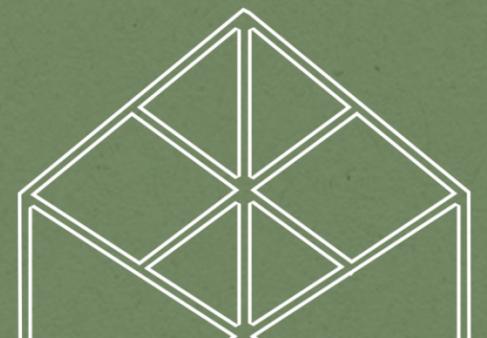


Jospak[®]

Sustainability report 2022



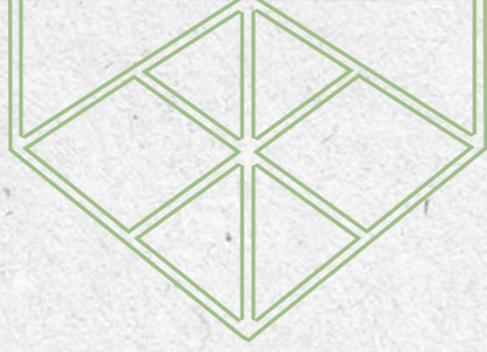


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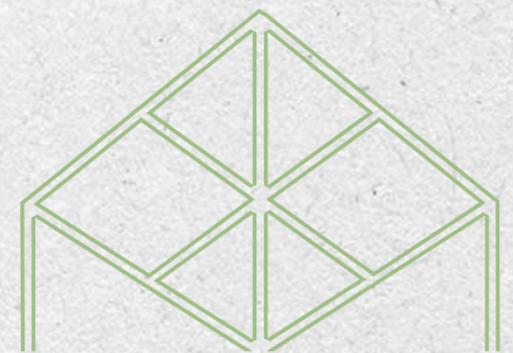
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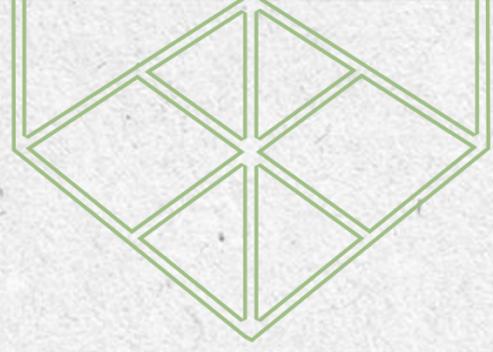
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Jospak

The Future is in the Package



Established

2014

in Forssa



Certificates

2

FSC® CoC ja BRC



WorldStar gold

2019

sustainability award



Top employees

31

work at Jospak



ScanStar

2018

award



2022 – A year of changes



2022 was a year of great changes in our history. We moved to completely new premises built specifically for our needs. Our technological development took great strides, enabling a new generation of machines. In addition, we renewed our business model so that in addition to ready-made trays, we could offer production machines for licensing.



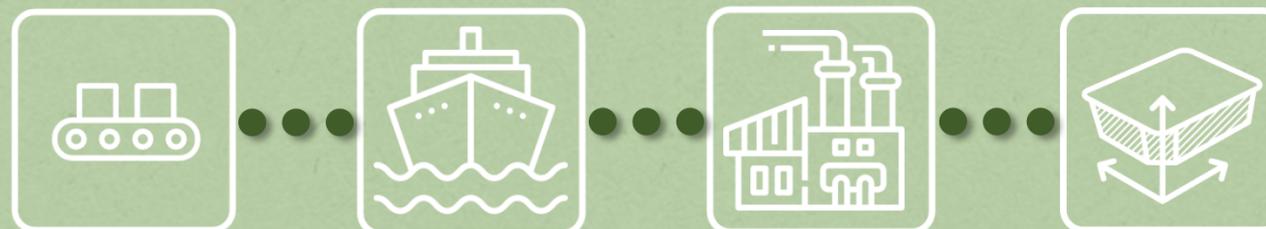
Our new factory was completed in summer 2022. All our operations moved to the new premises from the beginning of October.

