

# RESPONSIBILITY REPORT

2022



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# ABOUT THE COMPANY IN BRIEF

Founded in 1981, Anstar Oy is a Finnish family business specialising in the sales and manufacture of concrete structure connections and composite beams. We are part of the Egerstan group, which includes the parent company Egerstan Oy and its fully-owned subsidiaries Anstar Oy and Päijät Murske Oy. The entire business of the group is strongly connected to construction.

Our headquarters and production facilities are located in Villähde, Lahti. We have 44 employees, most of whom work in production. In addition, we employ several people through staffing service companies. Our production facilities are located in Finland, which is indicated by the Key Flag Symbol awarded to us.

Our main market area is Finland. In addition, exports account for a significant share of our sales, approximately 20% in 2022 (30% in 2021). Our main export market is Europe. We export our products to Sweden, the Baltic states and Germany, for example.

## We focus on quality and domestic manufacture

The SMART STEEL™ concept that we have developed enables efficient, modern construction even in difficult conditions. We provide designers and builders with products and dimensioning software that can be used to design structural solutions and connections in accordance with the latest standards.

We manufacture products as standard steel parts and as project products. Our products include A-BEAM®, ties, mounting plates, brackets and supports, balcony connections, bolts and shoes, rebar couplers and bracing truss couplers. Our products are designed and manufactured in Finland with strict adherence to ISO quality systems. The products are CE certified according to EN-1090–1 up to class EXC4.

## Continuous development and improvement

In autumn 2022, we prepared a comprehensive responsibility programme to develop our operations. Our responsibility focuses on reducing emissions, increasing equality and safety in the work community, developing local cooperation and promoting a sustainable product range.

This is our first responsibility report, and it covers the year 2022. In the future, we will report on our activities every two years. In the report, we have utilised the GRI standard where applicable.



# MANAGEMENT OVERVIEW

**Tero Viljakainen**  
Managing Director

Responsibility in business is based on our values and vision of the wider significance of business in society. Responsibility is part of our strategy, and we want to communicate our efforts to our stakeholders.

It is only by making sustainable choices together that we can leave a better legacy for future generations than we have received ourselves. Responsible business also increases our competitiveness.

In 2022, we prepared a responsibility programme and set targets until 2025. In this responsibility report, we describe the current state of responsibility and our objectives.

## Current state and future of responsibility

In 2022, we made significant investments to increase the responsibility of our business. For example, we installed more solar panels (100 pcs) on the roof of our facilities in Villähde. Thanks to them, we can use renewable energy to cover part of the energy demand of our operations.

Russia's war of aggression against Ukraine led to the end of our procurement of raw materials from Russia. As a result, our procurement moved closer to production and the supply chains

were shortened. At the same time, our emissions decreased and the transparency of the supply chain increased.

In 2023, we will increase investments that improve the energy efficiency of our operations.

We are currently developing innovative sustainable products that will also enable our customers to operate more sustainably.

## Challenges in the industry

There are three common responsibility challenges in our industry that both we and our competitors strive to manage. These include the transparency of the supply chain, emissions and occupational safety.

Our production is located in Finland. We know our subcontractors and raw material suppliers. In a production-intensive industry, the reduction of emissions is a clear target for development.





## HIGHLIGHTS OF 2022



We made an **emission calculation**, which gives a clear basis for comparison for our emission reduction measures. We are able to assess the effectiveness of our measures and report reliably on our operations as we move towards our goals.

We increased the number of our **solar panels** by 100, so we are currently powered by as many as 298 solar panels. Our annual energy output is up to 100,000 kWh, which covers a significant part of our total energy demand.



We signed a contract with Oy Linde Gas Ab for the supply of **carbon-neutral gases**. Only renewable energy sources – wind power and solar energy – are used in the production of gases.

The fuel oil used in the factory's forklifts and other machinery is Neste MY renewable fuel oil. We also use **electric forklifts**.



We prepared a **responsibility programme** in which we set targets and measures until 2025.

# KEY FINANCIAL FIGURES

Anstar Oy is a financially sound family business with a strong financial base. In 2022, our self-sufficiency rate was 48%. In 2022, our turnover was EUR 17.8 million, of which exports accounted for 20%. Compared to the previous year, our turnover increased by 22%.

Thanks to our long-term operations, the company's profitability was at an excellent level in 2022. On this basis, we are able to develop our responsibility purposefully by investing in, among other things, sustainable production, reducing environmental impacts and the safety of our personnel.



We pay all our taxes in Finland. Our tax footprint for 2022 is EUR 1.9 million.

	2020	2021	2022
Turnover	MEUR 14.2	MEUR 14.6	MEUR 17.8
Balance	MEUR 6.8	MEUR 8.3	MEUR 9
Share of exports	50 %	30 %	20 %
Number of employees	43	47	44
Payroll	MEUR 2.2	MEUR 2.1	MEUR 1.9

# RESPONSIBILITY AS A STRATEGIC CHOICE

Our values include customer-orientation, responsibility, domestic manufacture, continuous development and success together. Our products are based on innovative development and modern production technology.

## **OUR MISSION: Partner for demanding construction**

With the help of our high-quality Finnish products, we offer comprehensive and customised solutions to our customers. Customer-orientation strongly guides our operations, and we listen to the wishes and expectations of our customers on a regular basis.

## **OUR VISION: Creator of a better future**

We closely monitor the changes taking place in the industry and constantly develop our own operations to become more sustainable.

## **Growth strategy in support of low-carbon construction**

Anstar Oy delivers force-transferring steel parts for the heavy construction industry worldwide. Responsibility is one of the focus areas of our strategy, and we constantly introduce products that are less harmful to the environment.

Our aim is to grow and expand our operations internationally. We are looking for growth especially with SMART STEEL® solutions that shorten the construction time and that are particularly suitable for low-carbon construction.

We are a strongly domestic and value-based company. Serving our customers and the well-being of our staff are important to us. In addition, we want our business to leave a positive impact on society at large. We follow the law in all our activities. Our responsibility is guided by our values, internal guidelines and responsibility programme. We are a member of the Finnish Constructional Steelwork Association and the Concrete Association of Finland.

Because we are part of the construction supply chain, the Confederation of Finnish Construction Industries RT's roadmap towards low-carbon construction also applies to us. The utilisation of carbon-neutral steel becomes topical with the interest of customers.



## OUR VALUES GUIDE OUR RESPONSIBILITY WORK

Customer-orientation, responsibility, domestic manufacture, continuous development and success together – this is how our values are reflected in our daily work:

- Opportunity for continuous improvement on an individual basis, for example by providing IWE training.
- We serve our customers as well as possible: for example, we ensure that the products are suitable for the customer's purpose of use.
- Our growth is profitable.
- The personnel also benefit from the company's good performance in the form of a performance bonus.
- We invest in growth that enables us to provide more jobs.
- We offer our staff comprehensive occupational health and leisure insurance as well as sports, culture and well-being benefits.





