



# SUSTAINABILITY REPORT

# 2024





**Antti Rousku**

## CEO'S MESSAGE

The conveyor manufacturing industry plays a pivotal role across numerous sectors. At Ferroplan, our goal is to lead the way by promoting sustainable solutions throughout our production processes, product development, and supply chain.

This sustainability report summarizes our key environmental, social, and governance (ESG) actions and development areas for 2024. Together, we can build a more sustainable future, where innovation and responsibility go hand in hand.





# ESG 2024 HIGHLIGHTS

## ENVIRONMENT

- Materiality analysis
- Emissions accounting
- Reducing the carbon footprint
- 100% renewable electricity purchases
- Circular economy development
- SME climate programme

## SOCIAL

- Materiality analysis
- Reducing accident rates
- Safety at work principles
- Training
- Staff dialogue
- Defining equality and equity objectives

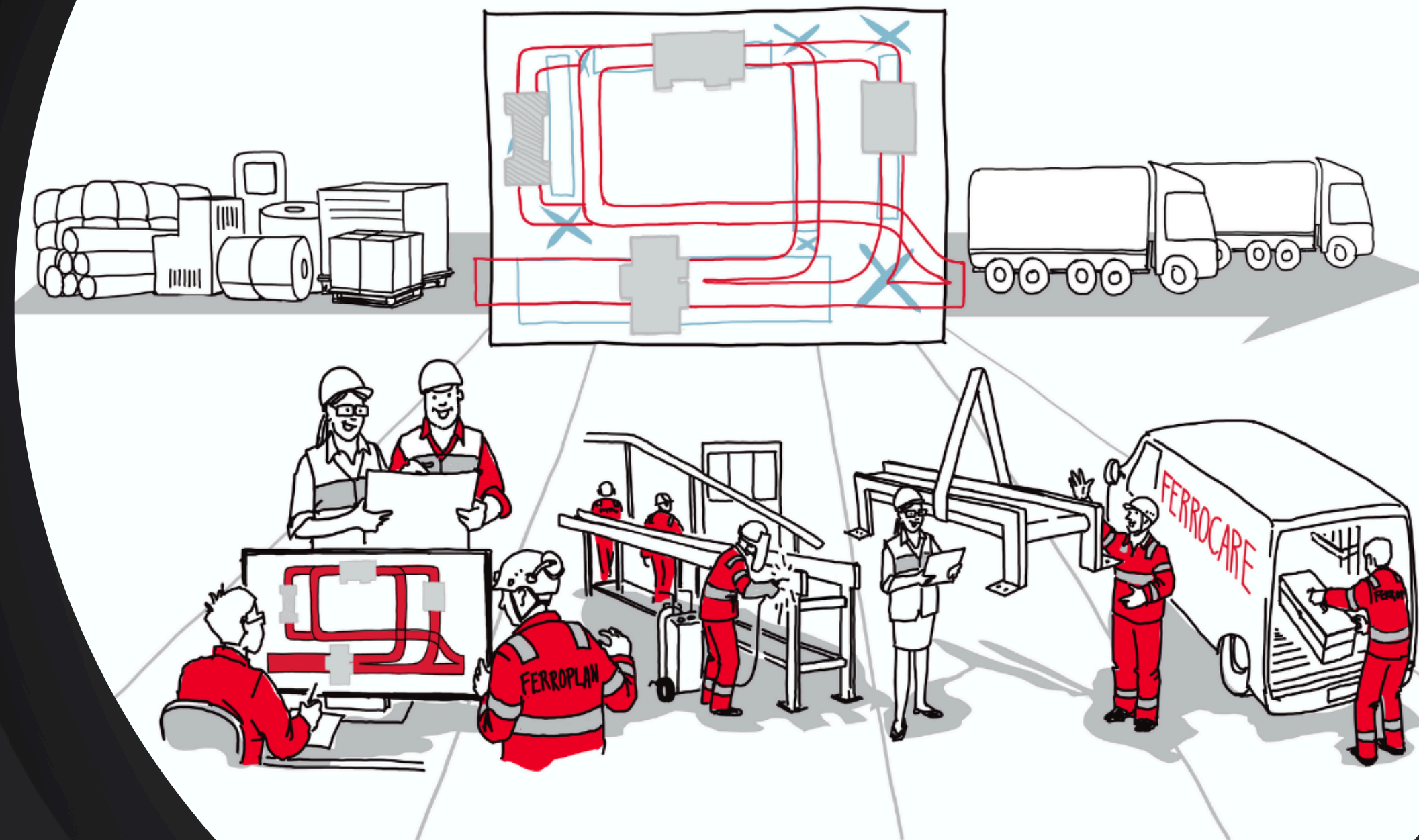
## GOVERNANCE

- Materiality analysis
- Code of Conduct
- Whistleblowing
- Risk management development
- ISO9001 and ISO3834-2 certifications
- Responsible sourcing development
- Crisis preparedness plan



Sustainability  
report 2024

# BUSINESS IN BRIEF







Sustainability  
report 2024

# FERROWAY



We are the strongest link in our customers' production chain..



