



# Sustainability Report 2023

Making a Difference



## STATEMENT FROM THE CHAIRMAN OF THE BOARD - PAGE 1

Vision, Mission, Values - Page 3

ISO Certificates - Page 4

Sustainability highlights - Page 5

Our commitment - Page 6

IT-security - Page 7

UN Sustainable Development Goals - Page 8

## ENVIRONMENT - Page 9

Accon Greentech - Continued progress - Page 10

Accon Greentech - performance - Page 11

Carbon Footprint - target and commitment - Page 12

Waste management - target and performance - Page 13

Waste management - development - Page 14

Energy consumption - target and performance - Page 15

Energy consumption - development - Page 16

Carbon emissions - Page 17

Carbon Footprint development - Page 18

Carbon Footprint development from various sources - Page 19

Carbon Footprint from scope 1,2 and 3 - Page 20

## SOCIAL RESPONSIBILITY

Good health and well-being - Page 22

Good health and well-being target and performance - page 23

Customer health and safety - Page 24

Quality education - Page 25

Quality education target and performance - page 26

Gender equality - page 27

Gender equality target and performance - Page 28

Decent work - Page 29

Community participation - page 30

## GOVERNANCE

Governance practice - Page 32

Management approach - Page 33

Code of conduct - Page 34

Supply chain - Page 35

Economic responsibility - Page 36

Freedom of information act - page 37

## GLOSSARY AND CONTACT INFORMATION - Page 39

# Contents



# Statement from the Chairman of the Board

Accon is dedicated to integrating sustainable solutions into our corporate strategy. We are committed to acting as responsible corporate citizens and emphasize public accountability and transparency. We also expect our business partners to uphold the same high ethical standards that we set for ourselves.

In 2023, we took a significant step towards enhancing our sustainability efforts by establishing a dedicated ESG Team. This team, consisting of experts in environmental, social, and governance issues, is instrumental in guiding our sustainability strategy and ensuring its effective execution. Our dedicated staff in Asia oversees our partners' daily operations, ensuring compliance and alignment with our values.

Our commitment to providing purposeful and sustainable packaging solutions to our customers is not just a goal, but a passion. We aim to significantly reduce the environmental impact and waste of packaging materials, assuring our stakeholders of our unwavering commitment to the environment. We believe there are significant opportunities for the sustainable development of our business, products, and services.

The establishment of the Transparency Act in 2023 and the new EU directive CSRD starting from 2024 are pivotal in our continuous improvement efforts. These regulations will help us enhance our sustainability practices and ensure transparency in our operations and reporting. We see these regulations as catalysts for positive change and are committed to leveraging them to improve our sustainability practices further.

Regarding business performance, Accon Group is one of Europe's leading providers of innovative and cost-efficient bulk packaging solutions. With eight sales and service offices and three production units strategically located close to the market, we are well-positioned to deliver value to our customers while maintaining our commitment to sustainability.

## Vision

Our vision is to be the leading supplier of bulk packaging in the Nordic countries, prioritizing customer orientation, business development, productivity, corporate responsibility, and sustainability.

## Mission

We focus on specific core markets and provide sustainable packaging, services, and solutions of the highest quality. We achieve this by leveraging our expertise and time, earning the trust of both our internal and external stakeholders, and maintaining strong business relationships.

## Values

Commitment

Quality

Sustainability

# ISO certificates

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



Inspecta Sertifiointi Oy



Inspecta Sertifiointi Oy



Inspecta Sertifiointi Oy

# Sustainability highlights

During 2023, Accon continued working with its sustainability targets. Some of the highlights:

01

In 2023, we established a dedicated ESG (Environmental, Social, and Governance) team to strengthen our commitment to sustainability and responsible business practices. This initiative ensures we stay ahead of regulatory requirements, manage environmental and social risks, and meet stakeholder expectations. Our ESG team positions Accon Group for long-term growth and success by driving innovation and exploring sustainable opportunities.

02

Accon prioritizes IT security and GDPR compliance as critical elements of our corporate strategy. Our robust framework, based on ISO 27001 standards, protects our systems, networks, and data against unauthorized access and threats. We regularly train our employees to uphold these standards, fostering a culture of security awareness and proactive risk management.

03

In 2023, Accon Group completed analyses and implemented new procedures to comply with the Norwegian Transparency Act. We are dedicated to using this tool for mutual development with our business partners. These efforts reinforce our commitment to transparency, accountability, and continuous improvement in business practices.

# Our commitment

Accon's dedication to sustainability is deeply ingrained in our core values, policies, and strict adherence to national and international regulations, including the UN Global Compact. We prioritize open and transparent communication with both internal and external stakeholders to ensure that a diverse array of perspectives are thoughtfully considered in all our sustainability initiatives, which have a significant impact on our environment and society. Our progress in ESG is communicated through our Sustainability Report, where we outline our goals and results. This report is made available on our intranet and website, and shared with customers both digitally and in print format, as well as through digital media channels such as LinkedIn.

# IT-SECURITY

Accon prioritizes IT security and GDPR compliance as critical elements of our corporate strategy. Our robust framework, based on ISO 27001 standards, protects our systems, networks, and data against unauthorized access and threats. We regularly train our employees to uphold these standards, fostering a culture of security awareness and proactive risk management.





# UN Sustainable Development Goals



Accon is a part of the world's largest sustainability initiative – the United Nations Global Compact program. The aim of the initiative is to create and promote the development of international principles on human rights, labor, environment, and anti-corruption. We have set targets and are tracking our progress on 10 of the 17 Sustainable Development Goals (SDGs). On the following pages, we present our objectives and progress in detail.

# ENVIRONMENT



# ACCON GREENTECH

## Continued Progress Towards Sustainable Solutions

**Target:** We are committed to fostering innovation and building resilient infrastructure that supports sustainable industrialization while ensuring sustainable consumption and production patterns. Our target is to recycle 30% of our products by 2030 through the integration of advanced technological solutions and promoting the use of recycled materials.

**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION





# Accon Greentech performance

Accon Greentech is dedicated to promoting sustainable solutions in the supply chain by integrating green principles with modern technology. Our advanced closed-loop recycling system allows us to convert raw materials from used FIBCs into high-quality recycled Big Bags. We collect and recycle used Big Bags, processing the material to create new ones from recycled polypropylene (rPP). This integrated approach ensures customer convenience and promotes sustainability.

