



**SWEDSAFE**  
MEMBER OF THE UVEX GROUP

# Sustainability Report

# 2024



# A few words from our CEO

## A sustainable future for SwedSafe

Sustainability has always been a natural part of SwedSafe's operations. From the start in 2004, when Göran Berg and Jörgen Håkansson laid the foundations for the company, we have endeavoured to create products and work processes that take responsibility for both people and the environment. 2024 marks a new chapter in our history, as I take over as CEO and uvex steps in as a full owner.



This shift further strengthens our commitment to sustainable development. Conducting responsible and sustainable business is a prerequisite for long-term success. We are constantly working to minimise waste, scraping and spillage in our daily operations.

Sustainability is not a sideline, but a central part of our business model and the way we work. At the same time, we recognise the importance of social sustainability - by creating local jobs and keeping as much of our production in-house, we actively contribute to the community around us.

We recognise that sustainability issues are complex and constantly evolving. As a smaller company, we face major challenges, but we also see it as our responsibility to continue driving these issues forward. Sustainability will always be a priority.

Looking ahead, we continue our grassroots efforts to reduce our energy consumption and optimise our resources. We are committed to our local roots and co-operate as much as possible with local suppliers and partners. We look forward to continuing this important work and developing SwedSafe in a sustainable way for future generations.

A handwritten signature in black ink, consisting of stylized, flowing letters.

**Martin Berg**  
**Managing Director**



# Activity report

SwedSafe, a leading manufacturer of high-quality hearing protection, stands out as the only supplier and manufacturer of a complete range in Europe. Our state-of-the-art production facility with its own research and development department is located in Tyninge in southern Sweden.

The company was founded in 2004. In 2007, uvex became SwedSafe's parent company. 2024 marked a major milestone for the company - we celebrated our 20th anniversary, as well as a generational change for the CEO position.

We operate in the global market and have customers all over the world, mainly in the industrial sector. But we have also made progress in the consumer market.

At SwedSafe we are committed to sustainable practices throughout our operations. Our commitment is reflected in our certifications and our ongoing efforts to minimise our environmental impact and promote a positive social environment.

We recognise that sustainability is an ongoing journey, and therefore we remain dedicated to continuous improvement. This report aims to transparently share our achievements, challenges and lessons learnt, as well as our plans for the future.





