

SUSTAINABILITY REPORT 2023 FOR OX-ON



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1. INTRODUCTION

This is OX-ON's independent sustainability report aimed at our customers, employees, and other stakeholders. With this report, we aim to lay the foundation in documenting OX-ON's specific sustainability efforts. Additionally, we will provide a description of our ambitions for this area towards the future. The report is based on documentation from the fiscal year 2022-2023.

OX-ON is an independent subsidiary within the Abena Group. In 2022, OX-ON, along with other subsidiaries, reported on Abena Group's sustainability efforts in a joint group report.

You can [download Abena's overall group sustainability report here](#).

OX-ON's separate report should be read as an addition to Abena Group's overall report, where OX-ON's ESG contributions continuously will to be included.

ABOUT THE ABENA GROUP

Founded:	1953
Headquarter:	Aabenraa (Denmark)
Employees:	+2.000
Ownership:	Family-owned company
CEO of Abena Group:	Preben Terp-Nielsen
Subsidiaries:	11 subsidiaries including OX-ON
Products:	Medical equipment, personal hygiene, personal protection equipment, cleaning supplies, waste solutions, catering and restaurant solutions
Number of products:	+38.000
Export countries:	+90



2. MANAGEMENT STATEMENT

“ I am incredibly pleased to present this report, which marks a milestone in our journey towards a more sustainable future for OX-ON. The purpose of this report has been to describe our efforts to make OX-ON more sustainable and, most importantly, to ensure that our efforts are transparent and measurable for all who wish to follow our progress.

As a supplier of safety equipment for professionals, quality, reliability, and service have always been integral parts of OX-ON's DNA. However, with a value chain that extends to parts of the world, where working conditions do not always match our European standards, we also recognize our responsibility towards our customers and each employee in the production chain.

We have therefore built our sustainability strategy on three central pillars: 'environmental sustainability,' 'social responsibility,' and 'economic integrity.' This will be evident in this report.

We have embarked on a journey, that is not easy. Not everything is black and white. We had to deal with an overwhelming amount of new concepts, abbreviations, schemes, regulations, and different approaches when addressing climate change and circular economy. We had to thoroughly explore these topics in order to handle issues in a concrete manner. The process has been both exciting and educational.

We hope that this report will provide you with a good overview and explanation of the different concepts we have chosen to make the foundation of our sustainability efforts.

As you will read in the report, OX-ON has been working with sustainability for several years, but it is only now that we have precisely defined the metrics, and the results are beginning to manifest themselves.

Throughout the process, we have been concerned with how to make the best and most genuine contributions to sustainability, while also running a healthy and successful business. Also ensuring that we adhere to our business principles and ethical standards. The work on this report has given us insights as to how we through innovation, commitment, and collaboration, can overcome the challenges that a company like ours faces in today's world.

We have set ambitious goals and, therefore, invite all our stakeholders – customers, suppliers, and employees – support us with good ideas and inspiration for future initiatives that benefit the environment, climate, and sustainability.

Every little bit counts if we are to make a difference. And we must!

Anne-Mette Elbæk Mapouyat
CEO of OX-ON



3. ABOUT OX-ON

WHO IS OX-ON?

OX-ON is a total supplier of personal protective equipment for professionals and private consumers.

At OX-ON, you'll find a team of experts with extensive knowledge of personal protective equipment, safety requirements, needed functionality, and the specific regulatory requirements pertaining to PPE.

We offer a wide range of products, including safety gloves, respiratory protection, fall protection, hearing protection, head protection, protective clothing, eye protection, first aid equipment, and much more.

We combine local service with an international network of suppliers.

OX-ON'S DNA

Our business model combines fundamental values such as good business acumen with expert advice.

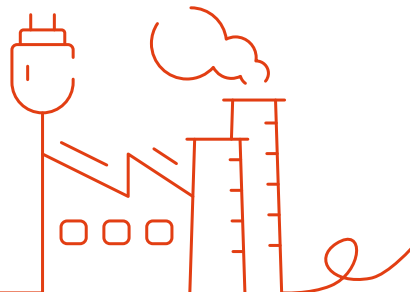
With our motto "OX-ON – Designed to protect," we emphasize that through our core competencies, we aim to take responsibility and contribute to a safe working environment for customers and end-users.

It is this responsibility that we are now naturally expanding to include a sustainable business approach.



ABOUT OX-ON

Founded:	1983
Headquarter:	Roedekro (Denmark)
Employees:	50
Ownership:	Abena Group
CEO of OX-ON:	Anne-Mette Elbæk Mapouyat
Products:	Personal Protection Equipment
Number of products:	+3.400



PASSION

We develop and select the best products in the market.

THOROUGHNESS

We test and test until we – and you – are completely sure.

EXPERTISE

We put all our expertise at your disposal when you need it.

RESPONSIBLE

We comply with all applicable regulations and environmental requirements – and a little more.

HUMAN

We protect your senses and keep you safe.

SENSE

We develop your business with profitable products and concepts.



4. SUSTAINABILITY – A COMMON GLOBAL RESPONSIBILITY

UN'S 17 SUSTAINABLE DEVELOPMENT GOALS

During the UN Climate Conference in Paris in 2015, 195 countries entered into the so-called 'Paris Agreement.' The purpose was to address climate change and limit global warming.

The Paris Agreement is considered a milestone that, along with UN's 17 Sustainable Development Goals (SDG's), sets a common direction for the development of global climate efforts.

UN's 17 Sustainable Development Goals emphasize the importance of combining solutions across social, economic, and environmental challenges. There is a need to engage the global community across governments, civil society, and economic sectors to achieve sustainable change.

Developments in recent years concerning climate, resource scarcity, and Covid-19 has shown us that we need strong collective actions to address the complex challenges we face. This also applies to the field of sustainability.

UN'S 17 SUSTAINABLE DEVELOPMENT GOALS (SDG'S)

- A shared action plans for countries, industries, and civil society to eradicate poverty, fight inequality, and halt climate change by 2030.
- The goals are based on three dimensions of sustainability: economic, social, and environmental.





REDUCTION OF CO2 EMISSIONS

Climate change is one of the most pressing challenges of our time. Reaching a solution to this challenge requires a strong focus on reducing CO2 emissions.

The latest report from the UN's Intergovernmental Panel on Climate Change (IPCC) underscores once again how crucial especially the efforts of businesses, are in this regard.

The efforts of businesses to reduce CO2 emissions, decrease energy consumption, recycle resources, and transition to more sustainable materials will be vital for our collective future. The Abena Group, with OX-ON as a subsidiary, takes this responsibility seriously and has committed to delivering on below goals.

GOALS BRING BENEFITS

At OX-ON, we take pride in being part of this ambitious goal for the Abena Group. Having common goals is a commitment, and it requires persistence to maintain the collective effort.

However, it also brings benefits. For instance, we gain knowledge more rapidly and gain access to complex calculation tools, which in turn provide us with resources to tackle challenges and stay on track.

We will fully leverage these advantages for the benefit of both ourselves and our customers.