Throughout 2023, Accon GreenTech has dedicated significant effort to innovation. We have initiated several new projects with customers on closed loops, and numerous major users have transitioned to products made with Post-consumer Recycled (PCR) materials. These transitions have been accompanied by demonstrated reductions in CO2 footprint.

We operate a recycling processing facility and have successfully established recycling infrastructure. Our ongoing efforts aim to achieve our target of recycling 30% of our products by 2030. To reach this target, we focus on several phases in the process:

**Development and Innovation Phase:** We invest in research and development to create innovative recycling solutions and improve the recyclability of our products.

**Market Implementation:** Our sales team actively promotes our recycled products, ensuring that they reach a wide market. We also work to influence our customers through various channels, including our website [www.accongreentech.se](http://www.accongreentech.se), digital platforms such as Google and LinkedIn, and showcasing our products at trade fairs like the Aqua Nor fair in Norway.

*“By continuously advancing our recycling capabilities and integrating sustainable practices into our production processes, we contribute to the global effort to reduce waste and promote responsible consumption and production, aligning with the objectives of both SDG 9 and SDG 12.”*

# CARBON FOOTPRINT

**Target:** Accon actively monitors its environmental footprint from three key perspectives: *waste generation, energy resources and consumption, and carbon emissions*. The impact of increased greenhouse gas emissions is linked to global warming, underscoring the significance of reducing our carbon footprint for a sustainable world. Our overarching goal is to achieve a 5% reduction in carbon emissions from 2020 to 2025. This target reflects our commitment to combating climate change and reducing our environmental impact.



**13** CLIMATE ACTION





## Waste Management performance

Accon is committed to reducing waste. Through meticulous tracking of waste and enhancing our recycling efforts, we have established a robust waste reduction program. In 2023, we successfully reduced waste by 11.5% compared to 2022, measured in kilograms of CO<sub>2</sub>. This reduction includes a significant decrease in unsorted waste. Our achievements are the result of several initiatives, including optimizing production processes, improving recycling efforts, and implementing better waste management practices.

# Waste management

By 2023, Accon successfully reduced waste by 25% compared to the baseline year of 2019.

The reduction from 2022 to 2023 alone was 11.5%, which highlights an acceleration in waste reduction efforts.

The achievements in waste reduction are attributed to several key initiatives:

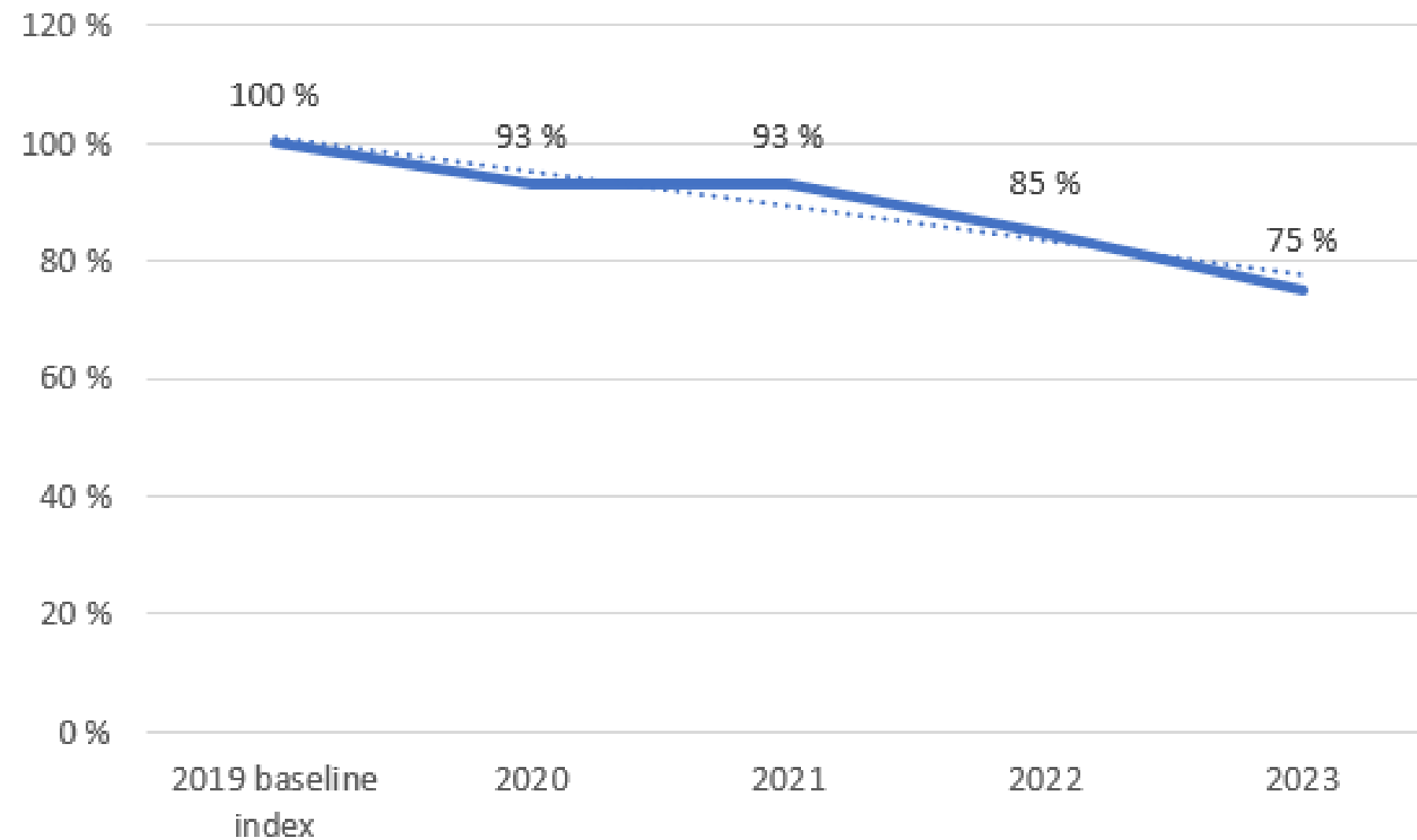
**Optimization of Production Processes:**

Streamlining processes to minimize waste generation.

