

Sustainability Report 2022

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Always around

ViskoTeepak in brief.

ViskoTeepak is 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), which opened in May 2018, 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 is owned by the Eriksson Capital Group, based in Mariehamn, Finland. Eriksson Capital is a privately owned investment company with a focus on small to medium-size high-tech industrial companies operating in the global marketplace. Eriksson Capital is active in various industries such as medical tubing, shipping, real estate, aircraft leasing and asset management.



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A note from the Vice President of Operations.

Dear Readers,

Thank you for taking the time to start reading our 2022 edition of the ViskoTeepak Sustainability report. I hope you will find many positive updates about ongoing activities and other new initiatives. But first, how can we not talk about the pandemic?

Does COVID-19 Change the Role of Sustainability for Organizations?

COVID-19 became the biggest disrupter to every aspect of business in every industry. No doubt that it impacts the perspectives of sustainable development in companies. Does COVID-19 change the role of sustainability for organizations? The answer is yes, and I will explain.

Finding a balance in the 3 Ps

Starting from the fundamentals of Sustainability, finding a balance in People - Planet - Profit, it is fair to say that the priority during the pandemic became "survival". From one day to another, the balance in the 3 Ps shifted in a way nobody has experienced before. Companies had no other alternative than to put more effort into the short-term needs for people and profit. Every business model is built upon the interaction between people. These people may meet each other in person, have dinner together, create and attend events for bigger groups, and work in teams in one of our plants. We could not imagine developing the business without these face-to-face moments. This became a reality when an invisible particle decided differently and forced all of us to abruptly stop these habits. Now companies had to take care of the immediate well-being (SDG 3) of their people by organizing working from home, taking draconic measures for situations where present at the work floor is required, and coping with abnormal high absence rates putting more work on fewer shoulders. Business travels were no longer possible and had to be replaced by a unique way of communication where digitalization has become a new standard. This worldwide stop in business travel had an immediate and significant effect on a lower global CO₂ emission (SDG 13). Quickly, the balance in the worldwide supply chain was gone, and getting materials in and goods out on time became a daily headache to keep production going and customers supplied. It forced many companies to rethink their supply chain and the dependency on far away from resources (SDG 12). Talking about resources, we cannot avoid mentioning energy. "The" resource where many of the companies as well as households are dependent on, has been developing in a direction that sustainable economic growth comes to a grinding halt (SDG 8), except for the energy companies themselves then. Our dependency on non-renewable, imported energy is huge and not sustainable (SD 7). With all this, I think it fair to state that Sustainability already increased in importance before COVID-19. But the nature of the pandemic has elevated its prominence further. "Never waste a good crisis." Every crisis creates opportunities. COVID-19 is doing exactly this for us.

Defining our SDGs

Linking to the "Sustainable Development Goals" (SDGs) as described by the United Nations, while picturing the pandemic effects on the organizations, helps us to find out which SDGs are the most important for us. Where do the SDGs affect us the most and vice

versa, where can we affect the SDG outcome in the best way? Prioritization helps to create focus and focus is needed to achieve the goals.

Secondly, COVID-19 response has shown that organizations around the world could react quickly when forced to by circumstances. A vastly unusual way of working was implemented overnight because we "had" to. Why shouldn't we be able to do this when we "want" to? Clearly a lesson how to move fast and fix things. *Flexibility and resilience are the new names of the game!*

Thirdly, when the COVID-19 restrictions are over, do we go back to our old habits, or do we adapt our policies permanently? E.g. We have learned how to do business traveling much less and working from home much more, contributing to less CO₂ emission. Utilizing digitalization at its full potential is making this work. Build Back Better!

Finally, the pandemic has demonstrated how vulnerable single-revenue stream businesses are, and how fragile a goods-based economy can be. The persistent approach of growth without limits in a world of finite resources will be difficult to sustain, and a risk in a future, exposed to greater disruption. A purpose-driven strategy containing Circularity and Low Carbon in its core, will create the drive to re-invent a long supply chain, to find and implement this renewable energy sources.

For sure, many more lessons can be found from this Pandemic and what follows. Whatever comes, the conclusion for me is clear that the business case for sustainability has only gotten stronger. I would like to end here by sharing an inspiring, poetry type of message, written by Hunter Lovins, a pioneer of the Sustainability cause. The stillness of this time is an opportunity to reflect on your relationship with the world around you.

"Let fear speak to you in your stillness. Do not demonize your fear, and do not let it rule you. Instead, let it speak to you—in your stillness, listen for its wisdom. What might it be telling you about what is at work, at issue, at risk, beyond the threats of personal inconvenience and illness? As the health of a tree, a river, the sky tells you about quality of your own health, what might the quality of your health tell you about the health of the rivers, the trees, the sky, and all of us who share this planet with you?"



Luc Van Erom, Vice President of Operations



2021 Quick Facts.



1094 employees



10 units world wide



Producing non-stop
All year long



Products sold in more than **90 countries**



Fibrous & Wienie-Pak are **100% Biodegradable**



More than 25,000 days

ViskoTeepak has been #MakingFoodMoreAccessible for customers all over the world since 1952



First in the industry to report

According to GRI sustainability reporting standard



#MakingFoodMoreAccessible 5 product lines:

Cellulose, Fibrous, Plastic, Collagen, Packaging Materials



Highest level of Certification

Quality, Health, Safety, Environment



Since 2017:

- Fresh water reduction → 12.3%
- Waste water reduction → 16%
- Energy reduction → 16%

Production facilities.

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



BRNO, CZECH REPUBLIC



LOMMEL, BELGIUM



HANKO, FINLAND



DELFIJL, NETHERLANDS



NUEVO LAREDO, MEXICO



KENOSHA, USA



POZNAN, POLAND



The evolution of ViskoTeepak.



Always around



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!



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.



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!





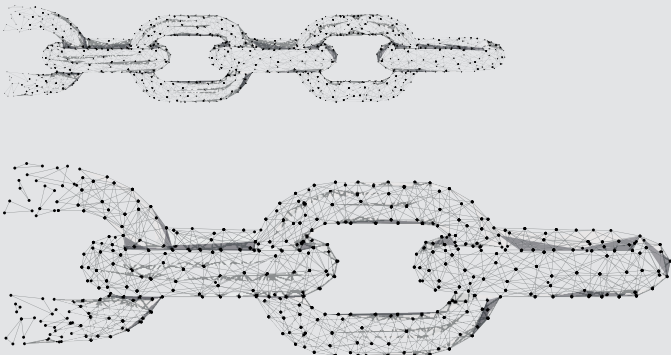
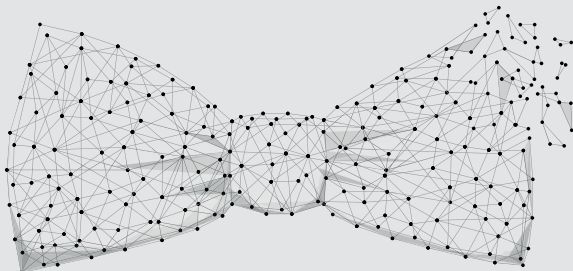


Brand Cornerstones.

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?

Company culture.

The company culture is the personality of the company. At ViskoTeepak 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?

Brand Cornerstones		Values	
	<p>Tailor-making</p> <p>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.</p>		<p>Trust</p> <p>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.</p>
<p>Productive Solutions</p> <p>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.</p> <p>If there's a better way, we'll find it.</p>		<p>Ambition</p> <p>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.</p>	
	<p>Teamwork</p> <p>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.</p>		<p>Fun</p> <p>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!</p>

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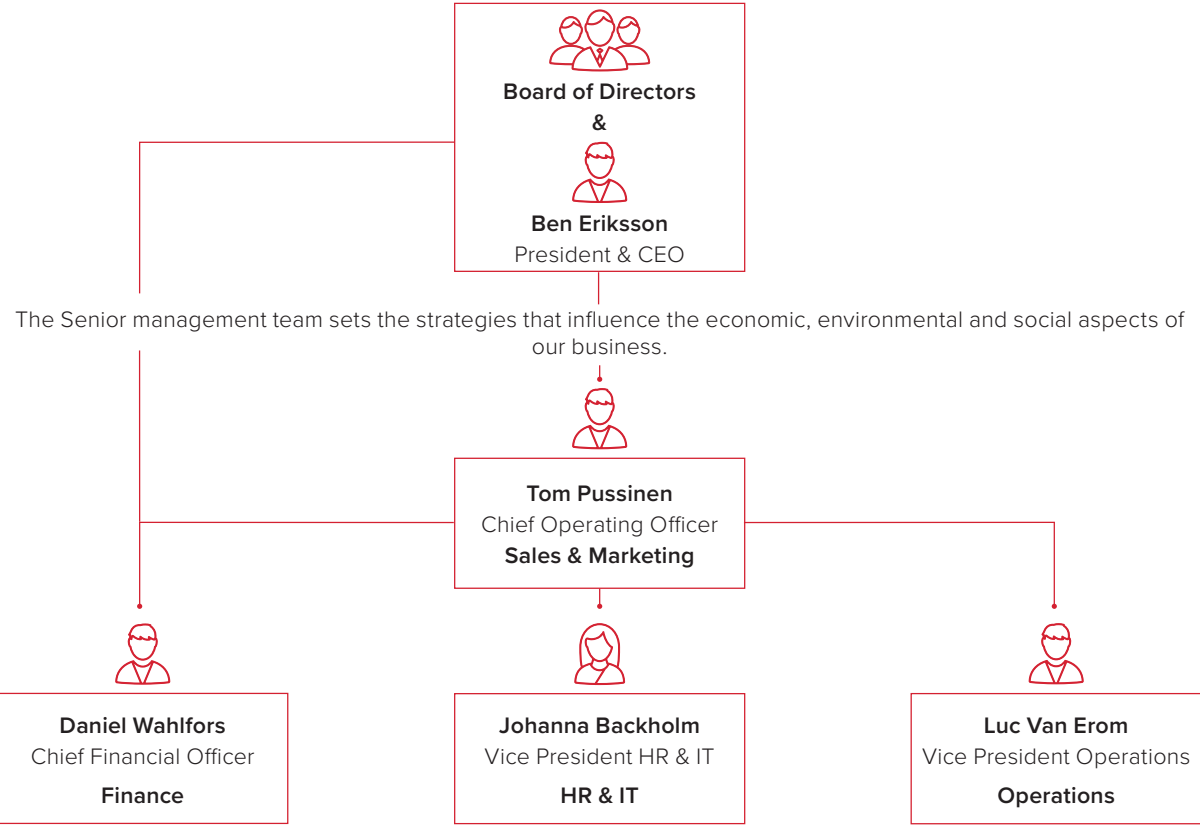