SUSTAINABILITY AND CSR

• **SUSTAINABILITY:**

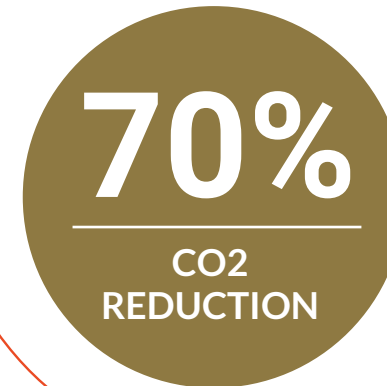
Is defined as the responsible use of the Earth's resources to ensure a sustainable life for future generations. It encompasses environmental, social, and economic sustainability.

• **CSR (CORPORATE SOCIAL RESPONSIBILITY):**

The company's societal responsibility. This means that businesses integrate considerations for environmental and climate-related factors, social conditions, human rights, and anti-corruption efforts into their business strategy and activities.

THE ABENA GROUP CLIMATE GOALS UNTIL 2030

2030





5. OX-ON'S APPROACH TO SUSTAINABILITY AND CSR

MEMBERSHIP OF UN GLOBAL COMPACT

Through the Abena Group, OX-ON joined the UN Global Compact initiative as early as 2002. By doing so, we committed to actively working towards transforming our business into a more sustainable model.

Following the introduction of the UN's 17 Sustainable Development Goals, OX-ON systematically mapped our activities and explored opportunities to align our business with a more socially, ethically, economically, and environmentally positive development.

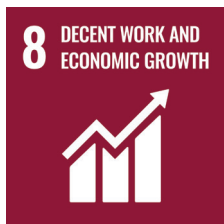
OX-ON FOCUSES ON 4 SUSTAINABLE DEVELOPMENT GOALS

At OX-ON, we have systematically reviewed our value chain and conducted a materiality analysis. We have done this to concentrate our sustainability efforts, where we can make the most significant impact.

We have chosen to focus our efforts on these four Sustainable Development Goals (SDGs) to balance societal (social, ethical, and economic) considerations with environmental considerations.

ABOUT 'UN GLOBAL COMPACT'

- UN Global Compact is the world's largest voluntary initiative for responsible businesses, providing a common framework for companies' progress and engagement in responsible corporate governance.
- It is an initiative that encourages companies to adopt sustainable and socially responsible policies and report transparently on their progress.



7 AFFORDABLE AND CLEAN ENERGY



UN Sustainable Development Goal number 7 focuses on sustainable energy and ensuring access to reliable, sustainable, and modern energy for all.

In our efforts to work towards UN Sustainable Development Goal 7, our primary focus is on reducing our own energy consumption by changing work processes and using green energy sources.

8 DECENT WORK AND ECONOMIC GROWTH



UN Sustainable Development Goal number 8 is about promoting decent work and economic growth.

In our efforts to work towards UN Sustainable Development Goal 8, our focus is on ensuring a safe working environment through our products. In synergy with our customers, we create economic growth, new jobs, and a company that is constantly evolving.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



UN Sustainable Development Goal number 12 is about responsible consumption and production.

In our efforts to work towards UN Sustainable Development Goal 12, our focus is on minimizing resource consumption for our products, reducing waste, and increasing the recycling and reuse of products and materials.

We consciously work on developing products with long durability or recyclability. Repair is also part of the solution in this regard.

15 LIFE ON LAND



UN Sustainable Development Goal number 15 is about protecting, restoring, and promoting sustainable use of terrestrial ecosystems.

In our efforts to work towards UN Sustainable Development Goal 15, we aim to protect the world's forests, including their biodiversity, by choosing packaging made from FSC-certified paper/pulp.



6. OX-ON'S SOCIAL RESPONSIBILITY

OX-ON'S WORK ENVIRONMENT

At OX-ON, we have long been focused on our social responsibility as a company - both in our supply chain and towards our own employees. This is evident in the initiatives we have locally implemented regarding work environment and well-being.

Today, we are 50 dedicated employees in Denmark, Sweden, and Germany, with a balanced gender and age distribution, also in management positions. We consider our employees the most valuable resource, and their satisfaction and well-being is essential in creating an environment where knowledge, innovation, and development go hand in hand.

We actively work towards a good and safe work environment. Our employees should feel that OX-ON is a secure and inclusive workplace. All new employees go through an onboarding program, which in addition to the professional aspects, also focuses on social and ethical guidelines.

WELL-BEING AND HEALTH

We take pride in having a generally high level of well-being and low degree of employee absence due to sickness. The work absence rate for the fiscal year 2022/2023 was only 2.4%.

We are in our fourth consecutive year with no workplace accidents, nor have we ever received reports of harassment or unethical behavior through the Abena Group's independent Whistleblower system.

It is a fact that physical activity enhances one's resilience and quality of life. For this reason, we have introduced break-time exercises initiated by a professional physiotherapist and offer occasional massages and Fitness check during working hours. As a company, we are always enthusiastic about fostering a sense of community through participation in physical events such as the DHL relay races and "step counting campaigns."

Through collective agreements with Abena, we have ensured that our employees have access to private health insurance and are provided with a lunch service offering varied and healthy meals.

EMPLOYEE SURVEY

Every three years, we conduct a comprehensive employee survey. In the most recent survey conducted in 2023, 84% of our employees responded that they were satisfied with working at OX-ON, and only 2 % remarked dissatisfaction with their employment. Furthermore, 80% of our employees would highly recommend working at OX-ON to others.

WHISTLEBLOWER SYSTEM

- is a scheme where employees anonymously can report critical issues within the company to management or an external party, without the risk of retaliation. This could be reports of legal violations, corruption, or other forms of abuse of power, including any form of sexual harassment.



7. OX-ON'S VALUE CHAIN RESPONSIBILITY

FOCUS ON RESPONSIBLE SUPPLIERS

Our products are designed and created to ensure the safety of individual users. Through our sustainability approach, we have set the framework for ensuring environmental and social responsibility throughout our supply chain.

As a trading company, we engage with a large part of the world. In this regard, we have specifically emphasize that our supplier act socially and ethically responsible concerning the environment, working conditions, and labor rights.

OX-ON IS A MEMBER OF AMFORI BSCI

Since 2019, OX-ON has been a member of the association Amfori BSCI (Business Social Compliance Initiative) – one of the leading international business organizations for open and sustainable trade. Amfori BSCI specifically works to improve conditions in global supply chains.

Through due diligence, suppliers are assessed, and efforts are made to improve social, ethical, and environmental conditions. As a member of Amfori BSCI, we have committed to supporting Amfori BSCI's 13 principles by implementing and sharing monitoring activities (such as audit reports) with other members. At OX-ON, we exercise due diligence by assessing our suppliers against Amfori BSCI's principles. This assessment is repeated annually.



THE 13 PRINCIPLES FROM AMFORI BSCI TARGET

- 01 Social Management System and Cascade Effect.
- 02 Workers Involvement and Protection.
- 03 The Rights to Freedom of Association and Collective Bargaining.
- 04 No Discrimination, Violence, or Harassment.
- 05 Fair Remuneration.
- 06 Decent Working Hours.
- 07 Occupational Health and Safety.
- 08 No Child Labor.
- 09 Special Protection for Young Workers.
- 10 No Precarious Employment.
- 11 No Bonded, Forced Labor, or Human Trafficking.
- 12 Protection of the Environment.
- 13 Ethical Business Behavior.

amfori 
Trade with purpose

 BSCI
Business Social Compliance Initiative



CODE OF CONDUCT

OX-ON's ethical and social guidelines are based on the 13 principles of Amfori BSCI and further aligned with 10 principles of UN Global Compact.

