energy production and reduced energy consumption.



Reducing CO₂

Since 2013, the Hanko plant has used wood residues for an energy source, resulting in a 0-ton CO₂ footprint.



Green power

The Lommel plant requested a new permit to install 6.1 MWatt solar panels in their front garden.



Exploring Nova Casing:

A Path to Sustainable Packaging

Nova casing plays a key role in promoting sustainability by minimizing waste, reducing material consumption, and enhancing resource efficiency. Through innovative materials, reduced packaging impact, and improved recyclability, it contributes to a more circular and responsible food industry.

Commitment to Sustainability

Our Nova casing group drives initiatives to conserve resources and promote environmental responsibility. The UN defines sustainability as “meeting the needs of the present without compromising the ability of future generations to meet their own needs.” We integrate sustainability into our global manufacturing strategies, setting ambitious goals outlined in our sustainability report. Collaborating with customers, we refine our products to align with their packaging goals.

According to Gambeck, Jared, and Law (2017), 35% of plastic production is used for packaging, with most plastics being non-biodegradable. Only about 14% of packaging is recycled globally, with complex plastic structures making recycling difficult. Nova casing addresses these challenges with sustainable solutions.

Redefining Casings as Sustainable

Nova casing is used across applications, including meat, vegan products, dairy, and pet food. As a minimalistic packaging solution, it reduces secondary packaging, transportation, and storage costs while offering functional benefits. Nova casings provide oxygen and water vapor barriers, allowing one package to be used from filling through processing to retail, extending shelf life and reducing food waste.

As a protective ‘skin’ over products, Nova casing lowers material consumption. Additional functionality helps maximize yield, throughput, and ergonomics, reducing energy and material use. Waste reduction is key—whether by minimizing water usage, purge loss, or residual food waste.

Reducing Plastic Use

Given recycling limitations, reducing plastic use is a priority. Our strategies include:

- Optimizing plastic structures to minimize environmental impact while protecting the product.
- Reducing package thickness by up to 27% without compromising performance.
- Replacing rigid packaging with flexible Nova casing, cutting plastic use and enhancing efficiency in energy, labor, and material costs.

Nova casings withstand High-Pressure Pasteurization (HPP) and retort cooking, extending shelf life and reducing the need for extra packaging.

Enhancing Recycling Efforts

Recycling advancements improve the viability of multi-component recycling. Nova casings incorporate recyclable structures, including the Nova SCF product group with Type 2 recyclable polyethylene. Additionally, Wienie-Pak Cellulose and Fibrous casings offer biodegradable alternatives, supporting eco-friendly packaging.

Highlights & Future Developments

Key initiatives include:

- Reducing plastics through thinner material design and shifting to lightweight Nova casing.
- Minimizing process waste by optimizing casing specifications.
- Improving packaging efficiency to lower energy consumption.

We are developing future sustainable solutions with:

