



SYSTEMATISKT ARBETE för en HÅLLBAR VERKSAMHETSUTVECKLING

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11 november 2020

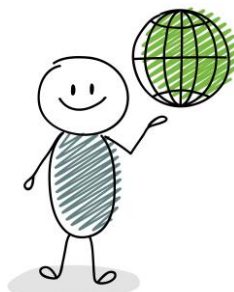
Vi stödjer våra kunder med hållbar verksamhetsutveckling



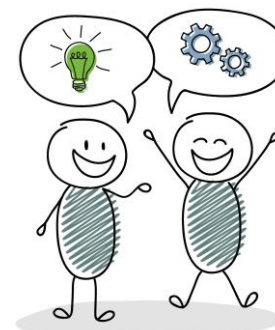
*Allt vi gör ska stärka våra uppdragsgivare och bidra till en bättre värld!
Tillsammans bidrar vi till Agenda 2030 och de Globala målen*



Strategi & Styrning



Klimat & Planet



Inköp & Leverantör



Kemikalier & Material



Transparens & Förtroende

AGENDA

- **Bakgrund Väsentlighetsanalys:
Allt är viktigt – men vad är viktigast?**
- **Systematiskt arbetssätt**
- **Skapa medarbetarengagemang**



Introduktion

Sammanfattningsvis



Väsentlighetsanalys – vad?

Identifiera de viktigaste frågorna för att vara en långsiktigt ansvarstagande och hållbar verksamhet.



**Allt är viktigt – men
vad är viktigast?**

Väsentlighetsanalys — varför?



