



# Sustainability report 2022





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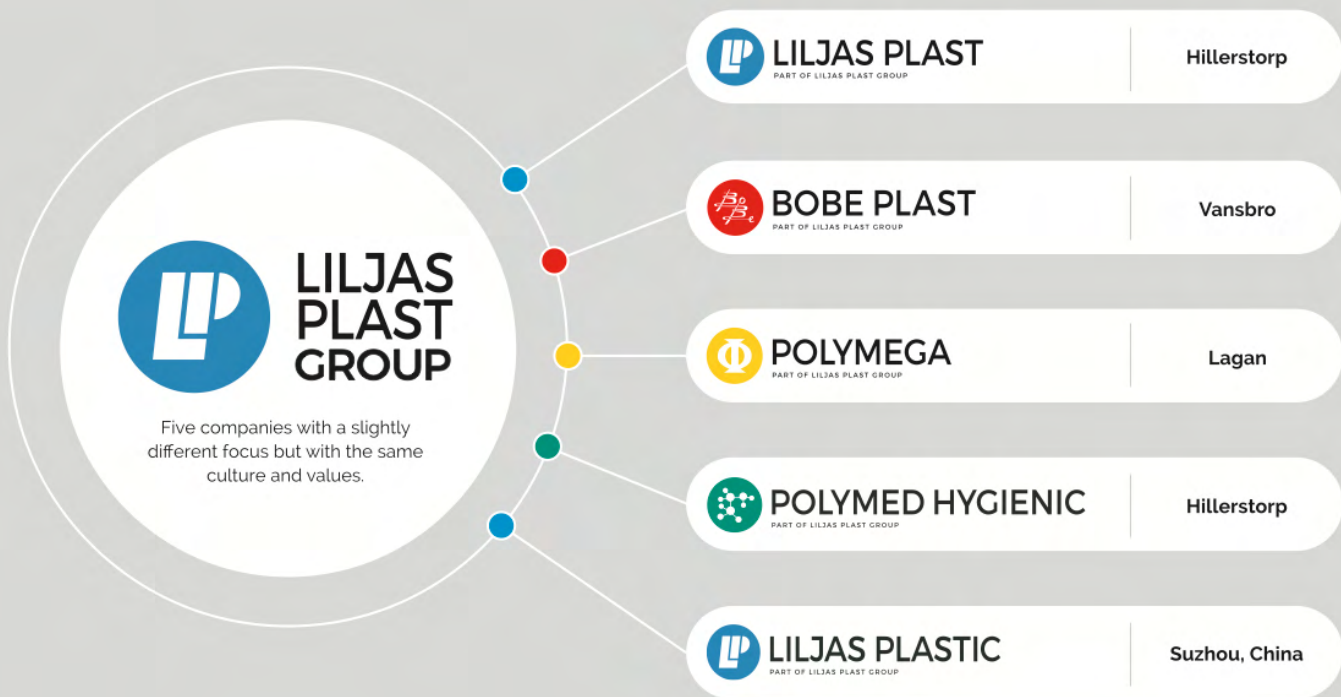
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**Liljas Plast Group comprises Liljas Plast AB, Polymed Hygienic AB, Polymega i Lagan AB, Bobe Plast AB and Liljas Plast Suzhou Ltd, where Liljas Plast's parent company is located. The companies' different strengths and expertise makes Liljas Plast Group a complete supplier of high-quality and customised products. There are five companies in the group that all share the same values.**

The company group produces advanced components for the industry with the main focus on injection moulding of technical moulded and plastic parts in high-performance thermoplastics, silicon and rubber.

### About Liljas Plast Group

Our vision is to be at the cutting edge of technologies and to be a key player when new technologies and materials are introduced onto the market. Our concept is to work with high-performance technical materials and to be an extension of our customers' development departments. Our goal is to always maintain a high service level with quick decision paths and efficient production. We presently deliver to both small and large companies across the globe.

The present sustainability report covers Liljas Plast AB, Polymed Hygienic AB, Polymega i Lagan AB and Bobe Plast AB. Liljas Plastic Suzhou Ltd is not included in this report.

# Our history

Liljas Plast was founded in 1964 as a privately-owned family business, which it is still today. We have our origins in the Gnosjö region of southern Sweden, which is renowned for its cooperativeness, commitment and ability to take on challenges – an attitude of mind known as *the Gnosjö spirit*. We encourage this attitude in all of the companies in the group.