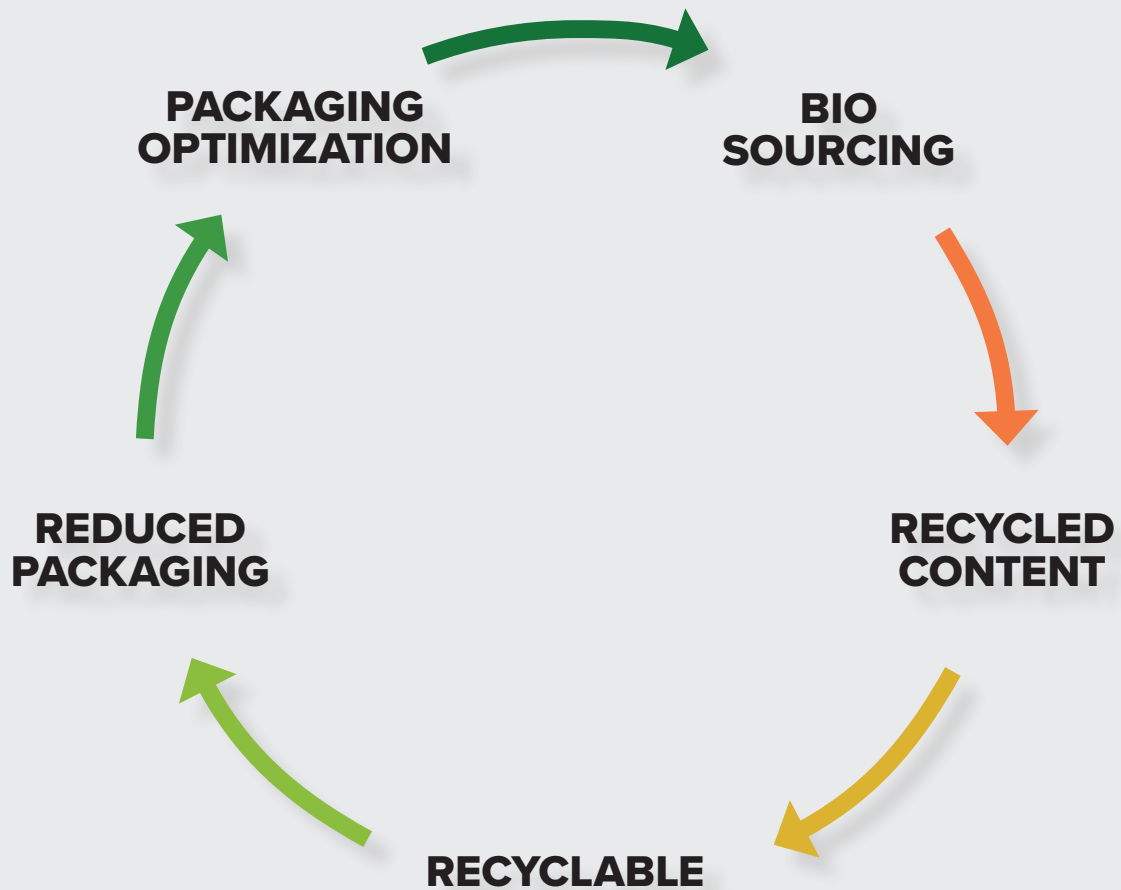
- Recycled content resins and bio-sourced resins meeting ISCC Plus certifications.
- Low-melting-point polyamide materials for improved recycling of multilayer structures.

The upcoming Nova Eco Series will offer a range of sustainable casing solutions, maximizing environmental responsibility while maintaining performance.

A Commitment to Future Generations

At ViskoTeepak, sustainability extends beyond product innovation to real-world impact. We support customers in adopting more sustainable packaging and continuously explore new materials with recycled and eco-friendly properties. By prioritizing sustainability, we contribute to a circular economy and a responsible future for generations to come.

NOVA ECO SERIES - COMING SOON



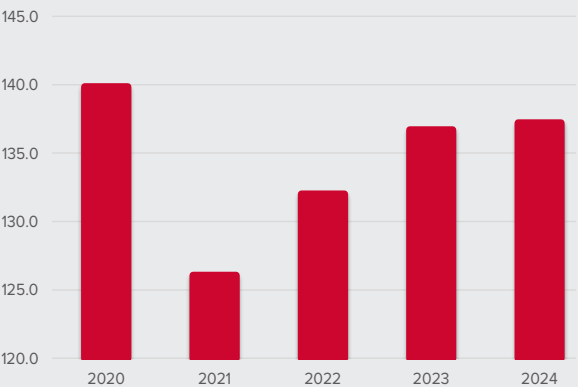
WHAT IS THIS?

A family of products designed for maximizing sustainable options when it comes to casing specification.