We are the global leader in specialized heavy conveyors.



## CURIOUS

We see opportunities instead of problems.



## CONSTRUCTIVE

We build sustainable, not flimsy solutions.



## COMMITTED

We are in it for the long-term.



# ENVIRONMENT

The environmental impact of our operations is low, as the manufacture of conveyors does not cause emissions to air, water or soil that would require reporting to the authorities.

However, we want to understand the current environmental impact of our operations and identify opportunities to reduce it.







## ENVIRONMENT



### ENERGY CONSUMPTION

Our total annual consumption at our Finnish sites is around 1 000 MWh, which varies according to the seasons, as the need for energy to heat buildings increases during the winter season.

We use electricity and natural gas in addition to the district heating produced by our energy plant. From 2024, our electricity purchases will be certified carbon dioxide-free electricity with a guarantee of origin.

### FERROPOWER ENERGY PLANT

The mobile energy plant, located at the Orimattila site, produces heat for the property and for the city's district heating network. The plant uses biomass and recycled fuel (SRF).

The plant has two valid environmental permits and operates in compliance with environmental regulations. The flue gases discharged into the air are cleaned by a multicyclone and bag filter. Emission levels are continuously monitored and regularly reported to the environmental licensing authority.



## ENVIRONMENT



### WASTE

In 2024, our Finnish sites generated around 170 tonnes of conventional waste, 73% of which was recycled metal. Other waste sorted at source: 7% energy waste, 13% mixed waste, 1% biowaste, 3% clean wood waste, 1% cardboard, 2% hazardous waste and less than 1% collection and data protection paper. All waste is sent to environmentally authorised disposal sites.

Metal waste is 100% recyclable and is recycled back into the material loop. We aim to maximise the recovery of waste and actively monitor where our recoverable waste ends up.

The reliability of the 2024 recycling rate reporting is not yet complete, so we will invest in improving it from 2025 onwards.