50%

Of our production machines represented a new and more advanced machinery.

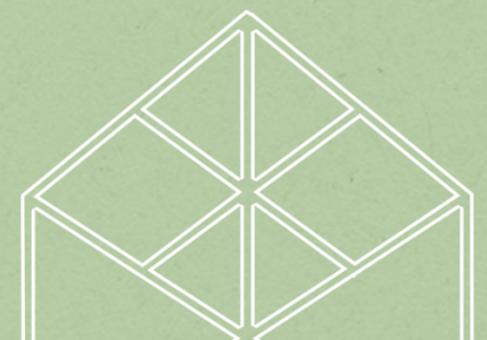
New business model

We developed and renewed our business model by adding the possibility to license production machines in addition to the delivery of ready-made trays. Licensing enables lower emissions as the machine can be delivered to the customer, which reduces the emissions from the deliveries of trays.



We created a calendar for our WHP operations

We want to invest in the well-being of our personnel, and we launched a calendar for our WHP activities, in which different themes of well-being vary from quarter to quarter. We also started meeting monthly for breakfast together.





Janne's forewords



"The spark of our story burst out of visionary ability to recognize the upcoming changes in the packaging market, consumption and amidst the whole society. The future megatrends, such as reducing plastic, food waste and CO2 emissions were recognized, and as an outcome the future's packaging solution - our Jospak® cardboard tray - was created.

The basis of our business was created by developing the company, precisely planning out our funding, investing in competent personnel, boldly developing our product from an innovation to a commercial product, and by surveying our targeted markets for our tray solution.

Both the product and brand were developed determinedly aiming for the international packaging markets. We took part in international packaging competitions successfully, and it brought us visibility. We contacted potential new customers feeling proud of our background and innovative tray solution. From the start we built our immaterial rights to protect our product, knowing and trusting that we would be able to offer this unique, future's packaging solution to the global food industry.

We at Jospak believe that with a positive customer experience and with quality value chain we will become a Finnish success story."

- Janne Sokajärvi, Managing Director

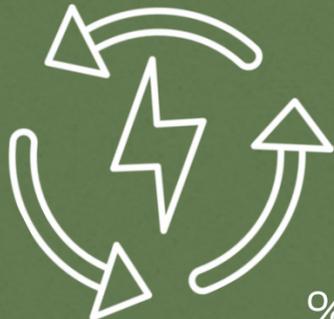
Sustainability highlights



Thanks to our new factory, the year 2022 enabled many more sustainable solutions in our operations. Our new premises were not only built with our own needs in mind, but the energy, heating and recycling solutions were chosen considering environmental friendliness, reducing emissions and strengthening circular economy.



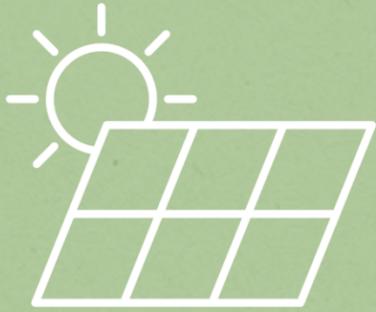
New, environmental friendlier factory



100

% renewable electricity

Geothermal heating



56

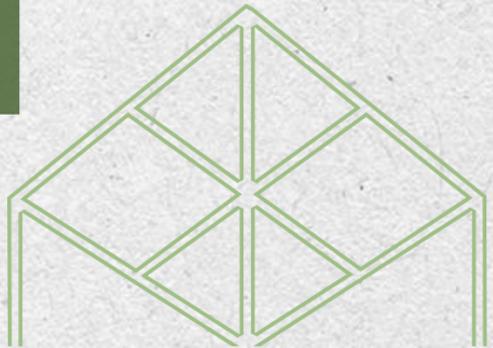
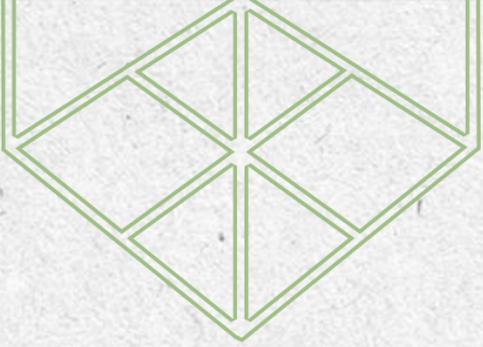
Solar panels

For the first time, we launched a separate sustainability section on our website.