These guidelines have been translated into a contractual addendum – a so-called Code of Conduct – which we require our suppliers to sign.

By signing the Code of Conduct, the supplier commits to enforcing compliance with the guidelines throughout their own value chain.

For suppliers located in high-risk countries, we utilize our membership with Amfori BSCI to ensure independent third-party audits of the supplier's facilities, management approach, occupational health and safety conditions, and environmental conditions.

As of the present moment, 75% of our active suppliers have signed the Code of Conduct and committed to adhering to Amfori BSCI's 13 principles.

ANNUAL AUDIT REPORTS

Through auditing, we continuously monitor whether our suppliers maintain or improve their compliance with Amfori BSCI principles. Audit reports are part of our annual review of all suppliers.

In addition to the Amfori BSCI system, we aim to assess suppliers' approach to UN Global Compact's 10 principles through personal contact and presence. Many of our largest suppliers and development partners are located in the Far East and Asia. Therefore, as part of the Abena Group, we have established local subsidiary and quality control. Our experience shows that personal contact and local presence benefit both quality assurance, supplier security, and dialogue on social, ethical, and environmental matters.

Our strong local commitment has fostered an inspiring collaboration with our suppliers, where innovative solutions and sustainable progress are at the forefront. We specifically collaborate on developing more sustainable and circular products.

10 PRINCIPLES FROM UN GLOBAL COMPACT

- 01 Support and respect the protection of internationally proclaimed human rights.
- 02 Ensure that business practices are not complicit in human rights abuses.
- 03 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 04 Eliminate all forms of forced and compulsory labor.
- 05 Abolish child labor.
- 06 Eliminate discrimination in employment and occupation.
- 07 Adopt a precautionary approach to environmental challenges.
- 08 Conduct environmentally responsible activities.
- 09 Encourage the development and diffusion of environmentally friendly technologies.
- 10 Fight corruption in all its forms, including extortion and bribery.



8. SOCIAL RESPONSIBILITY THROUGH EDUCATION AND DONATIONS

OX-ON EDUCATION IN SAFETY

OX-ON supports the development of sustainable future workplaces by donating time, safety equipment, and coaching to young people under education.

In the fiscal year 2022/23, our safety specialists:

- Taught subjects such as fall protection, respiratory protection, and scaffold training to apprentice masons at SDE Vejle, SESG Svendborg, and EUC Syd Aabenraa (basic and main courses).
- Provided instruction on personal safety, equipment, and sales techniques at 'Business College Syd' in Mommark and the 'Handelsfagskolen' in Odder.
- Collaborated with 'Stark Megastore' in Glostrup to donate safety equipment to FRAK KBH, a social enterprise that helps socially challenged young people find employment.

OX-ON SUPPORTS CHARITABLE PURPOSES

OX-ON goes beyond its local social responsibility by annually donating 1% of the company's pre-tax profits to charitable purposes. This fiscal year, the donations mainly went to the projects of 'Danmarks Indsamling' (consisting of 12 humanitarian organizations) to help children in need, as well as smaller donations to Danish cancer-fighting organizations 'Knæk Cancer' and 'Kræftens Bekæmpelse'.

OX-ON's future donations will continue to support social projects for children and youth, and expand to projects aimed at improving climate and biodiversity.



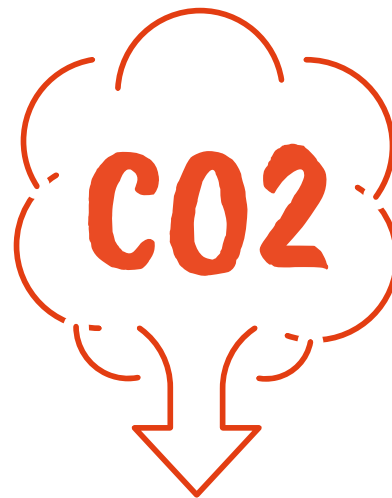


9. FOCUS ON REDUCING CO2 EMISSIONS

OX-ON AIMS TO MAKE A CLIMATE CONTRIBUTION

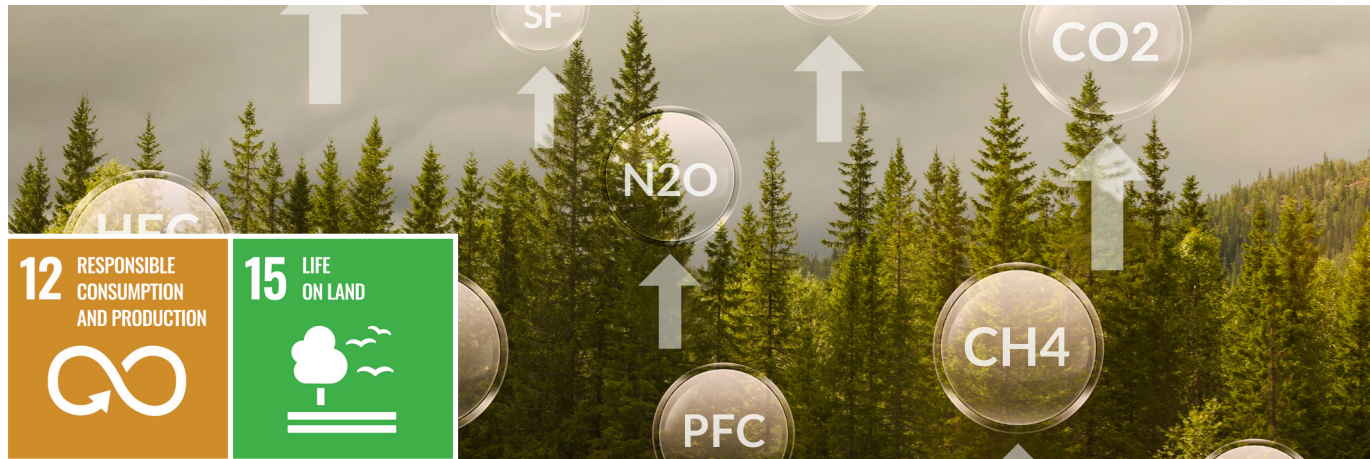
The latest report from the United Nations' Climate Panel emphasizes once again the critical importance of reducing global CO₂ emissions. The efforts of businesses play a decisive role in combating climate change.

Following the Paris Conference in 2015, there has been widespread consensus on the need to reduce global emissions of CO₂ and other greenhouse gases. The European Union (EU) has followed the Paris Agreement by setting ambitious goals for reducing both individual countries' CO₂ emissions and the emissions of specific companies and industries.



