

## SUSTAINABLE VALUE CREATION

# Active sustainability work

For the Christian Berner Group, sustainability work is an integrated part of the goals and strategies for profitable growth. As a Group, we can create long-term value by ensuring that our products contribute to sustainable solutions, to reduced emissions and to compliance with requirements and rules in the area of sustainability.



Christian Berner is a global actor in a global market. The demands and expectations of companies to act sustainably and be responsible partners are continuously growing. This entails challenges, but also major opportunities since innovation, quality and sustainable solutions are a crucial part of Christian Berner's offering. New legal requirements, global agreements, standards and directives are constantly increasing the requirements on companies and their work with the value chain.

In 2020, Christian Berner signed the UN's sustainability initiative, the Global Compact. The Group thereby pledges to actively work on, and comply with, the Global Compact's ten principles for sustainable development in the four areas of human rights, working conditions, the environment and anti-corruption. The principles are based on the UN Universal Declaration of Human Rights, the ILO's core conventions on human rights in working life, the Rio Declaration and the UN Convention against Corruption.

Christian Berner has now issued a simplified Communication on Progress (CoP) where the Group confirms that we conduct our operations in accordance with the 10 principles and demonstrates our accountability. The CoP is published on the UN Global Compact's website, accessible to the public.

Christian Berner actively works in accordance with Agenda 2030, containing the 17 sustainable development goals. The goals have helped clarify that global sustainable development is closely tied to economy, environment and social aspects. The global sustainable development goals point out the necessity of having a balance between

various goals, where economic sustainability is a prerequisite for both social and environmental sustainability, and vice versa.

Christian Berner has a strong position to contribute to greater sustainability through compliance with sustainability requirements, but also through the company's solutions and products. A strength is the company's long high-level of expertise and understanding of our customers' processes. Being on the leading edge technologically has gone hand in hand with sustainability where new technologies need to continuously be developed. Read more about goals and strategies for profitable growth on page 7.

## Contributions and impact in the value chain

The Christian Berner Group is exposed to industries where sustainability is particularly prominent, such as water, energy and food, where higher legal requirements are set on the treatment of emissions and water quality, for example. Environmental technology is a defined focus area within the Group and among other things comprises the work Christian Berner does within silent environments, clean water, sustainable production, sustainable products and sustainable energy systems.

Christian Berner sells high-quality plastic that is difficult to replace with other materials today. Plastic has many beneficial properties that should be evaluated against the fact that it is a fossil and energy-intensive material that creates problems when society is incapable of taking care of it. This demands the company's expertise in recycled, renewable and recyclable materials.

## SUSTAINABLE VALUE CREATION

**Christian Berner as an enabler**

Christian Berner actively works to help customers to achieve set sustainability goals. Through adapted business solutions and a strong service and product offering, we give our customers the possibility of sustainable choices. An important factor for driving development further is a thorough knowledge base among the company's employees.

Christian Berner helps customers to reduce waste, water use and chemicals in the food industry with measuring instruments and filter solutions, for example. Another example is Christian Berner's solution where ozone is used to purify waste water from pharmaceutical remnants, which is among the latest technology for municipal water treatment. The electric Zeta boiler can replace boilers that are fuelled by oil, coal and other fossil fuels, the flue gases of which contribute to global warming and pollute soil and water.

**Christian Berner as a global actor**

Christian Berner has historically acted in the Nordic market. Through the acquisition of Zander & Ingeström, some sales have become global. An increased share of trade with countries deemed to have a high level of corruption entails an increased risk. The risk of violating other human rights, such as children's right, the right to freedom of association and freedom of speech, also increases as trade becomes global.

The Code of Conduct (the Code), which is common for the Group, highlights supplier responsibility and the importance of human rights and anti-corruption. Christian Berner requires the major suppliers to approve the Code.

Christian Berner's whistle-blower function and associated process are a good means in the work to keep improprieties from occurring. In 2021, no matters were reported through the whistle-blower function.