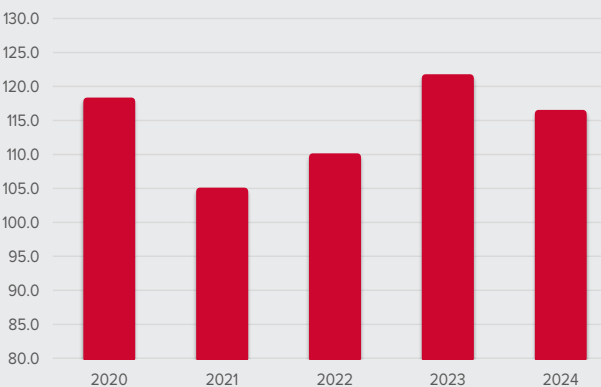
Sustainability in numbers.

Five year trend for Hanko and Lommel plant.

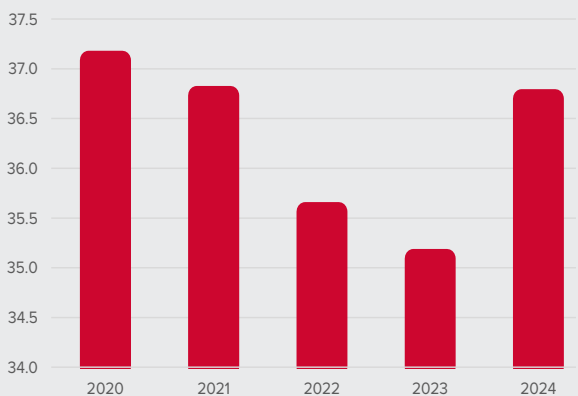
Freshwater m3 / ton cellulose



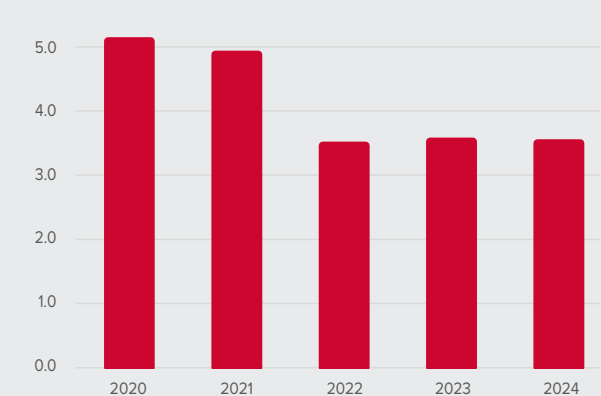
Wastewater m3 / ton cellulose



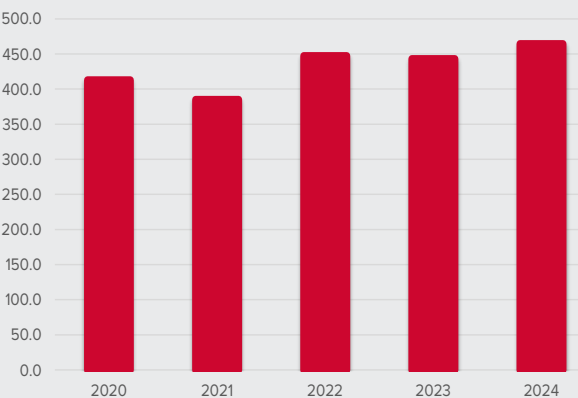
Total energy MWh / ton cellulose



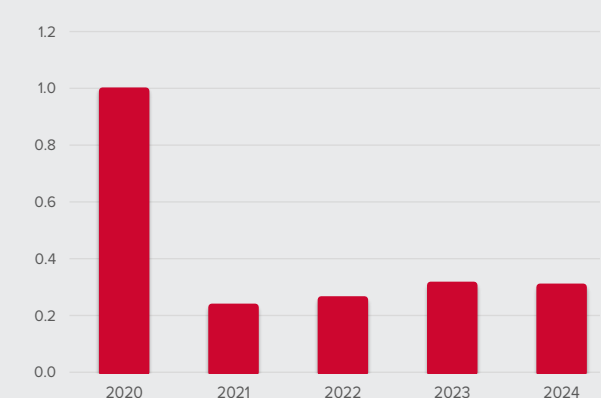
NOx emissions kg / ton cellulose



Solid waste kg / ton cellulose



SOx emissions kg / ton cellulose



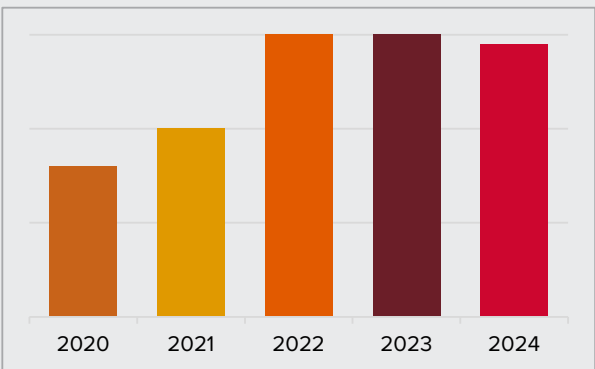
Finance and environment.

Performance, protection and expenditures.

Economic performance

Sales Revenue

Full year sales value in 2024 remained nearly unchanged from 2023



Environmental protection

Environmental Investments

2024 €164 k

Environmental expenditures

Environmental Expenditures

- 2024, Disposal & Treatment cost €1720 k
- 2024, Preventive & Management cost €970 k

2024 Sustainability projects.

The following list sums up the projects and their completion phase for 2024 in all our production and converting plants around the world.

Location	Project	Status	Comments
Brno	Development of new packaging bundle	100%	Completed
Brno	Packaging optimization	100%	Completed
Brno	Replacement of light tubes with LED lights	80%	Project in progress
Brno	Optimization of plant HVAC system	80%	Project in progress
Delfzijl	The Dutch government aims to reduce the natural gas to zero in all buildings and households	70%	Working in several parts of the plant to reduce heating and explore alternative solutions
Delfzijl	Renewal of roof including insulation - 5 year project - (Requirement for future solar panels)	20%	Ongoing
Delfzijl	Absorption dryer installation to reduce compressor energy	0%	Installed during 2025
Hanko	Renewal of pressurized air compressors (energy saving)	100%	Completed
Hanko	Energy efficient motors installed to drier	100%	Completed
Hanko	Optimizing and standardization of fresh water usage in production	50%	Ongoing