INFORMATION ABOUT GREENHOUSE GASES

- Greenhouse gases are a collective term for gases that, by existing in the Earth's atmosphere, result in the retention of the sun's rays and heat. This is why they are also referred to as greenhouse gases. This effect contributes to global warming.
- The most well-known greenhouse gas is CO₂, but other gases such as CH₄, N₂O, HFCs, PFCs, and SFs also have the same effect.
- Different types of gases have varying strengths in terms of their ability to cause warming. To have a common term and a measuring unit for climate impact, the effects of individual gases are typically converted to what it would be in terms of CO₂. This is denoted by CO₂e.
- 'CO₂e' stands for 'CO₂ equivalent', a general mathematical and chemical term where the footprint of all greenhouse gases is converted into the equivalent of one gas (CO₂). It's somewhat like converting different currency exchange rates into a common and comparable rate.



CSRD-DIREKTIV

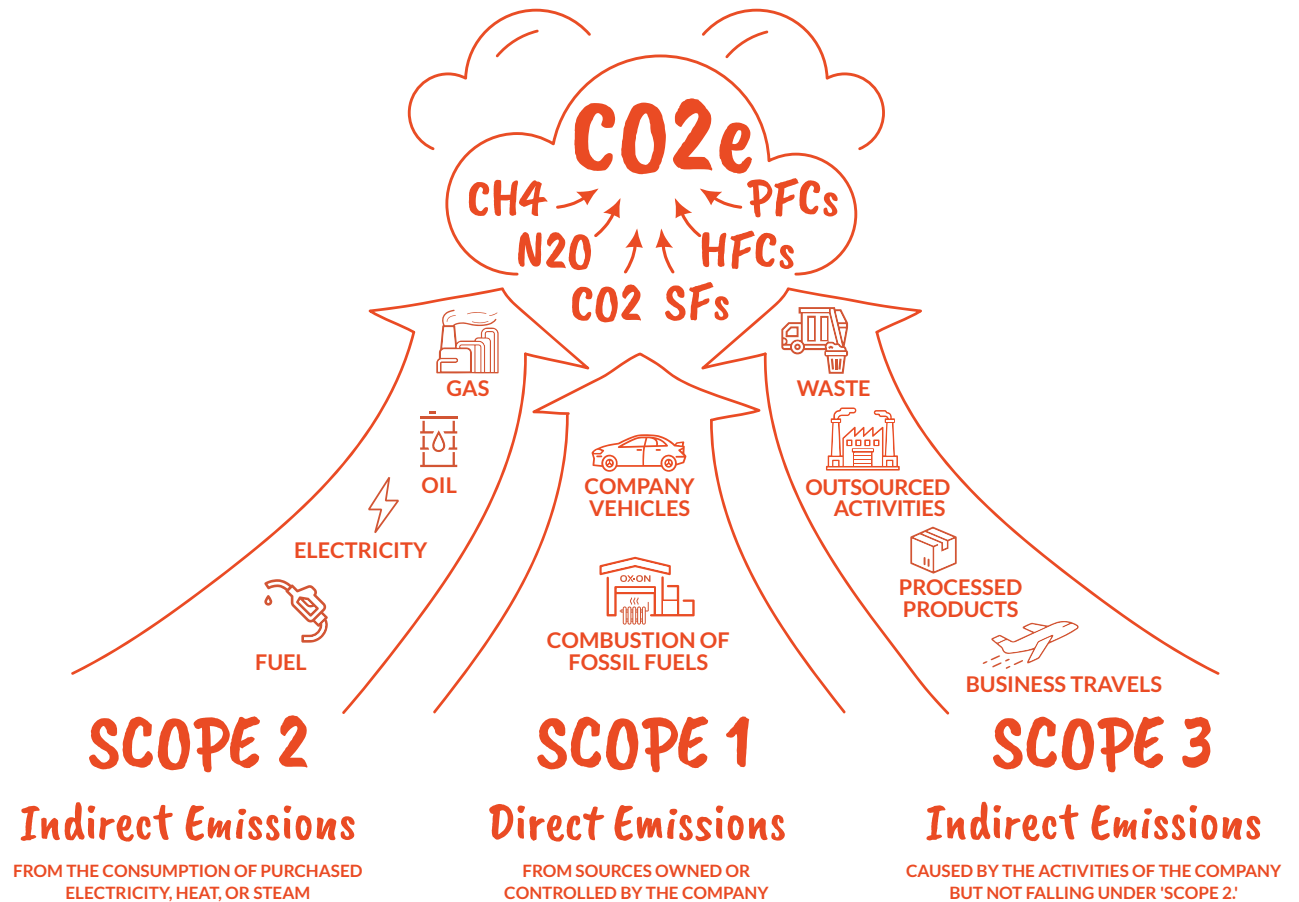
- CSRD stands for 'Corporate Sustainability Reporting Directive.'
- The directive requires that companies of a certain size report their efforts in terms of environmental, social, and governance (ESG) issues on par with their financial figures.

EU'S CLIMATE FOCUS THROUGH CSRD DIRECTIVE

EU concretized its aim for climate improvement in the EU's CSRD Directive with extensive requirements for ESG data reporting. This directive requires that all major* companies demonstrate full transparency and report their CO2 emissions.

First, for their own company-related activities (referred to as *Scope 1* and *Scope 2*). Subsequently, it also applies to all activities throughout the entire value chain – from raw materials to waste disposal (referred to as *Scope 3*). Over time, these requirements will affect all companies producing or selling within the European market.

The larger companies subject to the CSRD Directive will demand CO2 emission data from their suppliers in order to calculate their own Scope 3 emissions.



*By "major companies," it is understood to mean companies with over 250 employees, or earnings exceeding 20 million euros, or a turnover exceeding 40 million euros.



OX-ON'S COMMITMENT AND ESG REPORTING

As previously mentioned, OX-ON, through the Abena Group, has released its first ESG-based sustainability report for the fiscal year 2021-22. This report will be followed by an updated version for the fiscal year 2022-23 at the end of 2023.

OX-ON is fully aware of the responsibility we bear as part of our customers' value chain and the consequent demands for ESG reporting. We aim to facilitate sustainable actions for our customers in every possible way.

Therefore, we have a long-term strategy to develop digital solutions that can be integrated into our major customers' own data systems for their potential ESG reporting.



ESG REPORTING

- ESG stands for 'Environmental,' 'Social,' and 'Governance'.
- Reporting must occur within well-defined frameworks and with factual ESG data / key figures and quantitative measurements that can illuminate the company's performance in terms of environmental, social, and governance capabilities.
- The requirements of the directive are very specific, and compliance must, among other things, support the reduction of greenhouse gases in accordance with EU guidelines and the calculation model for greenhouse gases (EU's Greenhouse Gas Protocol). At the same time, the directive also imposes social and governance ethical requirements since environmental sustainability must be balanced with social sustainability and economic development.





OX-ON'S CO2 EMISSIONS

As part of the ESG report, OX-ON has reported CO2 emissions for Scope 1 and Scope 2 for the fiscal year 2021-22 and again for 2022-23.

Despite witnessing a reduction in CO2 emissions from 2022 to now, we have consolidated our calculation methods and have chosen this 2022-23 report as the basis for future CO2 reductions. In total, our emissions for the fiscal year 2022-23 are calculated at 114 tons of CO2e. This includes our activities such as electricity, heating, transportation, and travel, but does by no means include all scope 3 product and service purchases. See the detailed breakdown in the table below. We intend to expand our scope 3 reporting over the next years, to ensure transparency.