**Internal governance for sustainability work**

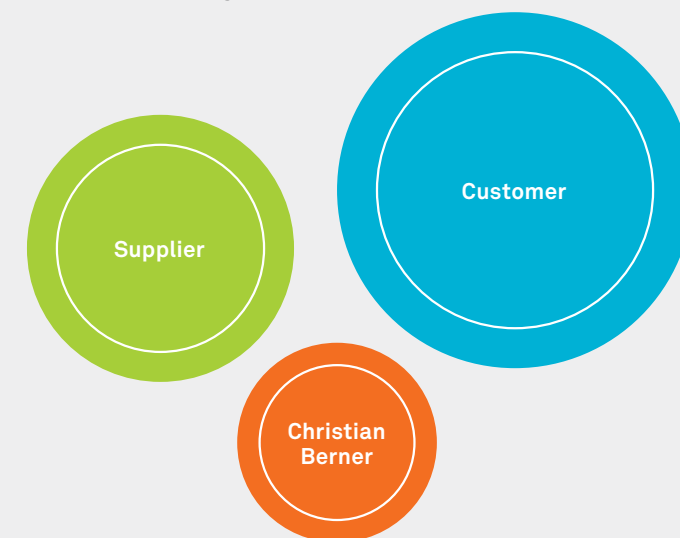
During the year 2021, Christian Berner took further steps to clarify its sustainability work, in accordance with the strategic focus set in 2020, where Sustainability together with the areas Customer Value and Profitability form the three cornerstones that make up the strategic focus called High Value, according to which the Group governs and acts. For the area Sustainability, a model applies that is based on the Group's value chain. In brief, it is based on the three perspectives: Supplier, Christian Berner and Customer. Based on this model, we worked more clearly and more focused on our sustainability efforts during the year. Even if all three perspectives are important and have their goal formulations, key performance indicators and activities, it is with the Customer perspective that the Group can most clearly contribute to a sustainable development.

Every company within the Group works with targets and activities that are followed up by Group management in quarterly Business Review Meeting (BRMs).

Christian Berner is keen to actively engage in dialogue with our stakeholders and in 2021 a stakeholder survey was done, where the stakeholders were identified, including what their most important areas are relative to the Group. Based on this, an updated materiality analysis could be prepared, which will help the company focus on the right areas moving forward.

In the daily work, the Code of Conduct is the overall steering document in the sustainability work for Christian Berner. In addition to this, there is further governance through other goals and policies, such as those in environment, work environment and quality.

The sustainability risks are presented under Risks and uncertainties on pages 44-45.

**Framework for Christian Berner's sustainability work****Supplier**

- Requirement specification
- Collaboration
- Energy and resource efficiency enhancement
- Development

**Christian Berner**

- Our climate footprint
- Fossil-free in our own operations
- Diversity
- Health and safety
- Anti-corruption

**Customer**

- Environmental technology
- Sustainable consulting
- Energy and resource efficiency enhancement
- Transition to more sustainable business models



Hans Lindqvist, Sandra Fundin,  
Anders Alexandersson and Helena Sällsten.



During the year, the on-going work with the assessment of our supplier base continued. Due to visiting and travel restrictions in the wake of COVID-19, the possibility of physical meetings with suppliers was very limited during 2021 as well. Assessments and follow-up of improvement items have therefore primarily taken place during the year digitally instead. An updated assessment form was launched in 2021 where sustainability issues are assessed separately and each major supplier is awarded a sustainability rating.

The importance of having good awareness and insight into suppliers' processes, operations and work regarding sustainability issues is growing as awareness grows and with it demands from customers, society and other stakeholders. Having a close cooperation and good, transparent dialogue with our most important suppliers is crucial to succeed. Christian Berner has the explicit goal of assessing the 30 largest suppliers from a sustainability perspective; increased knowledge and refined tools and methods to make this possible are under continuous development. The goal is to strengthen and clarify requirements and goals for the cooperation with our suppliers, and ensure that the follow-ups and measurements made have the right focus and drive the work in sustainability issues in the right direction.