# CHALLENGES AND OPPORTUNITIES IN THE OPERATING ENVIRONMENT

## Developing business models

As steel is highly recyclable, we see the circular economy as a significant business opportunity. The growth of circular economy models has been more widely visible in the industry, as exemplified by the promises of emission-free steel by 2030.

## Price fluctuation as a challenge

We believe that the rise in the price of raw materials, materials and energy will have an impact on our operations in 2023. The uncertain economic outlook and the general increase in prices could lead to a slowdown in demand in the construction sector.

The development of business responsibility is an opportunity for us to respond to the evolving customer needs and to strengthen our role as a pioneer in the construction products industry. Anstar aims to ensure the solvency and liquidity of the business also in the event of a change in the operating environment. In 2023, we will carry out a comprehensive risk assessment.

## Regulation and the resulting costs

At the moment, the industry does not have any significant regulation in terms of responsibility. We believe that legislation will be enacted in the future that will have an impact on our operations as well as those of our stakeholders. By developing our own operations to become more responsible, we can prepare for any possible changes well in advance.

## Disruptions in the production and supply chain

The last few years have proved that unexpected changes can occur in the operating environment. International supply chains are strongly linked to global phenomena, such as natural disasters, which can also cause disruptions in our supply chains.

## Personnel and work productivity

We believe that the shortage of skilled labour will be a challenge also in the future. The development of local cooperation with educational institutions is a valuable opportunity for us and the educational institutions, which at the same time increases local vitality.

# STAKEHOLDER INTERACTION

Cooperation with stakeholders plays a key role in implementing our strategy, meeting customer needs and the success of the company.

Our stakeholders include customers, employees, partners, designers, building owners, board members, building consultants, authorities and end users. Our customers include construction companies, machine builders, hardware stores, retailers, equipment builders and prefabrication factories.

In connection with our responsibility work, we conducted a stakeholder survey in autumn 2022. In the future, we will conduct a stakeholder survey every two years in connection with the update of the responsibility report.

## Stakeholder survey results

We drew up a stakeholder survey to survey the wishes and views of our stakeholders on the responsibility of our operations.

The anonymous questionnaire form was sent by e-mail. The content of the survey was divided into themes of economic, environmental and social responsibility. Responses were given on a scale of 1 (low

In the stakeholder survey, the equality of the work community and the domestic nature of supply chains were considered important.

importance) to 5 (high importance). The responses received supported the priorities and objectives of our responsibility programme rather well, of which the equality of the work community and the domestic nature of supply chains were considered particularly important. The responses highlighted our stakeholders' growing need for communication and transparency.

## Financial responsibility

In terms of financial responsibility, the stakeholders considered it very important to pay taxes in Finland, fulfil statutory obligations, use local subcontractors and ensure the continuity of long-term operations and cooperation. In addition to this, the stakeholders felt that it was important to have internal guidelines on how to prevent corruption.

## Environmental responsibility

Compliance with environmental laws and ISO standards was considered very important by our stakeholders. ISO standards have

supported our operations for a long time. In addition, our stakeholders attached importance to sharing emission data on products and services, a sustainable product range, material efficiency in production, increasing waste recycling and the commitment of subcontractors to environmental management systems. With our responsibility programme, we will focus in particular on sharing emission data on products and services and developing a sustainable product range.

### Social responsibility

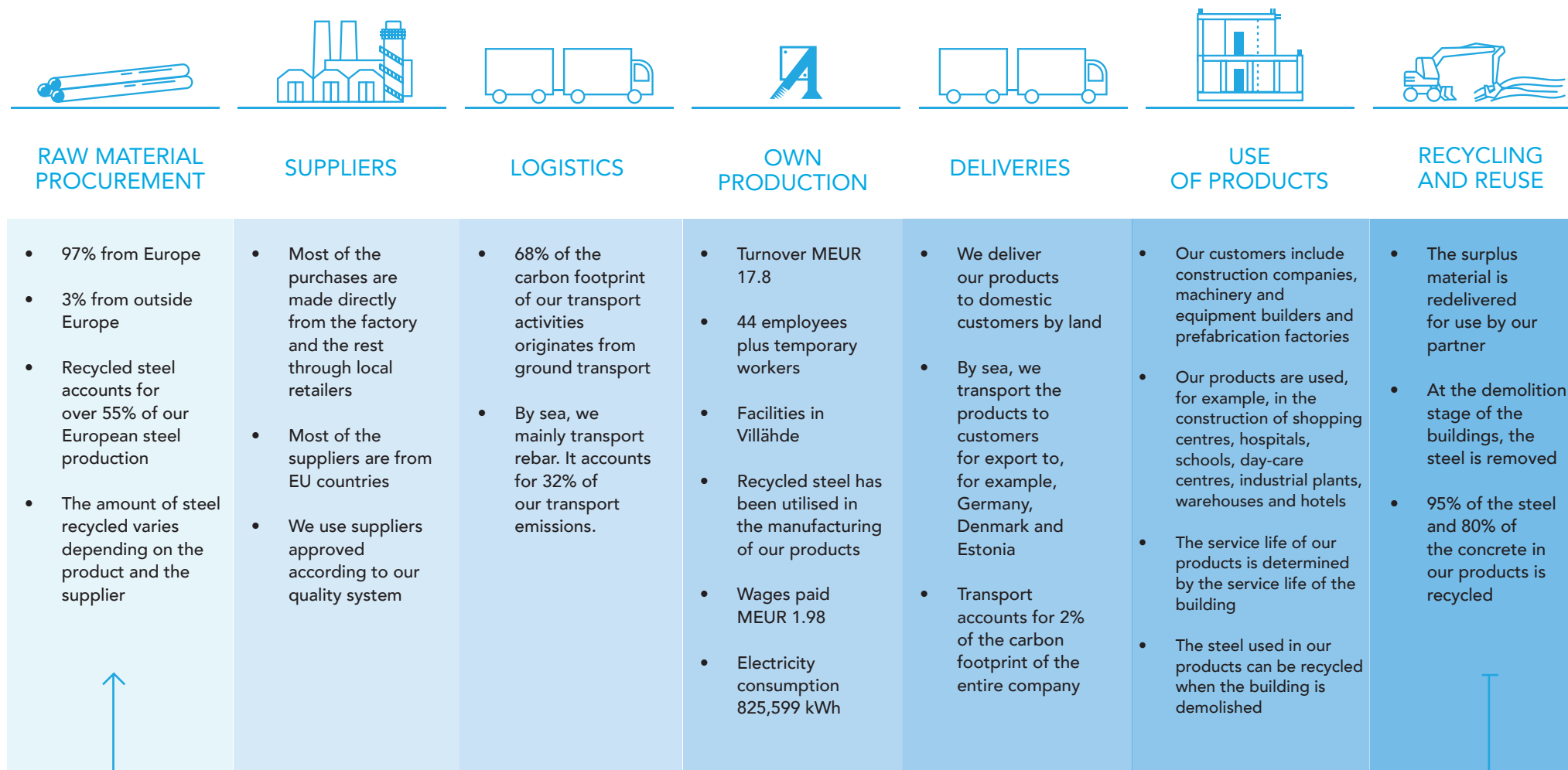
Measuring and improving occupational safety were considered very important among our stakeholders. The regular measurement of staff well-being, staff training and development opportunities, competitive employee benefits, internal guidelines for the prevention of discrimination and the company's ethical guidelines were perceived as important themes.