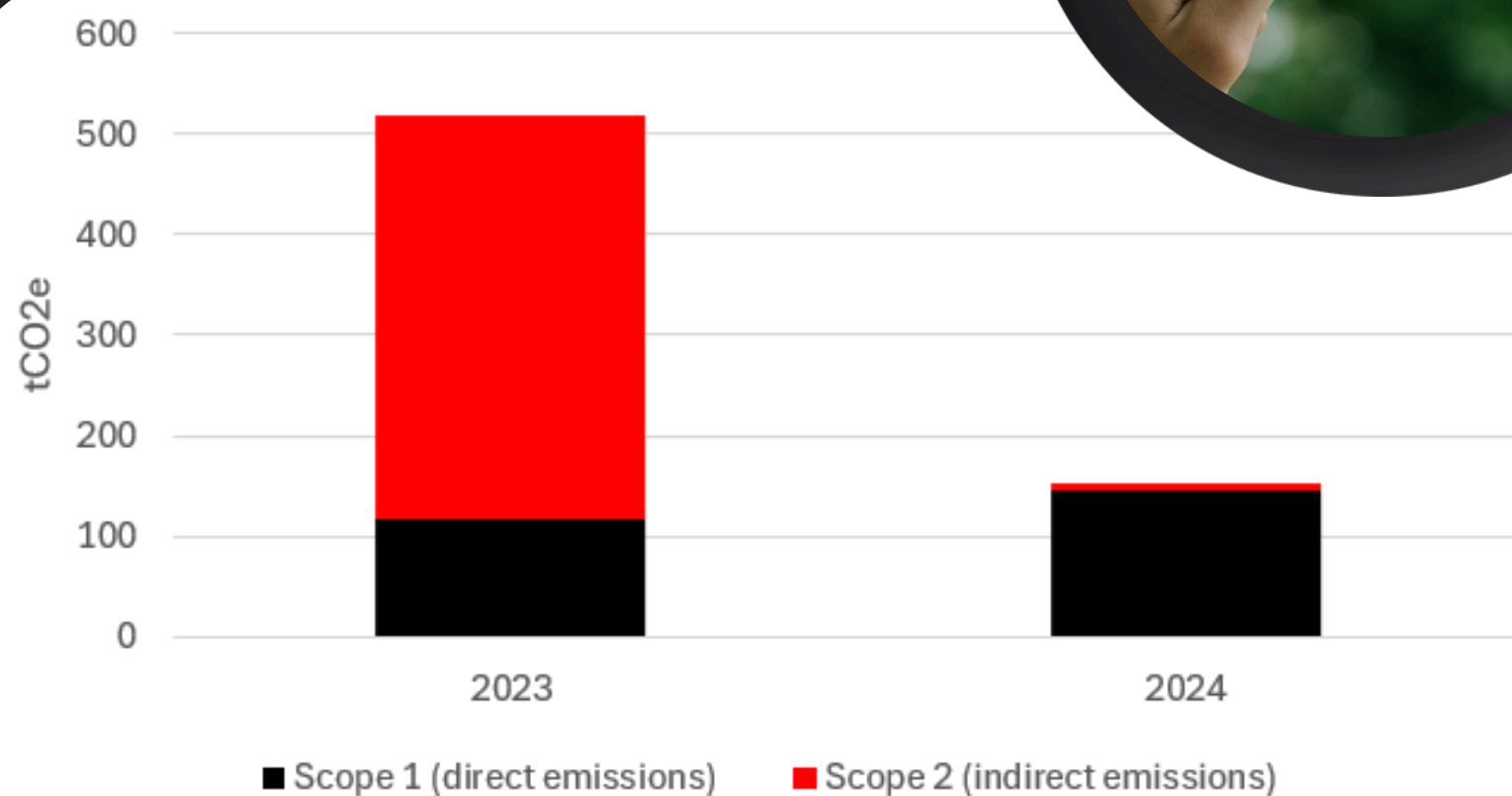
### CLIMATE PROGRAM

We participated in the SME climate programme organised by the Central Chamber of Commerce, which provided us with valuable information for sustainable business development and practical applications.





## ENVIRONMENT



### CARBON FOOTPRINT

The carbon footprint of our operations (Scope 1 and 2) was calculated for the first time in 2023 using GHG Protocol emission factors. At that time, our carbon footprint was 473 tCO<sub>2</sub>e.

Based on the 2024 calculation, our emissions from our operations were significantly lower at 152 tCO<sub>2</sub>e.

The most significant factor in reducing emissions was the switch to CO<sub>2</sub>-free purchased electricity at our Finnish sites. Direct emissions increased by about 27 tCO<sub>2</sub>e due to higher utilisation of the energy plant.



## ENVIRONMENT



### **WATER CONSUMPTION**

Our water consumption is very moderate on an annual basis, with daily water consumption for the whole operation being around 1 000 litres.

Water is drawn from the municipal water supply network, mainly for drinking and sanitary purposes. No water is used in our production processes. Waste water is discharged into the municipal sewerage system and further treated in a waste water treatment plant.



### **STORMWATER**

Stormwater run-off from the yard areas of production facilities is discharged in a controlled manner. The Nastola plant is located in an aquifer. However, the operation has no direct or, based on the risk assessment, no likely indirect impact on soil or groundwater.





# SOCIAL RESPONSIBILITY

We are committed to promoting the well-being of our employees and stakeholders and to complying with relevant laws and regulations in all our activities. We ensure safe and healthy conditions for our employees and visitors in our daily activities. Our activities are guided by our company policy and Code of Conduct.

We continuously invest in improving safety and the working environment, take into account the training needs of our staff as part of their personal development plans and promote equality in our workplace.





## SOCIAL



### SAFETY

Our safety management is based on proactive risk management, continuous improvement and an open safety culture. Our aim is to ensure the safety of employees, partners and stakeholders in all our activities. In 2023, the Total Lost Time Injury Frequency (TRIF) was 25.0, below the industry average (26.2). In 2024, our TRIF rate fell to 14.4.

Our key principles include clear safety guidelines, regular training and active reporting of safety findings and incidents. Management commitment ensures that safety is part of our daily operations.

Security is managed through clear policies, regular updates and staff training. Risk assessment is an ongoing process to identify, analyse and manage threats. Preventive measures, such as system security and access control, ensure up-to-date security and risk management.





## SOCIAL



### WORK WELL-BEING

Well-being at work is an integral part of our sustainable business strategy. We offer our employees benefits that support their physical, mental and social well-being, such as flexible working hours, ergonomic workspaces, time-off accident insurance, well-being surveys, sports and cultural benefits, a company bike, occupational health care and the possibility of hybrid working. In this way, we promote work-life balance and the well-being of our employees.