From left: Daniel Wahlfors, Tom Pussinen, Johanna Backholm, Luc Van Erom

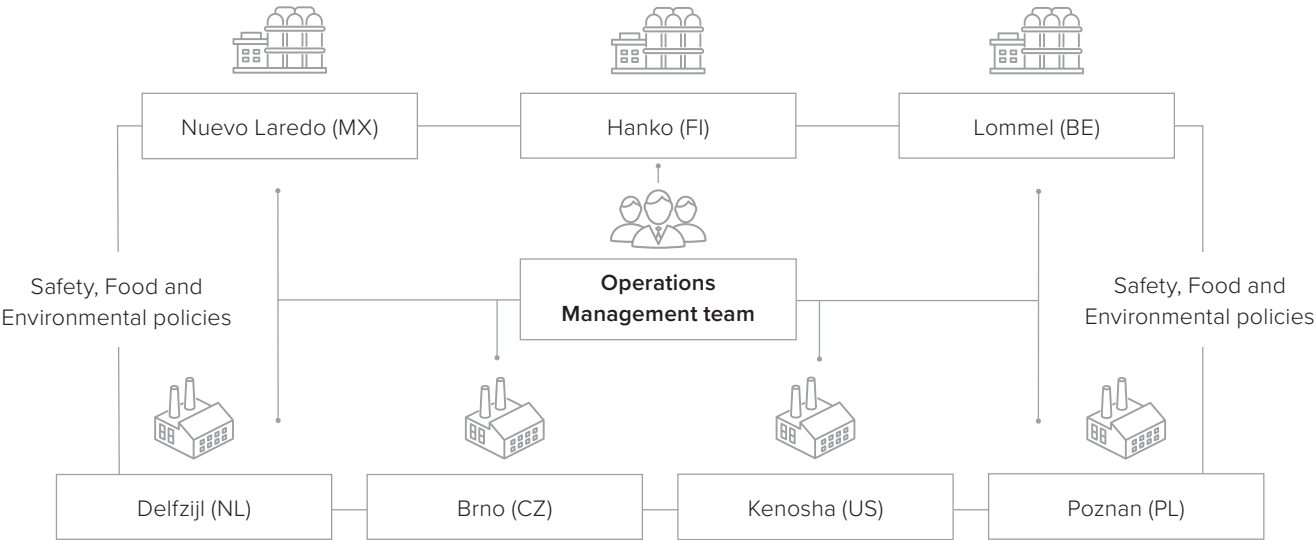
Governance.

ViskoTeepak is a privately held company owned by Eriksson Capital Ab, of Mariehamn (FI). The daily management of the company rests with the senior management team, formed by the *COO*, the *CFO*, and the *Vice Presidents* of the *HR/IT* and *Operations* divisions.

The Board of Directors, together with the CEO, sets the long-term directions and strategic targets.



This is translated into policies mainly by the Operations Group, which consists of the HR manager and the plant managers at all locations.



Owner's voice.

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

In 2020 Eriksson Capital group, the majority owner of ViskoTeepak, decided to take its first steps to understand the whole group's impact concerning the Sustainable Development Goals (SDG) which were launched by the United Nations. That's why Eriksson Capital started a collaboration together with the company Position Green, which has the tools and knowledge to collect and visualize sustainability data.

All subsidiaries (including ViskoTeepak) are asked to go through several questions amongst each one of the 17 SDGs and answer them accordingly. The answers are being collected and followed up by discussions and meetings between the companies. The plan is to develop this tool so well it facilitates the SDGs sustainability reporting.

"We believe the SDGs are a way to help us grasp and talk about the complexity of the impact our organizations have on the whole ecosystem of the world. By conversations within and around our organizations, we can understand more and start to have an impact on changes that need to happen." says Rebecka Eriksson vice-president at Eriksson Capital.

In ViskoTeepak's Sustainability report we are mainly focusing on the five SDGs ViskoTeepak has identified as the most impactful, relevant, and strategically embedded in our company. But the road against reporting amongst all 17 has begun.

"We believe the SDGs is a way to help us grasp and talk about the complexity of the impact our organizations have on the whole ecosystem of the world."

-Rebecka Eriksson



Supplier's voice.

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



Domsjö Fabriker

"Domsjö Fabriker AB is owned by an Indian conglomerate Aditya Birla Group and is in Örnsköldsvik and Domsjö is base of both operations and headquarters. Domsjö Fabriker has only one supplier of wood raw material, Domsjö Fiber, which is partly owned by Domsjö Fabriker together with Övik Energi AB.

Domsjö Fabriker uses 1.2 million m3 sub (solid under bark) of spruce and pine. Most of it originates from northern Sweden but a smaller part is imported from the Baltic and other countries in northern Europe. Domsjö Fiber is responsible for all the wood supply to the biorefinery which is made through contracts with forest owners and forest owners associations nationally as well as internationally. The wood is transported mainly by road but also by sea or rail. The production process results in high quality and environmentally sound products. All wood supplied is under ABG Wood Fi-

bre Sourcing Policy and are considered as FSC® Controlled as a minimum and the wood traceability is audited according to Chain of Custody for PEFC™ and FSC® yearly.

The main raw material used in the process is wood and originating from the forest. The forest and its products are part of the solution to the climate and environmental issues of our time, as more and more see the opportunities with bioeconomy instead of an economy largely based on fossil raw materials. Through the transition to a resource efficient economy based on renewable raw materials produced through sustainable forestry our collective carbon footprint is reduced. Forest industry products are refined in many different areas and often replace materials and products made from fossil raw materials. In addition to a high degree of refining, important jobs are also created, not only in the forest industries but also in the supply chain. There is a clear picture of the conditions necessary for development of FSC® (FSC-C124657) regarding Chain of Custody for wood material." Excerpt from Domsjö's Sustainability report 2020-2021.

ViskoTeepak Hanko uses cellulose from Domsjö. We are proud to have suppliers with such a sound environmental consciousness as Domsjö has.

Customer's voice.

Regardless of what industry you're in or what kinds of products and services you sell, your customer is the most important part of your business. ViskoTeepak's success is achieved with inclusiveness and sustainability. On the following pages we have collected some input from the market.

DARIMEX®

Darimex International

Darimex International is one of ViskoTeepak's oldest partners. For over four decades, they strived to provide first quality products and services for sausage production in Romania. Darimex is known to provide ingredients, spices, proteins, food additives, and then distribute them to world-wide market leaders for the artificial casing markets, such as ViskoTeepak.

Darimex International is proud to be a ViskoTeepak Partner on the road to success for a better sustainable casing industry. Worldwide, Darimex has seen trends of consumers striving to become more eco-friendly towards their way of thinking and living. Romania is a fast-growing market, where the new generation is driving the sustainability and vegan trends we see spreading around the globe. Sausages – of all kinds – are an option for saving time during meal preparation. Having the option of vegetarian sausages is growing,

with cellulose being the most popular casing choice in the vegetarian application. Darimex International is glad that Cellulose casing is 100% biodegradable and is delighted to see ViskoTeepak continues to work hard in reducing the footprints in their manufacturing.



From left to right: Norton Schouten - Marketing Director, Johan Mari Schouten - President, Teddy Schouten - General Manager

PT. MARKAINDO SELARAS

ViskoTeepak's partner in Indonesia, PT. MARKAINDO SELARAS, has been operating since 1982. They strive to be a supplier of quality food ingredients and to maintain the availability of quality raw materials for the food industry, especially the meat and seafood processing industry. The raw materials supplied by MARKAINDO must at least fulfil the following requirements:

1. Functional for customer needs
2. Food graded and certificated
3. Halal certificated

PT. MARKAINDO SELARAS is glad to see ViskoTeepak putting effort in the sustainability reporting and taking the environmental issues seriously and are meeting the above-mentioned requirements. Furthermore, some companies in



Indonesia are showing a growing interest in sustainability matters. As of now the biggest interest lays in the technique or procedure in how to turn casing waste into fertilizer.



ViskoTeepak's Indonesia Partners



Nortura

One of ViskoTeepak's long-term customers, Nortura, one of the largest food producers in Norway, are putting a lot of focus on their sustainability goals. Not throwing away food is important, and the same is true when it comes to the packaging being used, the energy and water consumption, and focus on more climate-neutral transport. Nortura's ambition is that all resources are used optimally, that nothing is wasted and to reduce the climate footprint as much as they are committed to. To help the world reach the UN's sustainability goals, Nortura has, among other things, decided to reduce climate emissions from the factory by 80 percent, food waste by 60 percent, halve transport emissions and make 70 percent of all packaging environmentally friendly by 2030.

We at ViskoTeepak are fully committed to supporting Nortura in their sustainability work – especially with our 100% biodegradable products and with efficient logistic- and transportation solutions.



Nortura processing plant in Kontakt, Norway

"Not throwing away food is important, and the same is true when it comes to the packaging being used, the energy and water consumption, and focus on more climate-neutral transport."

-Nortura





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	During the pandemic we have implemented extra measures to protect our employees and make sure we follow guidelines from authorities at all times.	Acting responsibly	ISO 45001 BRC	20
		Food safety & hygiene		42
		Health & safety		46
	We support the precautionary approach to foreseeable environmental, health, and safety-related impacts of operations and the life cycle of products and services.	Acting responsibly	Highest level of certification	20
		Responsible Care		22
8 Decent work and economic growth	We ensure that decent working practices are applied within the supply chain.	Food safety & hygiene		42
		Printed Fibrous		48
	We respect and protect labor rights and provide safe, secure, and healthy working environments for all employees.	Cellulose casing to clothing		50
		Renewable resources		23
	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.	Acting responsibly	Code of Conduct ISO 45001	20
		Health & safety		46
	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.	Acting responsibly	ISO 45001 Accident frequency, LWDI: 20.67 Accident severity: 0.33	20
		Renewable resources		46
12 Responsible consumption and production	We establish and maintain proactive environmental management systems.	Acting responsibly	ISO 14001	20
		Food safety & hygiene		42
	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.	Health & safety	Highest level of certification	48
		Printed Fibrous		50
	We improve resource efficiency as well as increase supply chain and resource security.	Acting responsibly	Highest level of certification	20
		Responsible Care		22
15 Life on land	We use renewable materials. We also use technologies to reduce the risk of over exploitation of the natural resources and decreasing biodiversity.	Acting responsibly	Code of Conduct ISO 45001	20
		Health & safety		46
	We implement circular business models such as using renewable, bio-based or fully recyclable inputs, recovering resources, extending product life cycle.	Acting responsibly	Code of Conduct ISO 45001	20
		Health & safety		46
	We are committed to sustainable fiber sourcing strategies in purchasing fiber from suppliers.	Acting responsibly	Code of Conduct ISO 45001	20
		Health & safety		46
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.	Acting responsibly	Code of Conduct ISO 45001	20
		Health & safety		46
	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.	Acting responsibly	Code of Conduct ISO 45001	20
		Health & safety		46
	We ensure that decent working practices are applied within the supply chain.	Acting responsibly	Code of Conduct ISO 45001	20
		Health & safety		46

