



Sustainability Report 2022





**SUSTAINABILITY
REPORT**

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PRESTO'S OVERALL SUSTAINABILITY GOALS AND FOCUS AREAS

- › We will offer non-toxic fire protection and a product range that is completely environmentally adapted.
- › We will operate circular and sustainable manufacturing, in what we call our “green fire extinguisher factory”.
- › We will reduce our climate footprint in line with the Paris Agreement.
- › We will be the industry's most sustainable option for customers and employees.

Sustainability Report

Sustainability is integral to our business and plays a crucial role in our strategy to become the leading player in safety in Europe. Through our offering in fire and accident protection, we contribute to a more secure society, while striving to protect our environment and our employees.

SUSTAINABILITY GOVERNANCE

Presto's Board of Directors and Group Management bear overall responsibility for the pace and direction of sustainability work, but sustainability is also resourced to be managed and coordinated by the Company's Head of Sustainability and Quality.

PRESTO'S BUSINESS and governance model is based on a decentralised organisation with common working methods, procedures and policies. Based on this system, every manager has a major responsibility in our sustainability roadmap, and every employee has the responsibility to spread Presto's sustainability message, communicate important guidelines and ensure compliance with standard practices and goals.

Sustainability work is integrated into Presto's operational management, which is based on our quality- and environment-certified management system (ISO 14001 and 9001 certified in Sweden) and on the principles of systematic occupational health and safety management. In 2022, we began introducing a Group-wide quality, environmental and occupational health and safety management system and including Presto's operations in Finland and Norway in our ISO certifications.

Our focus areas and decisions on projects and goals in this area are based on the UN's Global Sustainable Development Goals, as well as on dialogue with the Company's stakeholders, our business intelligence and opportunities and risks in sustainability identified at Presto and in the industry in which we operate.

Our policies and guidelines in the form

of our sustainability and quality policy, work environment policy, ethical guidelines and Code of Conduct are essential tools in our continuing work.

Our Code of Conduct and social and ethical policies are based on the 10 principles of the UN Global Compact and make clear that both our suppliers and we must, as a minimum, comply with the national legislation in the countries where operations are conducted and that cartellisation, bribery, corruption, extortion and other types of unethical behaviour must never be allowed or tolerated.

Our sustainability journey is a team effort where every single employee at Presto plays a large and important role in our development. We ensure that everyone knows the way forward by:

- › including training course on Presto's sustainability journey, our values and internal guidelines, as a mandatory process for all new recruits to Presto in Sweden
- › ensuring that everyone receives the same information and knowledge through our online training programme
- › ensuring continuous internal communication about our sustainability initiatives and progress towards our sustainability goals, as well as how employees can contribute to this journey in various ways. ■



“Everything we do is aimed at making everyday life more secure and safer for our customers – now and in the future”

IN 2022, WE:

- › made 119,000 visits to customers
- › provided training to 212,000 course participants
- › provided training to 651 Presto employees via one of our work environment and safety training programmes.

We expanded our environmentally adapted product range and remanufactured offering:

- › 50 per cent of our liquid extinguishers sales in Sweden were of environmentally adapted alternatives.
- › 18,968 fire extinguishers were produced in our own facility using recycled components.

MATERIALITY ANALYSIS

We have identified Presto's key sustainability areas via a materiality analysis of the Company's operations in Sweden. This is based on business intelligence, identification of relevant sustainability opportunities and risks applying to Presto and the industry, and dialogue with the Company's stakeholders.

WE HAVE WORKED systematically to identify the activities with an impact on sustainability that each department is directly or indirectly involved in. We have arrived at a judgement as to whether the impact is high or low and positive or negative. We have then scrutinised these aspects using two “filters”:

- global goals and guidelines are the UN Sustainable Development Goals, the UN Global Compact principles and the planetary boundaries.
- our stakeholders' priorities on these issues.

It is crucial for us to strike a balance between external stakeholder input and that of our internal stakeholders.

The internal stakeholder perspective

We invited all employees to prioritise which of the sustainability issues identified by Presto as important that they believe Presto should work on if they are to feel proud of Presto as an employer.

