ESG development

SDG Area	Targets	2020	2021	2022	2023	Target 2023	Target 2030
13 Climate Action	CO2 emissions (tCO2e)	16,853	16,144	10,246	8,845	10,000	8,500
13 Climate Action	Reduce CO2 / value-add by more than 60%	n/a	-10 %	-42 %	-62%	-45%	-60%
13 Climate Action	Increase the share of fossil-free energy to >60%	28 %	33 %	52 %	52%	55%	60%
16 Peace, justice and strong institutions	Improve sustainable procurement: EcoVadis rating	-	Silver	Silver	Silver	Gold	Platinum
16 Peace, justice and strong institutions	Supplier Code of Conduct signed by new suppliers	-	-	100%	100%	100%	100%
3 Good Health	Workplace accidents, % of active workforce	1%	0.6%	0.7%	0.7%	0.6	-10% p.a.
5 Gender Equality	% of women in the senior management	23%	25%	23%	20%	26%	2026: 35%
8 Good Jobs/ 10 Reduce Inequalities	Employee satisfaction and motivation survey score	68	70	71	73	72	2025: ≥75

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Key actions in 2023 and plan for 2024

2023

Area	Action
Environment	
	Energy saving activities in all factories e.g. automated power switches, runtime optimization and led lights
	Green energy agreements in Wutha and Pärnu
	Logistics and transportation optimization
Social	
	Further improve employee satisfaction, incl. employee well-being and supporting leadership practices
	Kick-off of Diversity Equity Inclusion (DEI) Forum and conducting a training for white collars
	Safety Council workshop 2023 best preventative actions and creating safety culture roll-out initiatives
Governance	
	Preparation for EU level CSRD
	Start of Scope 3 measurement
	Roll out of Scanfil sustainable procurement program
	Code of Conduct online training

2024

Area	Action
Environment	
	Energy saving and transportation optimization to continue
	Further development with fossil-free energy consumption
	Full climate Scope 3 reporting
Social	
	Introduce advanced digital whistleblowing reporting channel
	Drive diversity & inclusion by cascading targets, incl. diversity dimension in the succession planning
	Executing ScanfilWay Culture roll-out (updated CoreValues, leadership and collaboration practices)
Governance	
	Driven CSRD and ESRS and report according to standards
	Validation of science-based target (SBTi) near-term targets ready
	Commitment of SBTi long-term targets to achieve net-zero 2050
	Achieving EcoVadis Gold

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