Sustainable development goals		Our action	Key achievements	Page
<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div>	We establish and maintain proactive environmental management systems.	Acting responsibly	ISO 14001	20
	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 Lommel, Belgium	22
	We improve resource efficiency as well as increase supply chain and resource security.	Sustainability performance	Since 2015: - 14.3 % freshwater / ton cellulose - 17.5 % wastewater / ton cellulose - 10.5 % energy / ton cellulose - 4 % NOx emissions / ton cellulose +5.2 % solid waste kg / ton cellulose	34
	We use renewable materials. We also use technologies to reduce the risk of over exploitation of the natural resources and decreasing biodiversity.	Renewable resources	Sustainable Forestry Initiative® (SFI)	23
	We implement circular business models such as using renewable, bio-based or fully recyclable inputs, recovering resources, extending product life cycle.	Renewable resources Cellulose casing to clothing		23 50
<div><div>15 LIFE ON LAND</div><div></div></div>	We are committed to sustainable fiber sourcing strategies in purchasing fiber from suppliers.	Renewable resources Sustainability in practice WGC-BREF from 2016 to 2022	Our main supplier Georgia-Pacific holds a chain of custody certifications from SFI®, Forest Stewardship Council® (FSC®) and Program for the Endorsement of Forest Certification (PEFC®) at many of their locations.	23 40 34
<div><div>17 PARTNERSHIPS FOR THE GOALS</div><div></div></div>	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.	ViskoTeepak value chain Creating value for customers Stakeholder interactions Sustainability in practice	Launched Webshop	28 30 32 40

Acting Responsibly.

Hearts & Minds

The company wide training initiative that was launched during 2020, Hearts & Minds, continued during 2021. In total, four sessions were given to all employees, led by internal trainers. Hearts & Minds is built on three pillars; Brand Awareness, Leadership Development and Zero defect. The initiative was taken to establish a good internal understanding of our Brand, improve employee engagement and commitment, develop our leadership and team dynamics and spread the quality awareness to a zero tolerance for defects.



Because of the difficulties to gather employees in bigger groups during the year, due to the restrictions during the COVID pandemic, we have started to utilize an E-learning platform. This is a great complement to classroom and "on the job" trainings and enables us to give training sessions despite social distancing restrictions.

Feedback from participants as well as trainers has been positive, and we see an increased result in the global score of the latest employee survey. Hearts and Minds will continue during 2022. So far, we have invested more than twenty-thousand hours of training.

Goals within each Hearts & Minds pillar:

Brand Awareness:

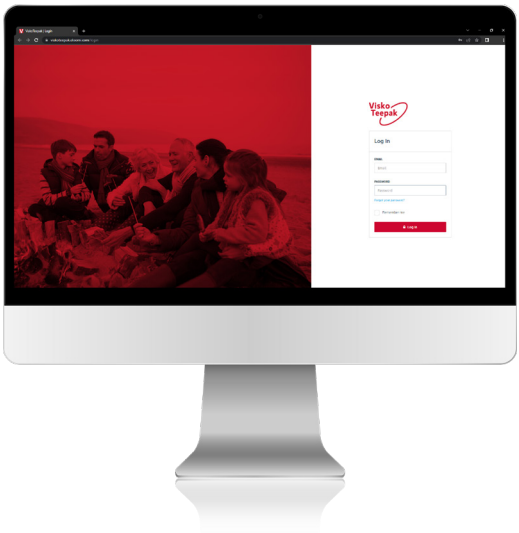
- Establish a good internal understanding of our "Brand Cornerstones" supporting our competitive position
- Implement "Brand activation" activities resulting in increased awareness and a connection to who we are, what we do, and what we stand for
- Upgrade certain physical spaces

Leadership:

- Improve employee engagement and commitment by growing our leader's insights, knowledge, and skills regarding:
 - Self-awareness and why our colleagues do behave differently
 - Cultural transformation; starting from myself
 - Feedback, influencing, motivation, empowerment
 - Group dynamics and how to build performing teams and accountable individuals
 - Situational leadership
 - Mentorship

Zero Defect:

- Spread the Quality Awareness to achieve a common zero-tolerance for defects by working on:
 - Attitude: Do I have the right mind-set?
 - Ability: Am I capable and trained to do the job?
- Make process robust by design by identifying and correcting built-in defects



ViskoTeepak utilized an E-learning platform, Eloomi, to partake in Hearts & Minds training in 2021

Being value-driven

Our company values, and the daily actions we choose to do to align to these values, drive the basis for our company culture. We define the values like Trust, Ambition, Fun. Teamwork is one of our Brand cornerstones.

Trust is built on credibility, fairness, and mutually respectful treatment. Trust is earned by delivering on the promises we make. Our Ambition comes from a strong desire to strive for the best. To have ambition is to take the lead and constantly challenge oneself and others for the sake of improvement, regardless of the obstacles. Fun is created by the small, everyday gestures we offer to our colleagues in the work environment. It is shown in the interest we demonstrate, the team spirit we contribute, the involvement we show, and the welcoming atmosphere we help to nurture. Teamwork is about sharing our knowledge, successes, and failures.

Code of conduct

We are proud of our excellent reputation as a responsible, reliable partner and committed to the conduct of our business with honesty and integrity, to ensure that each employee and business partner is treated respectfully. Our "Code of conduct" forms a set of rules explaining how we conduct our business and contains the seven main business standards as rules of ethical behavior all ViskoTeepak employees must follow:

1. Business integrity
2. Information disclosure
3. Dealing with suppliers
4. Responsible work conduct
5. Responsible work environment
6. Corporate responsibility
7. Proper authorizations and approvals

Sustainable development for the environment

People all over the world have seen the effects of industrial revolution, and there is growing concern over global warming and climate change. So, it is the responsibility of every company – and every individual – to actively protect our planet's future. At ViskoTeepak, we have implemented systems and procedures for waste management and energy control. We minimize and recycle all waste that is generated through our operations. We have also implemented air and water-cleaning systems that minimize the negative environmental effects on our surroundings.

The highest level of certification

We have the highest level of certification in the casing industry. We accept our responsibility when it comes to quality, health, safety, and the environment. For example, did you know that ViskoTeepak, in the early 1990s, had

the first plant in the casing business to achieve the ISO 9001 quality certification and an ISO 14001 environmental certification? Since then, we have never failed one audit. ViskoTeepak was also the first company to obtain the BRC packaging certification for all cellulose, fibrous and plastic product lines.

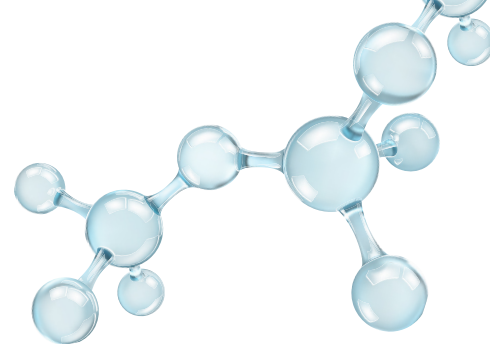
Health & safety

The health and safety of our employees and the community are always our top priority. 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 BRC packaging standard. 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. In our Hearts & Minds program, we focus on Zero Defect training to make sure every employee in the company is involved in our mind-set and able to make good decisions in the work situation.





Responsible care.



Responsible Care is the chemical industry's unique global initiative that drives continuous improvement in health, safety, and environmental (HSE) performance, together with open and transparent communication with stakeholders. Responsible Care embraces the development and application of sustainable chemistry, helping our industry contribute to sustainable development while allowing us to meet the world's growing need for essential chemicals and the products those chemicals make possible. In Finland, the Responsible Care program is run by Kemianteollisuus ry and in Belgium by Essenscia. Both 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 the environmental, health, safety, and security knowledge and performance of our technologies, processes, and products over their life cycles to avoid harm to people and the environment. In short, to use all kinds of resources efficiently and minimize waste. In total, more than 60 countries around the world participate in the Responsible Care program.

For example, in Finland, 98 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



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 old, they capture less CO2 and 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 glad 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 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

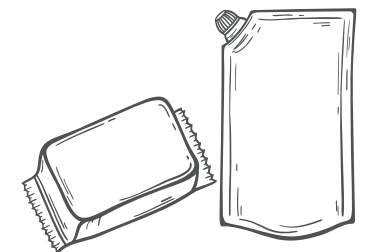
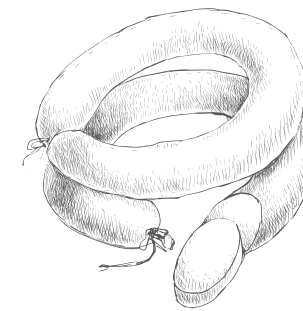
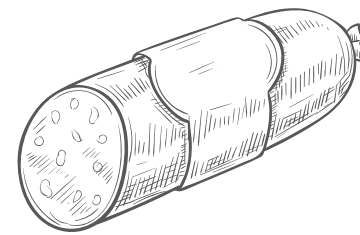
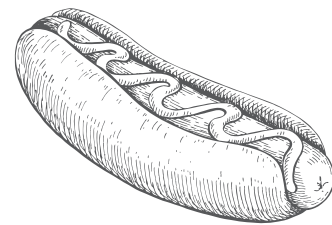
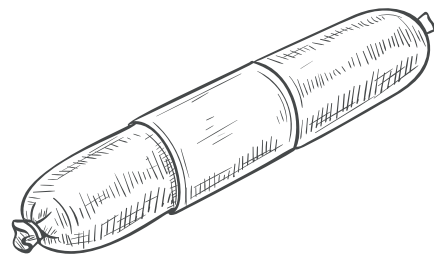


Wood is one of few **renewable raw materials** that can be grown in large quantities.

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

New and existing suppliers are requested to sign our **“Supplier Code of Conduct”**.

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, and lunch meats.

- Fibrous Standard (ST)
- Fibrous MAX
- Fibrous Super Protect
- Fibrous Glide
- Fibrous Xtreme
- Fibrous XL/LCXL
- 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 TC (Transfer Color)
- 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 Series
- True 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 strong and flexible casing that is used for a wide range of applications such as cooking, dry, and fresh sausages.