The current figures have motivated us to implement CO2-reduction measures concerning transportation and business travel, heating, and electricity consumption.

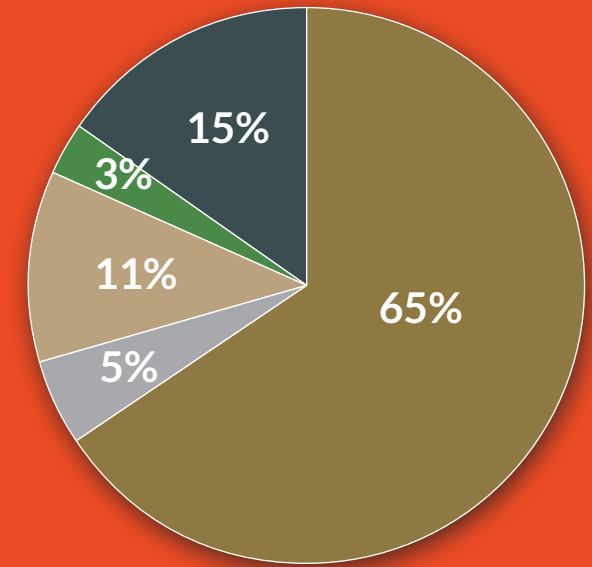
We aim to continue this development by, among other things, gradually replacing our diesel-powered company cars with electric vehicles. We are also exploring options for greener supply solutions with lower CO2 emissions.

Mapping the complete CO2 emissions for Scope 3 is a complex task, requiring detailed CO2 data from all our subcontractors. Calculating the CO2 footprint of our products will also be crucial in this regard.

CLIMATE ACCOUNTING FOR OX-ON IN 2022-2023	SCOPE 1	SCOPE 2	SCOPE 3
• Transport (driving, diesel, and gasoline)	74 tons CO2e		
• Business travels (flights, stays, trains, and taxis)			6 tons CO2e
• Electricity consumption (office and warehouse)		13 tons CO2e	
• Heat Consumption (office and warehouse)		4 tons CO2e	
• Fuel and derived energy related activities			17 tons CO2e
Sum per scope	74 tons CO2e	17 tons CO2e	23 tons CO2e
Total Emission Discharge*	114 tons CO2e		

*Product purchases and waste are not included!

OX-ON'S TOTAL EMISSIONS OF GREENHOUSE GASES IN THE PERIOD 2022-2023 (LOCATION BASED)



- TRANSPORT (driving, diesel, and gasoline)
- BUSINESS TRAVELS (flights, stays, trains, taxis)
- ELECTRICITY CONSUMPTION (office, warehouse)
- HEAT CONSUMPTION (office, warehouse)
- FUEL AND DERIVED ENERGY RELATED ACTIVITIES



10. CALCULATION OF OX-ON PRODUCT'S CO2 FOOTPRINT

LCA - LIFE CYCLE ASSESSMENT

OX-ON is committed to making it easy for our customers to make more sustainable purchasing decisions. To achieve this, we have initiated an extensive effort to calculate and assess the climate impact (CO2 emissions) of our products, enabling comparisons between different products. The product footprint is calculated using the internationally recognized ISO 14044 and ISO 14014 standards.

In collaboration with our suppliers, we are mapping raw material consumption, material usage, water and energy consumption in various production and work processes, waste quantities, emissions from transportation, and more. All of this data contributes to the calculation of the products' CO2 footprint, collectively known as Life Cycle Assessment (LCA).

Data from a product's Life Cycle Assessment (LCA) can later be used for comparisons between different products, thereby enabling our customers to make well-informed choices based on price, functionality, and climate impact.



LCA - LIFE CYCLE ASSESSMENT

- A standardized method for calculating a product's environmental impact throughout its entire life cycle.
- Calculated according to ISO 14044 and ISO 14014 standards.
- Currently the most widely used and internationally recognized approach for assessing a product's CO2 emissions.
- Can provide data on around 15 environmental parameters, including CO2e emissions and water consumption.
- Based on raw material data, process data, production methods, energy consumption data, waste data, data from the usage phase, transportation data, and data related to disposal.
- LCA can be used for various purposes but is most commonly used for comparing products and for improvement initiatives.



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



CLEAR CATEGORIZATION OF OX-ON'S PRODUCTS

In the construction industry, environmental declarations for building materials are already well-established. OX-ON is now following suit and committing to conduct Life Cycle Assessment (LCA) calculations for all our new products. Additionally, we will also retrospectively perform LCA calculations for all our core products.

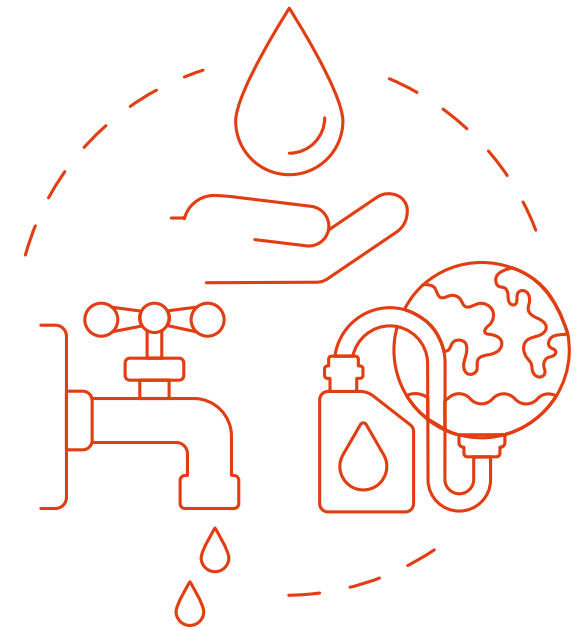
The goal is to have LCA data for all our products by 2030, enabling us to provide full CO2 emissions reports to our customers for their purchases from OX-ON. In the fiscal year 2023-2024, OX-ON is also introducing a clear categorization of our products, based on the EU's ESG (Environmental, Social, Governance) categories. This categorization will serve as a recommendation for the most sustainable purchases within our own product portfolio.

CALL FOR FURTHER REDUCTION

Through our collaboration with suppliers, we ensure full transparency regarding a product's CO2 footprint, thereby encouraging our suppliers to further reduce resource consumption.

We believe water scarcity will be the next major resource challenge and therefore expanded our LCA focus to include water consumption. We conduct LCA calculations for our products' water usage and encourage our suppliers, in their innovative product development efforts, to aim for lower water consumption in their production processes.

Reduction of water





11. HOW DOES OX-ON LIMIT RESOURCE CONSUMPTION?

LONG PRODUCT LIFESPANS

Circular economy is a crucial part of OX-ON's strategy for reducing resource consumption and environmental impact. We aim to offer products with long durability that can be used repeatedly. This includes an extensive range of gloves with high wear resistance and resulting longevity.

Furthermore, we are committed to providing services and product repairs where possible. We service and replace necessary parts and re-certify the safety equipment, ensuring it is ready for use again.