Our occupational health and safety programme aims to provide a safe and healthy working environment. It covers risk assessment, measures to support well-being at work and preventive measures such as reducing accidents and work-related illnesses. Our main objectives are accident-free work, maintaining working capacity and involving employees in health and safety activities, which we promote through training, open dialogue and continuous improvement.



## SOCIAL



### TRAINING AND SKILLS

We offer our employees continuous development opportunities in both technical and soft skills, such as leadership and interaction.

Internal and external training supports industry developments and future skills needs, ensuring our staff have up-to-date skills.



### EQUALITY

We are committed to promoting equality and equity by providing equal opportunities for all employees to develop and advance their careers. We ensure impartial recruitment, equal working conditions and a non-discriminatory working environment. We will monitor progress and take the necessary measures to address inequalities.





## SOCIAL



### GENDER BALANCE

In 2024, around 9% of our employees will be women. Manufacturing is traditionally a male-dominated industry. This is largely due to traditional labour market structures, educational backgrounds and the physical and technical demands of the sector.

60% of our board members were women. The Board of Directors complies with the Code of Corporate Governance, respecting the principles of good governance, such as diversity, competence and independence.

Promoting gender balance is a key part of our corporate responsibility work. We aim to create equal opportunities for all employees and encourage greater diversity in our sector.



## SOCIAL



### EMPLOYEE DIALOGUE

We conduct quarterly staff dialogue in accordance with the Co-operation Act (1333/2021) to ensure employee participation in decision-making. The dialogue promotes transparency, communication and cooperation and addresses changes planned by the employer and the views of employees.



### STAFF SURVEYS

Staff surveys are a key tool for continuous development. We organise annual surveys to give employees the opportunity to give feedback on their working environment, management and working practices. The results are regularly analysed and used to launch development measures to improve well-being at work and working practices.





Sustainability  
report 2024

# GOVERNANCE

Financial responsibility is a key part of our responsibility. We are committed to operating in a financially sustainable and responsible way, ensuring the long-term success of our business, while meeting the expectations of our stakeholders.

Ethics is the foundation of our business and we act fairly, honestly and responsibly at all levels. In our decision-making, we consider both short and long-term impacts. Our ethical principles guide our daily activities, including the fight against corruption and unethical practices, respect for workers' rights and responsible supply chain management.





## GOVERNANCE



### RISK MANAGEMENT

Risk management is an essential part of our responsibility and business sustainability. We have a systematic, documented approach to identifying, assessing and managing risks, covering financial, operational, environmental and social risks.

Our risk management process includes the assessment, prioritization and identification of measures to minimize adverse impacts. We continuously monitor risks and update policies where necessary. The previous risk assessment was carried out in 2024.





# STAKEHOLDER COOPERATION AND COMMUNICATIONS

We maintain an active dialogue with our stakeholders on an ongoing basis. We will ensure that our responsibility aspects are clearly communicated to our stakeholders and taken into account in cooperation with them.





Sustainability  
report 2024



8 DECENT WORK AND  
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



# SUSTAINABILITY GOALS

Targets 8, 9 and 12 of the 2030 Agenda have been taken into account in setting the targets.



# SUSTAINABILITY OBJECTIVES AND MONITORING

PRODUCT SAFETY

GOOD WORKPLACE

EXTERNAL  
CERTIFICATION

SUPPLIER & MATERIAL  
MANAGEMENT

PRODUCT LIFECYCLE  
MANAGEMENT





## Sustainability report 2024



Ferroplan's sustainable business programme defines sustainability targets and indicators for the period 2025-2029. Concrete measures are designed in cooperation with the different teams and their implementation is promoted through workshops. The programme will be completed by summer 2025.

Measuring and analysing sustainability objectives is a key part of our sustainability work. Monitoring will ensure the achievement of the targets and alignment with the sustainability strategy.

Various methods are used to measure:

- Quantitative indicators: carbon emissions, energy consumption, recycling rate, gender balance of employees.
- Qualitative indicators: customer satisfaction, employee well-being, compliance with ethical principles.
- Certificates and external evaluations: ISO standards and other independent audits.

Results are regularly analysed and used to make the necessary changes, such as updating the strategy and setting new objectives.





# MONITORING AND CONTINUOUS DEVELOPMENT

Through quarterly monitoring, we assess the impact of sustainability actions:

- Social and environmental impacts: reduced environmental impact, improved well-being at work.
- Economic impacts: energy efficiency cost savings, increased brand value.
- Reputation and stakeholder relations: increased trust and improved corporate image.

Through continuous improvement, we will improve practices and ensure the long-term effectiveness of our sustainability strategy.