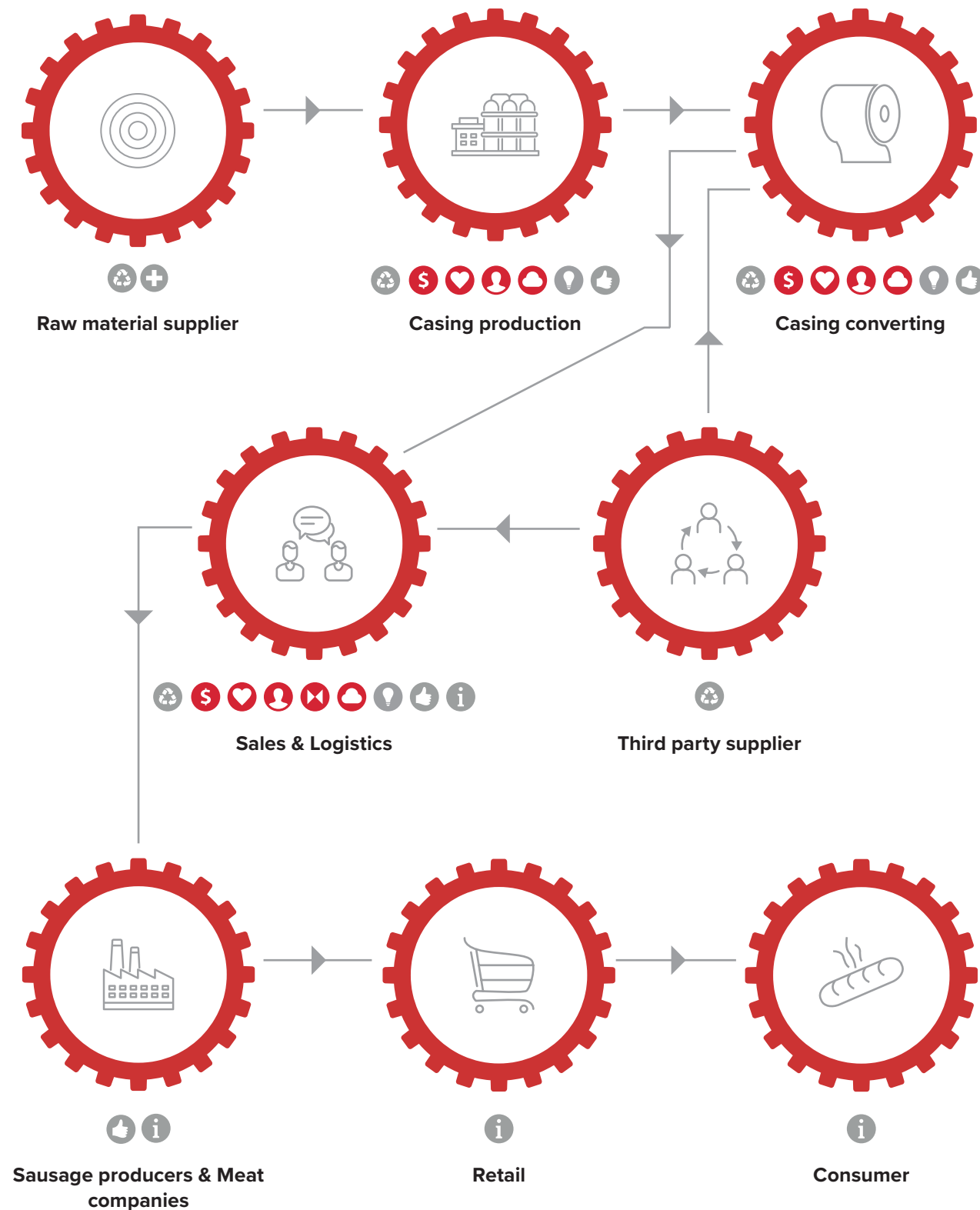
- Devro edible (Germany)
- Devro non-edible (Germany)
- Nippi edible (USA)
- Nippi non-edible (USA)
- Fibran non-edible (USA)

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.

- TNI Elastic Food Loops
- Evolv Shrink Bags
- Ally Films
- Vivid Pouches
- Vista Gel

ViskoTeepak value chain.



We have analyzed our value chain and our business model to identify key risks and opportunities. Our value-creation process is as shown on the left. The following material issues are connected to the respective value steps.

Upstream influence:

- Renewable resource**
We use several renewable materials in our manufacturing process. All the renewable materials we use are also taken care of and disposed of correctly.
- Procurement & supplier assessment**
We assess our suppliers and other partners to ensure they work fairly, taking environmental issues into account and always stepping away from fraud and collusion.

Direct control:

- Economic performance / investments**
The economic performance of the company has to provide for a healthy future; that means that our financial performance needs to enable investments for assuring growth, increasing efficiency, and securing our environmental performance. At the same time, we want to keep our investors interested in our company by providing them with a competitive return on their investment.
- Health & safety**
ViskoTeepak has committed to a zero accident 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.
- Labor & management relations**
We work actively and proactively to be an attractive employer, offering good and safe working conditions and opportunities to develop as an individual.
- Anti-competitive behavior**
We take an active approach against all anti-competitive behavior such as dumping, price-fixing, or market division, all actions that may reduce the competition in the market.
- Energy & waste**
We strive to minimize our energy consumption in all our plants. We'll also minimize the carbon footprint of our products and we'll recycle wherever possible in our operations.

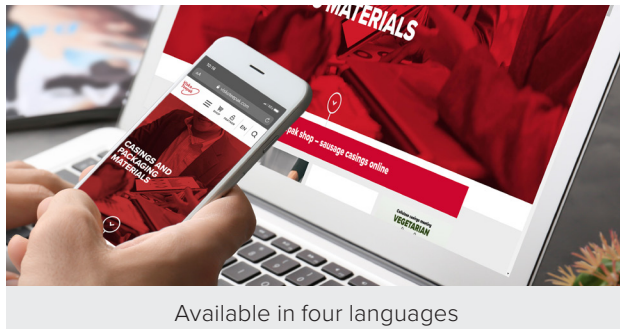
Downstream influence:

- Product innovation**
ViskoTeepak strives to be at the forefront of our business. That means always striving to improve our contributions within the areas of food safety, health, and efficiency of our products.
- Customer satisfaction**
We continuously measure customer satisfaction concerning our services and products. We do not see collecting input from customers as only marketing but as key in managing, monitoring, and developing our company.
- Marketing & communication**
By always communicating in line with what we feel is true and contributing to our brand we help steer our market while applying the same values as we do in ViskoTeepak, striving to achieve a sustainable world.

Creating value for customers.

We work hard on implementing our three brand cornerstones, Tailor-making, Productive Solutions, and Teamwork in our external communication. We mainly use six communications channels for creating value for our customers.

6 Main Communication Channels



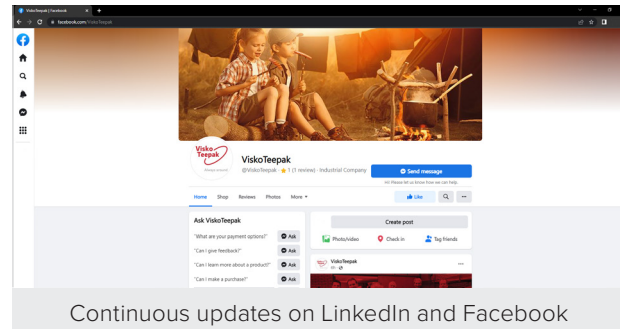
Available in four languages

1. Website

We've put a lot of effort into making our website user-friendly, with more accessible content and an independent platform. We have a four-language policy, the website is fully translated into Russian, German, and Spanish.

Website statistics in 2021:



43 tn users
147 tn page views



Continuous updates on LinkedIn and Facebook

2. 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. The style is fun, light, and fact-focused. In social media, we generally communicate through English.

 3028 followers
 2657 followers



ViskoTeepak Partner Days Studio

3. Events

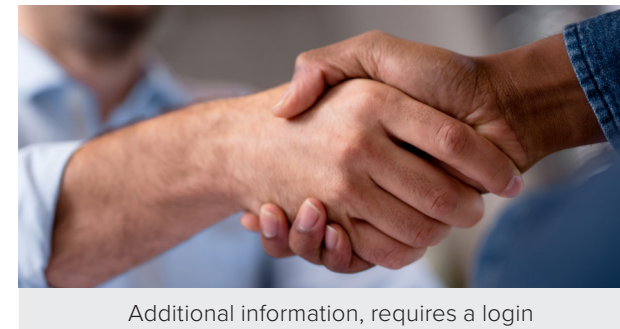
Every third year we arrange ViskoTeepak Partner Days, an event where we invite all our partners from around the world to get an update on what's going on in our business. Unfortunately, because of the Covid-19 situation, we could not meet up live during 2021. Instead we created the "ViskoTeepak" studio and recorded the Partner Days as a virtual happening.



Our partner and customer magazine, e-mail newsletter

4. Solutions Newsletter

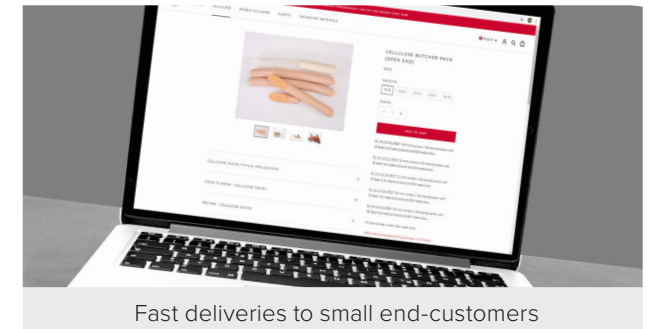
Our newsletter is called Solutions and in 2021 we published four editions. Solutions are mainly spread via e-mail signatures, and from time to time they can also be found on our social media channels. The content is mainly product news, case studies, and other articles that might interest our partners and customer.



Additional information, requires a login

5. Partner Network

Our Partner Network, or extranet, is a platform for our distributors. The platform requires a user registration which is checked before it's confirmed. Partner Network works as an extension to our official website where we made more content accessible for our distributors. Our partner network is under constant improvement to provide added value to our partners around the globe. In 2020 we launched an "online ordering" tool. With this feature, we've made it easy to track your most frequent product choices and reorder them as needed.