By offering sustainable products and services, we want to help the customer achieve set sustainability objectives; the cooperation with our suppliers is a key factor for ensuring that we have an offering to the market that provides the right conditions for this. The work to continuously monitor technical development with regard to new materials, products and processes continues and the ambition is to in the future introduce and highlight more and more sustainable materials and products in the offer to our customers.

### Code of Conduct / Business ethics

The Group's Code of Conduct is still one of the cornerstones of the sustainability work. The Code is addressed to employees and suppliers, partners and other stakeholders. It is important that all collaboration and business relationships with suppliers are characterised by high business ethics.

By entering agreements or cooperation with Christian Berner, the supplier commits to implementing and monitoring compliance to every part of the Code. Suppliers are in turn responsible for subcontractors being informed of and complying with the same standards.

Christian Berner's representatives may not offer or receive personal gifts, services, travel, entertainment or similar benefits that may be considered unreasonable or inappropriate in connection with potential business decisions or public authority decisions. Entertainment and gifts must be characterised by openness and moderation, and they must always have a natural connection with the business relationship.

## SUSTAINABLE VALUE CREATION



AREA	RESULTS INDICATOR	TARGET	PROFIT 2021	COMMENTS
<b>Suppliers</b>	Mapping of suppliers' sustainability efforts.	Increased knowledge of materials, products and suppliers.	100% of the A and B suppliers mapped	A new assessment form with a self-evaluation section was launched in 2021. All A and B suppliers were assessed during the year from a sustainability perspective. The results of the assessments show both a wide distribution in maturity regarding sustainability issues among our major suppliers, but also that the work being done and completed at our suppliers is primarily within scope 1 & 2. The goal in the future is to work with Scope 3 together with the suppliers to continue the work on recycling, re-use and circularity further <sup>1)</sup> .
<b>Suppliers</b>	Percentage (%) of total purchase volume that assessed suppliers represent.	80% (roughly equivalent to the purchasing volume with A and B suppliers)	80%	In 2021, a new model was introduced for the evaluation of suppliers where sustainability aspects are an integral part. All A and B suppliers have now been evaluated according to the new model <sup>1)</sup> .
<b>Suppliers</b>	Number of on-site follow-ups	All A suppliers	Planned for 2022	On-site visits to suppliers were not possible to any greater extent in 2021 due to the visiting and travel restrictions in the wake of COVID-19. Follow-up meetings have instead taken place as necessary <sup>1)</sup> .

<sup>1)</sup> The supplier base at newly acquired companies will gradually be evaluated and mapped with regard to sustainability. Targets and results here primarily concern CBAB, CBAS, ASCB and CBOY.

**100%** of the A and B suppliers mapped

**80%** purchase volume from evaluated suppliers

## SUSTAINABLE VALUE CREATION



The competition for competent employees is growing. To attract, retain and develop employees, it is of central importance for Christian Berner to have attractive workplaces where the employers are satisfied and develop.

In order to be a partner for sustainable value creation, Christian Berner must serve as a good example in terms of its own climate footprint. We therefore actively work to best minimise resource consumption in the operations.

### Climate footprint

Christian Berner works preventively to reduce the company's environmental impact in terms of business travel, transports, energy and waste and works based on the precautionary principle to protect people and the environment. During the year, travel continued to be infrequent due to the prevailing pandemic. New ways have been found to meet without having to contribute to unnecessary travel. Even small things can have a large effect and one example that has been done is to avoid power-consuming screens in standby now that many people do not work full-time in the offices.

As of 2021, Christian Berner performed calculations of its climate footprint through the GHG protocol with emissions classification into three scopes. The largest part of the Christian Berner Group's climate impact is in Scope 1, where the majority comes from travel with company cars and Scope 3, which includes other business travel, such as flights, hotels and trains. Scope 2 is the part with the lowest climate impact thanks to the Group almost exclusively purchasing renewable electricity in 2021, which it will continue to prioritise.