**Improved Recycling Efforts:** Enhancing the separation and recycling of materials.

**Better Waste Management Practices:** Implementing more effective strategies for waste handling and disposal.

The graph illustrates Accon's commitment to waste reduction from 2019 to 2023. 2019 serves as the baseline index at 100.



**7** AFFORDABLE AND  
CLEAN ENERGY



## Energy consumption target

Efficient energy management is essential for improving sustainability. With rising environmental impact and energy costs, prioritizing energy consumption has become increasingly important.

Our goal is to achieve a 5% reduction in CO2 emissions from 2020 to 2025. This target is part of our broader commitment to combating climate change by reducing our environmental impact and promoting sustainable practices across all our operations.



# Energy consumption

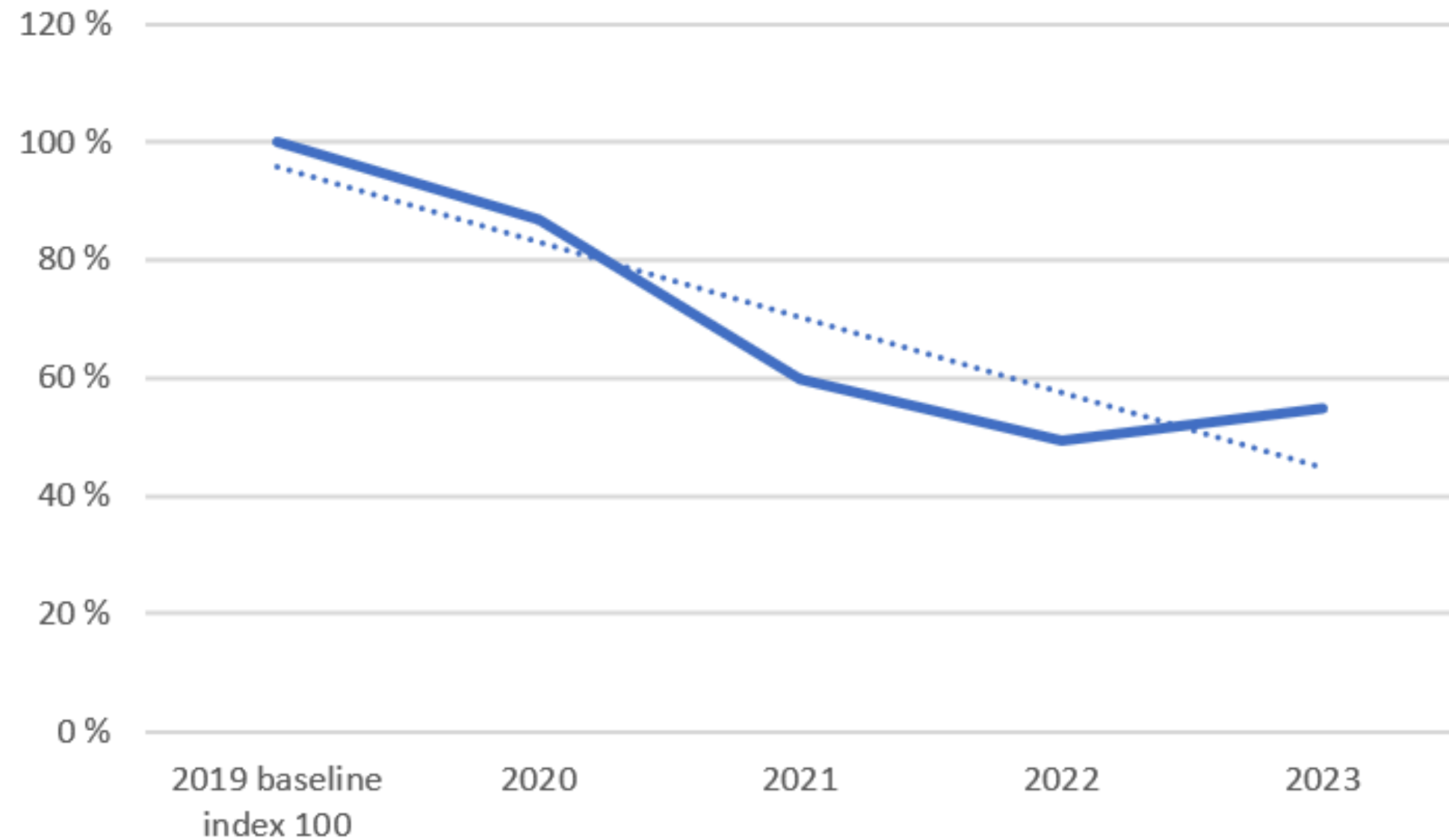
**Performance:**

There has been a steady decline in emissions. In 2020, emissions started to decrease from the 2019 baseline, continuing to drop significantly through 2021, reaching the lowest point. The downward trend continued in 2022, although at a slower rate.

In 2023, there was a slight increase in emissions. This increase was due to a period of production in two locations caused by the relocation of one of our production sites.

Despite this temporary rise, all other units experienced a reduction in emissions. The overall trend continues to show a consistent decrease in electricity-related CO2 emissions, indicating that we are on track to meet our target of a 5% reduction by 2025.

The chart shows development in CO2 emissions from electricity consumption from 2019 to 2023, using 2019 as the baseline (index 100)





# Carbon Emissions

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

**Scope 1** emissions are the operational emissions that Accon directly generates, including fuel consumption at rented properties and transportation under its direct control.