0

Accidents resulting in absence from work

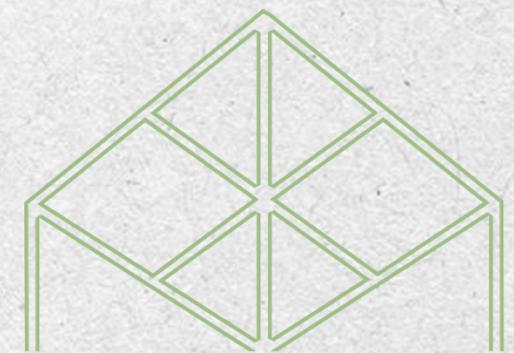
Enhanced sorting of waste, no mixed waste.



We care about our sustainability



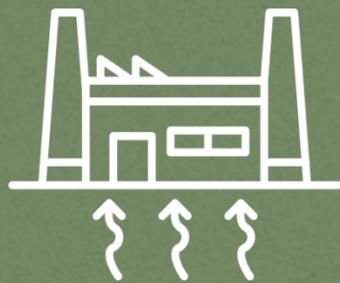
In our sustainability work, we are particularly committed to three different areas. By caring about the environment, people and safety, we are a responsible partner for a more sustainable packaging and food industry.



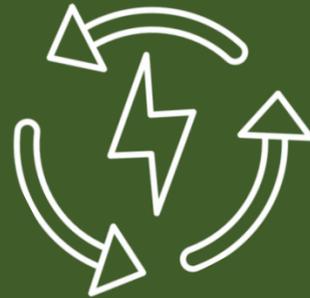


We care about the environment

For us, ecological responsibility is not limited to the positive environmental impacts of our product, such as the reduction of plastic or material efficiency. We also want to be responsible in our daily work. We have reviewed and developed our factory's energy solutions, transport emissions and our own waste management together with our partners. The energy solutions of our new factory have been under review already during the construction period.



Our premises are heated in the winter and cooled in the summer with geothermal heat.



The electricity in our facilities comes from renewable sources, such as hydro and wind energy, as well as from our own solar panels.



Our facilities use energy-efficient and motion-sensing LED bulbs.





85 % less plastic

In 2022, we helped our customer reduce plastic by 24.32 tons*!

**The amount is calculated according to the number of trays used by the customer (1,621,130 pieces), when our tray contains 2.5 g of plastic, and the reference tray is completely (17.5g) plastic.*

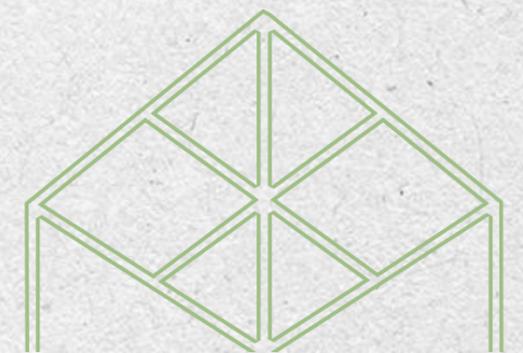
The positive environmental impacts of our own product include reducing the use of plastic and material efficiency. Our main raw material is renewable and responsibly produced fiber-based material. In addition, we are constantly developing to reduce the use of materials in a food-safe manner.

We use a carbon footprint calculator developed by our partner OpenCo2.net, with which we can calculate the carbon footprint of our product from raw materials to the customer. In this way, we are also able to help our customers in their responsibility work.