## Governance

Liljas Plast Group has established a number of policies to ensure regulatory compliance and consistent management, such as our Code of Conduct.

We are certified under ISO 14001:2015, which ensures good planning, implementation and monitoring of our environmental work. We also have customers who are demanding when it comes to quality, and in order to assure them that we meet their requirements in the best possible way, we are certified under ISO 9001:2015.



# A few words from our CEO



**The cornerstones in Liljas Plast Group's sustainability work have been firmly in place for many years. We have always been fully committed to creating a sustainable and secure future for our customers, suppliers, employees and all our other stakeholders. It's important to us that our stakeholders both feel and see that we assume full responsibility for our common future.**

It goes without saying that all of our employees are entitled to a safe environment/work environment and that we show each other mutual respect. Liljas Plast Group strives endlessly to be at the cutting edge of technologies and to take on new challenges. We're heavily focused on our quality work and on reducing all forms of waste scrap, and it's by means of these measures that we intend to reduce our CO2 footprint. The fight against climate change based on a reduction of greenhouse gas emissions is one of the biggest and most urgent challenges that our society faces.

It's important for our stakeholders to know that we're all part of the climate solution. We're humbled by the complexities and difficulties of the issue. We're not perfect but we can assure you that we take the issue most seriously, and we're going to continue our systematic work to be better and better. We're proud to be able to submit our first sustainability report, and we're aware that great challenges in our work lie ahead.

We're convinced that together, we can have a positive effect on climate change, and we're proud to be part of this work. Liljas Plast Group has a positive outlook for the future and we're going to do our very best to succeed in our work.

Peter Johansson, Liljas Plast Group

# Our priorities

Defining materiality issues is an important step in sustainability work. They create conditions for efficient sustainability work that yields the greatest possible positive changes. In our materiality analysis, we have analysed our internal strengths and weaknesses as well as our external opportunities and threats in environmental, social and economic sustainability. We've also performed a stakeholder analysis in order to know what demands and expectations our stakeholders have of us. The three most important groups are our employees, customers and suppliers. During the year, we conducted an industry study to identify which sustainability issues are the most pertinent. Based on these analyses, we've decided to prioritise three material issues/global goals.



## Decent work and economic growth (SDG 8)

The goal involves working towards sustainable economic growth that is not at the cost of social and environmental aspects. Our employee's competence and commitment are major assets for Liljas Plast Group.



## Industry, innovation and infrastructure (SDG 9)

This goal involves building a resistant infrastructure, working towards an inclusive and sustainable industrialisation and promoting innovation and a sustainable business operation. Since Liljas Plast Group is geared for the production of high-tech components for industry, we place high demands on quality and production processes, which are based on the zero defects principle.



## Responsible consumption and production (SDG 12)

This goal revolves around sustainable consumption and production patterns by means of responsible waste management and resource efficiency. We therefore endeavour to optimise our resource utilisation.



Our priorities

A man with short grey hair and a goatee, wearing a black zip-up jacket with the name 'Elvis' on the left chest, is operating industrial machinery. He is holding a black control panel with a red button. The machinery is large and metallic, with a prominent threaded section. The background is a blurred industrial environment with green and blue lighting.

# Environmental sustainability

Our production requires the use of both energy and water, and we make use of many different types of materials. In order to reduce our environmental impact, we measure and follow up relevant key performance indicators which are linked to our prioritised issues within sustainable consumption, production and industry.



# 2022

**Proportion of combustible waste from used materials**

## 11%

By 2028, we will have reduced our combustible waste by 30 percent compared to the reference year 2022, where the proportion of combustible waste is calculated in relation to the amount of used materials.

**Total water consumption of used materials in tonnes**

## 18,6 cbm

Production requires a lot of water and so we measure our annual water consumption.

During 2023, we're going to set higher requirements on our suppliers. At least 95 percent of our strategically selected suppliers must have an approved Code of Conduct or have signed ours.

**Total energy consumption of used materials in kg**

## 3,4 kWh

Our production is energy-intensive, and consumption is dictated by how much we produce and sell. Today, all our Swedish units have energy contracts with renewable energy.

**Total climate footprint based on GHG-protocol**

## 8851 tonnes of CO<sub>2</sub>e

We have made a complete climate calculation with the help of consultants from Climate Hero. The calculation showed that 99 percent of our climate footprint lies within Scope 3 (indirect emissions) with our purchasing of plastics being the biggest emission driver.