### Health and safety

Christian Berner conducts systematic work regarding the work environment and fire safety in order to identify, prevent and mitigate potential negative impact from a health and environment perspective.

The Group's largest subsidiary in Sweden, Christian Berner AB and Zander & Ingeström AB, has come far in terms of the occupational health and safety and fire protection work. Staff managers in the

Christian Berner Group are responsible for ensuring the well-being of their employees and working with health and safety issues in accordance with national legislation and together with the employees or their representatives. The goal is for no accidents and incidents to occur. Every company has preventive measures to achieve the goal.

### Training

Continuing professional development will contribute to Christian Berner's goals and strategies, both in the short term and the long term, and will help to develop the business and its employees to equip them to meet future demands and needs.

Sustainability is integrated as a part of other courses, such as sales courses. In order to increase internal sustainability competence, management will encourage competence-improving sustainability-related activities. The strategy work led to the sustainability issues being brought up on the agenda.

Many of our employees took the opportunity to attend online training during the year as we were unable to meet in person.

### Diversity

Diversity is something that affects the entire operation and all areas of it. From recruitment and skills development to communications and marketing. Christian Berner assumes an ethos of recognising the equal value of all human beings and a level playing field between individuals and groups. Nobody should be discriminated against or subjected to offensive treatment. Through a good composition of people with various knowledge and experience, the operation is not at as much risk of losing expertise and different perspectives. The gender equality work is important; efforts began in 2018 with systematic follow-up and preparation of results indicators to follow up on the gender distribution (see Note 7).

### Work environment

The work environment is a very important part of Christian Berner's HR policy. The operations must be characterised by a good working

environment that promotes work satisfaction, as well as a long-term and sustainable working life. Christian Berner companies together developed their view of flexible working methods, bringing together the best parts of the time before and during the pandemic. A greater need is recognised for the employee to be able to combine private life and working life, which today's technology offers. Everyone has continued to take responsibility for reducing the spread of infection and the companies have taken the necessary steps to be able to offer a safe working environment.

The work environment efforts in general are followed up continuously through employee development talks, employee surveys and occupational health and safety inspections. The Swedish part of Christian Berner's operations and Zander & Ingeström have also integrated systematic improvement work through their management system, which is certified according to ISO 9001:2015 and ISO 14001:2015. Zander & Ingeström also holds certificates according to ISO 45 000:2018.

### People & Values

A continuation of the Group-wide work that began in January 2020 with visions and values has now been taken further in each individual company with local action plans and activities implemented during the year. As planned, leadership training was conducted in 2021 with good results and evaluation. Efforts will continue to train new leaders in the organisation and workshops with the employees to implement the new core values in the organisation.

Based on the eNPS index, Christian Berner AB, for example, appointed ambassador groups that work with goals and activities that will improve information flow, collaboration, cooperation and workplace issues.

### Collaboration and society

Christian Berner's code of conduct is a guideline for how employees must act in a professional and ethical manner in their day-to-day work. This Code of Conduct is signed by all employees and upon new employment.