In addition, our stakeholders felt that the assessment of suppliers' social responsibility and ethical guidelines were important.

## STAKEHOLDER SURVEY RESULTS (192 REPLIES)

- 70.2% consider it very important that the company pays taxes in Finland.
- 78.5% consider responsible production of products to be at least important.
- 98.5% consider it at least important that the company has fulfilled its legal obligations.
- 54.7% consider the calculation of the company's carbon footprint to be at least important.
- 84.9% consider it at least important that material efficiency has been taken into account in products and services.
- 87.2% consider it at least important that efforts are made to increase waste recycling.
- 84.2% consider it at least important that the operations comply with ISO standards.
- 93.7% consider it at least important that occupational safety is measured and developed.
- 80.2% consider the Key Flag Symbol, which indicates that the products are from Finland, to be at least important.
- 84.2% consider it at least important that we use local subcontractors.
- 96.8% consider it at least important that our operations are long term.
- 84.2% consider it at least important that the company's decision-making system is open.
- 80.1% consider it at least important that the staff has good training and development opportunities.

# DESCRIPTION OF THE SUPPLY CHAIN





# RESPONSIBILITY MANAGEMENT

We set up a responsibility working group in 2022 to take the company's responsibility goals forward. Led by the Managing Director, the responsibility working group meets four times a year to monitor the achievement of the targets. A responsible person has been assigned for the measures relating to each responsibility theme.

The working group has built a responsibility programme for 2022–2025, the implementation of which is described in the responsibility report. The relevant themes have been selected based on industry and competition analysis, the stakeholder survey, internal SDG mapping and business objectives. The report presents the figures for 2022 and the baseline at the beginning of the responsibility programme period.

The company's Board of Directors monitors and supervises the development of the business. The Managing Director reports to the Board of Directors on the implementation of the responsibility programme. The Board of Directors consists of four board members elected by the general meeting on the basis of their competence and experience. The board members do not take part in the day-to-day operations of the company.

## UN Sustainable Development Goals

Anstar respects human rights, which are specified in, for example, the UN's universal declaration of human rights. We have identified those UN Sustainable Development Goals that affect our operations and that we can influence through our actions. These include SDG 5 (Gender equality), SDG 8 (Decent work and economic growth), SDG 9 (Industry, innovation and infrastructure), SDG 12 (Responsible consumption and production) and SDG 13 (Climate action).

## ISO standards guarantee quality

- Our company uses a comprehensive quality system, which fulfils the requirements of international standards ISO 9001, ISO 14001, ISO 3834-2:2005 and standard EN 1090-1.
- SFS-EN ISO 9001:2015
- SFS-EN ISO 14001:2015
- EN-1090-1:2009
- ISO-3834-2:2005
- A-BEAM S® EPD CERTIFICATE
- A-BEAM W® EPD CERTIFICATE



# CODE OF CONDUCT FOR EMPLOYEES

Anstar's Code of Conduct describes our vision and values and the key purpose of our business. It guides how we act responsibly and are visible to our employees as well as our stakeholders.

Anstar promotes an open and honest operating culture. We expect our employees to avoid all conflicts between their personal interests and Anstar's interests.

## Employees as implementers of responsibility

Anstar also has an ethical code for employees, according to which employees must always adhere to ethical and legal standards in their duties. Employees must act professionally and honestly and maintain strict integrity.

All employees must follow the spirit and the letter of international and national legislation everywhere, in accordance with where Anstar operates at any given time. Such legislation includes, for example, laws and regulations intended to promote fair competition, regulate public trading in securities, guide corporate governance, ensure

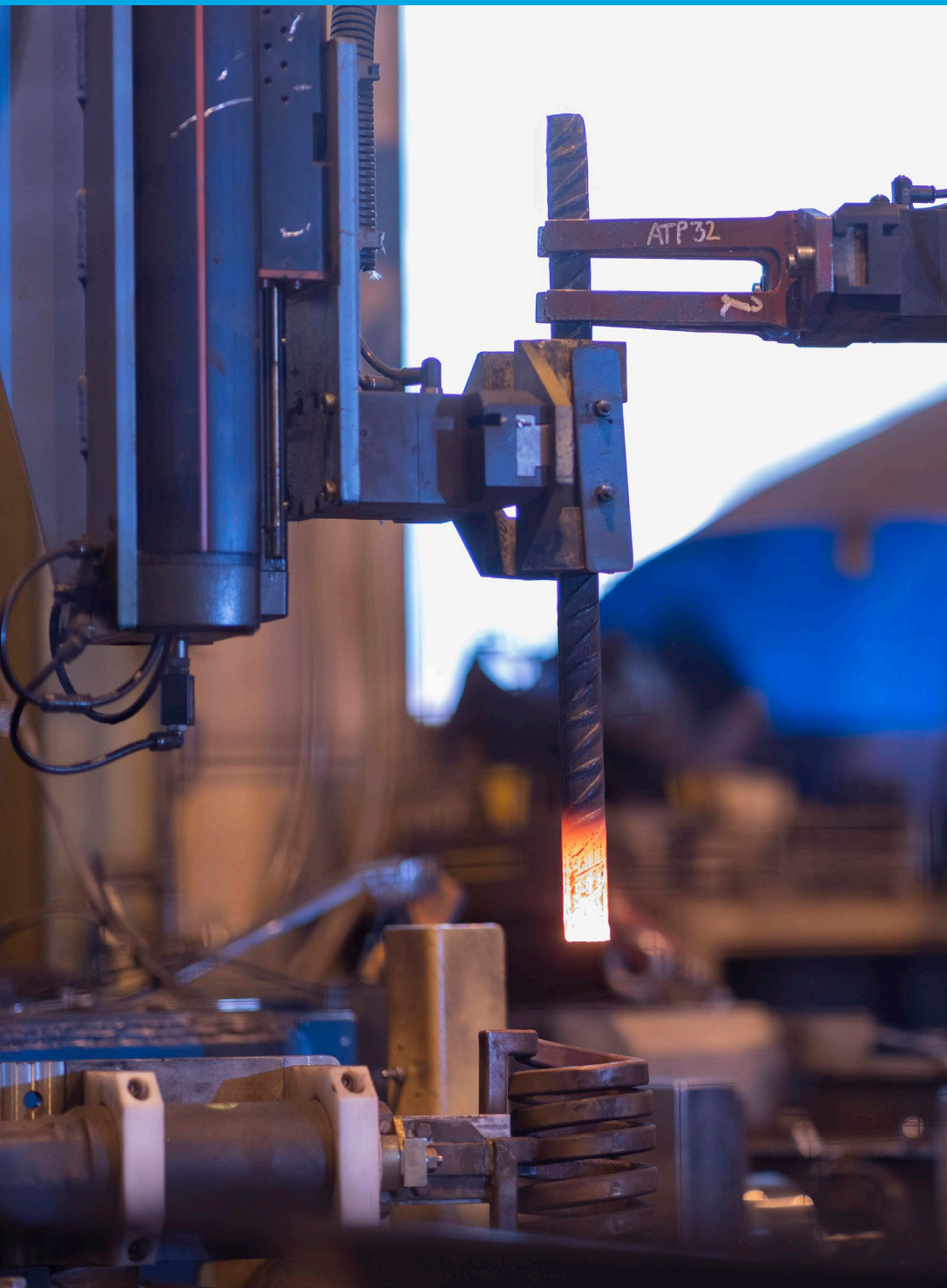
The success of  
our customers is  
important to us.

