

Sustainability Report

ESSWELL
International

Organisational profile and business model

Esswell International AB is a Swedish trading house specialised in the trading of paper, paper products and pulp. The company was founded in 1998 and our head office is situated in Gothenburg, with 24 full-time employees in 2021. We also have a subsidiary in Swiecie, Poland with 3 employees.

We are a trading company without own production, which supply and finance the delivery of different types of paper products and pulp, between manufacturer and final consumers. Consequently, we have no significant risks when it comes to production of the goods. The greatest non-financial risk for the company is the long-term supply of competent staff.

At Esswell, we are continuously considering our risk management in regard to credits, currencies and transports. We follow and adapt to the current development within these areas. We always make sure that our goods are insured in every step of the transport chain.

Words from the CEO

In a continuously changing environment, where we are increasingly linked to other countries and their residents, it has become evident that we all need to contribute to making sure we use our resources wisely, and with the future in focus. At Esswell International AB we are very keen to conduct our business in a way where we take social responsibility as well as striving to achieve the economic goals we have set for our company.

In this Sustainability Report, we present in detail the different areas we are focusing on, and how we with great consideration conduct our business, in order to keep contributing to a sustainable development in the future too.

/Stefan Mönnich, CEO



Sustainable development

Sustainable development has become a pivotal part of most Swedish companies' business plans, and ours is no exception. The main purpose is to bring about development without jeopardising the opportunities of the coming generations. The main focal points are:

- The Economy
- The Planet/The Environment
- The People/Social Engagement

In 2015 the global goals for sustainable development, Agenda 2030, were adopted by the UN. "The Global Goals and the 2030 Agenda for Sustainable Development seek to end poverty and hunger, realise the human rights of all, achieve gender equality and the empowerment of all women and girls, and ensure the lasting protection of the planet and its natural resources."



At Esswell International AB, we hold a few of these goals especially close to heart, notably numbers 1, 3, 4, 5 and 8 which we have also purposefully worked with during several years, for example by ensuring our staff is well cared for, as well as thorough support of charity organisations. We will revert to that more thoroughly later in this report.

Fundamental values and code of conduct

Our philosophy is to create and maintain long-term partnerships with our customers and suppliers -partnerships built on trust and honesty. As we are conducting our business in many different parts of the world, it is crucial for us that we understand and respect the culture and the traditions we encounter.

The basis of everything we do is our commitment, which helps us to do business with first class service whilst maintaining good relationships.

As we are a fairly small company with short decision paths, it is extremely important that we feel affinity and trust for each other, and that we feel support and trust from the management.

"Co-workers must conduct themselves with honesty and care, commitment and integrity towards business partners and colleagues."

Environment

As Esswell is not a manufacturing company, we have limited abilities to directly affect the production process. What we can do, is to demand that our suppliers are environmentally certified.

When it comes to transporting the goods to our customers, we preferably choose sea freight with reputable shipping lines who we deem have the lowest environmental impact per transported kilo.

We are FSC- and PEFC-certified, in order to guarantee an unbroken supply chain of products from a sustainable forestry.

During the pandemic, it has become clear that many of the meetings we usually travel to, many times can be held digitally just as well. For our physical meetings, which continue to be an important part of our job, it is essential to carefully plan as many meetings as possible during the same long distance trip.

We have not identified any substantial risks for our company within the environmental area.

"We are happy to say that we see an increased demand from our customers on certified goods, which enables us to be a part of their journey to a more sustainable consumption."

Social conditions

We have a long history of working with customers in developing countries, for example in Africa, and aside from building trusting relationships with our business partners, we have during many years witnessed the need for support in many communities. This has led to a desire to help locally. We have done this in several different ways.

During many years, we have sent financial support to a church in Ghana which helps young people get a better start in life.

“We also make an annual donation to Doctors Without Borders, as their organisation can be found in several of the disadvantaged areas where we conduct our business. This year, we have decided that in addition to these three organisations, we will also make a donation to Unicef.”



We pay school fees, school supplies and clothes for around ten pupils throughout their schooling and we believe that these children, through our support will have a chance at a better life.

Personnel



Esswell has a proactive personnel policy, which means that we, in all areas, offer our staff all benefits possible within the framework of the prevailing tax legislation. These benefits include, for example, flexible working hours, a hybrid workplace, as well as supplying the technical aids needed to facilitate that.

We work for equality and diversity and strive for, and have achieved, an even gender distribution. Within our company's group, we are today 57% women and 43% men. In leading positions such as Managing Director and Chief Financial Officer, the gender distribution is 50/50. Currently, we have a good diversity in age and number of years worked in the company, as well as a low staff turnover. The personnel's reported sick leave amounted to 0,20% of the working hours.

“Since our staff is our absolute best asset, and with long-term staffing being the largest non-financial risk for the company, it is pivotal that we continue to strive for maintaining the prevailing good conditions.”

We have more vacation days than what is statutory, we offer occupational health care, a wellness grant and massage during working hours, as well as health insurance. To combine wellness and teambuilding we aim to hold some kind of physical activity together at least twice a year.

Substantial risks connected to personnel issues is that the company is dependent upon key employees and therefore must remain attractive as an employer.

Human rights and anti-corruption

Through the fundamental values that permeate the entire company, that all employees shall conduct themselves with honesty and consideration and with commitment and integrity in relation to all business partners and co-workers, we have built a solid foundation in our endeavour to do what we can to make sure that we, and our partners, do not violate the fundamental human rights.

The largest share of our company's target markets is in countries with relatively low points in the renowned corruption indexes. We have a policy that aims to prevent that corrupt methods are used in our business. The people included in this policy are, our own personnel, board members, as well as the independent agents and representatives that in rare cases are used to convey contact with customers and suppliers.

Esswell International AB also adheres to the principles of the UN Global Compact. We have not noted any deviations from the policy or its principles to date. If a deviation were to be noted, this shall immediately be reported to our Managing Director.

Substantial risks in relation to anti-corruption is that the company, or certain individuals, do not comply with the external or internal rules regulating the company's business. In which case would cause substantial damage the company's reputation.

The Future

Globally, sustainability is high on the agenda, both in the business sector and on the political arena. We can be sure that this focus is here to stay. In order for us as a company to maintain our competitiveness in the future, we understand the importance of incorporating the sustainability mind-set in our business model. We have noticed an increasing demand for our environmentally certified goods, which we see as a sign that the consumer side has also become aware of the fact that we must dispose of our resources in a better way. Even if many decisions must be made by the world's leaders in order to bring about a lasting change, we realise that we are a link in the large chain and we have to be involved and influence in those ways we can. By conducting our business profitably, we can increase the means for us to be influential. Profitability brings the financial conditions necessary to achieve other sustainability goals, and at the same time, social and environmental progress is indispensable for a long-term profitability. If faced with the choice between short-term profitability or a long-term sustainable goal, it is our aim that we as a company, and our employees, will have the sufficient insights to choose the right alternative every time. In this manner, we can make our contribution to a more sustainable world.