**Scope 2** emissions encompass the emissions associated with the electricity and heating purchased by Accon.

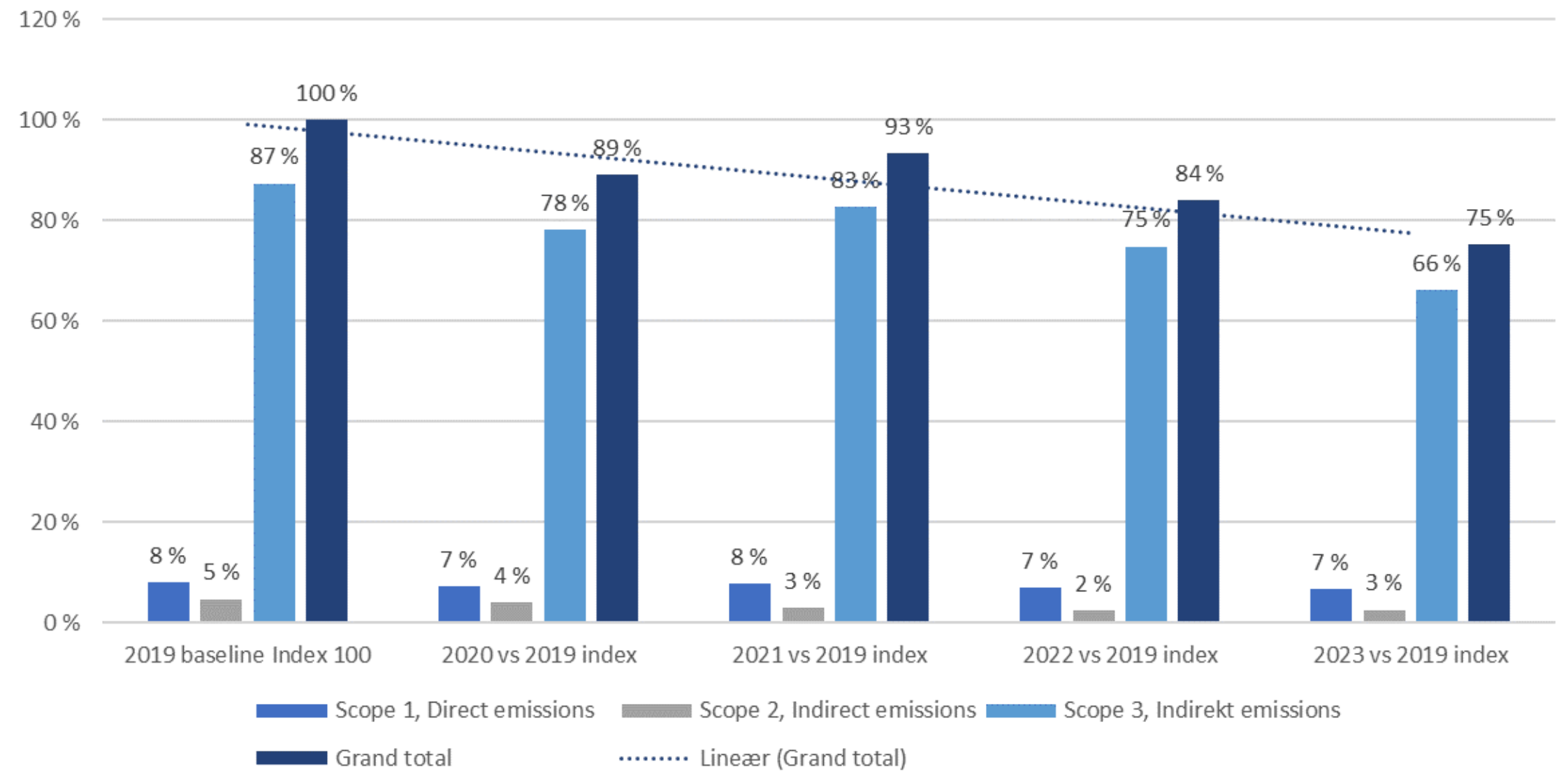
**Scope 3** emissions are the indirect emissions occurring along Accon's value chain that are not included in Scopes 1 and 2. This includes supply chain emissions and upstream emissions, which are presented in the Scope 3 emissions inventory.

# Carbon footprint

The graph paints an optimistic picture, showing a clear downward trend in our overall emissions from 2019 to 2023. We've achieved significant reductions in our Scope 3 emissions, the largest portion of our total emissions. By 2023, These emissions had decreased by 21 percentage points compared to 2019, demonstrating substantial progress in reducing our supply chain and upstream emissions. Even our scope 1 and Scope 2 emissions showed a gradual decline, contributing to the overall reduction. This bodes well for our future sustainability efforts.