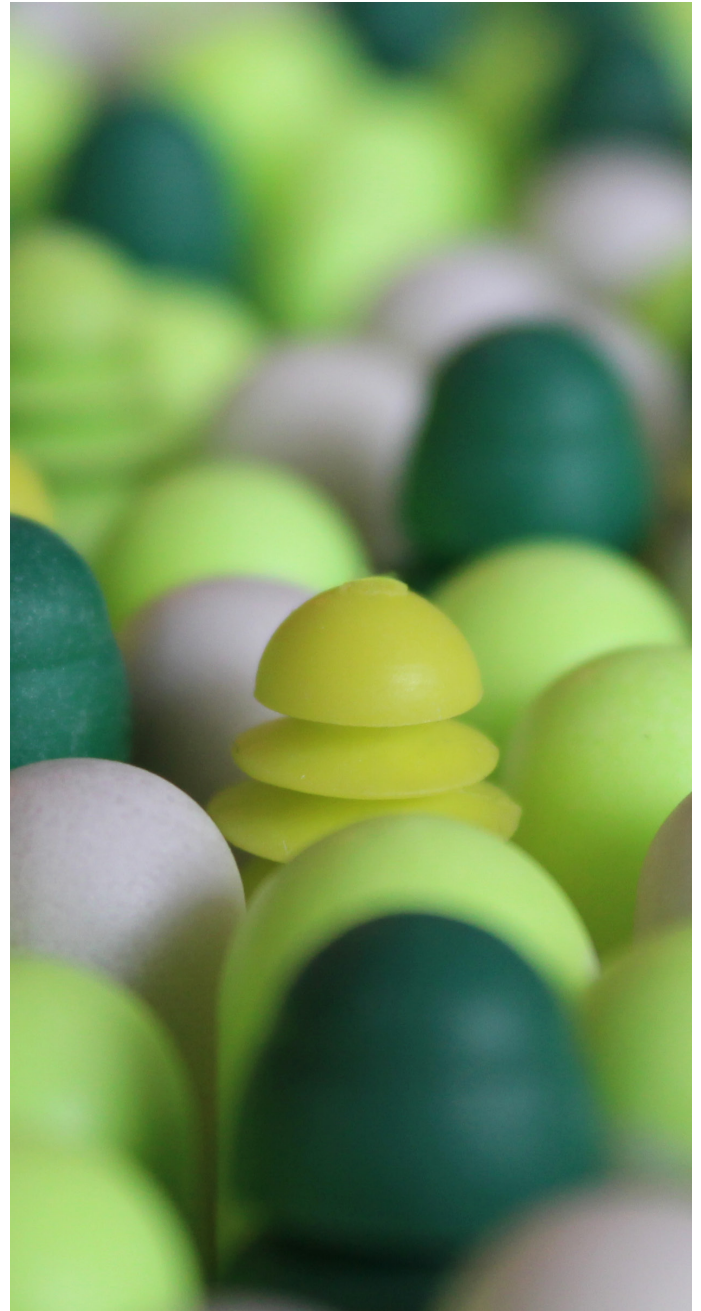
# Sustainability policy

At SwedSafe, we have a strong ambition to integrate sustainability into all aspects of our business. Our business concept is to develop, produce and sell hearing protection with quality and a profitability that satisfies our customers, employees and owners. By prioritising sustainability, we strive not only to deliver high-quality products, but also to reduce our environmental impact and create a safe and healthy working environment for our employees. Continuous improvement is an integral part of our sustainability efforts under our management system certified to ISO 9001 (quality), ISO 14001 (environment) and ISO 45001 (occupational health and safety).

The safety and well-being of our employees is a top priority. We actively work to create a pleasant workplace free from accidents and ill health. We comply with applicable laws and other requirements related to the work environment and work systematically with our work environment to minimise the risk of illness and accidents.

We are committed to developing, producing and delivering hearing protectors with minimal environmental impact. We comply with applicable laws and mandatory requirements and work proactively to prevent damage to the environment. We are a licensed business and have regular supervision by the supervisory authority. We work to continuously improve our environmental performance by economising on resources, including energy, water and packaging materials.

In order to achieve a sustainable and profitable development of our business, we regularly consult our customers on their perceptions of our products and services. We inform, train and develop our employees in relevant areas to achieve our set goals. We are committed to continuously improving our sustainability policy in line with our objectives and the pursuit of innovation and responsibility in our business.



# Value chain



## Raw material

Resources

Direct emissions



## Production

Consumption of raw materials

Emissions (air)

Electricity, district heating, water

Waste

Solar cells



## Transport



## Customer

Transport: distributor



## Consumer

Consumer health

Transport

Product waste

Packaging recycling



25032017



uvex

uvex



uvex x-fit  
200 pair



uvex com-fit  
200 pair



uvex com-fit  
100 pair







# Global goals for sustainable development



## Clean water and sanitation for all

### Water

Small amounts of water are used in the production process. No waste water is discharged into the sewage system from the production processes. No organic solvents are used in our production processes. Cold water and ultrasound are used to wash the production equipment. Any residues are removed mechanically.

Our ambition is to collect rainwater and let it infiltrate into the groundwater or use it for appropriate purposes in our own plant. This would also help to reduce the risk of flooding in the stormwater network during heavy rainfall.



# Global goals for sustainable development



## Sustainable energy for all

### Energy

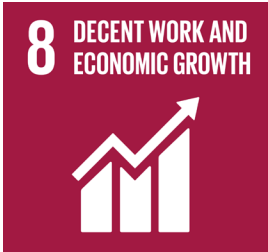
We use renewable energy sources to power our operations. We have installed solar panels on our sites, generating clean energy and further reducing our dependence on the traditional electricity grid.

### Production

The production facility in Tyringe is designed to minimise energy consumption and waste. We use energy efficient machines and programmes to reduce waste. We continuously evaluate and implement further improvements to optimise our manufacturing processes.



# Global goals for sustainable development



## Decent working conditions and economic growth

### **Social responsibility**

Our commitment to sustainability goes beyond environmental issues. We strive to ensure fair labour conditions throughout our supply chain, safe working conditions and fair wages for everyone involved in the production of our hearing protectors. We are certified to ISO 45001.

### **Supporting the local community**

We prioritise employment opportunities for members of the local community, including students and people facing barriers to employment. We actively partner with local associations to provide meaningful work experiences and contribute to the economic vitality of the region.



# Global goals for sustainable development



## Sustainable consumption and production

Although our foam earplugs are intended for single use, we encourage proper waste management to minimise the environmental impact. We are investigating the possibility of washing and giving our foam plugs a second life. Tests have been carried out over the past year.



### Procurement

At SwedSafe, we prioritise responsible sourcing of raw materials and focus on suppliers who comply with environmental and social standards. This includes using recyclable packaging materials and preferably locally sourced materials to reduce transport impact. We actively work to reduce our carbon footprint.

### Waste

We strive to ensure sustainable consumption and production patterns that minimise waste, promote resource efficiency and lead to sustainable economic growth while addressing social and environmental challenges. Our aim is to reduce the amount of packaging material, recycle as much as possible and reuse resources wherever possible. This helps us minimise our ecological footprint and reduce the amount of waste sent to landfill. A large part of our total waste volume generates new energy in the local district heating plant. Our ambition is to maximise the recycling of waste. We produce negligible amounts of hazardous waste. We regularly monitor and analyse key performance indicators (KPIs) to assess the effectiveness of our sustainability initiatives. These KPIs include reducing waste generation and improving resource efficiency measures.