Fokusera på rätt saker ”**rikta kraften rätt**” – i arbetet och kommunikationen



Leva upp till omvärldens **krav** och förväntningar



Identifiera **risker och möjligheter** – säkerställa att ni inte missar något



Göra hållbarhet begripligt och **trovärdigt**
Förankra och skapa **samsyn**

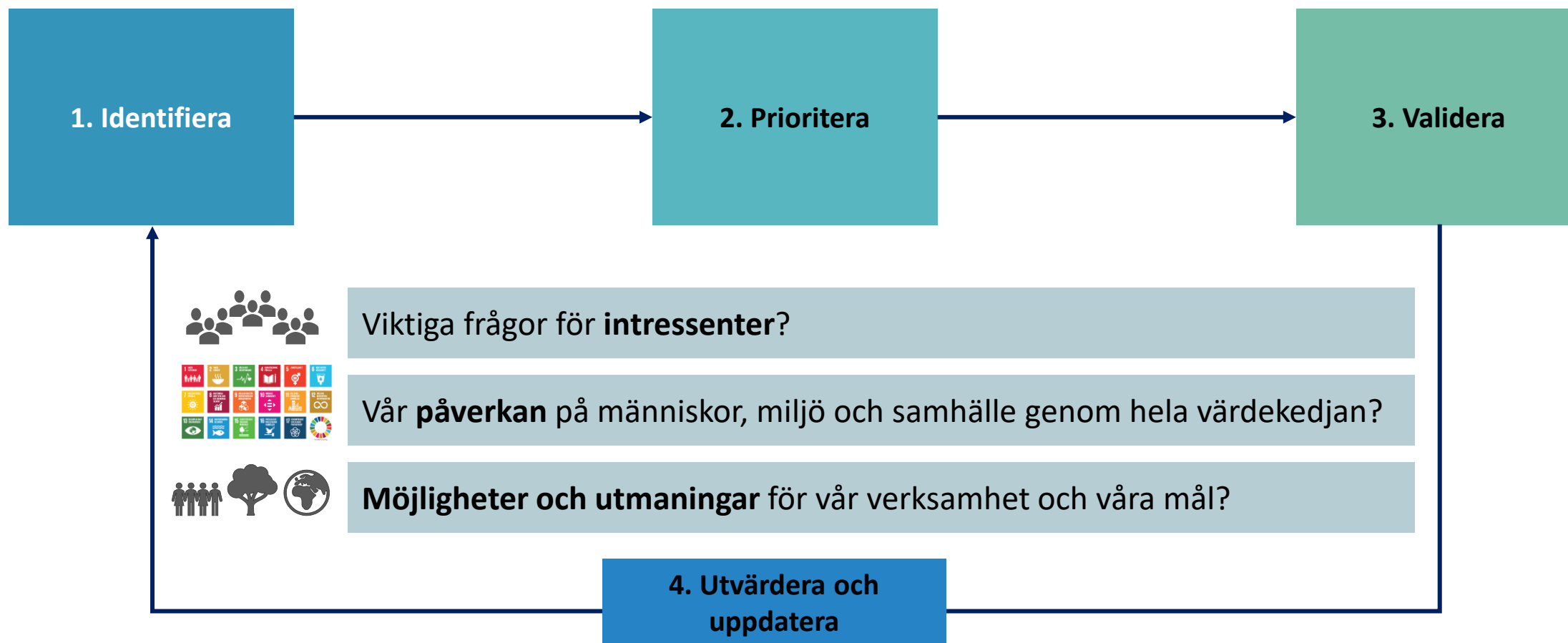


Krav enligt årsredovisningslagen och andra ramverk

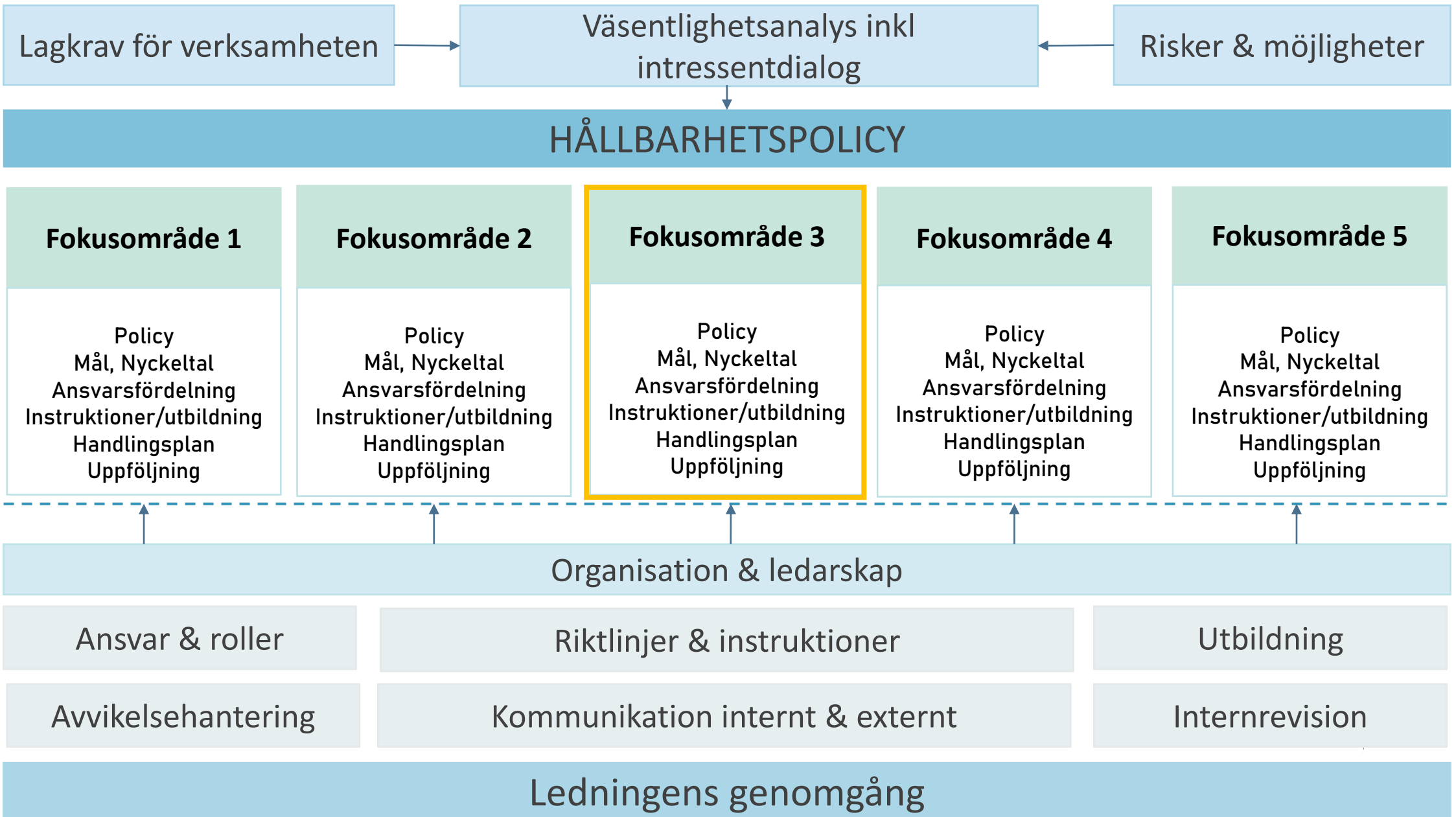
Legitimitet: bidra till och ha en plats i en hållbar värld