The external stakeholder perspective

Through customer dialogue and analysis of other external stakeholders, we compiled the needs and requirements of external stakeholders.

Priority focus areas

The findings from the materiality and stakeholder analysis were then woven together into our prioritised focus areas. In recent years, we have been able to maintain our priorities regarding both focus areas and goals. They are becoming more and more relevant, due to more stringent regulations and requirements and to internal and external attention. In 2023, we will conduct a Group-wide materiality analysis based on the “double materiality principle” and ensure that work takes the right direction to identify areas of sustainability material to the Group. ■

PRESTO’S FOCUS AREAS AND THE UN’S GLOBAL GOALS

We have analysed the SDGs and identified the areas where we have the greatest impact and can contribute. We feel for and take great responsibility for these areas.

UN Goal 3.8 – Achieve universal health coverage

3 GOD HÄLSA OCH VÄLBEFINNANDE

In a sustainable society, everyone has the right to fast and secure health-care. Civil society and business contribute by providing skills and equipment and by promoting humanity and civil courage. Presto contributes in several ways; partly by offering and supplying first aid equipment and defibrillators, but also mainly by raising awareness in the form of training and advice for companies and organisations.

UN Goal 6.1–Safe drinking water for all

6 RENT VATTEN OCH SANITET FÖR ALLA

A safe water supply is essential to society and sampling of our waters shows that they contain chemical residues. One such group of substances is PFAS, which the fire protection industry has long used in firefighting foams. Continued releases of these substances threaten long-term availability of clean water, and risk being partly responsible for negative impacts on the environment and human health. Presto is countering this negative trend by phasing out these substances, offering environmentally adapted products and using a circular manufacturing process.

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For more about our work on non-toxic fire protection please see page 48.

UN Goal 8.8 – Protect labour rights and promote safe working environments for all

8 ANSTÄNDIGA ARBETSVILLKOR OCH EKONOMISK TILLVÄXT

One important issue for all employers is to create a safe workplace where employees can develop through their work. In our work of disseminating knowledge and promoting solutions to “save lives”, the safety of our employees of course comes first. We strive to ensure that our suppliers take the same approach to safety as we do. Through our Supplier Code of Conduct and our supplier assessment methodology, we impose health and safety and labour law requirements on our suppliers.

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For more about our work in social sustainability, please see page 52.

UN target 11.6 – Reduce the adverse environmental impact of cities

11 HÅLLBARA STÄDER OCH SAMHÄLLEN

A sustainable society values resource efficiency and makes the most of existing resources. Presto helps by protecting buildings, vehicles and

equipment from destruction by fire or accident, which also saves both people and the environment from harmful emissions into the air and water. Increased electrification and battery operation across society bring new risks and increased demands for fire protection. With our offering and development of products such as our lithium fire extinguishers and fire hydrants, we are contributing to fire safety in the Nordic region.

UN goals 12.2, 12.4, 12.5 and 8.4 – Sustainable consumption and production.

12 HÅLLBAR KONSUMTION OCH PRODUKTION

Key sub-goals: Sustainable management and use of natural resources, responsible handling of chemicals and waste, significant reductions in waste and improved resource efficiency in consumption and production.

These are priority areas in Presto's production and sales, where, we focus systematically on contributing to sustainable resource utilisation by developing more circular processes. Our “Green Extinguisher Factory” initiative includes increasing the reuse of extinguishers, safe handling of chemicals, minimising waste and working towards a circular process with higher resource efficiency. We offer to take end-to-

end responsibility for our products by following the products through their lifetime; we manufacture, we service, we carry out workshop inspection/reloading and we take back products for recycling and reuse at the end of their service life.

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For more about the Green Factory and circular manufacturing, please see page 50.

UN Goal 13 – Combat climate change

13 BEKÄMPA KLIMATFÖRÄNDRINGARNA

Climate change is a critical issue and we believe that everyone has a responsibility to play their part. Our customer-led and geographically spread activities include travelling to perform our servicing commitment, as well as transport and freight for the import/purchase and distribution of goods. We use greenhouse gases for firefighting purposes. By planning, route optimisation, remote communication, responsible handling of exhaust gases and recycling, we take active steps to minimise our carbon footprint. We can and want to do more here, and are making every effort to constantly improve.