privacy protection and prevent bribery and corruption as well as regulating product safety and terms and conditions of employment.

Our company is politically independent. Employees who take part in political activities must, in that respect, act as private persons and not as representatives of Anstar.

## Customers and suppliers are committed to our values

The success of our customers is important to us. Our goal is mutual satisfaction and fair cooperation. At the same time, we require our suppliers to adhere to the same ethical, social, environmental and quality standards as we do and to familiarise themselves with our Code of Conduct.



## RESPONSIBLE PRACTICES

We strive to integrate human, environmental and financial interests in a sustainable way. We take environmental aspects into account in our product offering and strive to promote sustainable development through product development.

Quality and environmental policy plays an important role in guiding Anstar's business. Following our quality policy, we deliver products in accordance with official approvals and customer specifications. We have a quality control agreement with a third party, Kiwa Inspecta.

In addition to guaranteeing the quality of our products, we strive to minimise the environmental impact in all our activities. In order to develop our environmental responsibility, we have incorporated environmental management as a holistic way of thinking in the company. Our current management style is a combination of environmental, quality and performance management.

You can read more about our quality and environmental policy on our website [www.anstar.fi](http://www.anstar.fi).





# OUR RESPONSIBILITY WORK



# ANSTAR'S RESPONSIBILITY PROGRAMME

## Reduction of emissions

Reduction of carbon footprint by 25% compared to the 2020 figure (3,438.5 t CO<sub>2</sub>)



- Emission-free transport
- Raw material purchases from Europe
- Increasing the amount of recycled steel
- Investigation of suppliers' carbon footprint and compilation of transport statistics
- Investigation of heating alternatives

## Fair and safe work community

Increasing diversity



- Broadening the gender distribution
- Maintaining a broad age distribution
- Taking into account the needs of international workers
- Employment and support of people with partial work ability

## Local cooperation

Closer cooperation with schools and the city



- Provision of internships, thesis opportunities and summer jobs for students in the region
- Participation in development projects coordinated by the city

## Sustainable product range

Building a sustainable product range



- We make Environmental Product Declarations (EPD) for all product families
- Reduction, recycling and waste recovery of packaging waste

## Input

Competence  
Personnel  
Family company  
Stable finances  
Intangible capital  
Infrastructure  
Fixed resources

## Our values

Customer-orientation  
Responsibility  
Domestic manufacture  
Continuous development  
Succeeding together

## Deliverables

FOR CUSTOMERS  
Sustainable and  
high-quality products

FOR EMPLOYEES  
Jobs and long-term  
employment

FOR SOCIETY  
Taxes and reliable  
infrastructure

# AIMING AT BUILDING A SUSTAINABLE PRODUCT RANGE

We intend to increase the number of sustainable and environmentally friendly innovations and products. To do this, we will map the environmental impact of our existing products and make Environmental Product Declarations (EPD) for all our product groups.

Based on a life cycle analysis, the EPD is a voluntary and standardised way of reliably presenting relevant, verified and comparable information on the environmental impact of a manufactured product group.

With the help of EPDs, we offer our stakeholders an easy way to compare the environmental impacts of our products and make more informed purchasing decisions.

## Utilisation of recycled steel

The production of steel is harmful to the environment and climate. That is why we have invested in the use of recycled material and managed to increase the share of recycled steel to as much as 50% in some of our products. As the use of recycled steel does not adversely affect the quality of the products, we see it as a possibility to increase the share of recycled material even further. The amount of recycled

material depends on the product. In addition, we are constantly developing alternatives and innovating new solutions for low-carbon construction.

## Increasing material efficiency

Our goal is to use materials as wisely as possible with the help of design, thus reducing the waste of valuable materials.

We have done long-term work to minimise material waste. Material waste is taken into account starting from the design of the products.

We recognise that there is room for improvement in the packaging of the materials and products that come to us. We will have a dialogue with our suppliers about the possibilities of reducing the amount of packaging materials for our products.

# STEEL RECYCLABILITY AS A STARTING POINT

According to the Finnish Constructional Steelwork Association, steel is our most important metal in use, but it is also the most recycled material in the world. High strength is a property of steel that distinguishes it from other building materials such as brick, concrete and wood. Steel is, therefore, a valuable raw material, the production of which binds a lot of energy. The use of recycled steel in steel production saves natural resources and reduces carbon dioxide emissions.

The steel industry is currently responsible for about 8% of global carbon dioxide emissions. In 2016, SSAB, Vattenfall and LKAB launched the HYBRIT project, the aim of which is to be the first in the world to develop a fossil-free steelmaking technology in which iron reduction is carried out with hydrogen instead of coal and coke.

Steel is an ecologically sustainable material because its recycling is efficient and genuinely closed-loop. Steel structures are also easily reusable thanks to advanced connection technologies. We encourage our customers to reuse our steel products.

The recycling rate of steel varies depending on the manufacturer and material. The amount of steel recycled is usually high in rebar (approximately 75%) and much lower in plates (approximately 20%).

Steel is an ecologically sustainable material because its recycling is efficient and genuinely closed-loop.

Recycled steel has also been utilised in the manufacturing of Anstar's A-BEAM W® composite beam, and it is possible to use ecological concrete with it. The product is manufactured in Finland using renewable energy. It is lighter, lower in emissions and more cost-effective than our other composite beams and has EPD certification. Read more about the product on our website [www.anstar.fi](http://www.anstar.fi).