Väsentlighetsanalys – hur?

Ingen exakt vetenskap!



Systematiskt arbetssätt



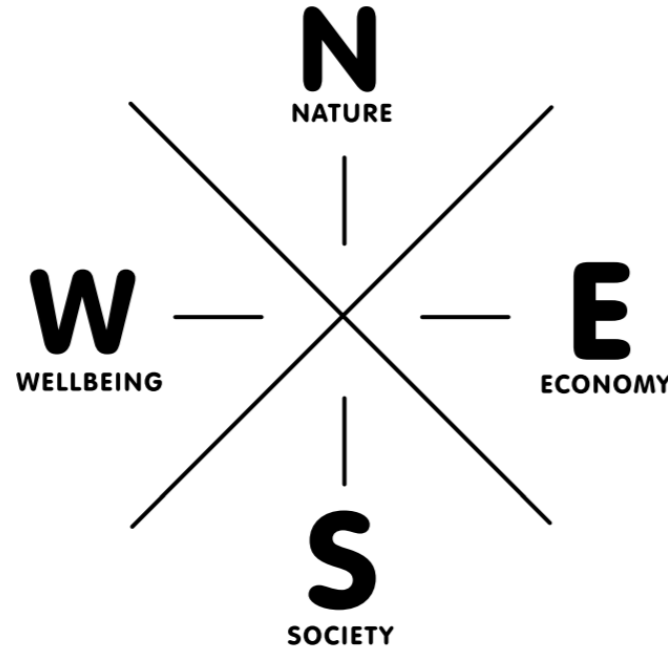
Management compass®

N = Nature

As a family of outdoor brands and retailers, our core business is equipping people to spend time in nature. We therefore work actively to preserve and protect our planet's natural heritage and biological diversity and in the longer term contribute to the restoration of degraded natural systems.

W = Wellbeing

Our employees all over the world deserve a safe and healthy working environment, and our customers must have safe and satisfying products. We aim to respect each individual's human rights, and we do treat people fairly. We encourage a balanced life, and we offer possibilities for personal development.



E = Economic performance and core business processes

By developing, producing and selling high-quality, durable products, and by continuously innovating, we will provide our customers with high value products and services, develop long-term business relationships and ensure strong financial returns for our shareholders, for many decades to come.

S = Societal responsibility

We uphold the highest standards of ethical integrity and practice good corporate citizenship in the countries and communities where we are present. Our aim is to be a net contributor to a well functioning society everywhere we do business.

Fenix Outdoor Supplier Code of Conduct

ANNEX 2

For Fenix Outdoor International AG, taking responsibility forms part of our corporate culture and philosophy. We believe that we need to build robust and lasting business and stakeholder partnerships. It is paramount important to us to be fully understood and that our suppliers and valued business partners share our vision for a prospering global society. Hence, we have set up this Code of Conduct.

The Fenix Outdoor Code of Conduct is a mandatory and non-negotiable requirement that all of our suppliers, including their subcontractors and business partners, must follow. We encourage our partners to adopt a similar Code for themselves and set-up clear and goal-oriented structures and

accountability systems in order to be able to monitor the implementation. Throughout the Code of Conduct, the term “supplier” and “factory” is used, standing as universal terms for our suppliers, subcontractors and business partners and their premises.

The Code forms the basis for our business relationships and is therefore an integral component of our agreement with suppliers. Fenix Outdoor expects suppliers to make improvements when the Code of Conduct standards are not met and to develop sustainable mechanisms to ensure ongoing compliance. We offer support and training in how to implement the Code. Fenix Outdoor reserves the right to amend or modify the Fenix Outdoor Code of Conduct at any time.