85%
less plastic.

Give me a new
life by recycling.

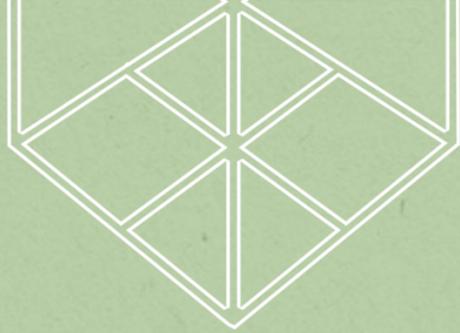
www.jospak.com



Recycling made easy

The most important feature of our tray is to keep the food packed in it fresh and safe with the lowest possible environmental footprint. Thanks to our innovative product development, our trays can be easily recycled.





Our supply chain is FSC® CoC certified



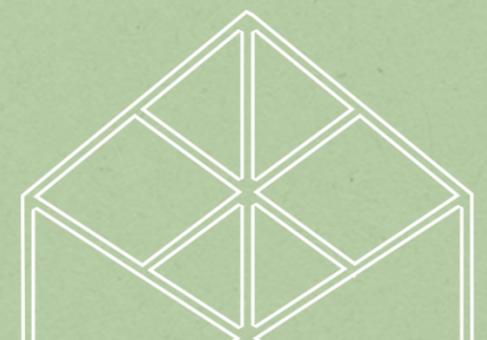
The fiber-based material used in our trays originates only from sustainably managed forests. This is proven by the FSC® CoC (Chain of Custody) certificate admitted to us.

The certification includes the management of forest-originated material and the tracing of its origin. For the product to be FSC® certified, all the companies taking part in the processing and producing of it, must be FSC® certified. Also, the basic rights of employees in the supply chain are protected in the certificate.



"The sustainability of our supply chain is very important for us, and we want to communicate about it transparently. The FSC® certificate shows that the main material of our tray solution has been produced sustainably and at the same time the rights and safety of our employees have been taken care of."

- Petra Katajisto, sustainability specialist

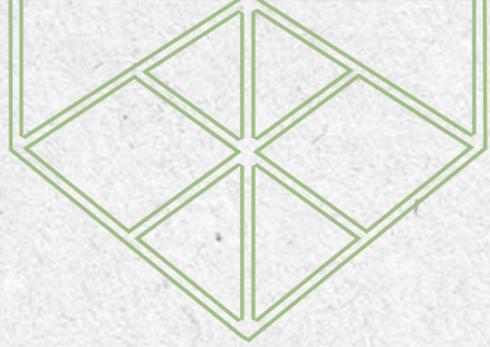




Work for the environment continues

In 2023, we will take a step towards more effective environmental work and ecological responsibility. We begin our journey towards the ISO14001 standard, which is the international and world-renowned model for building and developing an environmental management system. We also want to prove our actions to our stakeholders.





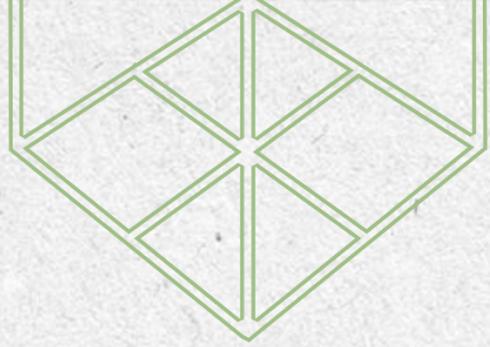
We care about people

Here at Jospak we have 31 top employees and professionals. Together we are Team Jospak.

The safety, motivation and working according to our mutual values are integrated into our everyday work. We are committed to ensure the health and safety of our employees. The basic rights of employees in the supply chain are also protected in the FSC® CoC certificate admitted to us.

Our employees are our most important asset!