Our products have very comprehensive and detailed product information, which enables the customer to be sure of the manufacture and durability of the purchased product and the materials used.

Product safety is ensured through testing, product approvals and Eurocode design.



## Life cycle of steel

- Steel is made either from iron ore in a blast furnace or from recycled steel using electricity. Blast furnace manufacturing always includes some recycled steel.
- Both production methods are needed to meet the demand for steel.
- The availability of scrap steel limits the transition to fully recycled steel production, even though the recycling rate is high, for example 95% of demolished buildings.
- Due to the properties of steel, it can be recycled forever without the deterioration of its properties.
- The carbon footprint of the production of recycled steel is up to 70% smaller than that of virgin steel.

Source: Finnish Constructional Steelwork Association

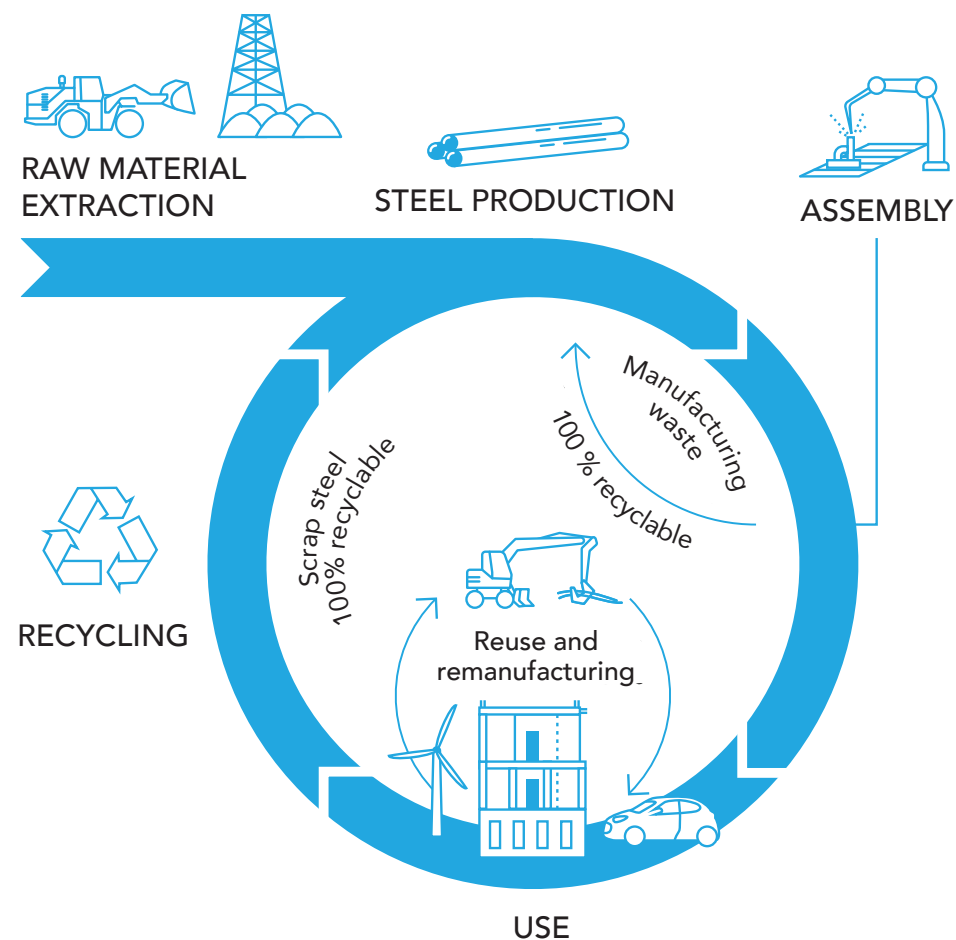


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# MEASURING THE ENVIRONMENTAL IMPACTS

We recycle the materials at our facilities. Our aim is to increase the number of waste types and thus get the materials into better circulation. The total amount of waste has increased during the last three years as the business has grown.

As we strive to further increase our operations, we also strive to manage the increase in waste volume and increase sorting.

The forms of heating and energy are gas and electricity. We use propane for heating, which covers about 7% of our emissions. We are exploring the possibilities of switching to district heating or geothermal heating, which would reduce our emissions to zero and thus reduce our carbon footprint. We increase energy efficiency by lowering temperatures and increasing insulation.

Our operations use a relatively small amount of water. In the production process, water is used in connection with the concreting of the A-BEAM W® connection beam.

	2020	2021	2022
Mixed waste	14.02 t	15.17 t	20.45 t
Energy fraction	10.39 t	9.37 t	11.28 t
Data protection material	–	0.288 t	0.72 t
Paper	1.056 t	0.66 t	0.528 t

	2020	2021	2022
Electricity consumption	879 206 kWh	967 886 kWh	825 599 kWh
LPG (propane)	70 299 kg	69 265 kg	72 270 kg
Water consumption	408 m³	574 m³	567 m³

# AIMING AT STRENGTHENING LOCAL COOPERATION

Local cooperation is one of the priority areas of our responsibility programme. Our goal is to intensify cooperation with the city and local educational institutions. Enterprises have a significant impact on the local community and regional living conditions.

That is why we consider our role as an employer and competence developer to be essential. In the Lahti region, we have opportunities to develop cooperation between companies as well as the ecosystem, as the geographical location is very good. We are particularly interested in participating in city projects promoting entrepreneurship and sustainable development.

Through local cooperation, we aim to develop the attractiveness of Päijät-Häme in the long term. We hope that new businesses and new jobs will be attracted to the region. The provision of local employment opportunities also has a wider impact on migration.

## Developing cooperation with educational institutions

Through local cooperation, we want to offer students opportunities for summer work, on-the-job learning, apprenticeship training and working alongside their studies.

In order to develop these opportunities, we maintain an ongoing dialogue with the educational institutions in the area and participate in the projects organised by them. These projects are often in two parts, including both scientific research and on-the-job-training.

We believe that the increase in the number of workplaces, especially internships, will have a positive impact on the educational institutions operating in the area. Like companies, educational institutions compete for students, so by increasing opportunities for professional development, we can also strengthen the attractiveness of local educational institutions.

Training and apprenticeship places are important for the well-being of young people. Providing education can help young people to find their own path and give them the tools to build their own future. We have several trainees every year, either as clerical workers or in production positions. In addition, we employ both clerical workers and production workers for the summer. We strive to be able to offer several students

a thesis opportunity every year. Our goal is to make students permanent employees through internships, summer jobs or thesis work.

Over the years, we have participated in projects organised in cooperation with educational institutions. For example, we participated in the work capacity and productivity training organised by the Centre for Economic Development, Transport and the Environment in Häme and the Lahti University of Applied Sciences.