The Fenix Outdoor Code of Conduct is based on the FLA Workplace Code

of Conduct and current international reference documents and standards, including:

- The United Nations Global Compact,
- The Universal Declaration of Human Rights,
- The International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights to work,
- The Rio Declaration on Environment and Development,
- The United Nations Convention Against Corruption,
- The UN Convention on The Right of the Child,
- The European Convention for the Protection of Animals kept for Farming
- Purposes, and
- The European Convention for the Protection of Animals during International Transport and the Council Regulation on the protection of animals during transport.

1. Legal requirements

We expect that our suppliers, in all their activities, comply with the relevant and applicable national laws in the country in which they are operating. Should any of the following requirements by Fenix Outdoor be in violation of the national law in any country or territory, the law in that country take precedence over the Fenix Outdoor Code of Conduct. In such cases immediate reporting to Fenix Outdoor is mandatory in order to decide on how to proceed.

It is important to understand that the requirements of Fenix Outdoor are not limited to the requirements set forth by national law. When legal requirements are less strict than the Code, it is always the Fenix Outdoor Code of Conduct that applies to our suppliers. Suppliers shall apply the highest standards at all times.

1.1 Corruption, extortion, embezzlement and bribery

We trust that excellence of our products is the key to our business success. Therefore, we will deal with all our customers, suppliers and government agencies in a straightforward manner and in compliance with international anti-bribery standards and local anti-corruption and bribery laws. This includes any transaction that might appear to be arranged for granting concessions or benefits.

Corruption or bribery, extortion, and embezzlement, including any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of law, are strictly prohibited. These actions may lead to the immediate termination of the business relationship with Fenix Outdoor and/or damage claims and legal actions.

2. Child labour

2.1 Definition

We define, in this context, the word “child” as a person younger than 15 years of age as covered by article 2.3 in the ILO convention No.138.

2.2 Policy

Fenix Outdoor does not accept child labor. All measures to prevent child labor shall be implemented taking into account the best interests of the child. We believe that children have the right to develop and evolve, having a better and more sustainable lifestyle than us. Their exploitation for short-term gains or benefits is unacceptable.

We base our policy regarding child labor on the ILO convention No.138 recognizing the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or

physical, mental, spiritual, moral or social development. If the minimum employment age, in the country in which a supplier maintains its business is higher than 15 years, then the supplier must adhere to the national law and regulations.

We acknowledge that according to the UN Convention on the Rights of the Child, article 1., a person is a child until the age of 18. We therefore recommend our suppliers to make sure, that workers in the age group 15-18 years (“young workers”) are treated accordingly. Limits for working hours and overtime for this age group should be set with special consideration to the workers age.

2.3 Enforcement

If a supplier does not accept our policy on child labor, we will not engage in a relationship or discontinue our co-operation with this supplier.