Fast deliveries to small end-customers

6. Webshop

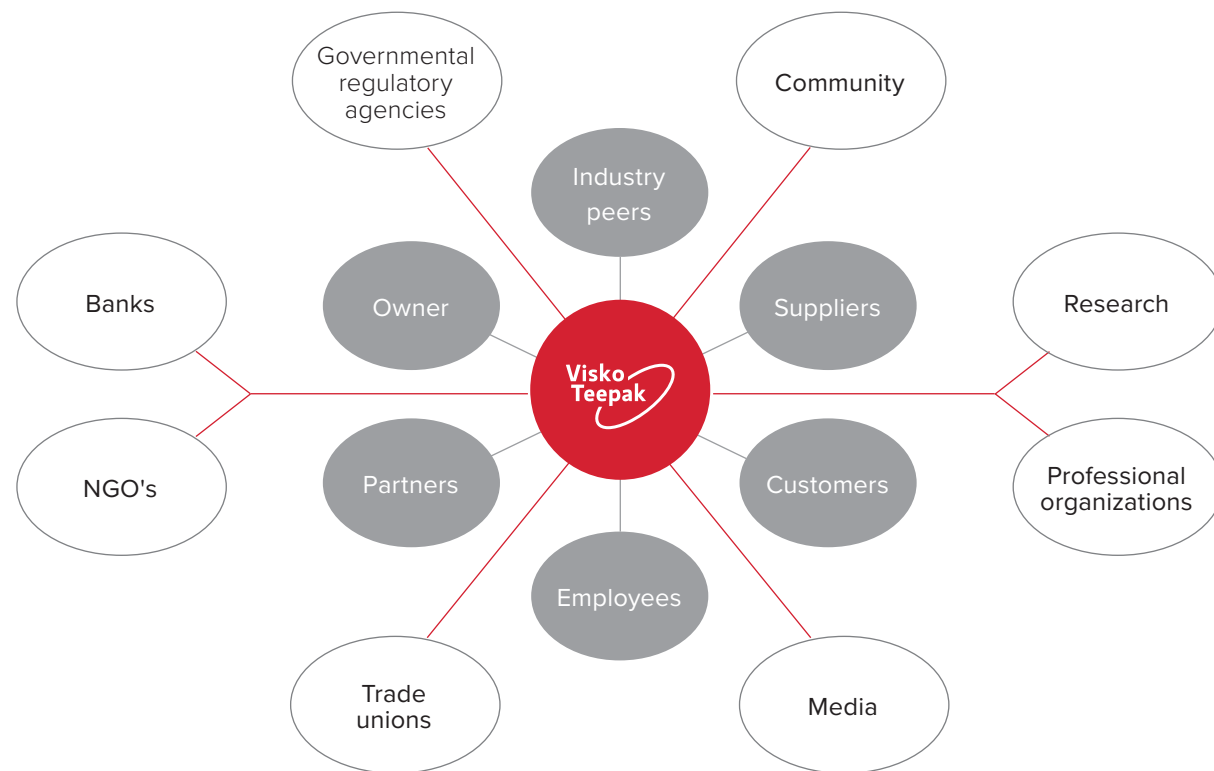
In 2020 we launched our webshop to serve small end customer needs. From this platform, we are delivering a limited amount of products from our five product lines. Fast deliveries to nine different countries.

ViskoTeepak Product Guides are available online or as a printed brochure.



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
Customers	Product information, technical support, sales calls, satisfaction surveys, trade shows, Solutions newsletter, end-customer visits IFFA trade show, webshop	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
Owner	Regular business updates, board of directors meetings	Vision and strategy development	Strategic house activities
Partners	Direct contact, business plans, Partner days, trade shows, newsletter, marketing materials	Continue the Partner Days concept, stay close to new developments	Organize Partner Days in between IFFA trade shows, access to Partner Network Online
Employees	Daily communication, employee meetings, iConnect interactive intranet, project meetings, motivational activities	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 launched
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
Industry peers	Trade associations, CIPCEL lobby, trade shows	Industry in line with the environmental standards	Connect and reach out to justify industry needs vs. best available technology

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 also improved 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. 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 fresh water figures are decreasing sustainable the last years.

The Lommel plant already sends its wastewater for joint treatment in the community cleaning facility. We were able to improve this discharge installation during 2021 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. Air ViskoTeepak Hanko invested in bio trickling cleaning technology in 2004 to ensure the lowest possible effluent levels. We operate six cleaning towers based on this BAT (Best Available Technology). The sulfur components are converted

from the gaseous phase to the liquid phase in the bio-filters and in turn to sulfuric acid, which is then neutralized for safe handling in wastewater treatment. In line with the company's plan, the plant renewed the filter media with a newer generation type. 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).

Air

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Energy

Energy is used for the generation of hot water for the process of drying the casing and heating the buildings. Based on a feasibility study that was made at ViskoTeepak's plant in Hanko, it was decided to go for a more environmentally friendly and modern way of producing the heat energy we require at the plant. The new technology that was chosen is based on a renewable raw material, wood chips. The bio fuel boiler is 6 MW in size. As a back-up, there is a 6 MW gas-fired boiler. Consequently, our carbon-dioxide footprint for the generation of energy for heating was reduced to 0 tons of CO₂, because it's considered a renewable resource. In our Lommel Plant we renewed the our boiler burners by Low NoX-burners. As result of all these measures the NoX concentrations are on a bottom level since years.

Solar power for electricity

The Lommel plant requested a new permit to install 4.7 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. Recent investments relating to this is for example, Hanko factory replacing the motors of dryer section to more effective ones. The total energy figure decreased over the past 10 years due to the energy-reduction investment of a new multi-stage evaporator in Lommel in 2015. An efficiency improvement in the evaporator was done in 2017, whereby energy consumption will decrease

through the coming years. NO_x and SO_x 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. The NO_x in the Lommel plant decreased significantly with the major upgrade of the cogeneration plant. This increased efficiency gives us more heat and electricity when we convert natural gas. Together with the installation of two new, low NO_x burners in 2019 and 2020 the plant reduces NO_x emissions by more than 50% over the past 7 years. The new installation is therefore fully compliant with the strictest European standards.

“The Lommel plant requested a new permit to install 4.7 MWatt solar panels in our front garden. This power will be fully used in our Lommel plant. The project will increase our use of green power usage of electricity.”

"By actively participating in the formation of WGC-BREF we were able to help the authorities in finding the right solutions for various effluent treatments"

WGC-BREF from 2016 to 2022.

Behind this magic abbreviation is the importance of how the air effluent of the chemical industry in the European Union is handled.

Best Available Techniques

To put it not so shortly, in the following something about what BAT or Best Available Techniques stands for.

Best: the most effective technique in achieving a high general level of protection of the environment as a whole.

Available: developed on a scale to be implemented in the relevant industrial sector, under economically and technically viable conditions, where advantages are balanced against costs.

Techniques: the techniques used and the way the installation is designed, built, maintained, operated, and decommissioned.

Bat REference documents

The European Union Industrial Exhaust Directive IED 2010/75/EU is the foundation for BAT. The goal is simply to protect the environment by regulating the industrial activities.

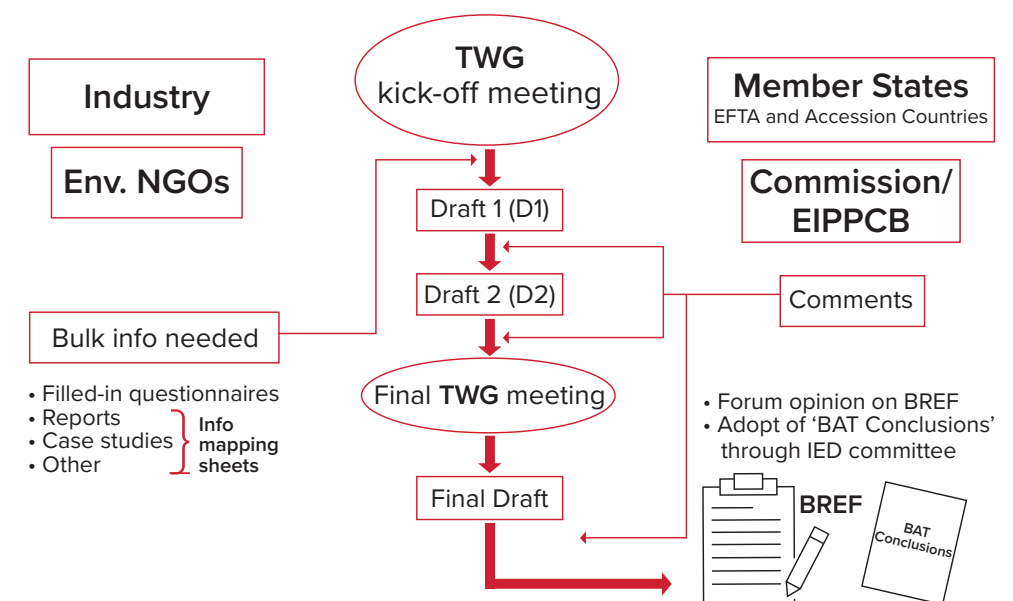
BREF or Bat REference documents then in turn contains the details for it all. The European Union member states are obliged to transfer the BREF regulation into national law.

There are several different BREFs. WGC or Waste Gas Common is the BREF for the chemical industry in the EU.

ViskoTeepak, Hanko and Lommel, actively took part in the formation of the WGC-BREF that content wise is ready and will become official during 2022. The process took about 7 years all in all consisting of several different phases of which the most central ones were:

1. Collecting information about the technologies and air waste values from the industry in the member states
2. Decision making about effluent limits
3. Adapting the existing environmental permits to the new regulation

The BREF Review Process

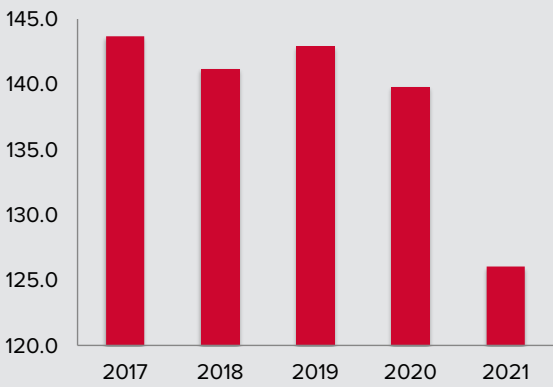


By actively participating in the formation of WGC-BREF we were able to help the authorities in finding the right solutions for various effluent treatments, to avoid ambiguities in the regulations and to get the right level of detail to the various parts of the BREF. Our counterpart was the national bodies assigned to handle the WGC BREF. In Finland it was a small team of people belonging to SYKE (the Finnish environmental agency). The SYKE team had a long experience of working out BREFs and they have extensive technical know-how. It was comfortable and very effective working with them during the multi-year long process. It was also quite a learning experience that most likely leaves us well prepared for the coming improvements we need to make. All in all, it was a very trust building experience between the various industry representatives and the authorities taking part in the work.