In the project, an operating model was developed that allows industrial companies to improve their productivity by supporting their employees' health, physical capability and self-management skills as well as work ability management implemented in the organisation.

Since then, we have participated in the HENTU personnel productivity development project. The project, implemented by LAB University of Applied Sciences and the University of Lapland, also involved other local companies and work communities in Päijät-Häme.

The aim of the project was, among other things, to produce information for companies in order to develop their own personnel productivity.

We see participation in development projects as important and useful also in the future. One of the most significant advantages is the opportunity to develop our own industry.





# AIMING AT AN EQUAL AND SAFE WORK COMMUNITY

Increasing the diversity of the work community has been identified as one of the development targets of the responsibility programme. Anstar wants to increase the share of employees from different backgrounds in the personnel.

Employees of different educational backgrounds, genders and ages bring their own expertise and vision to product development, for example. We see this as a resource and an opportunity to develop our business and create new innovations. A diverse work community can increase competitiveness in the long term.

With the introduction of the responsibility programme, special attention is paid to the diversity of the personnel. Getting women into the industry is challenging and needs to be invested in, for example, through a communication and recruitment campaign. A plan for this will be drawn up during 2023.

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With the introduction of the responsibility programme, special attention is paid to the diversity of the personnel. Anstar employs several employees with foreign backgrounds, mainly from Estonia, Latvia and Lithuania. Taking them into account, for example through language choices, is one of the goals of the responsibility programme. This applies in particular to production, where challenges have been identified in multilingual work. We are looking into the possibility of providing language training to our employees.

# DEVELOPING SAFETY MEASURES

As a responsible employer, we support equal opportunities for our employees by guaranteeing a fair wage and a safe and healthy working environment for everyone.

We aim to promote labour protection, occupational safety and cooperation at the workplace. We treat everyone with respect and equally, and we do not tolerate any kind of discrimination.

The safety of our employees, suppliers and customers is of paramount importance to us. We ensure safe workspaces and practices in our occupational safety and health policy. Occupational safety rounds are carried out on a monthly basis to ensure the realisation of the policy. In addition, cleanliness, order and safety rounds are carried out every two weeks. The rate of absenteeism is about 3%.

Anstar has so far not had persons with partial work ability in a permanent employment relationship. Hiring persons with partial work ability is possible, but it must be considered on a task-specific basis, while taking into account the person's limitations.

We comply with the collective agreements for employees, salaried employees and senior salaried employees in technology industries.

We are committed to respecting human rights in our operations, but raw material sourcing, where we have only limited control over supply chains, can be considered a high-risk object in our industry. We strive to ensure reliable suppliers by using Finnish or well-known international partners with quality systems.

	2020	2021	2022
Frequency of accidents (per million working hours)	20,3	40,6	24

# INCREASING DIVERSITY

Our work community is very international. We continuously employ representatives of approximately ten different nationalities. We aim to respond to the challenges this brings, for example by developing multilingual communication.

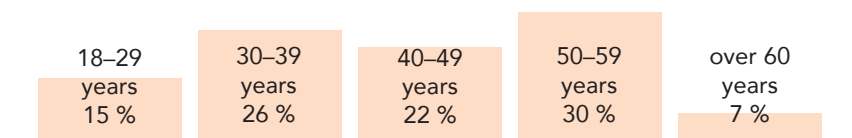
Our aim is also to increase the number of women in the organisation. At present, the gender distribution is uneven, which is typical for the industry.

## Gender distribution



Two women work in the group. Our goal is to achieve a 10% share of women by 2025.

## Age distribution



The average age of our staff is 44 years.

## People stay with us for a long time

The employment relationships at Anstar are quite long, which means that, in principle, people enjoy working for us. The average length of employment relationships is about nine years.

We offer our employees extensive employee benefits, such as extensive occupational health services, comprehensive leisure insurance, sports, culture and well-being benefits, a competitive remuneration system and year-of-service benefits. Our employees have a statutory right to parental leave and pensions as well as the opportunity to organise themselves. We offer our staff the opportunity for further training.

In 2023, we will carry out a job satisfaction survey, the results of which we will report in our next responsibility report.

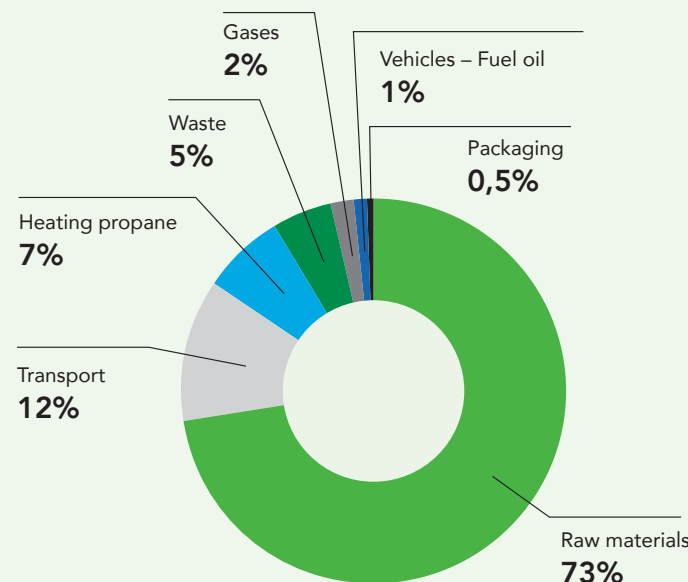
# AIMING AT REDUCING EMISSIONS

We are committed to reducing our carbon footprint by 25% relative to turnover by 2030. The benchmark is our carbon footprint from 2020 calculated together with Green Carbon Oy.

In 2020, our carbon footprint totalled 3,438.50 t CO<sub>2</sub>e. Relative to turnover, the carbon footprint was 264.50 t CO<sub>2</sub>e per MEUR. Most of the emissions came from the company's indirect emissions (Scope 3), which in our case mainly consist of raw materials, transport, waste, gases, packaging materials and fuel production. The production of raw materials accounts for the majority of indirect emissions, up to 73%. The most significant part of this is the production of steel, which accounts for as much as 98% of raw material emissions.

The next emission calculation will be carried out in 2023 concerning the year 2022. The figures presented here are from 2020.

## Emission sources (3 439 t CO<sub>2</sub>e)



## Raw materials play an important role

Raw materials make up a significant part of our carbon footprint. We have been looking for ways to reduce this. We see an opportunity to increase the amount of recycled steel and to utilise the fossil-free steel that is under development in our products. The challenge in increasing the share of recycled steel is its limited availability.

Supply chains play an important role in reducing the carbon footprint of raw materials, which is why we choose our suppliers very carefully. The selection criteria include reliability, delivery capacity, product quality and price. In the future, we will focus more on the responsibility of raw materials and identify operators who have lowered the carbon footprint of their products and reduced their emissions.