**Chart 1. CO2 emissions (Scope 1, 2 and 3). % 2020 - 2023 index vs 2019 baseline.**

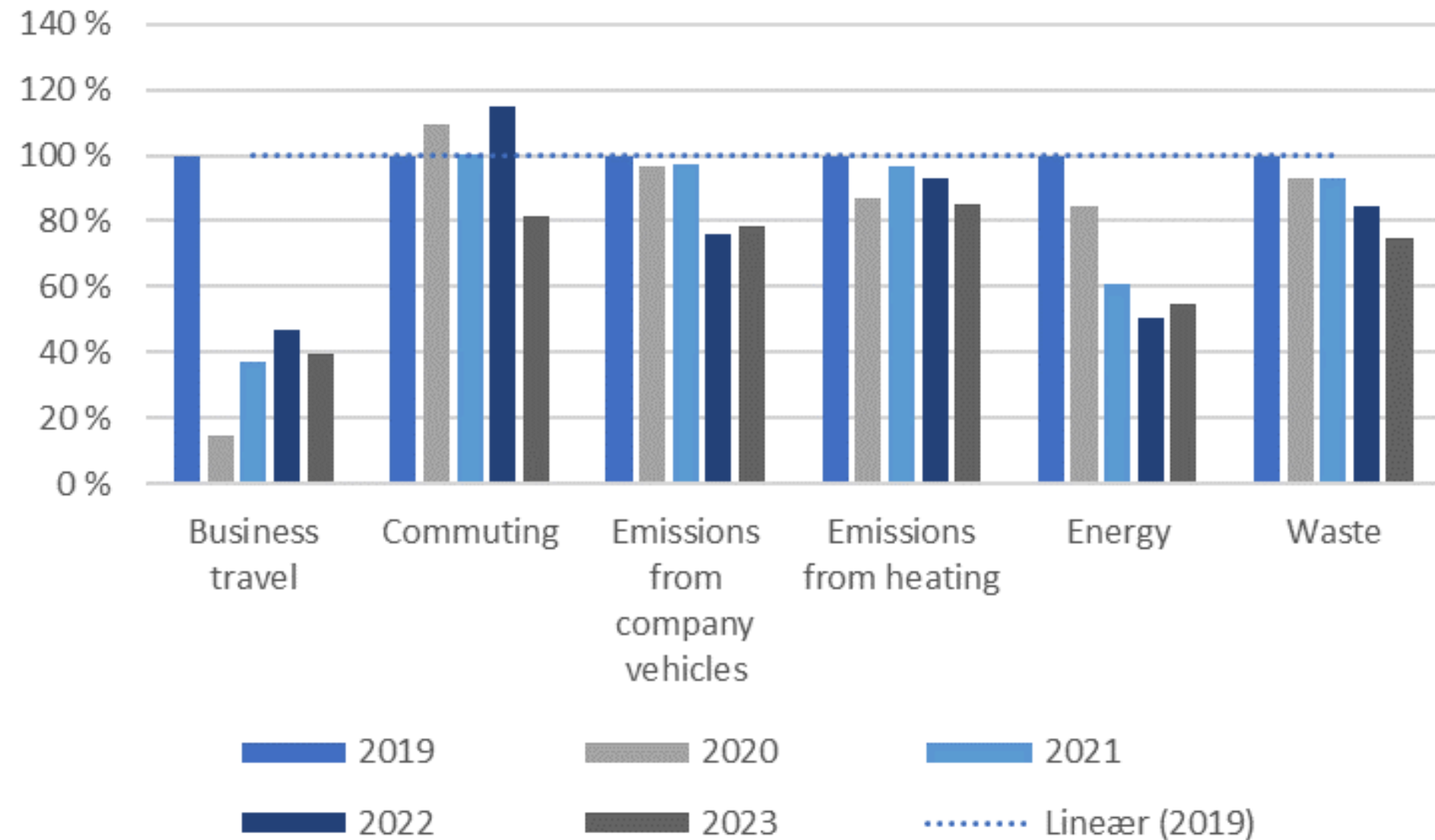
This chart illustrates the percentage of CO2 emissions from Scope 1, Scope 2, and Scope 3 for the years 2020 to 2023, compared to the 2019 baseline. The data includes emissions from purchased raw materials, packaging materials, and upstream transportation of raw materials.



# Carbon footprint

The bar chart illustrates the significant changes in CO2 emissions from various sources between 2020 and 2023, using 2019 as the baseline index set at 100. The categories examined are Business Travel, Commuting, Emissions from Company Vehicles, Emissions from Heating, Energy, and Waste

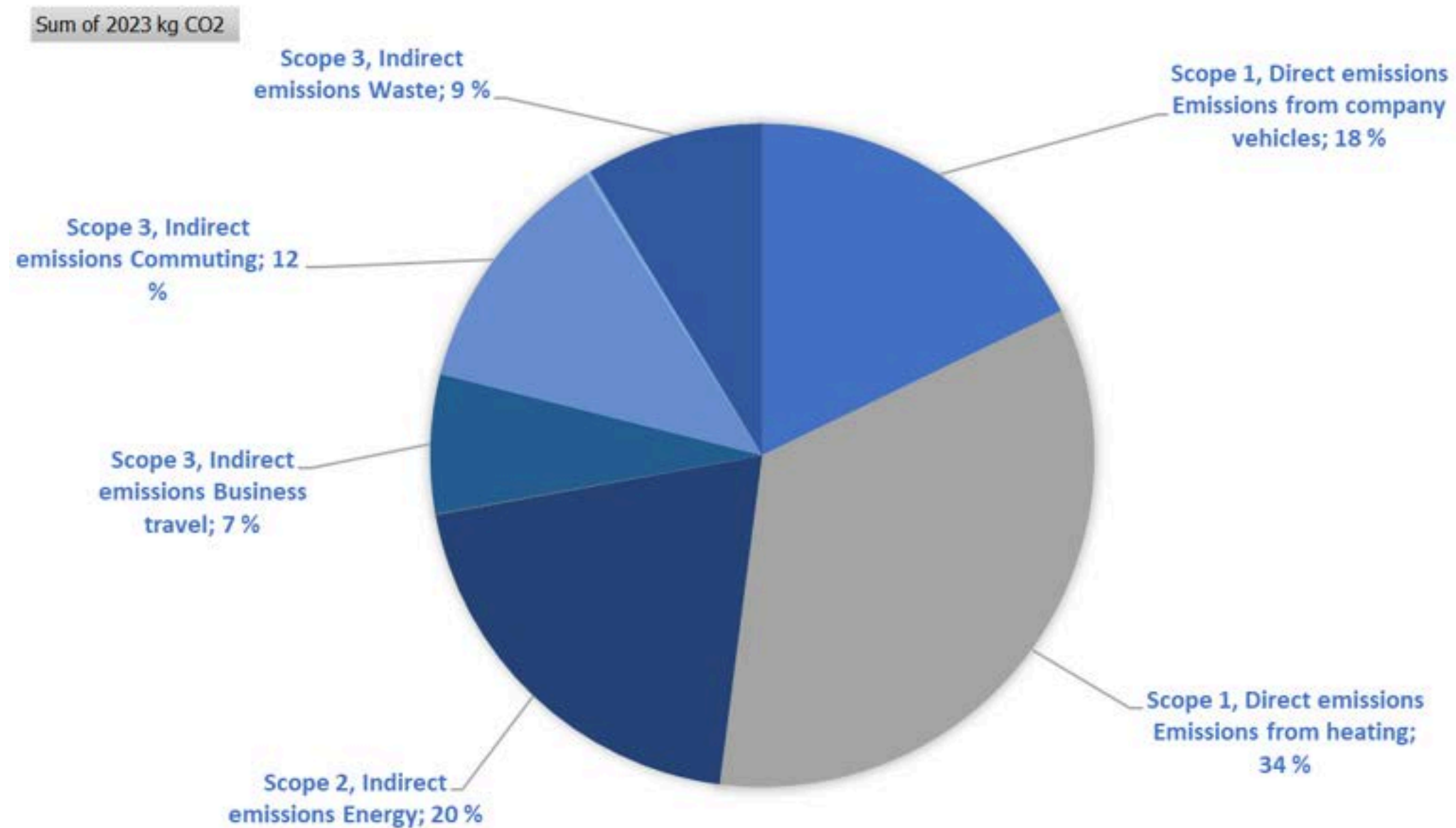
**Business travel emissions** significantly decreased from 2020 to 2023, with the lowest point in 2021, due to pandemic restrictions and increased remote work. **Commuting emissions** decreased in 2020, peaked in 2021 and 2022 above 2019 levels, and slightly decreased in 2023, due to remote work trends. **Emissions from company vehicles** consistently decreased from 2020 to 2023, due to efficiency improvements and shift to electric vehicles. **Heating emissions** are relatively stable, with a slight decrease in 2021 and 2022, due to energy efficiency measures. **Energy emissions** saw a significant reduction in 2020 and 2021, a slight increase in 2022 and 2023 but remained below 2019 levels. **Waste emissions** continuously reduced from 2020 to 2023, reflecting better waste management practices.