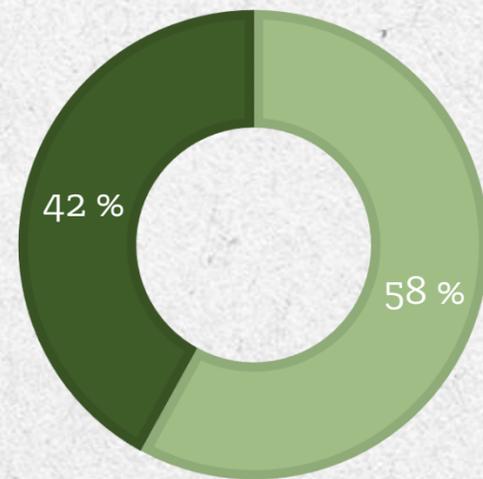


Team Jospak

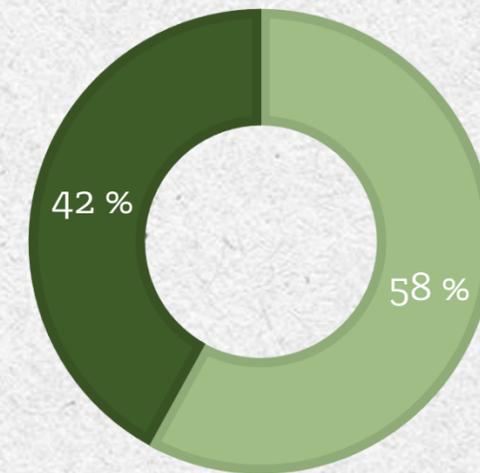


Our organization employs people from different backgrounds. Each member of our team is united by a genuine desire to see our packaging solution succeed. Each of us is an individual, but we believe that with seamless teamwork we will thrive together.

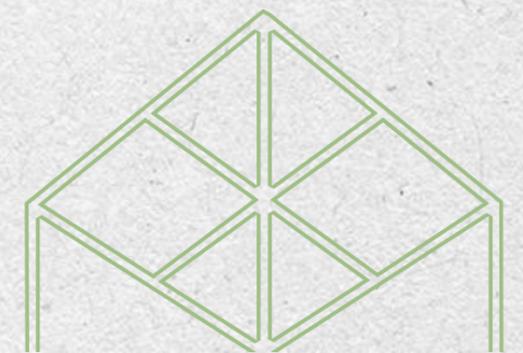
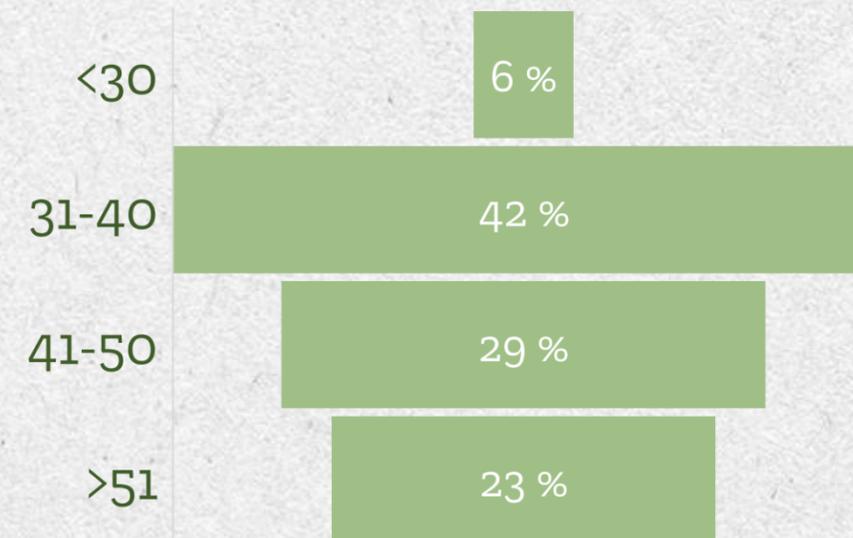
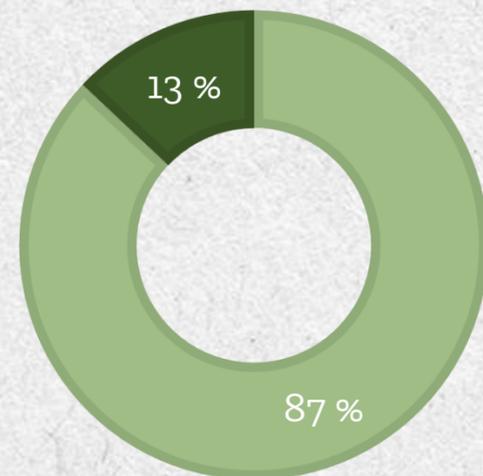
■ Office employees ■ Production employees