GRS - GLOBAL RECYCLE STANDARD CERTIFICATION

Regarding material recycling, we have collaborated with a supplier to develop a 'Recycle' glove series made partly from recycled plastic. With this OX-ON product line, we have achieved GRS certification (Global Recycle Standard).

OX-ON's gloves feature a knit made from 50% recycled plastic from used PET bottles. The knit is then dipped in latex or nitrile to enhance palm protection.

The same supplier collaboration has led to the development of the 'OX-ON Recycle Comfort 16305' glove. In addition to using recycled PET bottles, this glove also significantly reduces water consumption during production. LCA calculations demonstrate that compared to standard nitrile-dipped gloves, these gloves emit 30% less CO₂ and use 61% less water in production.

A CUSTOMER CASE BASED ON LCA DATA

For one of our major customers, who purchased 30,192 pairs of gloves in a year, choosing the 'OX-ON Recycle Comfort 16305' glove over a standard nitrile-dipped glove resulted in a reduction of their carbon footprint by 11.5 tons. This is equivalent to approximately 88,876 kilometers of driving in an average* family car. This calculation is based on the previously mentioned LCA data.

*Average emission level for Danish cars in 2021, approximately 130 kg CO₂ per 1,000 km (kilometers). Align the Danish parliamentary (Folketinget) information to the EU regarding emission limits for cars.

CIRCULAR ECONOMY

- Sustainable approach to resources.
- Products and materials are part of a continuous cycle.
- Products can be used multiple times, have long durability, can be part of the sharing economy, can be repaired and/or recycled.
- Products can also be recycled as a basis for new materials and products.
- Incorporating more bio-based materials in product manufacturing will also enhance the potential for resource renewal.

GLOBAL RECYCLE STANDARD

- Is a certification scheme for recycled materials that focuses on environmental, climate, and social sustainability.
- It is a voluntary product standard scheme that ensures consumer safety by confirming that the product does not contain harmful substances detrimental to health or the environment.



BIOBASED PRODUCTS

In our quest for new products and materials, we are attentive to the advantages of biobased materials. These products have a natural tendency to degrade, for example, through composting, and they can more readily be “grown” and integrated into natural cycles.

There is an exciting development happening in new materials, and we expect that in the future, we will be able to increase the proportion of biobased products in our product range. Currently, 4.7% of our products have biobased materials as their primary component. It is a strategic goal to develop many more products that incorporate recycled and bio-based materials as building blocks, while expanding our approach to repair and maintenance for our customers.

PACKAGING

When we talk about circular solutions, we also focus on the packaging of our products. For this reason, we have also included product packaging in our Life Cycle Assessment (LCA) calculations.

For all new OX-ON products, we exclusively accept packaging materials made from either recycled or biodegradable materials. In cases where we must use new paper materials, we strictly use only FSC-certified material (applies to paper, cardboard, or pallet wood). Our goal is to exclusively use recycled materials for all types of product packaging by 2030.

OX-ON'S MARKETING MATERIALS

Regarding all types of marketing materials, we strive to work with digital solutions. A complete product catalog with comparison features can be accessed through OX-ON's website, app, etc.

If printed marketing catalogs and brochures are deemed necessary or requested by customers, these will be printed exclusively on FSC-certified paper. As for materials used for marketing signs in stores, we are actively working to find more sustainable solutions for the future.

FSC CERTIFICATION

- FSC Certification refers to the use of wood and paper materials sourced from responsible forestry practices.
- Through Forest Certification: FSC contributes to ensuring favorable conditions for biodiversity, water environments, indigenous peoples, and forest workers worldwide, as well as promoting democracy and education at the local level.
- Preventing Deforestation: FSC also prevents deforestation, which means that forest areas do not diminish year after year.



TRANSPORT

Similar to packaging, the transportation of goods from suppliers to our warehouse is also included in our Life Cycle Assessment (LCA) calculations. In collaboration with our logistics partner, we have implemented a new transportation model for our goods. This model optimizes container space utilization, resulting in a reduction in the CO2 footprint per transported cubic meter. This not only constitutes sound business practice but also benefits the climate.

As a total supplier of safety equipment with over 3,400 product numbers, we have a global supply chain, and many of our products are sourced from the Far East and Asia (such as China, India, Taiwan, and Pakistan). We are aware of the long shipping routes involved. Where it makes sense, we are working on bringing production closer to our customers and ourselves. At the same time, we acknowledge that it's a delicate balance. We want to be mindful of our social responsibility supporting growth, jobs, human rights, and labor rights in developing countries.



12. HIGH QUALITY IS ALSO A CONTRIBUTION TO SUSTAINABILITY

OX-ON AIMS FOR HIGH PRODUCT QUALITY

For us, sustainability is also greatly about the quality and durability of our products. The longer the durability, the better the climate impact for each product, and the fewer resources are consumed.

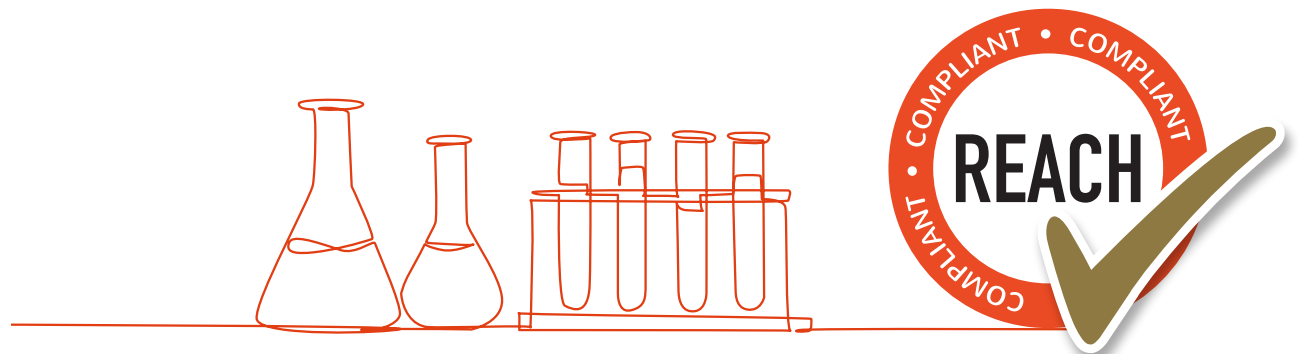
By guaranteeing that both our products and our services are of high quality, we ensure a low rate of product returns and complaints. This minimizes unnecessary resource use due to product defects or delivery errors. Avoiding unnecessary transport of faulty goods, back and forth, also reduces CO2 emissions from transportation. Therefore, aiming for as few errors as possible makes sense both for the business and the environment. In the fiscal year 2022-23, we are extremely pleased that our product defect rate was only at 0.01%.

At OX-ON, we have implemented quality control spot checks at our manufacturers' facilities before products are shipped to Europe. Additionally, we conduct quality control through a recognized testing laboratory in Europe.

To ensure the safety of our end-users, the quality control is focused on product safety and guarantees, that our products do not contain harmful chemicals according to the EU's list of prohibited and health-damaging chemicals (referred to as the EU's REACH list).

