



GREENLED

The Meaning of Light

SUSTAINABILITY REPORT 2021

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We have a certified ISO 9001 quality management system and ISO 14001 environmental management system covers all of our operations. This guarantees a high-quality and efficient overall delivery.



Since 2017, we have been sponsoring Team Rynkeby. The money raised by the team is donated in full to support children and young people with cancer and their families.

We are a member of GBC Finland, which aims to promote sustainable and environmentally friendly construction.



GREENLED AND SUSTAINABILITY

Sustainability is one of Greenled's three values and at the heart of our strategy. It is directed by our management team and it is reflected in all of the company's operations.

Greenled is a turnkey lighting solution provider to companies and the public sector.

Our offer covers everything from single products to management and execution of large-scale lighting projects.

Luminaires are manufactured at our Oulu factory in Finland, and we also have offices at Vantaa and Tampere. Our subsidiary Greenled Ab operates in Sweden.

We are Greenled, the leading supplier of comprehensive lighting solutions in Finland, a community of almost 100 professionals. We stand out from the rest by offering comprehensive turnkey solutions and sustainable lighting concepts. We invest strongly in sustainability, which is one of our key values. Our products are manufactured in Finland and they will be in the future as well.

When Greenled was founded in 2010, our goal was to produce energy savings to our customers easily and effortlessly. We saw this as our chance to bring to market something that was not available before. We are still on the same path – we want to offer to our customers services and solutions that produce real value.

People and light are strongly intertwined. Light is already recognised as one of the most important factors in people's well-being. Besides, in the future all the data will move in light. Therefore, we summarise the meaning, purpose and effect of light in our slogan: "The Meaning of Light". To us, it means well-being, sustainability and better life for everyone.

We are determined to be the most sought-after partner in light and lighting and in a network that is committed to the same values as us by 2025.

The future of Greenled looks bright!

Pertti Tahvanainen
Managing director
Greenled Oy

GREENLED'S SUSTAINABILITY STRATEGY



Environment

Minimising the carbon footprint during the life cycle of products and services

Development of life cycle services



Social

Continuous development of occupational safety and well-being

Understanding the effects of light and supporting the circadian rhythm

Increasing the sense of community and openness in the workplace through teamwork



Governance

Good governance and operating principles in accordance with our ethical code of conduct

Building a sustainable supply chain together with our partners

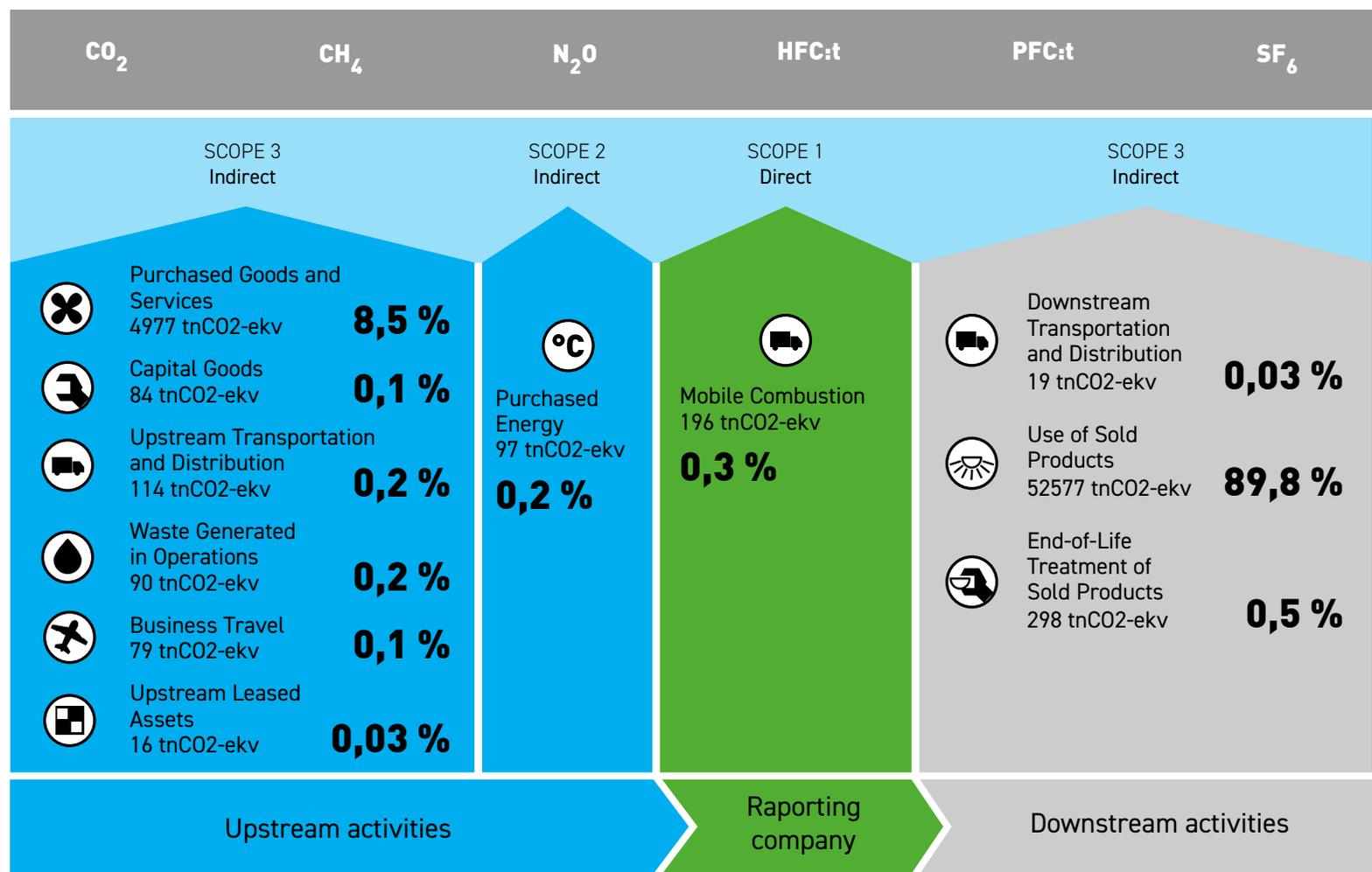
Implementation of our sustainability strategy is monitored by the sustainability steering group.