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For more about our climate action, please see page 46.



Presto's goal is to offer non-toxic fire protection and a completely environmentally adapted product range – while reducing our climate footprint in line with the Paris Agreement.

We have identified a number of critical environmental and climate risks and challenges. Through our focus areas and projects, active target setting and/or clear policies and procedures, we are working on limiting their impact.

Environment & Climate

Presto is working in a structured way to reduce both our and our customers' climate and environmental footprint. For example, we are focusing on reuse in our circular take-back system, phasing out toxic substances in our products and a targeted reduction of our carbon emissions.

Environment	Non-toxic environment	Sustainable use of resources	Climate
Description	› Foam and liquid-based extinguishers use chemical additives that can affect the environment and health.	› A linear manufacturing flow and a focus on replacement rather than return has led to poor resource utilisation.	› As a manufacturer, our biggest climate emissions are in GHG Scope 3, indirect emissions mainly from the supply chain.
Risks	› PFAS substances in our own extinguishers as well as in other brands of extinguishers that we handle represent risks during our handling and in use by customers. › Risk of adding other chemical substances that are not yet known to be harmful to the environment and health. › The extinguishers we put on the market may remain on the market for several years after being phased out of production and/or sale.	› Challenges in achieving reuse or disposal of all components of the extinguishers. › Low interest in powder as a resource. The raw material contains valuable substances in short supply, nitrogen & phosphorus. › Extinguishing liquids containing PFASs have few final disposal options and are expensive to handle properly. › The current model of customer-owned products is limiting opportunities for a circular system.	› Travel-intensive business model through service trips to customers. › Climate-impacting raw materials in our products, including metals. › Suppliers of materials account for a large part of our environmental and climate impact.
Risk management activities	› Offer sustainable and non-toxic extinguisher options. › Focus on clean/additive-free water mist fire extinguishers and on offering the customer risk-adapted fire protection. › PFAS phase-out plan. › Focus on non-toxicity in product development. Please see page 48.	› Challenge the current model of customer-owned products. › Offer a circular system for extinguishers, with optimal resource utilisation and safe handling – our take-back system. › Continued optimisation of our take-back system to improve resource utilisation. Please see page 50.	› Increased digitalisation. › Continued climate calculations based on GHG protocol. › Set emission reduction targets and roadmap, including dialogue with suppliers. › Continued optimisation of the take-back system to reduce the carbon footprint. Please see page 50.
Strategy and goals	› The industry's most sustainable option for customers and employees alike. › Focus area: Non-toxic fire protection and a product range that is completely environmentally adapted.	› The industry's most sustainable option for customers and employees alike. › Focus area: Work step by step towards establishing the "green extinguisher factory".	› Establish Science-Based Targets. › The industry's most sustainable option for customers and employees alike. › Focus area: Reduce our climate footprint in line with the Paris Agreement.
Policies and governance	› Sustainability and quality policy. › Criteria for environmentally adapted liquid fire extinguishers. › ISO 14001 certification. › Procedures for handling and purchasing chemical products. › REACH requirements for suppliers. › Controlled process of product development.	› Sustainability and quality policy. › ISO 14001 certification. › LCA data for product optimisation. › Controlled process of product development.	› Sustainability and quality policy. › ISO 14001 certification. › Policy and guidelines for company and service cars. › Route optimisation and planning. › LCA data for product optimisation. › Climate calculation based on GHG protocol.
Performance indicators	› Percentage of environmentally adapted extinguishers/ sales of liquid extinguishers.	› Percentage of returned extinguishers with recycled components. › Resource and climate savings per extinguisher through the take-back system.	› tCO ₂ eper full-time employee (market-based). › tCO ₂ eper sales unit (SEK m.) (market-based)*. › tCO ₂ eper square metre (market-based)*. › tCO ₂ eper product produced (market-based)*.
SDG 2030			