REACH - EUROPEAN CHEMICALS LEGISLATION

- REACH stands for 'Registration, Evaluation, Authorization, and Restriction of Chemicals'.
- REACH List is the EU's list of prohibited dangerous and health-hazardous chemical substances.
- REACH List Threshold: Specifies a limit for the amount of a particular chemical that may be present in products, differentiated based on the target group or the intended use of the product.
- **Threshold Values:** These are set for chemical substances based on knowledge about harmful concentrations and what is measurable. Threshold values either indicate the lowest possible measurable concentration or a safely low limit for the harmful substance.





13. FOR OX-ON, CERTIFICATIONS ARE NOT JUST A STAMP

MEETS SAFETY REQUIREMENTS AND REGULATIONS

For us, certification is not just a stamp or a piece of paper. It is OX-ON's and our customers guarantee, that all products fully comply with EU safety and regulatory requirements.

When working 20 meters above the ground in a fall protection harness, facing chemical vapors, or other workplace hazards, costumers must be able to trust their safety equipment. It can be a matter of life or death if the equipment fails. Ensuring that our equipment lives up to standard is essential across all our product categories.

At OX-ON, we take quality standards very seriously. OX-ON's quality and reliability rely heavily on extensive third-party certification.

We are committed to ensuring that our products fully comply with applicable regulatory requirements, and our products are appropriately labeled with EN standards and categories. We guarantee up-to-date certificates in accordance with the relevant EN standards through close collaboration with external certification bodies such as SATRA and CTC.

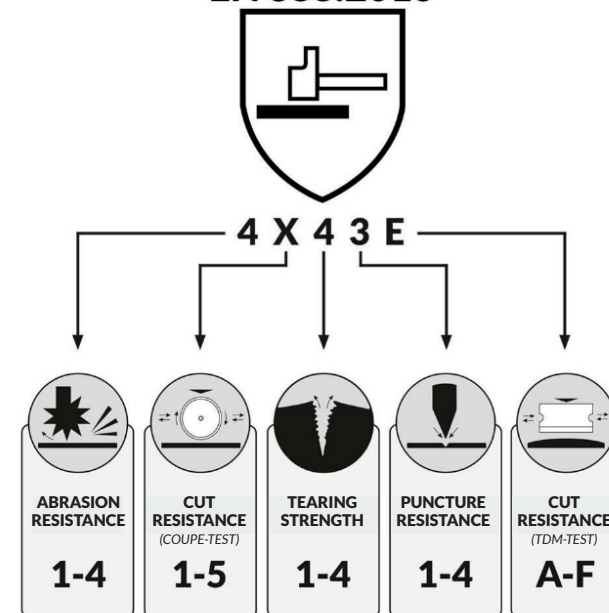
As a company, we place great emphasis on having our products fully tested and certified in accordance with applicable EU requirements for the respective product category.



ABOUT 'EN STANDARDS'

- EN stands for "European Norm" and refers to European standards developed by the European standardization organization, CEN (European Committee for Standardization).
- EN standards are common guidelines covering everything from quality and safety to product specifications and best practices.
- For example, all work gloves must have EN420 and EN388 standards and be CE-marked to be sold in Europe.

EN 388:2016





OX-ON'S FOCUS ON AVOIDING PFAS SUBSTANCES

OX-ON's ongoing commitment to the environment and safety is evident through our efforts to combat PFAS in our products. In simple terms, PFAS refers to substances with a chemical carbon-fluorine connection. PFAS substances are human-made chemicals with numerous practical applications but have unfortunately also carcinogenic and otherwise harmful to our health.

PFAS is known, for example, as the harmful coating on Teflon pans and, more recently, also known as the harmful substances in firefighting foam and rainwear. PFAS substances cannot biodegrade in nature, and over time, they may be found everywhere and accumulate in humans and the environment. For instance, seawater has been found to contain measurable amounts of PFAS.

EU has proposed to expand the REACH list and ban all types of PFAS substances. The proposal is still under consideration but is expected to come into effect from 2025/2026.

In OX-ON, we aim to stay ahead of the EU's proposals and work through our suppliers to identify whether our products could contain PFAS substances. Our focus here is to determine whether PFAS substances are actively added to the product or used in its production.

Through our suppliers, we have sought confirmation that our products are not exposed to PFAS during the manufacturing process. Currently, 43% of our suppliers have positively confirmed that PFAS is not used in any way in the manufacturing of our products. We are pushing to have a complete overview of which products (if any) could contain PFAS by the end of 2023.

As always, we conduct the usual chemical tests for our products to ensure that they do not contain substances from the REACH list. We also test for the PFAS substances that are already on the REACH list. We continuously monitor updates to the REACH list and conduct corresponding tests. Once the total PFAS ban comes into effect, we will expand our tests accordingly.

ABOUT PFAS SUBSTANCES

- PFAS stands for per- and polyfluoroalkyl substances, which are essentially chemicals with a carbon-fluorine bond.
- They are a group of widely used human-made chemicals that accumulate in humans and the environment over time.
- They are often referred to as “forever chemicals” because carbon-fluorine bonds are incredibly strong and nearly impossible to break down.
- The strength of these chemical bonds is also the reason for their many practical applications, such as water, dirt, and oil repellency. They are commonly used in rainwear and as a surface treatment, like Teflon.
- In the EU's chemical group, it is estimated that there are far over 10,000 different PFAS substances.



TEST FOR QUALITY AND FUNCTIONALITY

In addition to chemical tests, our products are also tested for extensive use, quality, and safety requirements. Since there are many different requirements based on specific EN standards for the respective product types and categories, we refer to further descriptions on [OX-ON's website](#) under the respective products.

For these tests, we also rely on the safety of approved third-party quality control. For example, all 'category 2' and 'category 3' gloves are tested and type-approved by EU-approved test institutes.

EXTRA SAFETY FOR TEXTILES/GLOVES

As many of our products consist of various textile types, we have worked to achieve OEKO-TEX® certification, especially for our safety gloves.


At present, 20% of our gloves are OEKO-TEX® Standard 100, OEKO-TEX® STeP, or OEKO-TEX® MADE IN GREEN certified.

With OEKO-TEX® certifications, we obtain additional assurance that our products are not harmful to health during use and that their production does not harm the environment.



ABOUT OEKO-TEX® LABELS

OEKO-TEX® is an environmental label for textiles that ensures products do not have a harmful impact on human health. There are the following OEKO-TEX® certifications:

- 

OEKO-TEX® STANDARD 100

This is an independent product label for all types of textile products tested for harmful chemical substances.
- 

OEKO-TEX® STeP

This certification covers the entire product manufacturing process from raw materials to the finished product, ensuring that production takes place with environmental considerations and social responsibility.
- 

OEKO-TEX® MADE IN GREEN

This certification covers both harmful substances and the manufacturing process. It guarantees that products are manufactured in environmentally friendly facilities under safe and socially responsible working conditions. The label also ensures that products are made from materials tested for harmful substances (similar to the requirements of the REACH list). OEKO-TEX® MADE IN GREEN, therefore, covers both OEKO-TEX® STANDARD 100 and OEKO-TEX® STeP.