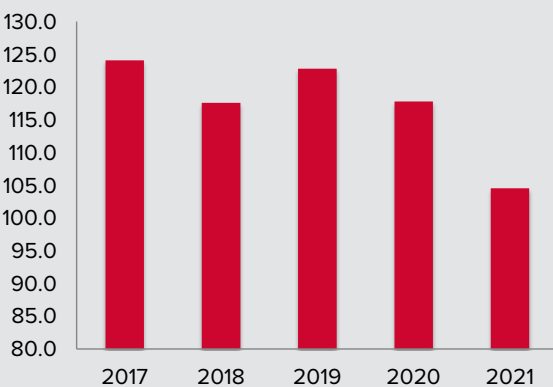
Sustainability in numbers.

Five year trend for Hanko and Lommel plant.

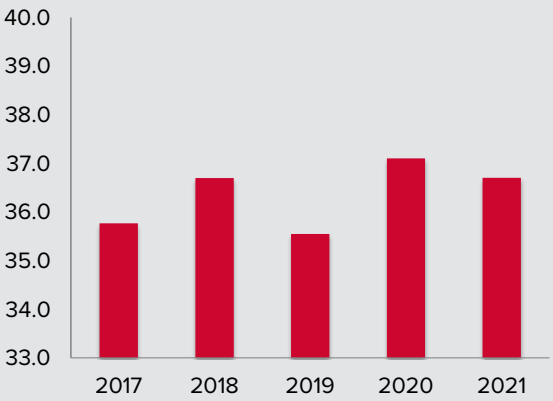
Freshwater m3 / ton cellulose



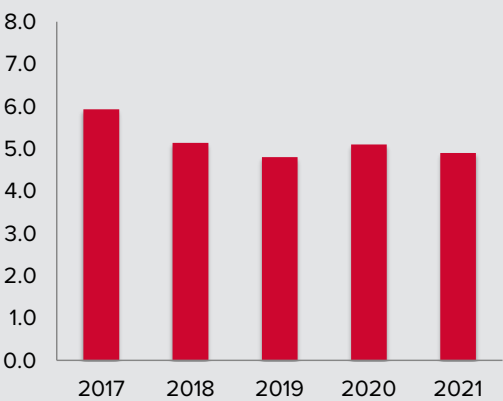
Wastewater m3 / ton cellulose



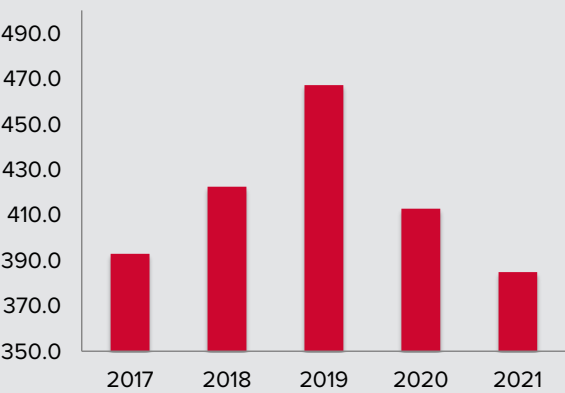
Total energy MWh / ton cellulose



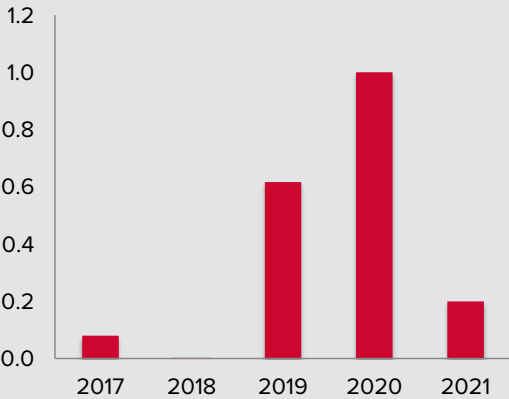
NOx emissions kg / ton cellulose



Solid waste kg / ton cellulose



SOx emissions kg / ton cellulose



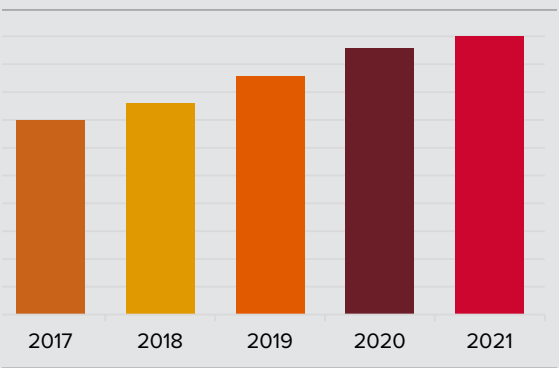
Finance and environment.

Performance, protection and expenditures.

Economic performance

Sales Revenue

Full year sales value 2021 increased compared to 2020



Environmental protection

Environmental Investments

2021	€734 k
2020	€455 k
2019	€660 k
2018	€310 k
2017	€465 k

Environmental expenditures

Environmental Expenditures

2021, Disposal & Treatment cost	€1860 k
2021, Preventive & Management cost	€433 k

2021 Sustainability projects.

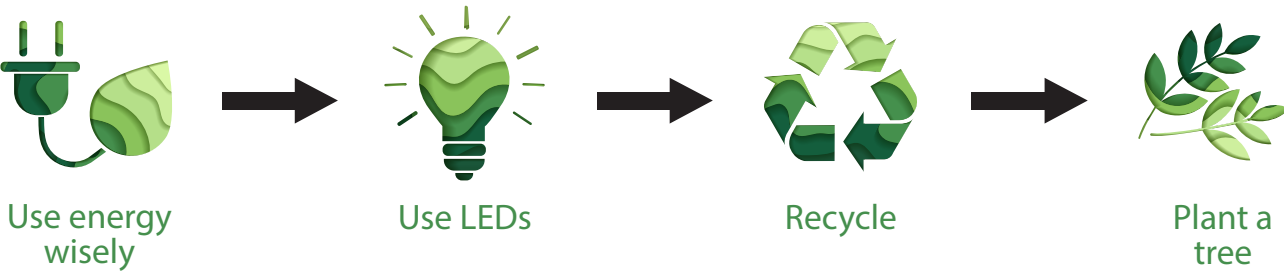
The following list sums up the projects and their completion phase for 2021 in all our production and converting plants around the world.

Location	Project	Status	Comments
Brno	LED lighting project	80%	Project in progress
Brno	Outside oil application and reduction of waste of oil	75%	Final evaluation and testing ongoing
Brno	Collection and recycling of batteries	100%	Process fully implemented
Delfzijl	LED lighting project	80%	Ongoing
Delfzijl	Install new power monitor devices to see and analyze the power usage	10%	Testing started
Delfzijl	New oil spraying system to reduce the usage of stirring oil	20%	Research started
Delfzijl	Reduce packaging material by reusing the material	80%	Ongoing
Delfzijl	Testing new water-based ink	70%	In testing phase
Hanko	LED lighting project	80%	Continues department by department
Hanko	Water safety plan for ground water	100%	Completed
Hanko	New fresh water tank	100%	Completed
Hanko	Optimizing and standardization of fresh water usage in production	40%	In testing phase
Hanko	Filtering of caustic prior to dosage to Nitrogen stripper (less shut-down time for stripper)	0%	To be started during 2022
Hanko	New design concept to Nitrogen stripper due to safety reasons	0%	To be started during 2022
Hanko	An online chemical training of chemicals used at Hanko plant	0%	To be completed throughout 2022
Hanko	More efficient sorting of waste in production area	0%	To be started during 2022
Hanko	Investment in new paper roll lifts	0%	To be started during 2022
Kenosha	LED lighting project	90%	Ongoing
Lommel	Upgrade of fresh water reduction program	90%	25% reduction in 5 years
Lommel	Energy assessment projects, installing accurate energy measurements	75%	Will be completed by end of 2022
Lommel	Replace low NOX burners in boiler house	100%	Running with good results
Lommel	Replace lighting fixtures to be energy efficient	100%	Completed
Lommel	A long-term study to explore geothermal technology	15%	Study gives good promises
Lommel	Installing huge amounts of solar panels	20%	Permit has been requested

Location	Project	Status	Comments
Lommel	Better HVAC monitoring for energy saving	90%	Migration plan is running
Poznan	LED lighting project in warehouse	10%	In progress
Poznan	Sorting of municipal waste by employees	50%	New containers plus employee training
Poznan	Recycle production waste	70%	Used reels and casing waste in progress
Poznan	Collection and recycling of batteries	10%	New containers plus employee training
Poznan	Explore how to save heat energy from the compressor	10%	Study started
Nuevo Laredo	Hazardous waste reduction	75%	Project in progress
Nuevo Laredo	Recyclable waste reduction	50%	Project in progress
Nuevo Laredo	Recirculating Mineral Oil Through Filters	100%	Completed
Nuevo Laredo	Reduction of Packaging Materials due to Recycling	50%	Project in progress
Nuevo Laredo	Reuse of Filtered Solvent from the Printing Process	0%	Searching for options

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

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



"When all three pillars are strong, people live in a system where high quality of life is the norm."

They have a healthy **environment**, a satisfactory level of **economic** well-being, and a robust level of **social** fulfillment."



Sustainability in practice.

A great deal has been written in the effort to define what sustainability stands for, but ultimately it's all based on real feelings and concerns. We at ViskoTeepak use the following definition, and we think it's the most comprehensive: "The ability to meet the needs of the present without compromising the ability of future generations to meet their own needs."

The three pillars of sustainable development

The origin of the sustainability concern is to be found in the environmental footprint the humankind leaves behind on our planet. For many years this has been making us start questioning industrialization, being pro-green, etc. While each organization has its means and capabilities, for years it has been obvious that we must find a balance where people can feel secure, have an income that allows for proper meals and a home, a work/private balance that supports the social needs and a chance to enjoy the beauty of what nature gives us. We must be able to improve with each new generation. All of this comes together in the three pillars of sustainability: economic, environmental, and social. These are informally referred to as people, the planet, and profits.

Environmental – Planet

This is probably the best-known and most discussed part of sustainability. We can't take the natural resources for granted, because they aren't limitless.

This pillar supports initiatives such as the following:

- Renewable energy
- Reducing fossil fuel consumption and emissions
- Sustainable agriculture and fishing
- Organic farming, tree planting, and reduced deforestation
- Recycling
- Better waste management

For all the resources we use in our processes we can ask the simple questions: Can we **Reduce**? Can we **Reuse**? Can we **Recycle**? No? Then we must **Rethink**.