*GHG, Scopes 1 and 2 and parts of Scope 3

KEY CLIMATE INDICATORS

GREENHOUSE GAS EMISSIONS, PRESTO GROUP (KGC02E)

	Presto Group	Sweden, other	Finland	Norway
Scope 1	1,289,595	1,120,831	91,992	76,772
Scope 2 (market-based)	380,024	56,562	139,165	184,298
Scope 3	27,410,934	17,481,815	7,534,875	2,394,244
Total emissions (S1+S2+S3)	29,080,554	18,659,208	7,766,032	2,655,313

Emission intensity (Scope 1+Scope 2+Scope 3)	Presto Group	Sweden, other	Finland	Norway
Emission intensity/employee (tCO2e/FTE)	32.3	26.4	58.4	44.3
Emission intensity/unit of revenue (tCO2e/(SEK m))	21.3	19.2	28.1	22.8
Emission intensity/square metre (tCO2e/m2)	0.68	0.56	1.35	0.76
Emission intensity/product manufactured (tCO2e/pp)	–	0.086	–	–

	2020*	2021*	2022
Scope 1	1,377,558	918,822	1,289,595
Scope 2 (market-based)	462,728	1,071,462	380,024
Scope 3	10,546,281	15,707,038	27,410,934
Total emissions	12,386,567	17,697,322	29,080,554

OUR EMISSIONS DATA

The emission figures presented here are based on data from invoices, energy suppliers and other suppliers. They are calculated according to the GHG Protocol. The figures include emissions from Scope 1 (mobile combustion), Scope 2 (electricity & heat) and Scope 3, which includes categories such as purchased goods and services, capital goods, fuel

and energy-related activities, business travel, waste management, upstream transport & distribution and employee commuting.

All emission calculations have been generated based on transactions and activities – e.g. fuel, transport, business travel and materials, and by pairing these with emission factors from data-

bases; as laid down in the GHG Protocol standard. The methodology uses a hybrid approach combining transaction and activity data, and using sources such as BEIS, Exiobase and AIB to calculate and validate emission data for Presto in Finland, Sweden and Norway.

OUR GREENHOUSE GAS EMISSIONS IN 2022, kg CO2e



- Scope 1: 1,289,595
- Scope 2 (market-based): 380,024
- Scope 3: 27,410,934

**Emission figures for 2020–2021 refer only to Presto Sweden and Other. For 2022, emissions were calculated for the entire Group, including Finland and Norway.*

CLIMATE IMPACT AND OUR COMMITMENT

We are working on reducing our climate footprint in line with the Paris Agreement. To this end we are setting ambitious climate targets and developing an environmentally adapted and circular offering. We are committed to establishing a Group-wide and science-based emissions reduction target with the Science Based Targets initiative (SBTi) during 2023.

Calculation of our carbon footprint

Our carbon footprint is calculated in accordance with the accounting standards of the Green House Gas Protocol. In our Swedish operations, we have calculated our carbon footprint for 2020 onwards, while in our Norwegian and Finnish operations, the first calculation was made for 2022. The calculations include direct emissions (Scope 1) and indirect emissions (Scopes 2 and 3). Scope 3 emission calculations are based on both activity data and screening. Our work in lifecycle assessment is another important part of the mapping exercise, providing a deeper understanding of the climate impact of our materials and processes.

Our impact and actions

As a manufacturing company, the major share of our emissions fall within Scope 3, upstream in the value chain. Here, we focus on improving activity data to target our climate action where it will do the most good.

One important area is our “green factory” project, which, starting from a lifecycle analysis, seeks product optimisation of climate-impacting materials and processes and our take-back system. The take-back system will enable a carbon footprint reduction of up to 47 percent (based on a lifecycle analysis using functional fire protection unit protection for 30 years).

One risk area identified is internal transport in our servicing business. Here, we have embarked on the task of reducing the impact of our travel through planning and route optimisation for fewer and shorter trips. We are also replacing our vehicle fleet with environmentally adapted alternatives. In Sweden, we have switched to providing only electric and hybrid cars in our Company car fleet. Our service vehicle fleet presents bigger challenges. Further investigation is needed to determine which green options suit our servicing operations in the longer term, ahead of full-scale implementation.