'ISO 9001' AND 'ISO 14001'

- ISO 9001 focuses on meeting customer requirements and improving customer satisfaction through effective process management and continuous improvement.
- ISO 14001 focuses on environmental management systems and includes requirements related to a company's environmental policy, implementation of initiatives, and corrective actions.

CERTIFICATIONS

OX-ON is ISO 9001 certified and has held this certification since 2012. The goal for 2023 is to expand this certification to include ISO 14001 certification.

As a general policy, OX-ON aims for all its essential suppliers to also be ISO 9001 certified. This builds an additional level of confidence in their quality management. Therefore, when selecting suppliers, this factor is also taken into account.

Finally, as mentioned earlier, OX-ON has been GRS (Global Recycle Standard) certified since 2022. This certification confirms that OX-ON has full control over its value chains and traceability in the sale of Recycle products, specifically related to OX-ON Recycle gloves.



14. OVERVIEW OF OX-ON'S KPI DESCRIPTIONS

All provided data has been taken and calculated based on OX-ON's fiscal year 2022/2023.

ECONOMIC SUSTAINABILITY GOALS

KPI DESCRIPTIONS	RESULT FOR 2022-2023	GOALS UNTIL 2030
REVENUE AND PRODUCT NUMBERS		
• The result before taxes	€ 2.818.791	Maintaining a healthy and growth-oriented business.
• Number of active product numbers	3.419	Reduce the number of active product numbers.

ENVIRONMENTAL SUSTAINABILITY GOALS

KPI DESCRIPTIONS	RESULT FOR 2022-2023	GOALS UNTIL 2030
CLIMATE		
• Tons of CO ₂ e emission from scope 1 and scope 2 + (scope 3 = business travels, flight)	114 tons CO ₂ e	Reduce CO ₂ emissions from OX-ON's energy consumption by 10% annually
• % of OX-ON company cars that are electric cars	2 out of 16 OX-ON cars = 12,5%	Convert OX-ON's company cars to 100% electric-powered cars

CIRCULAR ECONOMY

• % of product-related complaints	0.01%	<= 0.01%
• % of own products (item numbers) that containing recycled material (>50%)	(>50% Recycled materials) = 0%	Increase the proportion of own products containing recycled material
• % of own products that containing bio-based content (>50%)	160 out of 3.419 = 4.7%	Increase the proportion of own products containing bio-based material
• Proportion of products for which an LCA report is available for climate impact and water consumption	12 out of 3.419 = 0.4%	Increase the proportion of own products with a complete LCA report. Going forward, all new products brought to market must have an available LCA

STANDARDS AND CERTIFICATIONS

• ISO 9001 certification	Valid certification since 2015	Maintain certification
• ISO 14001 certification	Not ISO 14001 certified yet	Certification in 2023/2024
• Proportion of suppliers who are GRS certified	1 out of 61 = 0.2%	Increase the proportion of suppliers who are GRS certified
• % of own products with 3rd party approved ECO label brand	260 out of 3.419 = 7.6%	Increase the share of own products with 3rd party approved ECO label brand. Overall objective of 70%
• % of OX-ON gloves that are OEKO-TEX® certified	20% of all OX-ON glove	Increase the proportion of OX-ON gloves that are OEKO-TEX® certified
• % of active suppliers who confirm that delivered OX-ON products do not contain PFAS	43%	100%

All provided data has been taken and calculated based on OX-ON's fiscal year 2022/2023.

SOCIAL SUSTAINABILITY GOALS

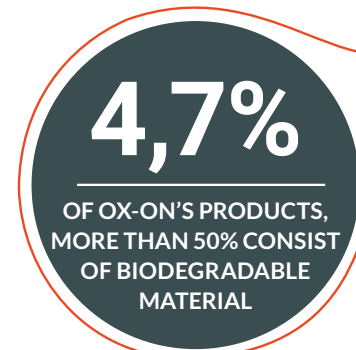
KPI DESCRIPTIONS	RESULT FOR 2022-2023	GOALS UNTIL 2030
PEOPLE AND SOCIAL SUSTAINABILITY (INTERNAL AT OX-ON)		
• Total number of employees	50	Maintain or increase the number of employees
• Number of employees on special terms or temporary employment	1	Increase diversity in OX-ON and provide opportunities for more employees on special terms
• Employees in training courses	0	1 training contract annually, project or course contract, further training or newly graduated
• Gender distribution of the employees • Proportion of women in leadership positions	50% men and 50% women 2 out of 5 people = 40%	Maintain a gender distribution of 50% men and 50% women at OX-ON. Continue to strive for gender equality at the leadership level
• Sick leave • Number of whistleblower cases • Number of workplace accidents • Number of years since a workplace accident or complaint case	2,4% (excl. long-term sick leave) 0 of whistleblower cases 0 of workplace accidents 2019 (2023-2019 = 4 years)	Maintain sick leave below the national average (which was 3.5% in 2021) Have 0 whistleblower cases Have 0 workplace accidents Increase the number of years since the last workplace accident
• Employee satisfaction with their employment at OX-ON • Employee dissatisfaction with their employment at OX-ON	84% of employees report being satisfied with their employment at OX-ON 2% of employees are dissatisfied with their employment at OX-ON	Increase the percentage of employees who report being satisfied with their employment at OX-ON to 90% Reduce the percentage of employees who are dissatisfied with their employment
• SMETA or similar certification (equivalent to 'Amfori BSCI' certification)	OX-ON has 'Amfori BSCI' certification	Maintain 'Amfori BSCI' membership through Abena
• Adheres to Abena's discrimination policy and ethical guidelines	OX-ON adheres to guidelines	No reported cases of corruption, abuse of power, or unethical conduct
SOCIAL SUSTAINABILITY IN THE SUPPLY CHAIN		
• The number of our own active suppliers who have signed the Abena Code of Conduct (CoC)	46 out of 61 suppliers = 75%	Increase the percentage of our own active suppliers who have signed the Code of Conduct or similar to 90%
• The number of our own active suppliers (where we purchase more than 500.000 DKK annually) who have undergone either BSCI, SMETA, or similar audits this year.	2 out of 19 suppliers = 10.53%	100%, meaning all primary suppliers (purchases > 500.000 DKK) in high-risk countries must undergo regular BSCI processes and be registered with BSC
SOCIAL SUSTAINABILITY - DONATIONS		
• Donation to social and charitable causes • Donation to environmental support purposes	1% of OX-ON's profit goes to donations = € 28.000 € 0	1% of pre-tax net profit is donated each year to both social/humanitarian causes and environmental support purposes

15. CLOSING REMARKS

During our work our sustainability strategy, we at OX-ON have become acutely aware of the increased environmental responsibility that rests upon us as a company.

In this strategy, we have balanced objectives to create growth and added value for not only ourselves but also our customers and employees, with social, ethical, and environmental considerations. At OX-ON, we acknowledge that we have only taken the initial steps on our sustainability journey. We can do much better, and we commit to doing so with this report.

We will continue our sustainable development in the future and take responsibility for the footprint that we and our products leave on the world.



*114 tons of CO₂e emissions - in scope 1 and scope 2 and limited scope 3 reporting.