Hanko	An online chemical training of chemicals used at Hanko plant	100%	Completed
Hanko	Heat recovery from the waste water	100%	Completed
Kenosha	Program for waste handling and recycling	100%	Completed
Kenosha	Wastewater measurements	100%	Completed
Kenosha	Energy and water monitoring	100%	Usage tracked and reviewed regularly
Kenosha	New digital reporting system	100%	Paperless system for production and quality checks
Kenosha	LED lighting upgrade	80%	Ongoing
Lommel	Upgrade of fresh water reduction program	95%	50% over 20 years
Lommel	Replace lighting fixtures to be energy efficient	100%	Completed
Lommel	A long-term study to explore geothermal technology	50%	Feasibility study started
Lommel	Installing huge amounts of solar panels	75%	Installation in 2025
Lommel	Better HVAC monitoring for energy saving	95%	Migration plan is running



**Some say sustainability takes forever,
but isn't that the point?**

Location	Project	Status	Comments
Poznan	LED lighting project in warehouse	90%	Project in progress
Poznan	Sorting of municipal waste by employees	100%	Completed
Poznan	Collection and recycling of batteries	100%	Completed
Poznan	Electricity only from renewable energy	100%	Project is still valid for 2025
Poznan	Reduction of energy consumption - reduce compressed air	40%	Project in progress
Poznan	Reducing the amount of printed paper with electronic MES system	60%	Project in progress
Poznan	Reduction in the amount of used/lost converting oil	0%	Starting in 2025
Nuevo Laredo	Hazardous waste reduction	100%	Completed
Nuevo Laredo	Recyclable waste reduction	80%	Project in progress
Nuevo Laredo	Reduction of packaging materials due to recycling	70%	Project in progress
Nuevo Laredo	Reuse of filtered solvent from the printing process	0%	Searching for suppliers
Nuevo Laredo	Reduction of organic waste in final wastewater discharge	0%	Searching for suppliers

For a more detailed description of some of these projects, refer to the section "Beyond Compliance".