3. Workers rights

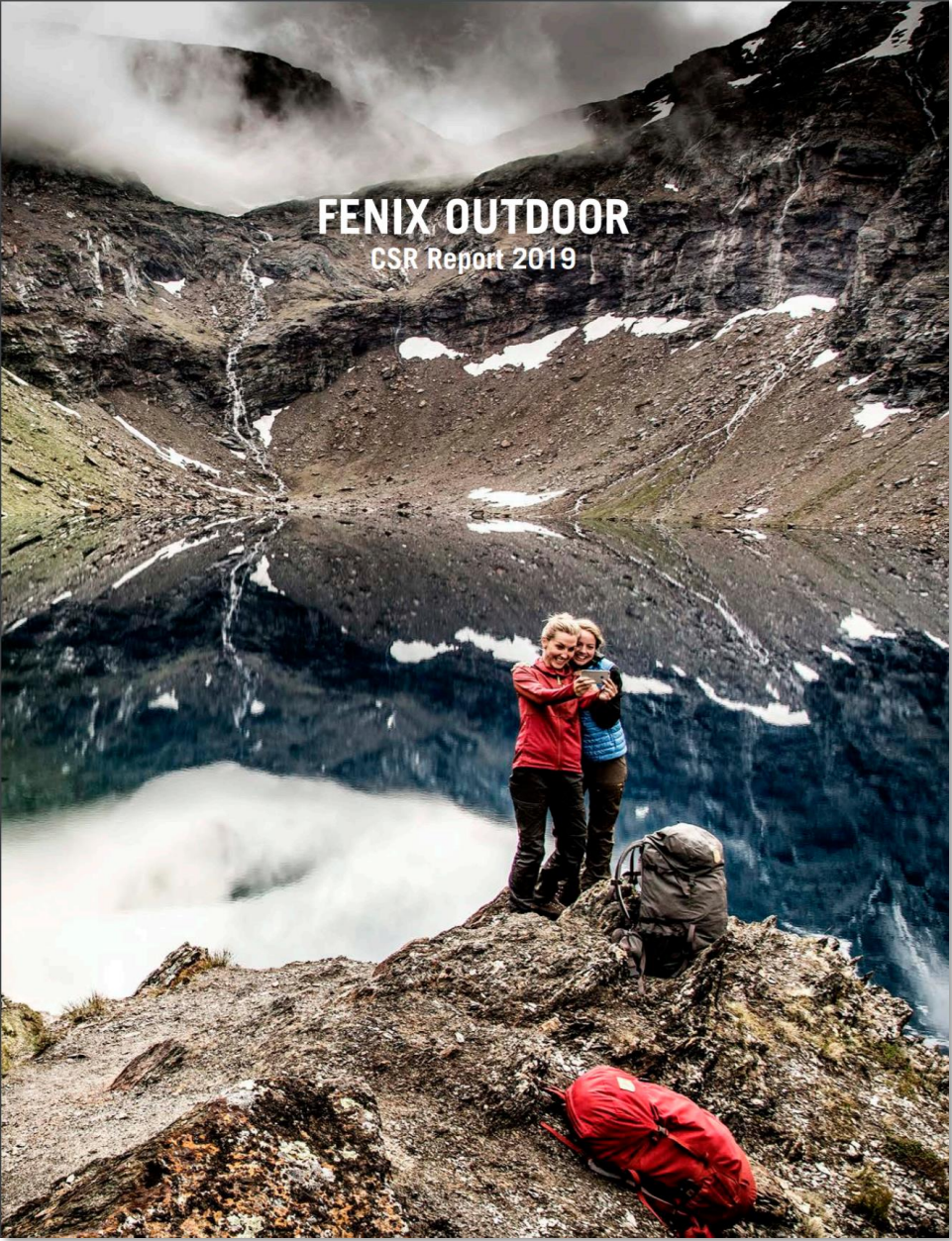
Every worker shall be treated with respect and dignity. Fenix Outdoor expects the suppliers to respect the personal dignity, privacy and rights of each individual and to prohibit any kind of violence and assault at the workplace, including threatening and intimidating behavior and performance of the worker. The workers shall be free to lodge complaints with their superiors. They have the right to directly approach us, should they feel more comfortable in doing so. The management of each factory is obliged to inform their workers about this code and to display our contact details including the Email-Hotline compliance@fenixoutdoor.se.

Under no circumstances does Fenix Outdoor accept that our suppliers use humiliation or corporal punishment or other forms of mental or physical disciplinary actions. No worker shall be subject to physical, sexual, psychological or verbal harassment or abuse.

WELLBEING

Nature Well-being Society Economy

Compass Area	Issue	Description of 2025 Target	KPI	KPI Target
With respect to our staff members our aim is to ensure that they enjoy a high level of safety and health at the workplace and that they are inspired and passionate.	Child Labor Forced and compulsory labor	Zero incidents in our production lines and processes	No. of incidents	Zero incidents
	Health and Safety	Regular monitoring	No. of audits; no. of incidents	incidents / audit: < 1,5
	Health and Safety	Safe workplace	No. of incidents	No. of incidents / employee
	Health and Safety / Supply Chain	Monitoring and audit results from supply chain visits	No. of "major non-compliance finding"/no. of audits	below 0,5
	Training and staff satisfaction	Conduct staff surveys, provide education/training opportunities		Surveys and results reflected in corporate policies and strategies; target: great place to work awards as of 2025
	E-Learning	Global E-learning on sustainability	Ratio: participants to Group FTE	Target ratio 1:1 per e-learning unit



