



FREDMAN

SUSTAINABILITY PROGRAMME

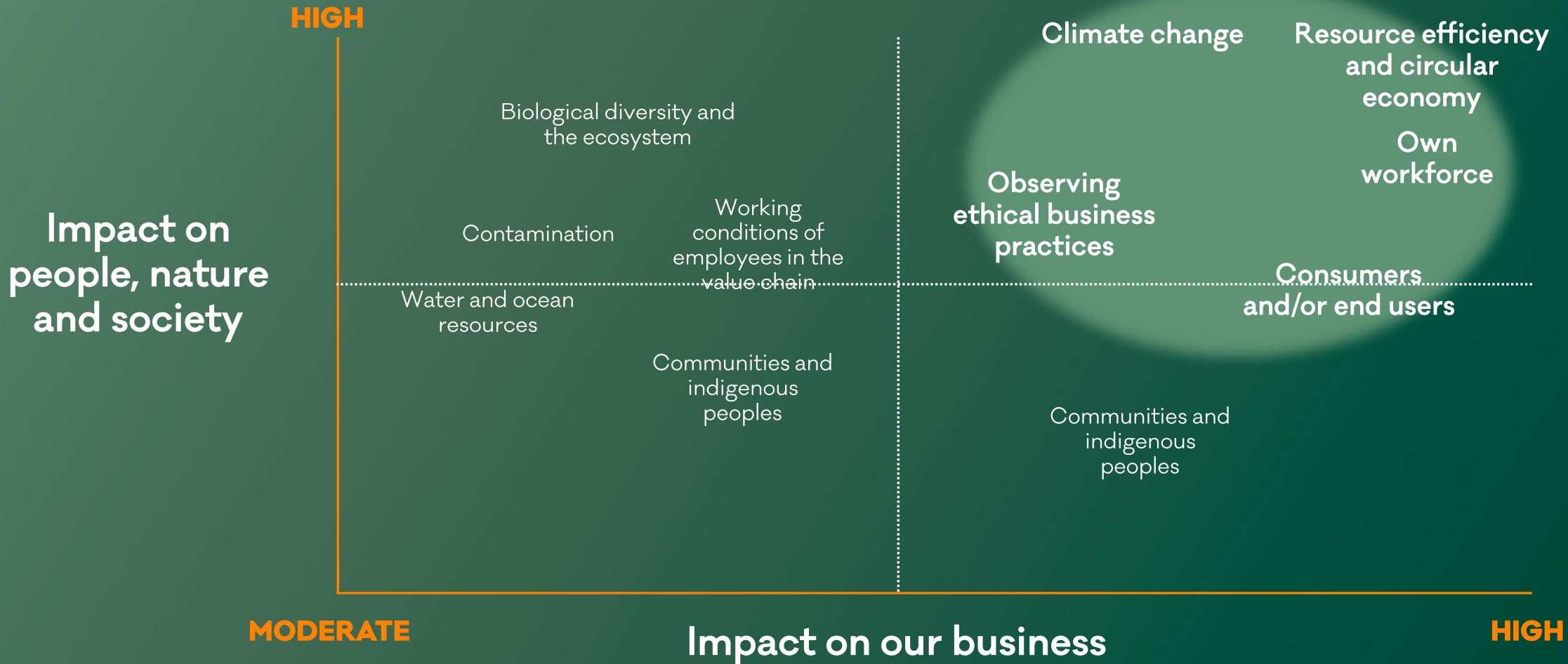
2025-2030

KEY SUSTAINABILITY ASPECTS

FOCUS AREAS
AND GOALS OF SUSTAINABILITY WORK

Approved by the Board of Directors of Fredman Group Oy, 06/2024

KEY SUSTAINABILITY ASPECTS



ENVIRONMENTAL SUSTAINABILITY

Sustainability theme	Current status (2023)	Our target	Target year
We respect natural resources and use them wisely (ESRS E5)	79% from recyclable products and 53% from products made from renewable materials.	90% of our turnover comes from recyclable products and 70% from products made from renewable materials.	2030
	84% of waste generated in our production is recycled.	95% of waste generated in our production is recycled.	
We contribute to mitigating climate change (ESRS E1)	Our total emissions in 2022 amounted to 25,018.99 CO2e.	Every two years, we also measure the Scope 3 emissions of our value chain. We strive to reduce greenhouse gas emissions across our value chain annually.	2030
		Every year, we measure the emissions of our own operations (Scope 1 and 2). Our science-based (SBTi) emissions reduction target is 42% .	
We care about biodiversity (ESRS E4)	94%	Fredman's own fibre-based products are 100% certified.	2025

SOCIAL SUSTAINABILITY

Sustainability theme	Current status (2023)	Our target	Target year
We will improve our employee experience (ESRS S1)	70% of our employees would recommend Fredman as an employer	90% of our employees would recommend Fredman as an employer.	2026
	Training 1.5 hours /year/employee	We improve opportunities for our employees for professional development, including building intellectual capital. Minimum training hours 2.5 hours /year/employee.	Annually
We develop our workplace safety culture (ESRS S1)	1 accident	0 accidents resulting in absences	Annually
We promote our products and brands responsibly and truthfully (ESRS S4)	0 accusations	0 accusations of greenwashing	Annually

GOOD GOVERNANCE AND FINANCIAL SUSTAINABILITY

Sustainability theme	Current status (2023)	Our target	Target year
We take care of the profitability and sustainable growth of our business. (ESRS G1)	3.4%	Adjusted EBIT more than 10%	2026
We ensure the sustainability and transparency of sourcing. We prefer Finnish and Nordic suppliers in our sourcing. (ESRS G1)	42%	All of our suppliers have undergone our validation processes and are committed to our supplier code of ethics.	2025
	92%	At least 95% of our sourcing comes from European sustainability-certified suppliers.	2026



On the food side