Science Based Targets initiative

We are committed to setting a Group-wide science-based target via the Science Based Targets initiative (SBTi). With this commitment, the Presto Group affirms its intention to join the growing group of leading companies that are setting emission reduction targets in line with what climate science says is necessary. This commits us, during 2023, to develop science-based short-term emission reduction targets to lower greenhouse gases in line with the Paris Agreement to limit global warming to 1.5°C. The target will be sent to SBTi for validation and authorisation. In 2023, we will also continue to work towards setting a reduction plan and specific steps for emission reductions.

Our long-term goal is to commit to setting a long-term science-based reduction target to achieve net-zero greenhouse gas emissions by 2050. ■

NON-TOXIC FIRE PROTECTION

We are focused on establishing non-toxic fire protection, and our most important task right now is to get the new generation of fire extinguishers in place.

Increasing demands for an environmentally adapted product range

The debate on phasing out dangerous PFAS substances in fire protection products has grown in recent years. At the same time, customer demand for non-toxic and environmentally adapted products has risen sharply. As a manufacturer of fire extinguishers, we are actively working on phasing-out harmful substances, such as PFAS, from our products.

What are PFAS and what are the problems?

PFAS are a large class of thousands of highly effective substances that have long been used in firefighting foams to achieve a high fire protection rating. PFAS are substances that are harmful to the environment and health and are highly persistent in the environment. These substances are known as “forever chemicals” because of their characteristics.

Presto rapidly phasing out PFAS

In recent years, legislation on PFAS substances has become more stringent and several PFAS substances are already regulated. In 2022, several new EU proposals to restrict the use of PFAS have been tabled, including a general ban on PFAS in firefighting foam. However, the risk of a lengthy legislative process and long transition periods exist, which would lead to a delay in the phase-out process. Presto is not waiting for the regulations and, in line with our sustainability policy, we have already made the adjustment and are phasing out

PFAS. We have a clear PFAS phase-out plan for all our products.

We are the first industry player to support ChemSec’s campaign to phase out PFAS substances and ban them in the EU through the “No to PFAS” initiative.

Water extinguishers and risk-adapted fire protection

Our primary focus for a successful phase-out is on water extinguishers. Presto has a strong range of environmentally adapted liquid fire extinguishers, led by our proprietary water extinguisher. The Presto Water Extinguisher contains only pure deionised water, making it a highly suitable option in the vast majority of environments, from both a risk and a user perspective. On that basis, we have changed to advise our customers to choose water instead of foam.

Focus in 2022

In 2022, we focused strongly on developing our sales of environmentally adapted extinguishers and upgrading our internal and external information activities. We also increased our efforts and investments in new environmentally adapted products, including the launch of a PFAS-free AB foam extinguisher.

Our target: 90 per cent of our sales in Sweden of liquid/foam extinguishers will be environmentally adapted options by 2022.

Outcome for 2022: 50 per cent (16) % of our liquid extinguisher sales comprised our environmentally adapted options. *(Figure refers to Presto’s Swedish operations.)*

Towards year-end, we recorded an increase in sales of environmentally adapted options and in December all 69 per cent of sales of our liquid extinguishers in Sweden comprised environmentally adapted options. In addition, two of our regional organisations reached the year’s target of 90 percent in December.

In early 2023, we set new overall targets for the Presto Group to grow our sales of environmentally adapted liquid fire extinguishers and will therefore monitor this KPI at Group level going forward. ■



PRESTO WATER EXTINGUISHERS – WATER IS BETTER THAN FOAM

Presto’s environmentally adapted liquid extinguisher is an extinguisher containing an extinguishing liquid that does not have a known content of substances harmful to the environment and health and that fulfils the following criteria:

- Free from fluorosurfactants (PFAS).
- The liquid mixture is checked for biodegradability by OECD guidelines, test method 302B.
- Is included in a take-back system for re-use and recycling extinguisher containers and components.