FENIX OUTDOOR

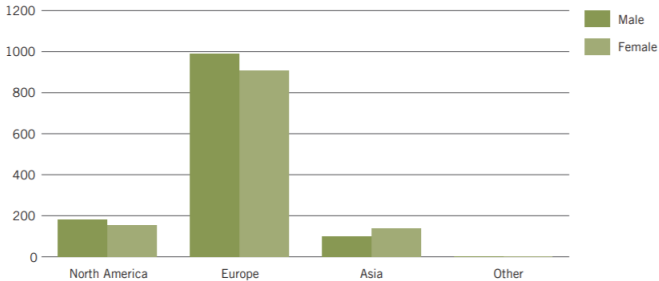
CSR Report 2019

FACT SHEET

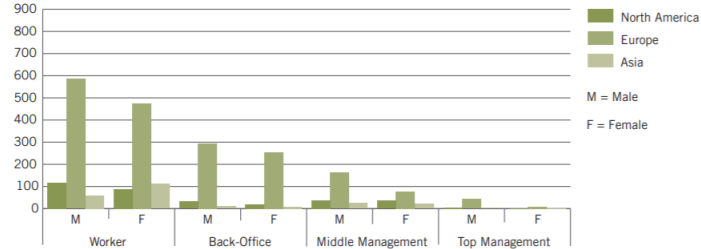
WELL-BEING 2019

Indicator	2019	2018	2020 Goal
Child Labor	0	0	No cases
Health and Safety	2 entities	2 entities	Possible OHSAS 18000
Health and Safety audits in suppliers	> 90 %	> 90 %	100 % of suppliers assessed
Training and education	30	90	monitoring hrs/yr/employee
Staff Member Survey	N/A	N/A	Regular staff surveys

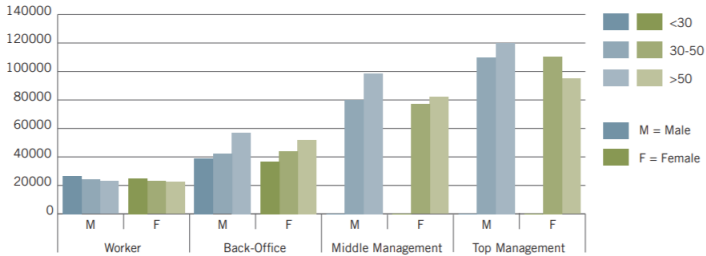
STAFF DISTRIBUTION BY GENDER



DISTRIBUTION OF STAFF BY GENDER AND CATEGORY PER REGION

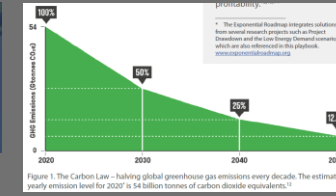
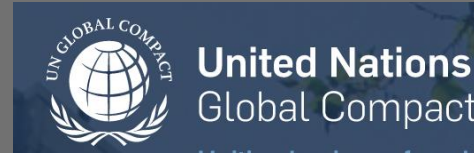


AVERAGE INCOME LEVELS PER AGE GROUP, GENDER AND STAFF CATEGORY



Hur sätter vi mål?

Vision och Mission
Strategisk positionering
Strategi, långsiktig affärsplan
Risker och möjligheter



VÄSENTLIGHETSANALYS



Top-down
approach

Medel- till
långsiktig

1. Ta fram förslag med interna experter
2. Diskutera/förankra med ägarna, styrelsen, ledningen
3. Fastställande

Övergripande mål

4. Ansvarsfördelning
5. Lansering och implementering

Ambitiösa övergripande mål

SUSTAINABILITY

OUR DARING GOALS – ZERO CO2 & ZERO WASTE BY 2030

By 2030, Telia Company will be CO2 neutral with zero waste, not only within its own operations, but throughout the value chain.

Microsoft commits to achieve 'zero waste' goals by 2030

Aug 4, 2020 | [Brad Smith - President](#)

PRESS RELEASE
July 21, 2020

Apple commits to be 100 percent carbon neutral for its supply chain and products by 2030

MOBILITET

Scania ska kapa kundernas utsläpp – "Missar vi målen får vi skämmas"

VATTENFALL 

Vårt

Framtiden är fossilfri

Vi vill göra det möjligt att leva fossilfritt inom en generation och vi driver på övergången till ett hållbart energisystem.