# Carbon footprint

**Scope 1** emissions, which include heating and company vehicles, make up the largest portion at 52%. **Scope 2** emissions from purchased energy represent 20% of the total, while **Scope 3** emissions, which include commuting, waste, and business travel, account for the remaining 28%.

The pie chart shows Accon's emissions broken down into different categories. The figures exclude raw material.





# SOCIAL RESPONSIBILITY

### 3 GOOD HEALTH AND WELL-BEING



## Good Health and well-being

At Accon, we prioritize the health and safety of our employees as a fundamental aspect of our operations. Our commitment to fostering a safe workplace is aligned with the Sustainable Development Goal of Good Health and Well-being. We have implemented comprehensive safety protocols and continuous training programs to prevent workplace accidents and promote a culture of safety awareness.

Additionally, we actively promote physical activity among our employees through initiatives like the "Bike to Work" campaign, encouraging a healthy and active lifestyle.

## 3 GOOD HEALTH AND WELL-BEING



# Good Health and well-being Target and performance

### **Our Target**

0% Injuries: We aim to achieve zero injuries within our organization. This ambitious target reflects our dedication to creating an environment where every employee can work confidently and safely.



### 3 GOOD HEALTH AND WELL-BEING



## Customer Health and Safety

*"We are committed to ensuring the health and safety of our customers through rigorous safety standards and continuous improvements in our product handling processes."*

Customer health and safety are paramount at Accon. We prioritize the safety of our customers by adhering to stringent safety protocols and providing comprehensive information on safe handling practices. Our dedicated efforts ensure that our products not only meet but exceed industry safety standards, providing peace of mind for our customers.

To support our commitment to customer safety, we offer detailed guidelines and resources on our website. We continuously monitor and improve our safety practices to address any potential risks associated with our products. This includes regular safety audits and customer feedback analysis.

## 4 QUALITY EDUCATION



# Focus on Learning

We are committed to providing inclusive and equitable access to quality education for all employees.

A significant achievement in 2023 was the implementation of comprehensive information security training for all office employees. This included a Cyber Security course using Nano software from Junglomap, covering over 20 topics with follow-up tests to ensure thorough understanding. The participation rate exceeded 93%, with discrepancies due to staff transitions. Nano learning will continue in 2024 to maintain high standards in cybersecurity awareness.

Additionally, bi-annual ISO audits incorporated team meetings to assess and discuss external cybersecurity changes, followed by small team training sessions. Cyber Security was also a key topic in all Accon seminars, featuring expertise from Interpol/Europol to ensure up-to-date knowledge. All IT security training was mandatory.

Our commitment to education and training was further reinforced by achieving our target of dedicating 3% of total work time to learning and development in 2023. This continuous focus on education ensures that our employees remain knowledgeable, skilled, and prepared to face the challenges of the modern workplace.

## 4 QUALITY EDUCATION



# Focus on Learning Target and performance

### Our Target

Our target is to dedicate 3% of total work time to learning and development activities. We aim to continually increase education and training opportunities, with a focus on achieving a 10% increase by 2025.

### Performance 2023

In 2023, Accon Group not only met but exceeded our education and training goals. By 2022, we had already achieved our 2025 target of a 10% increase in training hours. We remain dedicated to prioritizing employee development and tracking training hours annually.

5 GENDER  
EQUALITY



# Gender Equality

We continue to prioritize gender equality by fostering an inclusive culture and implementing policies that support the career advancement of women. Our annual reviews help us track progress and identify areas for further improvement, ensuring that we maintain at least a 40% representation of each gender across the company.

**5** GENDER  
EQUALITY



## Gender Equality Target and performance

### **Our Target**

Our target is to maintain a gender balance with a minimum of 40% representation of each gender. This target is closely monitored and assessed annually to ensure continuous progress.

### **Performance 2023**

We have achieved a gender balance with 57% women and 43% men within Accon, meeting our target for gender representation. Additionally, women currently hold 45% of the positions in Accon's management, further demonstrating our commitment to gender equality.

## 8 DECENT WORK AND ECONOMIC GROWTH



# Decent Work

### **Target:**

We advocate for sustainable economic growth, full employment, and decent work for all. Our aim is to ensure fair working conditions, such as competitive wages, reasonable hours, and compliance with labor laws, across all our operations.

### **Performance:**

At Accon, we are committed to fostering a supportive work environment that encourages work-life balance and prioritizes employee well-being. In the Nordic countries, where labor regulations are robust, workers are well protected through comprehensive public regulations. This ensures that our employees enjoy high standards of workplace conditions.

All our employees receive wages that are above the living wage threshold, and we strictly adhere to age verification procedures to ensure compliance with labor laws regarding the employment of workers. Our dedication to maintaining fair and ethical labor practices is reflected in our consistent compliance with all relevant laws and regulations, ensuring that our workforce is treated with respect and fairness.



# Community Participation

Accon is committed to making a positive impact not only on the lives of its employees and business network partners, but also on the communities in which we operate. We understand the importance of giving back to our local communities. Through various collaborations and sponsorships, Accon units actively engage with local sports teams and support cultural activities. Accon sponsors UNHCR, Kirkens Bymisjon, and local amateur sports teams, among others. We believe in supporting these organizations and initiatives as part of our commitment to the community. These interactions exemplify our dedication to building meaningful relationships within the community.