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“Water is better than foam”



OF OUR LIQUID EXTINGUISHER SALES IN SWEDEN COMPRISED OUR ENVIRONMENTALLY ADAPTED OPTIONS.

THE GREEN FIRE EXTINGUISHER FACTORY – CIRCULAR MANUFACTURING

At our extinguisher factory, we are conducting one of our most important projects: the establishment of a sustainable extinguisher factory and sustainable production of fire extinguishers. We take a circular producer responsibility that we are very proud of.

THE HEART OF OUR drive to offer “green products” lies in our overall control of the manufacturing process. We take total responsibility for our products through their entire lifecycle; during manufacture in our Katrineholm factory, in the provision of servicing, in the performance of workshop inspection/reloading and in taking back our products for recycling and reuse at the end of their service life.

In establishing a sustainable fire extinguisher factory and sustainable production of fire extinguishers, issues we take into account include:

- › lifecycle analysis for our extinguishers
- › design and development of smart and non-toxic products to achieve a circular manufacturing flow
- › reuse and recycling of components and extinguishing agents
- › responsible disposal of fire extinguishing agents
- › eco-labelled electricity and energy efficiency
- › mapping of our carbon footprint.

Our own production in Sweden is ISO 14001 and ISO 9001 certified and, through our environmental and quality management work, we continuously strive to improve our services and products.

Lifecycle analysis and Presto's take-back system

A lifecycle analysis for our hand-held extinguishers enables us to optimise the product's environmental and climate-impacting

materials, and to increase resource efficiency and recycling for maximum benefit to society, the customer and Presto.

A vital role is played by our circular take-back system in reusing components from customers' fire extinguishers obtained during workshop inspections. The main environmental impact of fire extinguishers occurs during the production and use of raw materials such as minerals and metals. Components such as containers and valves have a particularly high environmental impact. We can reuse these components several times, providing significant benefits in resource and climate conservation. The take-back system also allows our customers to exchange their extinguisher for a more environmentally adapted option.

Benefits of Presto's take-back system:

- › The take-back system reduces climate impact by up to 47 per cent (kgCO₂e).
- › Reuse of components in the take-back system reduces resource consumption of minerals and metals by up to 63 per cent (kg Sbeq).
- › Greatest climate impact is in the raw material phase, but the take-back system reduces the impact:
 - › by almost 5 times for foam extinguishers
 - › by 2.6 times for powder extinguishers
 - › by 15 times for CO₂ extinguishers.

**Based on cycle analysis, functional unit fire protection for 30 years.*

Percentage of returned extinguishers with recycled components 2022: 53% (58)*

**The percentage of returned extinguishers with re-used components decreased in 2022 due to reduced availability of recycled materials.*

Reuse of extinguishing agents

In 2022, we began reusing CO₂ and powder, which allows us to reuse extinguishing agents in our take-back system and gain even more significant environmental savings. Our CO₂ reuse programme will enable us to reuse all liquid CO₂ in extinguishers in our take-back system. In the case of powders, we can now reuse our most common powder (ABC powder). The reused powder saves around 50-60 tonnes of new powder annually. ■

REMANUFACTURED EXTINGUISHERS:

- › Resource efficiency through reuse and recycling.
- › Environmental and climate conservation via a more circular process.
- › Safe handling of extinguishing agents and worn-out parts.
- › Opportunity to switch to an environmentally adapted option.

OUR SUSTAINABLE LIFECYCLE



THE AMBITION OF THE GREEN FACTORY MEANS:

A process that is as non-toxic and circular as possible:

- › 0% PFAS emissions
- › 100% recycled water
- › 100% sustainable disposal of powders
- › 100% recycled CO₂ in our CO₂ extinguishers.

That Presto's manufacturing and management of fire extinguishers, over the life of the product, should be predominantly:

- › CO₂-neutral.



We have identified key focus areas in social sustainability: labour and social conditions, human rights and anti-corruption. Risks of negative impacts exist here that we want to combat. We do this through active target setting and clear policies and procedures.