# CONCRETE EMISSION REDUCTIONS

Thanks to our carbon footprint calculation, we have made our emission reduction target more concrete. The carbon footprint calculation for 2020 serves as a benchmark and an important guide for our measures. Examples of the measures include the use of renewable energy, switching to carbon-neutral gases and increasing the amount of recycled material in our products.

## Our production runs on renewable energy

In 2022, we increased the use of solar energy in our factory by installing 100 new solar panels. A total of 298 solar panels on the roof of our factory produce up to 100,000 kWh of energy annually. We meet the remaining energy needs with purchased electricity produced with fully renewable energy. Our electricity emissions calculated on a market basis are, therefore, 0 t CO<sub>2</sub>e. In other words, all the energy we use is renewable.

The fuel oil we use at the factory is Neste MY renewable fuel oil.

## Switching to carbon-neutral gas

In 2022, we started cooperation with Oy Linde Gas Ab, as a result of which we have replaced the gases used in production with carbon-neutral alternatives. The carbon neutrality of the gases in the Linde Green product family that we use is ensured by using wind power and solar energy in production. The products are also transported using renewable fuels. Linde Gas offsets the remaining emissions through a certified afforestation project.

## Adding electric forklifts

Over the past years, we have increased the number of electric forklifts, and today, half of the forklifts we use are electric. In the future, we will only purchase electric forklifts.

# DEVELOPING CARBON FOOTPRINT CALCULATIONS

We calculated our carbon footprint for the first time in 2022. The calculation describes the carbon dioxide emissions caused by our operations in 2020.

According to the GHG protocol, our emission sources were classified into three different categories (Scope 1, 2 and 3). Scope 1 includes direct emissions, for example from our own energy production or the use of our own vehicles. Scope 2 includes indirect emissions from purchased energy, such as purchased electricity and district heat. Scope 3 includes all other indirect emissions, for example those caused by raw material purchases and transport.

We provided Green Carbon Oy with the necessary information, which was combined with suitable emission factors in connection with the calculation. The emission factors indicate the amount of emissions generated by a given activity, such as one kilowatt hour of electricity consumed. The results of the calculation were given in carbon dioxide equivalents (CO<sub>2</sub>e), which takes into account the different climate warming effects of different greenhouse gases. The carbon footprint was calculated in accordance with the GHG Protocol Corporate Accounting and Reporting standard.

## High proportion of steel

The raw materials used in our operations make up the majority (73%) of our carbon footprint. In 2020, the carbon footprint of our raw materials totalled 2,511.15 tonnes CO<sub>2</sub>e. Of the carbon footprint of our raw materials, steel accounted for 98% and paints for 2%.

The carbon footprint of transport made up the second largest part of our annual carbon footprint, covering 12% of our carbon footprint. In 2020, the carbon footprint of our transport activities was 418.83 t CO<sub>2</sub>e, 68% of which was caused by land transport and 32% by maritime transport.

Emissions from propane heating made up 7% of our carbon footprint. Of the emissions from propane heating, 87% were caused by the combustion of propane and 13% by the production of propane.



We will contact our suppliers to reduce the amount of packaging materials.

Waste management made up 5% of our carbon footprint in 2020. Of the carbon footprint of waste, 54% was caused by the treatment of metal waste and 38% by residual waste.

Gases accounted for 2% of our total emissions. The carbon footprint of gases was formed by welding gases with a carbon footprint of 68.65 t CO<sub>2</sub>e.

Fuel production accounted for 1% of our total emissions in 2020. The carbon footprint of combustion and production of fuel oil totalled 37.25 t CO<sub>2</sub>e. Emissions from packaging materials totalled 16.21 t CO<sub>2</sub>e, less than 1% of our total emissions. Most of the carbon footprint of our packaging materials (88%) was made up by plastic packaging materials and 12% by steel hoop packaging materials. We will contact our suppliers to reduce the amount of packaging materials.

2020		Emissions t CO <sub>2</sub> e	% Share of carbon footprint
Scope 1	Vehicles – fuel oil	37,25	1%
	Heating – propane	210,90	6%
Scope 2	Electricity	0,00	0%
Scope 3	Raw materials	2 511,25	73%
	Transport	418,83	12%
	Waste	160,38	5%
	Gases	68,55	2%
	Fuel production	31,35	1%
	Packaging	16,21	0%
Total		3 438,50	



## GRI TABLE

GRI 2: Organisation and reporting practices 2021		Page number and additional information
2-1	Basic information of the organisation	3
2-2	Companies related to the organisation's responsibility reporting	3
2-3	Reporting period, reporting frequency and contact details	3, 33
2-4	Changes in previously reported information	We are reporting for the first time
2-5	External verification	The report has not been verified
2-6	Operations, value chain and other business relationships	3, 10
2-7	Personnel	3, 6
2-8	Non-salaried employees	3
2-9	Governance and composition	13
2-10	Appointment and election of the Board of Directors	13
2-11	Chairman of the Board	Tapio Pitkänen
2-12	Board of Directors' role in impact monitoring	13
2-13	Delegation of responsibility for impact management	13
2-14	Board of Directors' role in responsibility reporting	The Managing Director reports to the Board of Directors
2-15	Conflicts of interest	14
2-16	Communicating grievances	9
2-17	Board of Directors' competence	13
2-18	Assessment of the Board's activities	NA
2-19	Remuneration systems	NA
2-20	Establishment of remuneration systems	Extensive
2-21	Ratio of the highest annual remuneration to the average salary	-
2-22	Statement on the strategy for sustainable development	4, 7, 17
2-23	Policy commitments	14
2-24	Maintaining policy commitments	14
2-25	Processes to correct negative effects	NA
2-26	Mechanisms for requesting advice and raising concerns	14
2-27	Compliance with laws and regulations	7
2-28	Member associations	7
2-29	Engaging stakeholders	10
2-30	Personnel in the scope of collectively negotiated collective agreements	26
GRI 3: Essential aspects 2021		Page number and additional information
3-1	Assessment of essential aspects	13, 17
3-2	List of essential aspects	9, 15
3-3	Management of essential aspects	9, 15
GRI 201: Economic performance 2016		Page number and additional information
201-1	Direct economic value generated and distributed	6
201-2	Financial implications and other risks and opportunities due to climate change	7, 9
201-3	Benefit-based plan obligations and other pension plans	27
201-4	Financial support received from the government	NA