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ENVIRONMENTAL SUSTAINABILITY

CARBON FOOTPRINT



The emissions have been calculated according to the Greenhouse Gas calculation protocol, and the calculations have been reviewed by Third Rock Finland Ltd.

The three most significant sources of emissions are Use of Sold Products, Purchased Goods and Services and End-of-Life Treatment of Sold Products.

We monitor the development of emissions and strive to reduce them in all areas of our operations.

Total
58547
tnCO₂-ekv

CARBON HANDPRINT

Almost more than 90%* of the luminaire's entire life cycle carbon footprint is formed by its energy use. Lighting also plays a major role in the kWh/m² energy-efficiency of buildings.

Greenled continuously produce carbon handprints for our customers enabling customers to reduce their own carbon footprint.

A carbon handprint i.e. emission reduction potential, is created through energy savings when old lighting technology is updated to new. This means energy-efficient LED lamps, their control systems and lighting design, which ensures lighting as needed. These together produce the best possible light output (lumen, luminous flux) per consumed unit of electricity (watt), lm/W.

The typical light efficiency of a Greenled luminaire produced in Finland in 2021 was 137 lm/W

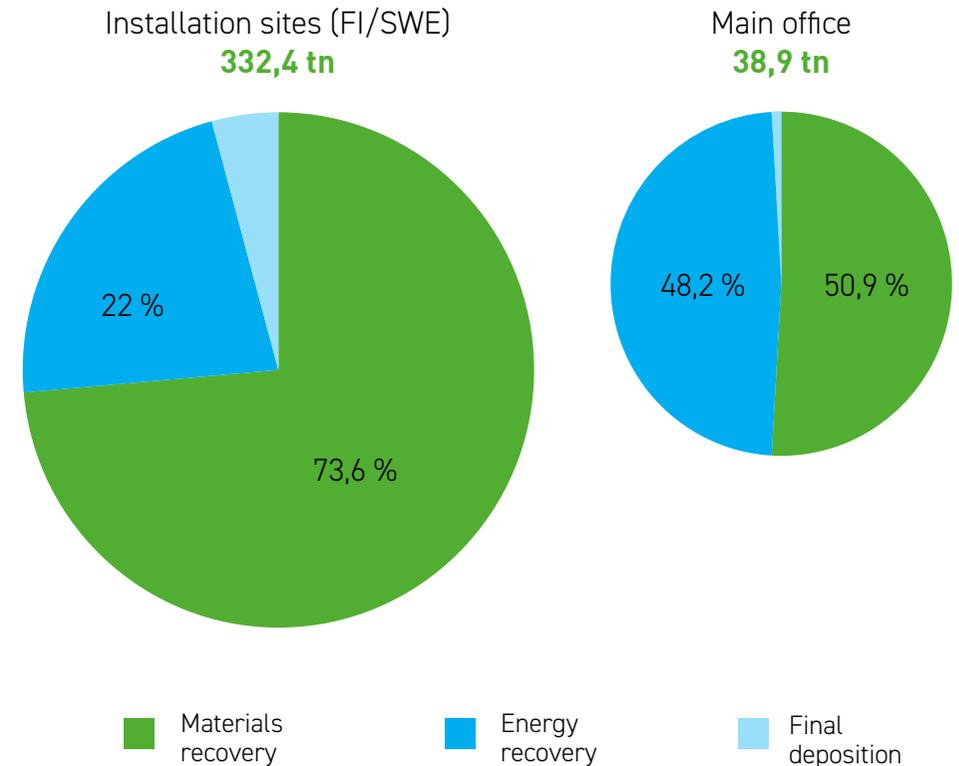
The light efficiency of a traditional T8 or T5 fluorescent luminaire is about 82 lm/W.