### Product life cycle

We recognise that responsible consumption and production are key to achieving sustainable development, reducing environmental degradation and tackling climate change.







151537

	24	20	16
hi-com			
x-fit	37	32	26

151537

hi-com

x-fit

CE 0403

EN 352

uvex

Made in Sweden

CE 0403

EN 352

1

Roll  
Rollen  
Rouler

2

Insert  
Einführen  
Introduire

3

Hold  
Festhalten  
Maintenir

4

Roll  
Rollen  
Rouler

151537 rev 1.0

	SNR	NRR	SLC <sub>80</sub>
com4-fit	33	30	22
hi-com	24	20	16
x-fit	37	32	26

151537 rev 1.0

CE 0403

EN 352

uvex

Made in Sweden

CE 0403

EN 352

1

2

3

4

# Global goals for sustainable development



## Fighting climate change

### **Packaging and transport**

We are committed to reducing the environmental impact of our packaging and transport. Short transport routes save valuable energy and reduce emissions. We buy the majority of our packaging materials from local Swedish suppliers. Our packaging is made from recyclable materials and is minimised in size to reduce waste and transport volume.

We strive to reduce the amount of packaging material, recycle as much as possible and reuse resources where possible. SwedSafe is affiliated with Näringslivets Producentansvar, an approved producer responsibility organisation that works to drive development towards circular and traceable recycling - so that more packaging can become packaging again.

In addition, we recognise the importance of raising awareness and educating our employees and customers about climate change and the need for individual and collective action.

# Global goals for sustainable development



## Ecosystems and biodiversity

### Air

Process air generated during the manufacture of the foam plugs is discharged through a stack. The emissions are measured annually and meet the requirements set out in the environmental permit for the activity.

### Biological diversity

We actively support biodiversity through various initiatives on our premises, including the creation of wildflower meadows, insect hotels and a small pond, and the planting of various trees and plants. By providing suitable habitats, we have created environments that support well-being and diversity of insects. These efforts are in line with our commitment to promote ecological balance and support the pollination process.





 **SWEDSAFE**  
No. 1 IN CARPL 28



# Sustainable development

## uvex

### Sustainable impact through 4 focus areas

To further develop its sustainability goals, the uvex group has asked itself how it can most effectively protect people and nature, and what actions are needed to achieve this. Together with Swed-Safe's own goals, we are all working together towards a more sustainable future.

#### **Ecological transformation**

- Climate neutrality by 2045 for Scope 1-3.
- Reduction of water consumption by 10% by 2030 compared to the base year 2020/21.
- Reduction of hazardous waste by 10% by 2030 compared to the base year 2020/21.

#### **Social responsibility**

- Establish sustainable supply chain management with a focus on climate friendliness, social aspects and transparency by 2026.
- Sustainability training for 90% of employees by 2025.

#### **Driving innovation in the circular economy**

- Increase the overall share of sustainable materials (bio-based materials or recycled materials) to 20% by 2030 compared to the base year 2020/21.
- Exclusive use of recycled or recyclable materials for packaging by 2030 compared to the base year 2020/21.
- Implementation of circular product solutions (Design for Recycling, Retain Product Ownership, Product Life Extension) by 2026.

#### **Ecological and health safety**

- Certification of all European production sites to ISO 14001 by 2026.
  - Further development of pollution management and continuous reduction of defined pollutants.
-











# Our sustainability goals

## Our path towards a more sustainable future

We strive for continuous improvement in sustainability. We regularly review and update our sustainability policy to address new challenges and opportunities. Our future goals include further work on product lifecycle, resource efficiency and other sustainability initiatives as listed below. We will continue to report transparently on our progress towards achieving these goals.

One of our main goals is to reduce our carbon footprint throughout the value chain.

In addition to tackling climate change, we are committed to promoting social equity and inclusion.

### Planned and ongoing work

- Ongoing study for longer-lasting foam plugs.
  - New packaging line installed that will reduce material use for 1-pair plastic film packaging.
  - Continue to minimise waste, scrap and transport.
  - Evaluate the water treatment system. This is to increase the reuse of water, for example in the treatment of washing water.
  - Install additional district heating meters for better mapping.
  - Use a higher proportion of recycled materials in products and packaging.
  - Continue to take producer responsibility.
-

**SwedSafe AB**

Nordanväg 7  
SE-28235 Tyringe  
Tel.: 0451-25 34 00  
Mail: [info@swedsafe.se](mailto:info@swedsafe.se)  
Org.nr.: 556649-4158

**Warehouse**

Nordanväg 9