Social Sustainability

Social sustainability is an important and logical aspect of Presto's sustainability work. Presto should always be perceived as a serious and long-term partner. Our goal is to be the most sustainable alternative in the industry for both employees and customers.

PRESTO'S GOAL is to be the industry's most attractive employer and to be able to fulfil our ambition to always focus actively on creating a pleasant and safe working environment. This means that we work actively on various aspects of our working environment.

Systematic occupational health and safety management

We engage systematically in occupational health and safety management, which is integrated into our management system, for coherent governance of sustainability issues. In our internal employee safety and

health process, we strongly emphasise on well-being, collaboration and values, training activities, support and information via our HR and management manuals.

An active safety culture

We are working on establishing an active safety and improvement culture. Presto's goal is that no one should suffer accidents and injuries in our workplaces (zero tolerance).

In 2021, we introduced an online reporting system in our Swedish operations that has provided a better overview of accident, illness, incident and risk statistics. We use »

WE REGULARLY SURVEY OUR EMPLOYEES' EXPERIENCES IN THE FOLLOWING AREAS:

- › I feel good about working at Presto.
- › I feel valued in my role at Presto.
- › I feel that I am developing in my role at Presto.
- › I would recommend others to work at Presto.

Social	Personnel and social conditions	Human rights	Anti-corruption
Description	› Create a safe, stimulating and secure workplace for our employees and promote a level playing field in our supply chain.	› Respect of human rights is an obvious – and major – issue to Presto.	› Comply with ethical guidelines and regulations on anti-corruption and related issues.
Risks	› Risk of injury and ill health. › Shortcomings in the working environment may have adverse consequences to individual employees. › Shortcomings may have adverse consequences in terms of Presto's attractiveness as an employer, and for the brand.	› We use a large number of non-EU suppliers. › Shortcomings may have adverse consequences in terms of Presto's attractiveness as an employer, and for the brand.	› Shortcomings may have adverse consequences in terms of Presto's attractiveness as an employer, and for the brand.
Risk management activities	› NMI (Employee Satisfaction Index), regular employee survey. › Systematic occupational health and safety-management and collaboration process with regular local follow-up and central coordination.	› Work on supplier assessment, monitoring and requiring all key suppliers to sign Presto's Code of Conduct.	› Work on supplier assessment, monitoring and requiring all key suppliers to sign Presto's Code of Conduct.
Strategy	› The industry's most sustainable option for customers and employees alike.	› The industry's most sustainable option for customers and employees alike.	› The industry's most sustainable option for customers and employees alike.
Policies and governance	› Work environment policy. › Anti-victimisation policy. › Systematic occupational health and safety management. › HR and management manual.	› Supplier Code of Conduct. › Supplier assessment. › Social and ethical policy – in-house. › Anti-victimisation policy.	› Supplier Code of Conduct. › Supplier assessment. › Whistleblower policy.
Performance indicators	› Findings from team temperature check/ employee survey. › Number of LTI events/year. › Monitoring of injury, incident and illness statistics.	› Findings from team temperature check/ employee survey. › Percentage of key suppliers who have signed our Code of Conduct.	› Percentage of key suppliers who have signed our Code of Conduct.
SDG 2030	Sub-goal 8.8 	Sub-goal 8.8 	Sub-goal 16.5 

» the KPI “Number of accidents with LTI”* to measure our performance against the goal of zero tolerance for accidents. The outcome for 2022 was 1 (2) accidents* reported by the LTI measure (Lost Time Injury, i.e. accidents at work causing absence for more than 8 hours.)

**Presto's operations in Sweden.*

In our online reporting system, we follow up on reported risk observations, near-accidents, accidents and occupational illnesses. This follow-up also includes statistics on absenteeism, long-term sick leave, rehabilitation and personnel turnover.

In the years ahead, the reporting system will also be implemented in our Norwegian and Finnish operations to reinforce an active safety and improvement culture and obtain coordinated follow-up of the statistics.