# GOVERNANCE





## 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



We uphold the highest standards of integrity and transparency in all our operations, ensuring robust governance practices and ethical conduct.

### **Performance:**

Accon has established a comprehensive governance framework to ensure responsible and ethical business management. This includes adherence to national and international regulations, such as the UN Global Compact, and maintaining a zero-tolerance policy towards corruption and unethical practices. Our Code of Conduct is a fundamental part of this framework, outlining explicit principles and regulations regarding working practices, business integrity, and compliance with laws.

In 2023, we continued to strengthen our governance practices by conducting regular audits, implementing rigorous risk management procedures, and fostering a culture of transparency and accountability. Accon Group has an IT security handbook with procedures (IRP) and routines on how to handle breaches in confidential information. We haven't had any breaches in confidential information or other critical deviation in GDPR or IT security in 2023. Accon Group has not registered any corruption incidents



# Management approach

The Management Team (MT) at Accon Group comprises General Managers from various units, executive staff, and specialists, and holds the highest authority within the company. Operating with a decentralized structure, each unit is accountable for its performance. The MT oversees Accon, setting its vision, mission, values, and strategy, and formulating company-wide policies and targets. Units are then responsible for implementing decisions and aligning local guidelines with company directives.

To broaden their perspective, the MT and specialists participate in benchmarking activities and engage with stakeholders. Annually, they assess Accon's sustainability strategy and targets, ensuring alignment with the company's values.

# Code of Conduct

The Accon Code of Conduct is the company's primary ethical guideline. This document aims to communicate the expected behavior of Accon representatives to internal and external stakeholders. It establishes explicit principles and regulations regarding working practices and accountability in areas such as society, the environment, transparency, business integrity, and compliance with laws and regulations. The Accon Code of Conduct undergoes an annual review process. Every Accon employee is accountable for adhering to its standards. To view the full Code of Conduct, [please visit our website](#).



# Supply Chain

**17** PARTNERSHIPS  
FOR THE GOALS



Supply chain networks play a crucial role in Accon's operations.

Accon places great importance on the quality, sustainability, and reliability of its partnerships. Accon upholds high standards in areas such as human rights, fair labor practices, environmental responsibility, and the prevention of corruption. We expect business partners and suppliers to adhere to the same strict criteria. As part of this commitment, all major business partners and suppliers are required to sign Accon's Code of Conduct. More than 80% of our critical suppliers have signed our CoC or CoC complied with Accon's CoC. To ensure compliance, regular monitoring and audits are conducted to assess their performance. By maintaining a strong focus on ethical and responsible practices throughout its supply chain, Accon aims to cultivate a network of partners who share its values and contribute to a sustainable and responsible business ecosystem.



# Economic responsibility

Accon places a strong emphasis on financial responsibility, understanding its crucial role in fostering trust and ensuring the well-being of its network. By prioritizing economic stability, the company solidifies its reputation as a reliable partner. With a focus on long-term success, Accon continuously adapts its business operations. In addition to pursuing profitability, the company is dedicated to upholding full compliance with a wide range of legislation and regulations, encompassing areas such as employment, finance, environment, and taxation. Through unwavering dedication to financial prudence, legal adherence, and sustainable practices, Accon strives to create a positive impact within the industry.



## ACCON'S APPROACH TO DUE DILIGENCE ASSESSMENT

Accon integrates business ethics, sustainability, and corporate social responsibility into our business. We are committed to conducting our business ethically and sustainably. We have signed the UN Global Compact and support and respect the principles outlined in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

As illustrated here, we acknowledge our responsibility to promote and adhere to these principles and follow the six steps and measures outlined in the OECD Guidelines for Responsible Business Conduct.

### WE COMMUNICATE

Our sustainability report and website actively communicate how we manage the impact.

### MONITORING, IMPLEMENTATION, AND RESULTS

This is done through visits and interviews, among other methods.



### MAPPING AND ASSESSMENT

Our team conducts assessments to ensure suppliers and business partners meet our standards. This includes evaluating their adherence to human rights, working conditions, sustainability, and environmental practices.



6 Restoration and compensation where required.

### MITIGATE, PREVENT, AND REDUCE NEGATIVE IMPACTS

We limit potential and actual adverse impacts through appropriate measures. This may entail consequences for the contractual relationship with Accon. Typically, we will seek to influence the supplier to minimize the risk.

# The Freedom of Information Act

*The Freedom of Information Act promotes respect for human rights and decent working conditions in producing and delivering goods and services. It applies to larger Norwegian companies. The law requires businesses to identify and address the risk of human rights violations, implement measures, and inform about them and their impact. The goal is to ensure transparency, accountability, and compliance with international standards.*

## **ACCON AND THE FREEDOM OF INFORMATION ACT**

Accon Group AS is a leading player in industrial bulk packaging for the Nordic industrial market, supplying a large part of the Nordic industry, such as the food and pharmaceutical industry, process and mining industry, mineral and chemical industry, agri-industry, waste and recycling, and more.

## **ORGANIZATIONAL STRUCTURE**

Accon is organized with independent companies that share standard service functions from a group function. The group function includes HR, quality, risk, legal and compliance issues, marketing, and finance. The Managing Director of each company reports to the CEO.

## **FRAMEWORK FOR DUE DILIGENCE ASSESSMENTS**

Accon has a framework for conducting due diligence assessments that is continuously evolving and improving. The due diligence assessments include our Code of Conduct, Supplier Code of Conduct, audit reports, and questionnaires. These tools help us assess and ensure our partners meet our human rights and working conditions standards.

## **DUE DILIGENCE ASSESSMENTS AND FINDINGS**

We conduct thorough due diligence assessments of all our suppliers and business partners, continuously assessing risks related to human rights, working conditions, sustainability, and the environment. This includes pre-qualification of suppliers, physical visits, and interviews. Based on our due diligence assessments, we aim to work closely with suppliers in geographically high-risk areas.

## **FOLLOW-UP WITH PARTNERS, SUPPLIERS, AND CUSTOMERS**

We have close follow-up with our partners, suppliers, and customers, and we require documentation demonstrating their commitment to upholding fundamental human rights and other working conditions. In cases where we are still determining our partners' impact on the world around them, we require them to provide a statement and documentation. If the received documentation does not meet the requirements for safeguarding fundamental human rights and decent working conditions, it will have consequences for the contractual relationship with Accon. Typically, we will seek to influence the supplier to minimize the risk.