A man and a woman, both employees of Liljas Plast Group, are standing in a factory setting. The man on the left is wearing a black polo shirt with the 'Gustav' logo and black work pants with a tool belt. The woman on the right is wearing a black zip-up jacket and black work pants. Both are smiling at the camera. The background is a blurred industrial environment with other workers and machinery.

# Social sustainability

It's important for us that our employees work in satisfactory and safe conditions and that they feel good and thrive at work. Liljas Plast Group strives for the fastest lead times with strict requirements for precision and quality. This puts high demands on procedures and on staff expertise. In our work, there may also be repetitive steps in production. That's why we monitor the physical and psychosocial work environment by means of surveys on a regular basis.

# 2022

## Key performance indicators for employee satisfaction

**79%**

The goal forward is to maintain employee satisfaction at 75 percent at the very least.

## Utilisation rate of the wellbeing allowance by staff

**37%**

In 2024, the goal is for the utilisation rate of the wellbeing allowance to increase by 50 percent compared to the reference year 2022.

## Work attendance

**93%**

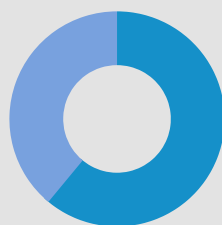
## Average time with the company

**6,4 years**

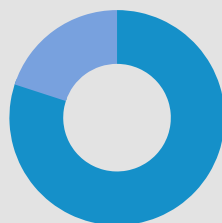
## Gender distribution



**Employees**  
Men 54%  
Women 46%



**Management teams**  
Men 61%  
Women 39%



**The board**  
Men 80%  
Women 20%

## Accidents and incidents

**5 & 42**

There are clear safety procedures in all of the companies to minimise the risk of accidents and injuries. We have, among other things, fire prevention inspections, safety inspections, risk assessments, incident reporting and accident investigations.

## Company activities

In our company, we always try to celebrate good results, customer days and public holidays together. We're more than happy to show our appreciation of the staff by inviting them to fun and team-enhancing activities. A few examples from 2022 follow.



## What's the best thing about working at Liljas Plast Group?

“We have kind and good owners. I thrive with my colleagues and work tasks. We help each other during the work shift and discuss together how we're going to divide the work.”



Kanokon, Machine Operator, Liljas Plast

## How can you contribute to our work environment in your role as machine tool operator?

“I make sure that the machines are working as they should and ensure the quality of the items. The items that are defective are crushed so that we can reuse the material. We also have new environmental stations to facilitate waste sorting.”



Felix, Machine Setter, Bobe Plast

## What does social sustainability mean for you?

“Social sustainability for me is an inclusive and equal opportunities environment that favours people and the company in the long term, by enhancing wellbeing and attracting a top quality workforce. I think that we have really good sustainability objectives that feel relevant and important for everyone's future.”



Ida-Marie, Quality and Environment Manager, Polymega



# Community involvement

We, as a company, and our employees are a part of society at large. So we make sure that we promote and sponsor several different local associations and athletics events.

Every year, we take part in a joint venture with our local municipality and local technical colleges in what is called "Industry Night". This means that students from 8th grade at high school, those aged between 14-15 years old, get to visit different companies in the municipality with the purpose of arousing interest in the industry and the high school program that is on offer.



# Advantages of plastics



Plastic is a fantastic material group! Not just because the production process can be based on several different types of source, but because it's also energy-efficient. Depending on what the requirements are for the end component, you can also balance the climate footprint by choosing the polymer with the least climatic burden. Polymers also have a low density advantage over other material groups such as metals. They make for lighter components that also produce a lower burden in the utilisation phase. Plastic is recyclable and a well-constructed product can easily be incorporated into a circular product flow. Plastics from bio-based, recycled and fossil sources are a part of the solution to achieve a truly green transition.

Henrik Palokangas, Polykemi AB

“Plastic is more than just a single material, it's many different materials with various characteristics. Some plastics are elastic or soft like cotton, others are hard and as strong as metal. There are many different types of plastic each with their own characteristics and scope of application. Plastic is therefore not just plastic but an entire material family with almost unlimited possible uses.”

Plastic - Swedish Plastic Industry Association, SPIF,  
[Svenskplast.org](http://Svenskplast.org)



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