At ViskoTeepak, we have applied the "four Rs" approach in the following areas:

Fresh and wastewater

- Continuously thinking of ways that can show promise of more reduction, reusing, and recycling.
 - 16% lower consumption per ton of ready product achieved during the past 7 years
 - Wastewater cleaned and recycled by a third party

Energy

- Continuously rethinking for reduction and finding renewable resources
 - Gradually installing LED lights
 - Wood chips burner installed
 - New, more efficient cogen installation; reusing gas-engine heat

Wood pulp

- 100% renewable by using certified suppliers

Long-fiber paper

- 100% renewable by using certified suppliers

Cellulose waste

- Reused as bio fuel

"We strive toward the ability to maintain the rates of renewable resource harvesting, pollution creation and responsible consumption of nonrenewables that can continue indefinitely."

Social – People

A company is a group of people who work toward the same goal, have mutual respect, support each other, grow themselves in their skills and knowledge, socialize and attain results. **People ARE the company!**

At ViskoTeepak, we support our people by taking care of:

- Safety and security
- Health
- Belonging, being part of
- Education and training
- Empowerment and participation

We develop programs to support each of these needs and train our leaders to take care of and live by these principles. Fundamental for this process are the three core values that we call "TAF", Trust, Ambition, and Fun.

"The social pillar in a sustainable development takes care of the ability of a social system, such as a company, to function indefinitely at a defined level of social well-being."

Economics – Profit

"At ViskoTeepak, we strive toward the ability to support a defined level of economic production and to do it indefinitely."

No business model can function without profitability. So, profitability is essential for a global sustainability plan.

Translating this to behaviors we value at ViskoTeepak, it can be summed up as follows:

- Striving for perfection in everything we do
- Creating the best experience possible for our customers
- Offering some of the most productive complete casing solutions in all our product lines, which we achieve together with our partners
- Tailoring not only our products but also by creating the optimal complete solution and support for your business
- Being cost-minded
- Continuously invest in new technologies/materials

In 2017, we started with the introduction of the Zero Defects approach. The core idea is that when something goes wrong (i.e., the occurrence of a defect) the natural reaction of the people involved is to seek the root cause, find it and eliminate it to prevent a repetition of the same defect. When the entire workforce behaves this way, we improve product quality, reduce waste and empower people to take responsibility. We also eliminate costs and activities that don't add value. In other words, we pursue sustainable performance.

Final words

The opportunities are endless. The need to actively work on this and make progress is undeniable, and there's an enormous amount of work to be done. We have a long way to go, but we have a good plan and are determined to meet our goals.

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. To ensure the food safety of our products, we operate under requirements set by the international ISO 9001 quality standard and the BRC Packaging materials standard. We are also committed to using standard operating procedures, HACCP planning, and self-monitoring. We follow good manufacturing practices and are proud of the good cleanliness of our production areas. Meeting all regulatory and legislative requirements is the foundation of our food safety and hygiene programs and our operation. We test and inspect all our products before sending them to our customers and we comply with the current EU legislation for materials intended to come into contact with food, with the German BfR Recommendation, and the 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. Besides the legislation in food and food packaging gets more stringent because of more demands by the market.

Based on the fact that ViskoTeepak already has certified management systems for Quality (ISO 9001:2015), Environment (ISO 14001:2015), and Safety (ISO 45001:2018), we decided that an overall management system for food safety is also an excellent choice for Viskoteepak. Based on consultations with specialists, we chose the BRC Packaging Materials standard, which is targeted at producers of packaging for food products. The standard was developed by the British Retail Consortium in cooperation with the Packaging Society (formerly the Institute of Packaging) and is known

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

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.

The basis for the system is a risk analysis 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 "Red zones", where the risk level is the highest and normal zones, where the product is already protected by cartons or plastic films. In the red zones, 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. We use only raw materials that are approved to be used in contact with food, and all raw material goes through a "New raw material intake" approval procedure, before usage. One example of product development is a product where UV-reflecting pigments are used. Possible casing fragments that have not peeled away from the sausage can be seen when the sausages are exposed to UV-light.



We operate in accordance with ISO 9001, BRC and HACCP

Launching a people strategy.

During the year we invested time to review our long-term strategy. This resulted in us defining a new people strategy, with the purpose of clarifying our company culture and the behaviors we would like to live by and encourage in our organization. It also tells us how we believe we enable success in our teams. The strategy will provide us with direction, create focus, set our priorities, and define more detailed targets and plans. By clearly describing ViskoTeepak's work culture and key behaviors, we strongly believe we will improve the general well-being as well as the results

With the people strategy we continue our strive to become the employer of choice where we operate. It is important for us to be a good employer in every aspect and location of our business. We want our employees to enjoy their work and be proud to say they work for ViskoTeepak. With the people strategy we also show how we want to work together.

Our company values: Trust, Ambition, Fun and Teamwork should be seen and felt in how we behave. To accomplish this, we underline the Teamwork in our company and with our Partners! Naturally, but important to underline, is that we adhere to all fair-labor codes and practices.

Quest for talents

Today, there is a battle to attract the best people to your organization. In many ways there is the candidate's market with many opportunities to choose from. The success of our recruiting activities is mainly determined by our ability to employ and retain skilled and committed employees. This is a priority, and we strive to be an attractive employer by living by our people strategy, offering good and safe working conditions and opportunities to develop as an individual. To make sure we continue achieving these goals, several procedures and guidelines are developed and implemented across the worldwide organization. Some of these are described below.

Employee engagement survey

ViskoTeepak measure the employee engagement regularly. The engagement survey is very important and gives us valuable feedback on the feeling in the organization. The last survey was sent out in 2021 and showed a great improvement from previous result.

The questionnaire is the same for all locations and allows comparing the scores. The survey is translated into nine dif-

ferent languages. The results are discussed within the local management teams and communicated to the organization. Based on the reflections from the result, these teams define local action plans where they decide and propose improvement actions. We also discuss areas we see as strengths from the survey.

As a result of the 2021 survey we saw a great improvement of our NPS score (Net Promotor Score), where more employees than before would be willing to recommend ViskoTeepak as an employer.

Performance review

The ViskoTeepak Performance Management Process (VPMP) links the individual contribution of the employee to the Company Objectives.

This system has four goals:

1. To review the individual performance against expectations in the job description and individual objectives.
2. To compare the individual competence levels against the required level as crucial to achieve the company's Vision and Mission.
3. To evaluate an employee's contribution to the business.



During 2021 a major face-lift took place at many ViskoTeepak locations

4. To determine development plans on an employee's professional skills and abilities. The plans are coordinated and monitored by HR to ensure that the execution is done in a professional manner.

Company culture

At ViskoTeepak, we strive to build our business and our culture on our Company Values: Trust, Ambition, Fun and Teamwork. These values are recognized and supported by the entire organization, and we work consciously with keeping them alive in our everyday work. We are strongly convinced that this is an important factor in keeping and attracting good people and staying competitive in our business. This I also defined in the People Strategy.

Hearts & Minds

In September 2020, we launched the biggest and most comprehensive training program in the history of ViskoTeepak. It is an 24-month long program called Hearts & Minds, given by internal trainers to all employees all around the globe. The purpose of the Hearts & Minds program is to establish a good internal understanding of our Brand Cornerstones, increase awareness and connection to who we are, what we do and what we stand for, improve employee's engagement and commitment, and achieve a common zero tolerance for the defect. It's the most comprehensive employee package ViskoTeepak ever has had – in terms of time, effort, and money.

Communication

Communication on the plant level is coordinated by the local Plant Management Teams and includes regular updates on the status of the business and local initiatives and projects. TV screens present daily updates on plant performance and other topics of interest. There are also regular meetings with all employees. In the bigger plants have regular meetings with employee representation groups like the Works Council and Union representatives. Senior Management Teams have an annual program of Leader forums and communication meetings with the line organization.

Intranet

Our Intranet is called iConnect. It is an interactive tool that lets our employees connect with colleagues and content all over the world. In this platform we share corporate news, celebrate successes, present new employees, and each location presents more location-specific news.

We Are ViskoTeepak

Our success is dependent on the performance of our employees. In order to spread the message and show good examples of colleagues that have grown with the organization, we are launching a campaign called "We are ViskoTeepak". By sharing Viskoteepak worker's experiences in our social media channels, we hope not only to keep loyal and hardworking employees, but also to find new talents for our organization.



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.

Occupational safety is given the highest priority at all plants. Consequently, ViskoTeepak Lommel and Hanko plants are certified under ISO 45001. Line management does monthly 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-time 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.

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 every other week, and actions taken are permanent. The foundation of safety development at the plant is built on safety observations and the corrective actions thus taken.

Covid-19 response

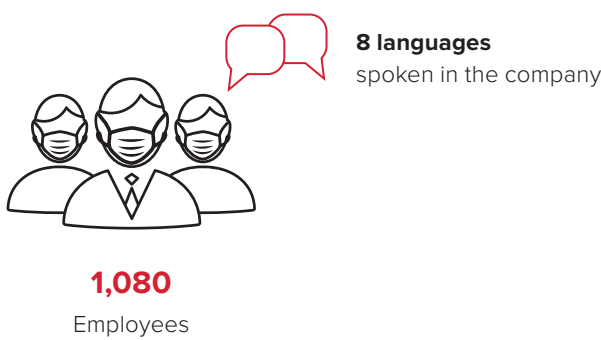
In 2020 and 2021 we saw how the Covid-19 pandemic hit the world. In all our plants and locations we have been monitoring all guidelines and restrictions from the authorities and consciously implemented new protocols and procedures to be compliant. The health and safety of our employees is and has been our top priority and thanks to all our employees we have managed to keep operations going during the whole pandemic. An enormous amount of flexibility and willingness to walk the extra mile has been shown by the organization. We are keeping these procedure needed as long as necessary, on top of the already high hygiene standard we have implemented, being part of the food supply chain.

Accident frequency

The accident frequency grade was decreasing again in 2021 to the level of 2020. The accident severity grade was decreasing seriously to the lowest level in more than 5 years. The road forward is to continue our work against an accident free working environment, and we are determined to learn and become better during 2022.



Employee statistics.



"In ViskoTeepak, we strive to build our business and our culture on our three company values: Trust, Ambition, and Fun."



Printed fibrous casings and compliance.

ViskoTeepak's Fibrous casings are food-contact materials (FCMs), and this category sets various requirements for them, starting from approved raw materials to passed compliance tests. These requirements cover also Fibrous casings with printing.

Regulations in printing

In the European Union (EU), Fibrous casings are regulated by the Framework Regulation for FCMs ((EC) No. 1935/2004). While this regulation sets general requirements for the safety of FCMs, Fibrous casings are lacking specific legislation, unlike for example plastic FCMs, which have their own regulation. This means that compliance, i.e. safety and suitability for food-contact, of Fibrous casings needs to be ensured by the manufacturer via utilizing recommendations and local regulations existing in Europe.