## SUSTAINABLE VALUE CREATION



AREA	RESULTS INDICATOR	TARGET	PROFIT 2021	COMMENTS
<b>Occupational health and safety</b>	Accidents/Incidents	No Accidents/Incidents	11/6	In 2020, the outcome was 2/5
<b>Diversity/Gender equality</b>	Percentage of women in senior positions vs. percentage of women in total	Increase percentage of women in senior positions vs. percentage of women in total	31%/26%	The percentage of women in senior positions is the same as in the previous year at 31%. In 2021, the percentage of women employees increased to 26% from 24% in 2020.
<b>eNPS</b>	Ambassador's index	> 0	-11	eNPS, Employer Net Promoter Score = Ambassadors – critics. The result is interpreted as low on the scale of Very high to very low.
<b>Operations</b>	tonnes CO <sub>2</sub> emissions/FTE for the total climate impact of the business	Reduce CO <sub>2</sub> emissions	1.81	In 2020, the outcome was 1.85 Despite an increase in travel, Christian Berner has reduced its total emissions through renewable energy, among other things
<b>Business travel</b>	tonnes CO <sub>2</sub> emissions/FTE for business travel by road, train, air and boat	Reduce CO <sub>2</sub> emissions	1.33	For 2022, the Group is taking a clear step towards reducing one of its largest emissions items, business travel, by introducing a new car policy. It will systematically phase out fossil-powered company vehicles within a three-year period. The company cars purchased today are those that private individuals can buy in three years' time. By changing our vehicle fleet, Christian Berner is helping to change the general market. Continuous work to reduce short-haul flights and replace them with digital meetings or travel by train continues.

**31 %** women in senior positions



## SUSTAINABLE VALUE CREATION



Christian Berner's role as a leading technology trading company comprises many aspects. As a strategic advisor to customers, the company offers technical solutions that reduce costs, save energy and reduce environmental impact.

### Our customers' sustainable development

Christian Berner supports our customers' operations and their development. By offering sustainable products and solutions, the Group helps its customers transition towards even more sustainable solutions. The increased pace of change towards greater demand for sustainable products and solutions and increased sustainability requirements from authorities impact Christian Berner's customers.

The Group creates customised solutions and delivery of complete system solutions where various products from different suppliers are combined, which leads to greater efficiency for both the company's customers and suppliers. By being a strategic partner and advisor between manufacturers and customers, and by offering technical solutions that reduce costs and environmental impact, the customers' decision-making process is structured and streamlined.

### Environmental technology

Christian Berner supports its customers with sustainable solutions through qualified needs analysis, consulting, service and development. Many of Christian Berner's products and services help to reduce the environmental impact of the customers, for example by reducing the amount of chemicals and shipments, as well as environmentally damaging materials. Examples of this include vibration-damping materials that improve the environment for residents and areas around rail lines and purification of emissions or water treatment without chemicals.

Christian Berner also helps customers in their choice of resource-efficient solutions and products. By setting requirements on the company's own and cooperative partners' operations, Christian Berner promotes development and innovation of environmentally safe products and technology, and can provide the customers with sustainable products and solutions.

AREA	RESULTS INDICATOR	TARGET	PROFIT 2021	COMMENTS
<b>Customer</b>	Percentage of sales related to the sustainable development goals.	Increasing positive contributions to, and reducing negative impact on the sustainable development goals.	In 2021, the Group's companies actively worked to relate SDGs relative to their operations and sales. The materiality analysis that was done in the autumn of 2021 further improved focus and direction.	Within the Group, there are many different products and services, all of which have their own attributes and impact on the UN's global sustainable development goals. The Group's focus is to ensure that every subsidiary and its underlying product area have the possibility to ensure that the greatest possible positive impact takes place.





Esmeralda Thoma at the CNC machine, which processes plastic parts according to the customer's wishes.

# Auditor statement on the sustainability report

To the General Meeting of shareholders of Christian Berner Tech Trade AB (publ),  
corp. ID no. 556026-3666

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## Assignment and division of responsibilities

It is the Board of Directors that is responsible for the sustainability report for the year 2021 on pages 13-19 and for ensuring that it has been prepared in accordance with the Annual Accounts Act.

## Review's focus and scope

Our review has been conducted in accordance with FAR's recommendation RevR 12 Auditor's statement on the statutory sustainability report. This means that our review of the sustainability report has another focus and is substantially more limited in scope than an audit conducted in accordance with the International Standards on Auditing and generally accepted auditing practice in Sweden. We consider that this review provides us adequate grounds for our opinion.

## Opinions

A sustainability report has been prepared.

Gothenburg, 21 March 2022  
KPMG AB

Mathias Arvidsson  
Authorised Public Accountant