A holistic approach to people engagement & development.

We believe that employee engagement is crucial. It involves improving the workplace environment and empowering individuals in their roles. Today, employees seek meaningful involvement in their work and genuine enthusiasm for the organization they serve.

Career Page

With the introduction of our newly implemented career pages, we aim to attract top talent and effectively convert visitors into applicants. Each local unit has been provided with its own career pages available in the local language.

Communication

Communication is essential for the company's efforts to engage with its employees. Local Plant Management Teams coordinate communication at the plant level, providing regular updates on business status, local initiatives, and projects. TV screens and regular employee meetings are used to keep everyone informed. In larger plants, there are regular meetings with employee representation groups such as the Works Council and Union representatives. Group Management hosts an annual Leaderforum program and communication meetings within the organization.

Intranet

In 2023, we implemented our new Intranet, which serves as a centralized hub. We are proud of it, as it allows us to openly share information, ideas, and updates.

On our Intranet's "Global Page," we provide company-wide news, updates, and important announcements. Additionally, we have location-specific pages tailored to meet the needs of employees in that area, ensuring information is relevant and accessible.

Health Challenge

In 2024, we introduced a six-week Health Challenge aimed at improving both physical and mental health while strengthening team bonds. Many employees participated in the challenge, which encouraged collecting points not only through physical activities but also by supporting colleagues — giving praise, helping others, and contributing to a positive work environment. The Health Challenge reinforced the importance of well-being and teamwork within our company.

Employee Survey

Every second year, we conduct an employee survey at ViscoTeepak, believing it's essential to gather feedback from everyone. The next survey will take place during 2025. We've

categorized the survey questions into Trust, Ambition, Fun, and Teamwork.

The survey we conducted in 2023 had a 70% participation rate from all employees. From group management down to department and team levels, we will discuss and define action plans to improve identified areas and maintain successful practices.



Employee Survey

Conducted for each Leaderforum team member



Survey categories

Trust, Ambition, Fun & Teamwork



70% participation

Globally on Employee survey



HEALTH CHALLENGE





**We operate in accordance with
ISO 9001, BRC and HACCP**

Food safety & hygiene.



As a manufacturer of casings to be used as packaging in the food industry, we have a legal responsibility for the safety of our products. We adhere strictly to the international ISO 9001 and BRC Packaging standards to uphold food safety protocols. Committed to rigorous processes including standard operating procedures, HACCP planning, and self-monitoring, we maintain impeccable cleanliness standards in our production areas. Our unwavering compliance with regulatory mandates forms the cornerstone of our food safety programs, enabling us to attain the highest industry certifications. Prior to delivery, every product undergoes meticulous testing and inspection. Moreover, we adhere to EU legislation for food contact materials, the German BfR Recommendation, and U.S. FDA Regulations.

General

ViskoTeepak manufactures products for the food industry. Today, the gap between food and packaging is getting narrower, and that makes us even more aware of the fact that a proactive approach to food safety is the best option. We often get requests from large customers to deliver certificates of conformity of components used in production and manufacturing methods. Also the legislation in food and food packaging gets more stringent because of more demands by the market.

ViskoTeepak has certified management systems for Quality (ISO 9001), Environment (ISO 14001), and Safety (ISO 45001), and has food safety certifications according to the BRC Global Standard for packaging materials and Safe Quality Food. The BRC standard was developed by the British Retail Consortium in cooperation with the Packaging Society and is known throughout the industry. The choice of the standard has been proven to be right as several of our customers are changing their food safety standard also to BRC Packaging materials. ViskoTeepak is yearly audited by our

certification bodies both in announced and unannounced audits.