Printed Fibrous casings make a good example, where a combination of EU legislation, National legislation, and European recommendations are followed to demonstrate compliance. There is only a little legislation on printing inks for FCMs in the EU but on the other hand, among the European countries Switzerland has existing regulation for packaging inks (Swiss Ordinance SR 817.023.21) and European Printing Ink Association (EuPia) has generated good manufacturing

practice (GMP) instructions for printing inks used in FCMs. For the time being, Swiss Ordinance and EuPia GMP are widely followed when selecting suitable printing inks for Fibrous casings. These regulations, instructions, and recommendations are regularly updated, and more strict or completely new restrictions are often introduced. To cope with the changing requirements, a seamless collaboration between ViskoTeepak and printing ink suppliers is needed.

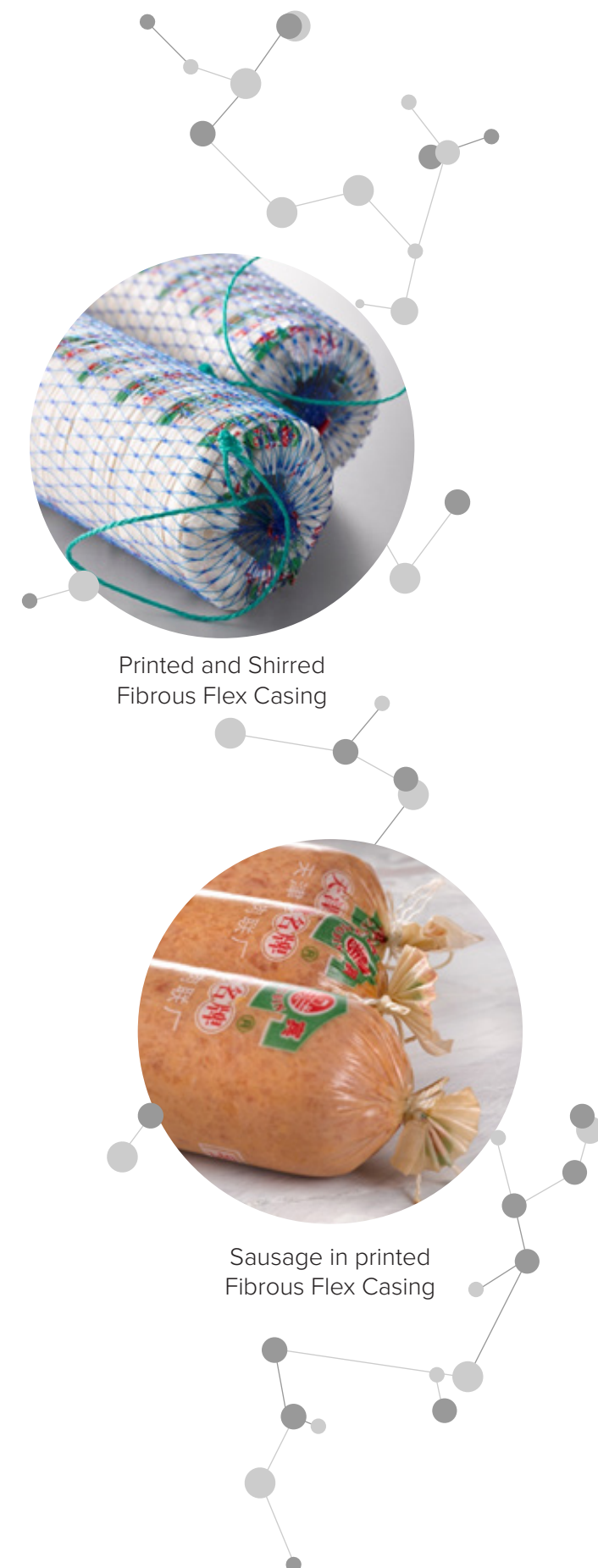
The process of printing

Despite good collaboration, switching printing inks is not a straightforward task and it takes time. It all begins with a review of safety, technical, and regulatory documentation of the new inks. Since ViskoTeepak's Fibrous casings are Kosher and Halal certified, the new inks must also meet these requirements. The document evaluation is followed by printing trials and performance evaluations of the inks and the printed casings, such as printability, printing quality, and ink adhesion. Good performance of the inks during printing is a critical parameter because it impacts directly on the printing quality. Often the printed casing is also the sales package of the sausage product, and it should look good.

Once the first technical tests are passed, printed Fibrous casings are directed to shirring and stuffing trials. To simplify, during shirring printed casing reel stock is converted to a strand, and the shape of the casing changes from flat (2 dimensions) to round (3 dimensions), moreover, pleats are generated, which add their own challenge to the printed surface. In addition to shirring, other converting methods exist, such as sewing, but these methods are typically less challenging for the printed surfaces. During stuffing, the casing is filled with meat emulsion and it sits smoothly on the sausage. Stuffing is followed by cooking or curing, often in very humid conditions, even smoke can be applied, and inks must survive and retain the printing quality despite the harsh environment.

When the performance of the printed Fibrous casings in the application has been ensured, they will undergo food-contact compliance testing at a 3rd party laboratory, which also issues a compliance certificate for them. After all this has been done, ViskoTeepak carefully continues monitoring the performance of the printed Fibrous casings at customers' applications, receives feedback, and conducts further development, when needed. During these days the modern inks used in FCMs have taken giant leaps forward, what it comes to safety and sustainability, they are often water-based, of high purity, and can be applied in low amounts. However, there is always room for further improvements and ViskoTeepak keeps on working to achieve even better and more sustainable casings.

"There is always room for further improvements and ViskoTeepak keeps on working to achieve ever better and more sustainable casings."



CELLULOSE CASING TO CLOTHING.

ViskoTeepak is popularly known around the world as the leading manufacturer of artificial casing in the food industry. Being a global brand, ViskoTeepak prides itself on tailor-made casing and packaging solutions. A recent relationship with one of our former employees has opened a whole new “Tailor-made avenue” for us. We live in a world where biodegrading and recycling are the key to the future, and now it is on the verge of being the new “cool” in the fashion world!

Barbora Mrazkova – A Young Icon for Sustainable Fashion

The future of fashion has taken a surprise turn in the era of fast fashion. We have witnessed that people are aware of sustainable fashion in the modern age. Barbora Mrazkova’s perspective has brought this forward. She is a 20-year-old fashion design student at the Fashion Design School in Prostějov. Barbora has showcased her version of clothing made from recyclable material. Her final work on recycling revolved around this dress designed from Wienie-Pak cellulose casing donated by ViskoTeepak. Yes, you heard that right!

The Road to Inspiration

The talented 20-year-old worked at ViskoTeepak in the Spring of 2019. While working with our team, she noticed that most of the cellulose is utilized, but some is left as waste after being checked for quality. At the same time, she was looking for some inspiration for her school project. Her focus was on ecology, and the subject of recycling came to mind. All the pieces started to fit together. Her idea was to utilize the waste to a certain extent in her future work. That was the turning point for Mrazkova. The teachers recommended that she sign up for the “Young Fashion Creator” competition in Jihlava. Her creativity and expression of design aesthetic impressed the judges. Based on that, she won the first prize.



The Science of the Fabric

The dress was hand-made from Wienie-Pak cellulose food casing, donated by ViskoTeepak. Who knew that cellulose sausage casing could be made into something that looks like an outfit out of a magazine? The whole idea revolved around the clothing being perceived as an art object. For many, this brought back the underlying concept that fashion is legitimate art itself. The most interesting factor about sustainable fashion is one can hardly tell the material after it’s made. The material in its original form is a little hard to manage during the production stage of the dress, but once the final piece is complete, the cellulose is hardly recognizable. Primarily, the dress was designed to be an art attraction. The material used is a bit scratchy, but the young designer believes that with proper processing, there may be a way to turn cellulose into a recyclable everyday fashion.

Future of Biodegradable Fashion

We fully believe in Barbora Mrazkova’s idea of turning waste into biodegradable material for sustainable items in the future. Recycling and minimalism are parts of the emerging trend that we refer to as sustainability. Although Mrazkova’s vision of sustainability is not limited to just clothing, hopefully in the coming years, we will be seeing models walking down the runway in more outfits made from Wienie-Pak casing. That’s what we call Tailor-Made!



Barbora Mrazkova's dress featured at the Young Fashion Creator competition in Jihlava



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 project was finished in 2017 and resulted in a total water usage reduction of 15%. To maintain a lower usage and further reduce it, Hanko plant works on a project optimizing freshwater usage. This will require investments that enable better control of temperature and freshwater flows in the casing machines. The Hanko plant has five groundwater wells in use. 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 25% compared to 2016, related to production volumes. This plan will be continued in the future. We defined a multi-year 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. All projects are implemented in 2021 and will give a good result in 2022. The Lommel plant has reached the promised 25% reduction in five years as of 2016. A new reduction plan for the next years was already made up.

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 point is that there are synergies between the various effluent streams that make it more efficient to treat them together

er rather than having every individual actor cleaning their wastewater on their own. In 2017, the city of Hanko made maintenance works to the transfer pipeline. 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 Aqua-fin after the water is collected with the city of Lommel and other companies. In the semiannual 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 2021 we installed several continuous measurements and a stop of discharging in case of one of the measurements are not compliant.

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. Adven aims to provide ViskoTeepak with trouble-free round-the-clock thermal production. "Operations are developed in close cooperation with ViskoTeepak and for instance, the emissions of energy production are followed systematically", says sales manager Teemu Kivimäki from Adven. "Earlier the thermal energy required by the Hanko plant was produced using heavy fuel oil. Taking the heating plant into operation replaced it almost completely 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. We estimate that the CO2 emissions of the thermal plant in Hanko were down 90% compared to 2012 when it became operational (moving away from heavy fuel oil to forest residues, 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 operation of the heating plant is allocated to a named plant operator, who takes care of fuel availability and continuous energy production. Additionally, the Hanko heating plant is under continuous remote surveillance from the Adven central control room in Vantaa. The Hanko plant joined the Finnish energy-saving initiative Motiva in 2017 and has now successfully reduced energy consumption according to the initial targets set up to be fulfilled by the year 2020.

In our ViskoTeepak Lommel plant the energy consumption was reduced according to the plans we made up. In 2018 we did a major upgrade of the cogeneration plant. Increased efficiency 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 installation of new, Low NOx burners took place in 2020 in our steam boilers. The benefit in lower NOx is much better than the legal compliance.



In 2021 we started with these new Low NOx burners. The first results gives us a 20% Nox reduction and meet much better combustion emission.

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416–1	Assessment of the health and safety impacts of product and service categories	p 42–43



Always around



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