GRI 202: Market Presence 2016		Page number and additional information
202-1	Basic salary by gender in relation to the local minimum wage	NA
202-2	Share of top management hired from the local community	NA
GRI 203: Indirect financial impacts 2016		Page number and additional information
203-1	Supported infrastructure investments and services	4
203-2	Significant indirect economic impacts	6
GRI 204: Procurement practices 2016		Page number and additional information
204-1	Proportion of spending on local suppliers	6
GRI 205: Anti-corruption 2016		Page number and additional information
205-1	Corruption-related risks assessed in operations	14
205-2	Communication and training related to anti-corruption policies and procedures	14
205-3	Confirmed incidents of corruption and actions taken	None
GRI 206: Anti-corruption activities 2016		Page number and additional information
206-1	Legal action for anti-competitive behaviour, antitrust activities and monopoly practices	None
GRI 207: Taxes 2019		Page number and additional information
207-1	Approach to taxation	6
207-2	Tax administration, supervision and risk management	9
207-3	Stakeholder engagement and management of tax-related concerns	10
207-4	Country-specific reporting	NA
GRI 301: Materials 2016		Page number and additional information
301-1	Use of materials	19, 20
301-2	Use of recycled materials	20
301-3	Recycled products and their packaging materials	19, 28, 31
GRI 302: Energy 2016		Page number and additional information
302-1	Energy consumption within the organisation	22
302-2	Energy consumption outside the organisation	NA
302-3	Energy intensity	NA
302-4	Measures to reduce energy consumption	22
302-5	Measures to reduce the energy consumption of products and services	We are developing our own product range
GRI 303: Water 2018		Page number and additional information
303-1	Water as a shared natural resource and interaction with it	NA
303-2	Management of the effects related to water emissions	NA
303-3	Water consumption by water sources and consumption from sources where water extraction has adverse effects on water resources	22
303-4	Waste water and its impact on the environment	-
303-5	Total water consumption	22
GRI 304: Biodiversity 2016		Page number and additional information
304-1	Operational sites owned, leased or managed in protected areas or areas of high biodiversity value outside protected areas	-
304-2	Impact of activities, products and services on biodiversity	-

## GRI TABLE

304-3	Protected or restored natural areas	–
304-4	UCN Red List species and national conservation list species with habitats in areas affected by operations	–
<b>GRI 305: Emissions 2016</b>		<b>Page number and additional information</b>
305-1	Direct greenhouse gas emissions (Scope 1)	30, 31
305-2	Indirect greenhouse gas emissions (Scope 2)	30, 31
305-3	Other indirect greenhouse gas emissions (Scope 3)	30, 31
305-4	Greenhouse gas emissions intensity	30, 31
305-5	Reduction of greenhouse gas emissions	29
305-6	Emissions of ozone-depleting substances (ODS)	NA
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	NA
<b>GRI 306: Waste 2020</b>		<b>Page number and additional information</b>
306-1	Waste generation and impacts caused by waste	22
306-2	Total amount of waste by type of waste and type of treatment	22
306-3	Waste generated	22
306-4	Side streams directed to recycling	12
306-5	Waste intended for disposal	22
<b>GRI 308: Supplier environmental assessment 2016</b>		<b>Page number and additional information</b>
308-1	New suppliers that were screened using environmental criteria	None
308-2	Negative environmental impacts in the supply chain and actions taken	19, 28
<b>GRI 401: Employment 2016</b>		<b>Page number and additional information</b>
401-1	New employees and employee turnover	25, 27
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	27
401-3	Parental leave	27
<b>GRI 402: Labour/management relations 2016</b>		<b>Page number and additional information</b>
402-1	Minimum notice periods regarding operational changes	NA
<b>GRI 403: Occupational health 2018</b>		<b>Page number and additional information</b>
403-1	Occupational health and safety systems	26
403-2	Hazard identification, risk assessment and incident investigation	26
403-3	Occupational health services	8, 27
403-4	Employee participation, consultation and communication on occupational health and safety	NA
403-5	Employee training on occupational health and safety	8, 27
403-6	Promotion of employee health	26
403-7	Prevention and combating of occupational health and safety effects directly related to the organisation through business relationships	26
403-8	Employees covered by the occupational health and safety management system	All employees
403-9	Work-related injuries	26
403-10	Work-related harm to health	26

<b>GRI 404: Training and personnel development 2016</b>		<b>Page number and additional information</b>
404-1	Average hours of training per year per employee	NA
404-2	Programmes related to skills development and lifelong learning	None
404-3	Development discussions and performance appraisals	Annual development discussions for employees
<b>GRI 405: Diversity and equal opportunities 2016</b>		<b>Page number and additional information</b>
405-1	Diversity of governance bodies and employees	25, 27
405-2	Ratio of basic salary and remuneration of women to men	NA
<b>GRI 406: Non-discrimination 2016</b>		<b>Page number and additional information</b>
406-1	Incidents of discrimination and corrective actions taken	Not observed
<b>GRI 407: Freedom of association and collective bargaining</b>		<b>Page number and additional information</b>
407-1	Activities and suppliers where freedom of association and collective bargaining may be at risk	Not observed
<b>GRI 408: Child labour 2016</b>		<b>Page number and additional information</b>
408-1	Operations and suppliers with a significant risk due to child labour	26
<b>GRI 409: Forced labour 2016</b>		<b>Page number and additional information</b>
409-1	Operations and suppliers with a significant risk due to forced labour	26
<b>GRI 410: Security practices 2016</b>		<b>Page number and additional information</b>
410-1	Security personnel trained in human rights policies or procedures	None
<b>GRI 411: Indigenous peoples' rights 2016</b>		<b>Page number and additional information</b>
411-1	Violations of indigenous peoples' rights	Not identified
<b>GRI 413: Local communities 2016</b>		<b>Page number and additional information</b>
413-1	Interaction with local communities, impact assessments and development	23, 24
413-2	Operations with significant actual and potential negative impacts on local communities	Not identified
<b>GRI 414: Supplier social assessment 2016</b>		<b>Page number and additional information</b>
414-1	New suppliers that were screened using social criteria	None
414-2	Negative social impacts in the supply chain and actions taken	Not identified
<b>GRI 415: Public Policy 2016</b>		<b>Page number and additional information</b>
415-1	Political contributions	Politically independent
<b>GRI 416: Customer safety and health 2016</b>		<b>Page number and additional information</b>
416-1	Assessment of the health and safety impacts of product and service categories	19, 20, 21
416-2	Deviations in the health and safety impacts of products and services	NA
<b>GRI 417: Marketing and labelling 2016</b>		<b>Page number and additional information</b>
417-1	Requirements for product and service information and labelling	3, 13
417-2	Errors concerning product and service information and labelling	None
417-3	Damage concerning marketing communications	None
<b>GRI 418: Customer data protection 2016</b>		<b>Page number and additional information</b>
418-1	Complaints concerning breaches of customer data protection and losses of customer data	None









FOR MORE INFORMATION  
ABOUT THE REPORT:

**Tero Viljakainen**  
[tero.viljakainen@anstar.fi](mailto:tero.viljakainen@anstar.fi)