The basis for the food safety systems are analyses of all processes, starting from development, via production, to transportation of the products to the customer. Based on the risk level, controlling procedures are developed and implemented and will ensure that the risk for contamination is eliminated or reduced. Part of this is e.g. the clothing that is allowed in the manufacturing areas. We have high hygiene areas, where the risk level is the highest and basic hygiene areas, where the product is already protected by cartons or plastic films. In the high hygiene areas, protective and clean clothing is required and strict hygiene rules apply.

Product development

The mission to guarantee food safety applies not only to the operational activities of our company. It also plays a role in the development of new products. Together with our customers, we identify ways to develop the best suitable products in terms of usability and food safety. As the legislative requirements get more focus, we also need to be able to react on these within our product development department. We use only raw materials that are approved to be used in contact with food, and all raw materials go through an approval procedure, before usage.

The highest level of certification

ViskoTeepak has the highest level of certification within the casing industry, a testament to our unwavering dedication to quality, safety, and environmental stewardship. Our journey began in the early 1990s when we became the inaugural plant in the casing business to achieve both ISO 9001 for quality management and ISO 14001 for environmental

management certifications. Since then, we have upheld an unblemished record, steadfastly adhering to these stringent standards. Moreover, our pioneering spirit led us to secure the BRC packaging certification across all our cellulose, fibrous, and plastic product lines, further underlining our steadfast commitment to ensuring food safety and maintaining the highest standards of quality assurance.

Religious certificates

ViskoTeepak holds pivotal religious certifications: Kosher and Halal, essential for Jewish and Muslim dietary requirements, respectively, affirming the cleanliness and suitability of our products for religious food applications. In countries like Malaysia, where religious certificates hold immense significance, exporting goods without recognized certification is impracticable. Following JAKIM's announcement in October, disqualifying HFCE's certificates for the Malaysian market due to auditing issues, ViskoTeepak, reliant on HFCE for certifying Halal status at Brno and Lommel plants, encountered an unexpected export halt. Promptly responding, we initiated exploration of alternatives such as Halal Quality Control (HQC), a prospective partner, despite lacking prior collaboration. With audits slated for both plants by the end of 2023, favorable outcomes could lead to acquiring the new HQC certificate early next year, ensuring uninterrupted compliance and market access.

Certificates	Lommel	Hanko	Delfzijl	Brno	Nuevo Laredo	Kenosha	Poznan
GFSI recognized food safety certification	★	★	★	★	★	★	★
Quality: ISO 9001	★	★	★	★	★		
Environment: ISO 14001	★	★			★		
OHS: ISO 45001	★	★					
Kosher	★	★	★	★	★	★	★
Halal	★	★	★	★	★	★**	★
EU Food Contact Compliance: (EC) No. 1935/2004	★	★	★	★			★
U.S. Food Contact Compliance: C.F.R. 21 FDA 170-199*	★	★	★	★	★	★	
U.S. FDA Food Facility Registration	★	★	★	★		★	
Customs and trade: AEO status	★	★	★				

*Applicable parts

**For alginate casing



Health & safety.

Safety

ViskoTeepak remains committed to the continuous improvement of safety performance throughout the company's operations and among the contractors working under our supervision. ViskoTeepak has been a member of a zero-accident occupational safety program for several years. The goal is to improve the safety culture and achieve a safety level comparable to the best in the chemical industry.