■ Female icon ■ Male icon



■ Permanent employees ■ Temporary employees

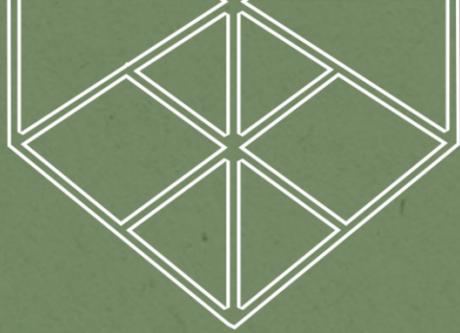




HR work is an ongoing process

There is room for improvement in everything, as well as in our work with our personnel. We have identified the need to improve internal communication and information. In 2022, we have introduced information screens, regular monthly information sessions for all personnel, and we have started to build an internal intranet into a kind of data bank and information channel for the entire staff.





We support local



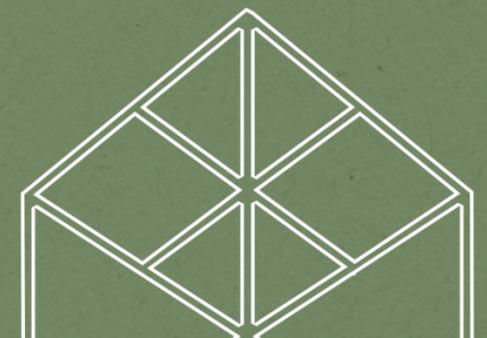
As a company, it is especially important for us to support local. We strive to utilize local companies in the services we use, in our purchases and in the field of various collaborations. By choosing local, we contribute to bringing vitality, livelihood and joy to the region.



In 2022, we collaborated with our local waste management partner LHJ and sponsored a major event, Kuninkuusravit (harness racing event), which was held here in our hometown. As with many public events, the serving and eating food generates a lot of waste. That was why we donated our easily recyclable trays to be used in the food services in the event area.

"Domestic production and locality mean a lot to us. We strive to promote the well-being of our own region by selecting local partners in different areas of our operations. Finnish products and know-how are of interest to our customers both in Finland and abroad. We have good roots here in Forssa."

- Sari Hassi, Key Account Manager



Safety first!



We start from the fact that every person operating under our roof has a safe environment to work and visit. We do concrete things for the safety of our work environment. We have defined specific goals for our safety and are actively working on identifying any shortcomings in this regard. We also encourage our employees to report any deficiencies and safety observations using a notification form.

In 2022



Accidents at work leading to absence from work.

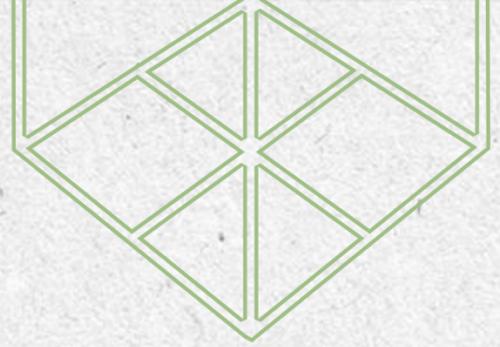
In order to take care of our safety as efficiently and effectively as possible, we arrange a monthly cleanliness and safety review.