We maintain a continuous focus on gender equality and anti-discrimination. This work is overseen and driven at management level at Presto, and equal treatment is worked actively on in all parts of the Company. Equal treatment is part of every activity, from recruitment, pay reviews and pay structures to the Company’s communication structure.

Pulse surveys

To improve the employee experience, we conduct regular pulse surveys of how employees feel about their work situation. This provides a body of feedback from all personnel on what is working well and what can be done better.

Much of Presto’s success is based on the ability of our employees to take initiatives in their work, and on a strong team spirit.

Our platform indicates high scores in autonomy and team spirit, which is something

that we at Presto are very proud of.

At year-end 2022, our eNPS – employee Net Promoter Score – for Sweden was -10 (-15), on a scale of -100 to 100. In 2023, we will also measure our eNPS in Finland.

Whistleblower policy

In 2022, Presto established an internal and external whistleblower policy and a reporting channel in Sweden to enable anyone with a work-related situation to raise the alarm about irregularities. A policy and a reporting channel are currently in development in Finland and Norway in 2023. If someone suspects misconduct, legal and/or regulatory offences, Presto encourages them to report it as a whistleblower issue. Examples of activities or events that Presto considers to be misconduct in the public interest are: bribery, theft, fraud, accounting offences, tax offences and other criminal acts.

Supplier relationships

The components of our fire extinguishers are in the main developed and manufactured in China. This takes place mostly in our formerly part-owned factory Zhejiang Ruihua. The factory is ISO 9001, ISO 14001 and ISO 45001 certified for quality, environmental and occupational health and safety management. We require all our key suppliers to conduct systematic work on quality and sustainability and, where appropriate, we also specifically demand that they inform us about and phase out harmful substances with reference to the requirements of REACH*.

**The EU regulation on the Registration, Evaluation, Authorisation and Restriction of Chemicals.*

Presto's Code of Conduct

Presto should always be perceived as a serious and long-term partner, and we strive

to ensure that Presto’s Code of Conduct is applied not only by our own organisation but also by our business partners. In Sweden, we enter into agreements in writing (the Code of Conduct) with all our key suppliers, stating demands in the following areas, among others:

» Suppliers should be aware of, and as a minimum, comply with, the national legislation of the countries in which they operate. Cartellisation, bribery, corruption, extortion and any other type of unethical behaviour is never to be allowed or accepted.

» The health and safety of employees is a priority and we expect appropriate protection to be used. Equipment and buildings must be safe and hazardous substances and waste must be managed safely.

» Our suppliers must respect human rights and treat employees accordingly. Forced, involuntary or unpaid labour is not accepted. No employee is to be subjected to corporal punishment or other forms of physical, sexual, psychological punishment, harassment or coercion.

» The UN Convention on the Rights of the Child (1989) guides all activities performed in our name. No person may be employed under the age of compulsory schooling or the age of 15.

» Suppliers should apply working hours, wages and overtime payments in accordance with local laws and agreements. All employees should have the right to an employment contract.

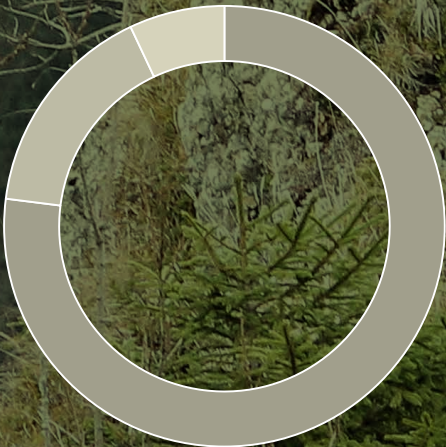
» Monitoring of compliance.



For more about our ambitions and statements of position as an employer, please see our work environment policy at presto.se/hallbarhetsdokument.



AVERAGE NUMBER OF EMPLOYEES IN THE GROUP IN 2022



EMPLOYEES BY COUNTRY, PERCENTAGE

- Sweden 77 %
- Finland 16 %
- Norway 7 %

GENDER REPRESENTATION AMONG PERSONNEL

	2022	2021	2020
Men, %	82	82	86
Women, %	18	18	14



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