The viscose process and casing production imply certain risks, so our success depends entirely on the assurance of safety in every aspect of our operation. We follow the guidelines and audit ourselves through the established routines of the ISO- and BRC packaging standards. We also constantly work to identify and anticipate health hazards in the work environment, and we work with effective risk management. We monitor all parts of our operations and strive for a "safety first" culture. We motivate each other by using common courtesy in everything we do, throughout the entire organization. Moreover, we take full responsibility for our actions and will always accept accountability in the event a defect or other issue is found. As an investment in improving the health of the workers, during the year 2022 together with occupational health care, the Hanko factory ran a health promotion program, where various challenges and a healthy lifestyle were promoted. The program was very well received by the personnel, so it was made a fixed part of our wellbeing program.

Continuous development of occupational safety

Occupational safety is a joint effort requiring ongoing effort from both employees and management to maintain and develop a safe working culture. The long-term goal is to prevent all accidents from happening. Employee safety awareness has increased continuously, and the target is that every employee understands his/her role in maintaining a safe workplace, which encourages the reduction of incidents. ViskoTeepak has set group-level targets for key safety indicators, i.e., numbers of injuries and injury frequency. We're committed to reaching zero accidents. Our employees are also encouraged to do safety observation reports of all incidents that they feel are unsafe and suggest safety improvements to the workplace and working methods. Safety observation reports are reviewed continuously, and actions taken are permanent. The foundation of safety development at the plant is built on safety observations and the corrective actions thus taken.





During 2024 we put effort into analyzing the ventilation of the production spaces in our Hango Plant. Some improvement needs were identified and we have put forward ideas on how to technically solve them.

ViskoTeepak Lommel and Hango plants are certified under ISO 45001. Line management does weekly safety observation tours and safety talks continuously. The occupational health committee coordinates risk assessments and is a forum for employees to raise questions about safety and practices in the plant. All recordable and lost-working-day accidents are reported and reviewed. Our goal is to do all necessary measures to prevent accidents from happening again or even better, prevent them from happening altogether.

Safety education

In 2022, all supervisors at the Hango plant were educated in occupational safety. Starting in 2022, supervisors began reviewing all accidents, investigations, and corrective actions with their subordinates. In 2023, the Lommel & Hango plant arranged safety education for all workers, focusing on the most hazardous bulk chemicals used at the plant. In Lommel, fire brigade lessons with small fire extinguishers were implemented for all employees in 2024



A guide of ethical standards

Code of Conduct

ViskoTeepak takes pride in our excellent reputation as a responsible, reliable partner and are committed to conducting our business with honesty and integrity. Our "Code of Conduct" outlines seven main ethical standards that all ViskoTeepak employees must adhere to, ensuring the respectful treatment of each employee and business partner.



Beyond compliance.

The control of emissions is occasionally seen as a process that is separate from the core manufacturing process. We prefer to view the handling of our emissions as a part of the supply chain, not something treated on the sidelines. Continuously trying to minimize our raw material usage, increasing the recycling degree, and minimizing the effluents isn't just environmentally correct, but is also sound from an economical point of view. The effort to find value-added solutions in the material flow helps keep us in business.

Freshwater

The Hanko and Lommel plants don't have surface water available in proximity for use as freshwater in the production process. However, we do have good-quality groundwater that is suitable for usage in the manufacture of food contact material. We monitor the usage of the water and report the usage and related KPIs to the authorities to make sure it's on a sustainable level. The Hanko plant has increased the freshwater-related cooperation with the local community and industry, mainly through the monitoring and sharing of results. Occasionally we have experienced dryer periods that put a strain on our freshwater wells. Because of this, we started some years ago a project to optimize the rinsing water usage in the casing machines.

The Lommel plant uses water from three different wells. The quality and the quantity are measured permanently and reported to the government yearly. All levels are in line with

the permits and there were no penalties over the last 20 years. The strategic plan was to reduce the water usage by 5% each year, related to production volumes. This plan will be continued in the future. We defined a multiyear water reduction plan and we have a proactive water reduction team working on continuously reducing our water consumption. Each year we want to reduce our water consumption by 5% compared to the previous year. The Lommel plant has reached the promised 25% reduction in five years. Over the last 20 years the water reduction was up to 50%.