Till 2022 ska alla plastförpackningar vara material-återvinningsbara och till 2030 ska de dessutom vara producerade av förnybar eller återvunnen råvara.

Att sätta delmål

Vision och Mission

Strategi, långsiktig affärsplan

Övergripande mål

Bottom-up
approach

Kort- till
medel-
siktig

2

Affärsplan år 2021

1

Avdelningsmål / Mål dotterbolag

Mål för team

3

Individuella mål

SMARTa delmål

Specifik

Mätbar

Ambitiös, Accepterat, Attraktiv

Realistisk

Tidssatt

Minska den negativa miljöpåverkan från energiförbrukningen

Exempel 1 (inte så bra)

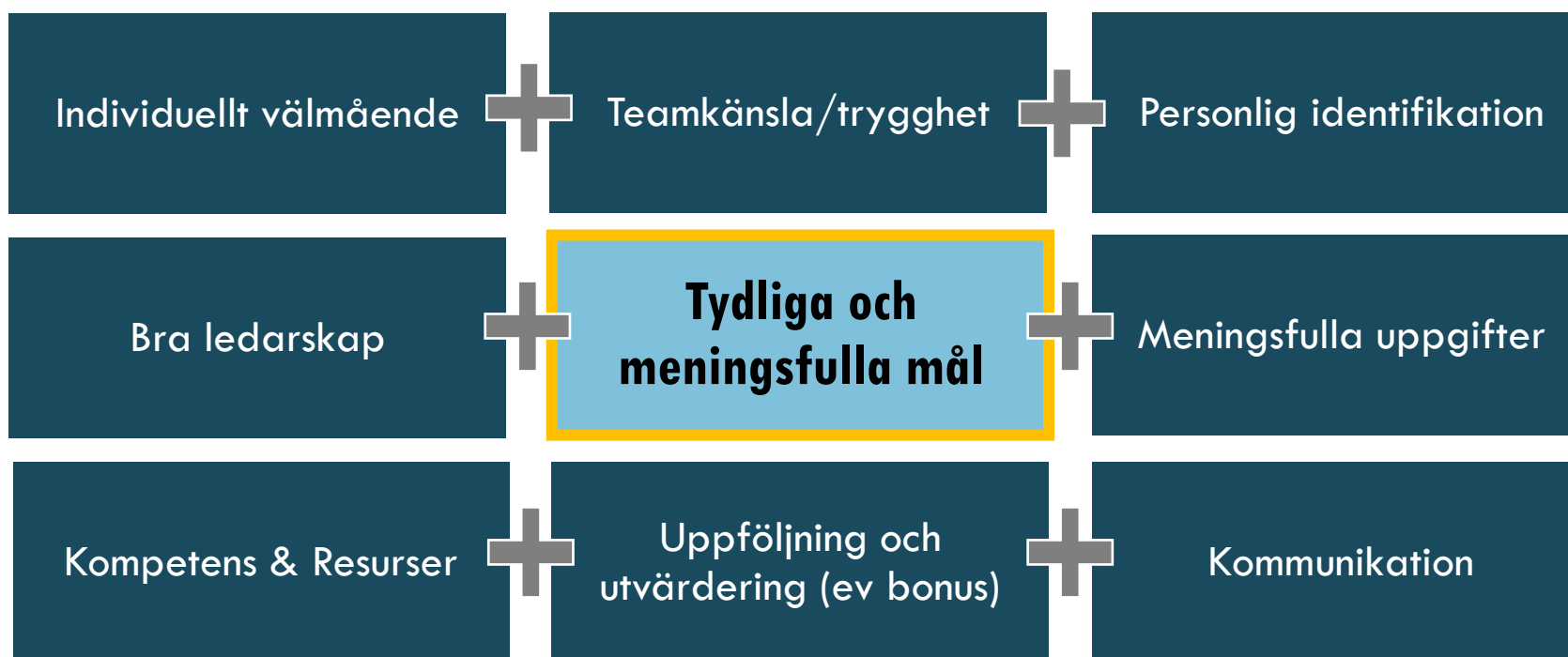
Vi ska installera solcellsanläggningar på våra fastigheter.