## **MEMBERSHIP IN UN GLOBAL COMPACT, ECOVADIS, AND SEDEX**

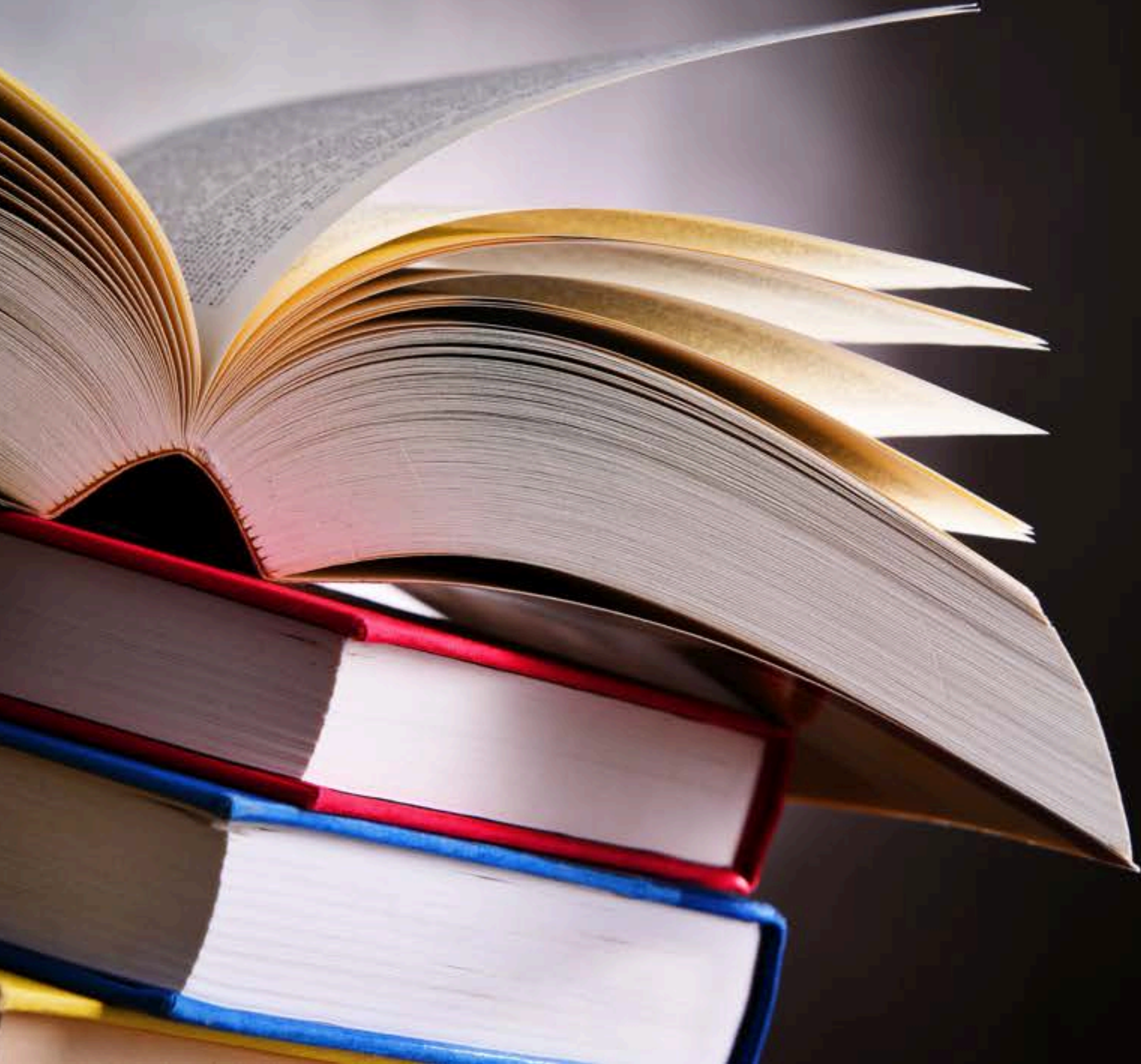
We are proud to be members of the UN Global Compact, Ecovadis, and Sedex. These memberships demonstrate our commitment to sustainable business practices and respect for fundamental human rights. As members of these organizations, we actively participate in their initiatives and work to ensure fair and responsible global business practices.

## **THE GOAL OF GOOD LIVES AND WAGES**

Accon aims for everyone involved in our business to have good lives and wages for a dignified living. We are committed to ensuring that all stakeholders in our value chain are treated fairly and receive the recognition they deserve.

## **CONTACT US FOR MORE INFORMATION**

If you would like further information about our work on transparency, due diligence assessments, and corporate social responsibility, don't hesitate to contact us through the contact form on our website.



# Glossary and contact information



**CO2**

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

**CO2e**

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

**CARBON FOOTPRINT**

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

**CODE OF CONDUCT**

Policy within Accon Group

**COP**

Communication On Progress.

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

**ECOVADIS**

Business Sustainability Rating.

**FIBC**

Flexible Intermediate Bulk Container

**GHG**

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

**ISO 9001**

International standard for a quality management system.

**ISO 14001**

International standard for environmental management.

**ISO 22000**

International standard for food safety management.

**KPI**

Key Performance Indicator.

**LCA**

Life Cycle Assessment

**LED**

Light-emitting diode

**PCR**

Post-Consumer Recycled

**PE**

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

**RFR**

Accon's Ready-For-Recycling

**RINKI**

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

**SUPPLIER CODE OF CONDUCT**

Basic sustainability requirements for Accon Group's suppliers.

**SDG**

Sustainable Development Goals

**SEDEX**

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

**UN GLOBAL COMPACT**

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



Contact us if there are  
any questions.

Thank you for  
your time!

## Contact person

Mette Stavrum-Tång

CAO

Accon Group AS

Wirgenesvei 17

3157 Barkåker

Norway

Phone: +47 333 593 00

Email: [info@accon.no](mailto:info@accon.no)

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