In 2024, a geological groundwater study was carried out to determine the long-term effects. No effects were found that would affect the groundwater layers in the future. Consequently, a new permit will be obtained in 2025 to continue groundwater extraction in the long term.

Wastewater

The Hanko plant is part of the Hanko Peninsula seawater monitoring zone. There is a yearly survey that is prepared by Länsi-Uudenmaan vesi ja ympäristö ry for the authorities. According to this report, the Hanko plant's nitrogen load is in the range of 2-3% of the total load in the monitored area. In 2014, Oy ViskoTeepak Ab signed an agreement with Hanko City on joint handling of the wastewater. The main benefit point is that there are synergies between the various effluent streams that make it more efficient to treat them together rather than having every individual actor cleaning their wastewater on their own. Planned and unplanned interruptions in the transfer line from the plant to the waste treatment facility are handled by using intermediate storage tanks. Thunderstorms can cause electrical failures in the pumping stations in the transfer line. In these situations, the wastewater is stored in intermediate tanks, no effluent water is led to the surroundings.

The ViskoTeepak Lommel wastewater is treated by Aquafin after the water is collected with the city of Lommel and other companies. In the semi-annual compliance audit, all measurements are reviewed by the external auditor. All overruns must be reported to the government. An action plan to avoid these overrun emissions was made up. During Last years we improved several continuous measurements and a stop of discharging in case of one of the measurements are not compliant. We operate a spare lagoon which enables us to level off higher and lower emissions. An additional sulphide reduction installation will be commissioned in 2025.

Energy

Energy and water company Adven has been a long-term partner of ViskoTeepak in the Hanko plant. A heating plant that uses bio-fuels was built in the factory area in 2012-2013, and since then Adven has taken the responsibility for operation and maintenance of the heating plant as well as its 24/7 surveillance according to a partnership model. Earlier the thermal energy required by the Hanko plant was produced using heavy fuel oil. Taking the heating plant into operation replaced the oil with bio fuels. Around 95% of the thermal energy required by the ViskoTeepak Hanko factory is produced with domestic bio fuels. The remaining part is produced with liquid petroleum gas, and its use is primarily limited to the yearly maintenance break of the heating plant. We realize there are many aspects to consider when calculating the CO₂ net emissions. A general and simplified view says that the CO₂ released when the wood is burned is consumed by the biomass when it is growing, hence CO₂ neutrality. More detailed studies go into indirect CO₂ emissions related to burning wood. The total output of the heating plant serving the ViskoTeepak Hanko factory is 12 MW, consisting of a 6 MW boiler for solid fuels and a 6 MW peak power boiler. The Hanko plant joined the Finnish energy-

saving initiative Motiva in 2017 and is on a good path to reduced energy consumption according to the initial targets set up to be fulfilled by the year 2025.

In our ViskoTeepak Lommel plant the energy consumption was reduced according to the plans we made up. Increased efficiency in some projects in the cogen plant gives us more heat and electricity when we convert natural gas. Together with the improved efficiency, the plant reduces NOx emissions by more than 50%. The new installation is therefore fully compliant with the strictest European standards. The benefit in lower NOx is much better than the legal compliance.

We monitor our water usage to make sure we are operating on a sustainable level



Hanko

Reduced water usage by 15% & resumed optimization in 2022 to improve efficiency.



Lommel

The Lommel plant has cut water use by 50% over 20 years, with a continued goal of 5% reduction each year.



Let's meet some of the team.

The "We Are ViskoTeepak" campaign is designed to showcase the success of the company's employees and highlight the opportunities for growth and development within the organization. By sharing employee experiences on social media channels, the company hopes to retain loyal and hardworking employees and attract new talent to the organization.



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CUSTOMER SALES SERVICES
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#WeAreViskoTeepak



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MICHAELA PRCHALOVÁ
QUALITY ENGINEER
BRNO, CZECH REPUBLIC

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Always around



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