The purpose of the review is to look for factors affecting cleanliness and safety and to preventively correct/improve them. The tour is always attended by our employees from management to production.

Our goal is that the index* of each cleanliness and safety review is above

80%

**the ratio of positive to negative observations is calculated in the index - the higher the number, the better the level.*



Proven product safety

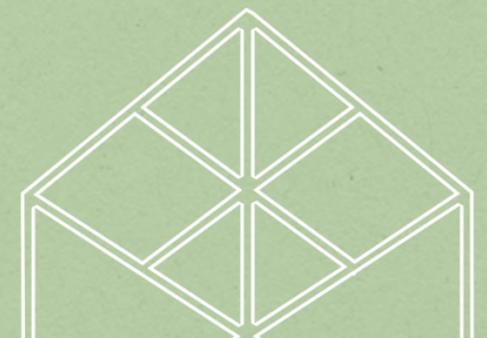
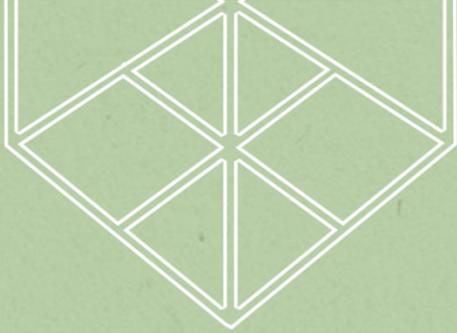


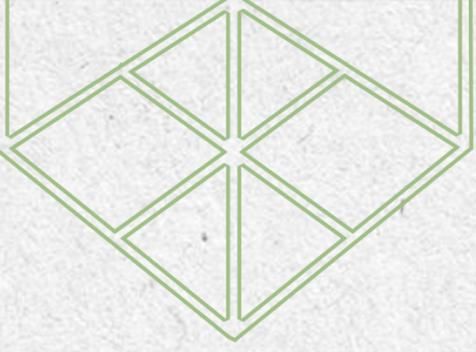
In addition to the safety of our personnel, as a company that manufactures food packaging, ensuring product safety is a requirement for our operations. This is why it is important for us to be able to verify this to both our customers and partners. That's why we are committed to complying with the BRCGS' global packaging material standard.



BRC packaging material standard version 6, is the standard, whose requirements for packaging organizations help deliver food-safe and hygienic packaging to the food industry. The importance of focusing on product safety and quality, as well as improving transparency and consistency in the food supply chain, are the reasons why we have chosen BRC.

Our new factory has been audited in early 2023. Our previous premises were also BRC certified. Our practices are proven to support a safe packaging industry.





Our journey on the road of sustainability goes on



In 2023, we have operated in the same premises for a whole year, and our operating environment can be considered more established. This enables more accurate identification of sustainability development targets and more comparable monitoring, for example, in terms of our energy consumption and waste volumes.

We have identified areas for development in internal communication and informing, and work on them continues. In the field of environmental responsibility, we will take steps towards more convincing sustainability work in the coming years, aiming for the international ISO14001 standard. In addition, we have defined the following UN Sustainable Development Goals to strive:

8 DECENT WORK AND ECONOMIC GROWTH



We promote sustainable economic growth for all, full and productive employment, as well as decent jobs.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

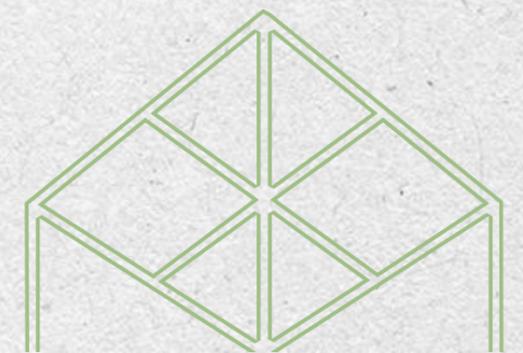


We ensure the sustainability of consumption and production methods.

13 CLIMATE ACTION



We are taking urgent action against climate change and its effects.





Any questions?

CONTENT AND DATA

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