Exempel 2 (bra)

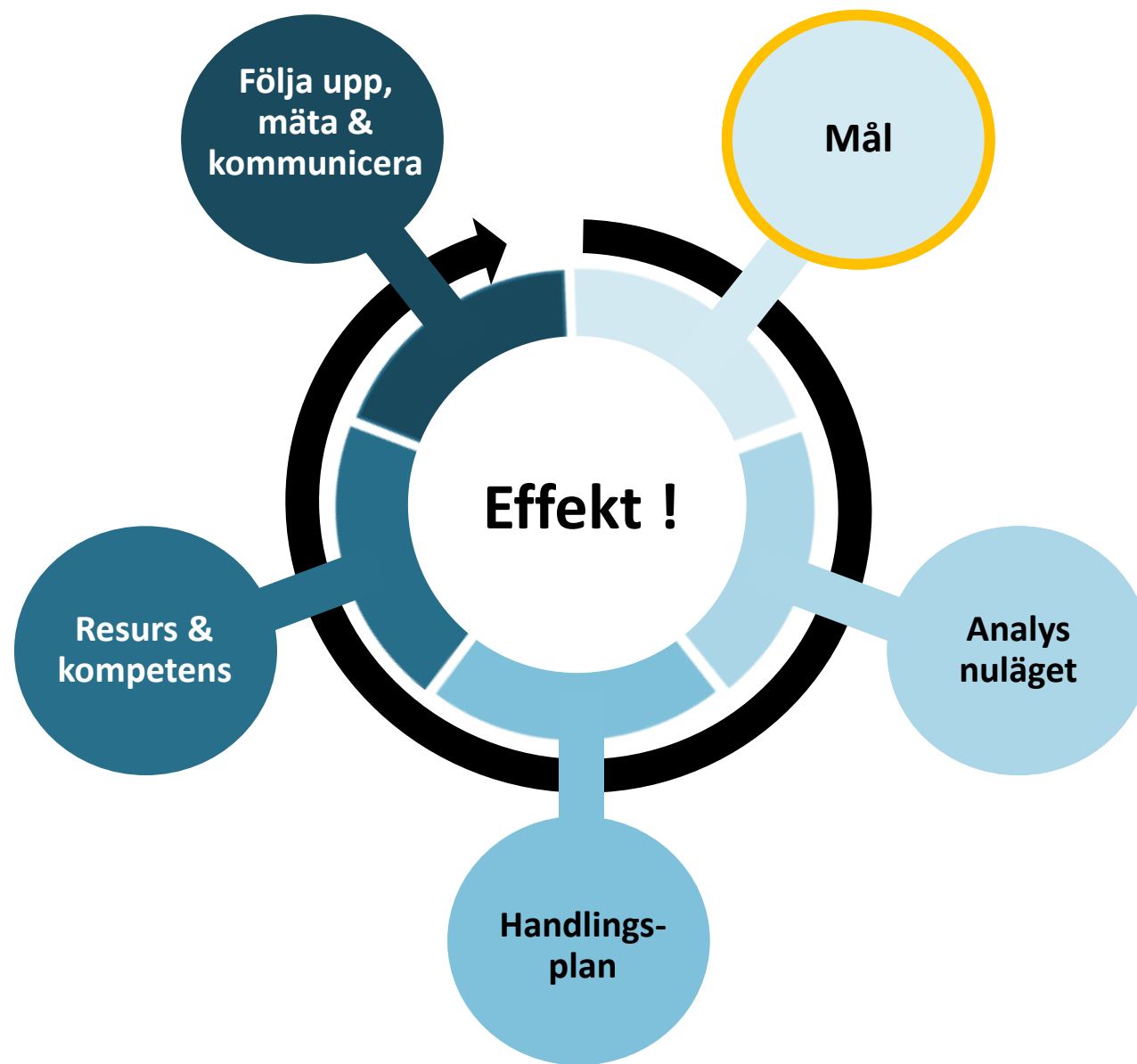
2023 ska andelen förnybar energi (el, uppvärmning och bränsle till tjänstebilar) vara 90% .
Basår 2019 = 75%

Skapa engagemang

Det magiska receptet - engagemang



Sammanfattningsvis





TACK!

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