* Source: The Phi luminaire life cycle assessment (LCA), which has been done using the average electricity emission factor of Finnish electricity production.

WASTE GENERATED IN OPERATION

In the statistics, the amount of waste generated from our main office and our installation sites as well as utilisation of the waste is separated. Our goal is to make the waste recycling rate as high as possible by making sorting more efficient. We also try to reduce the amount of waste generated.

The old fluorescent tube removed from the customer can be 97% recycled thanks to the sorting already carried out at the installation site.





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SOCIAL SUSTAINABILITY

SICK LEAVE RATE AND FREQUENCY OF ACCIDENTS

Number of personnel
/ FI + SWE

95

Frequency of accidents
/ FI + SWE

10,92%

TARGET 0 %

Well-being of our personnel is our most important capital. We continuously monitor sickness absences and frequency of accidents and are determined to lower both numbers.

Sick leave rate / FI

3,03%

TARGET <3,5 %

Sick leave rate / SWE

1,01%

TARGET <2,5 %

SIGNIFICANCE OF OWN WORK

We have been actively monitoring the job satisfaction of our personnel since 2016. In 2021, we conducted the Siqni personnel survey for the first time. Its purpose is to help us understand which factors are relevant to our employees, and how they materialise in the everyday life of our company.

The response rate was very high, 93%. In the answers, employees felt that most important factor was the strong sense of unity in the workplace, and on a scale of 0-100 they gave it a score of 82.

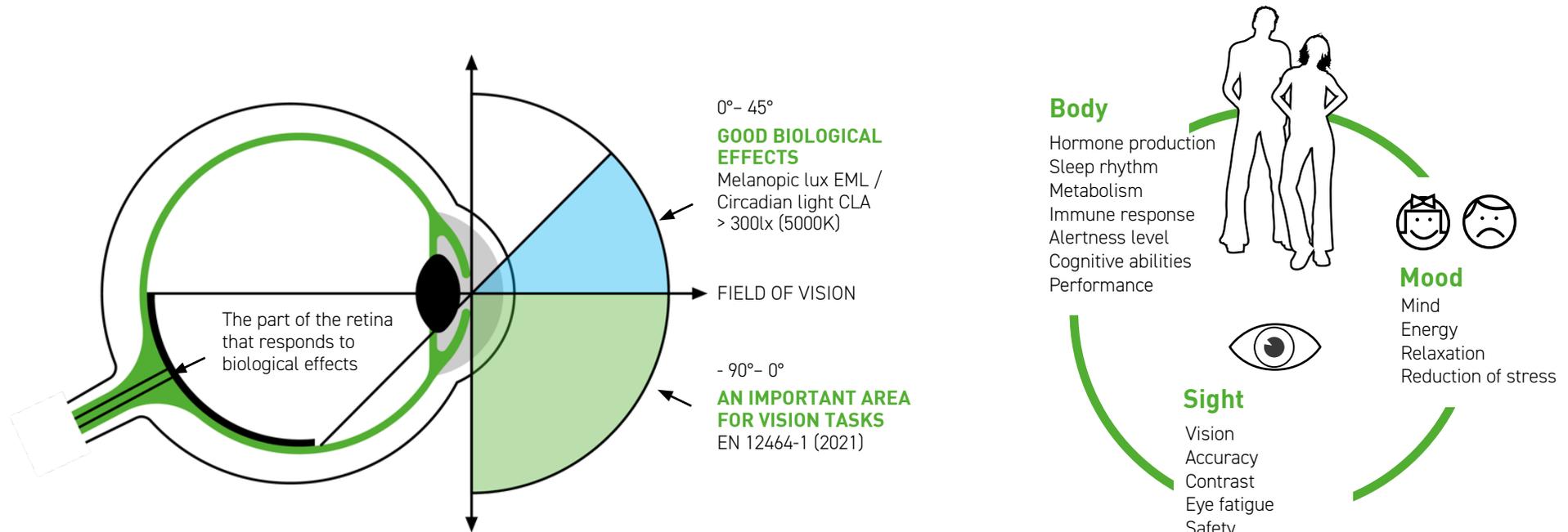
Also significant were the work environment, where you can be yourself as well as the organisation's inspiring goal and objective, which received 86 and 85 points as their scores.

The results of the survey were reviewed together with our personnel, and a development plan has been made based on the results.

The development of the response rate and grades is monitored annually.



THE MEANING OF LIGHT



Only in the last few years various studies have shown how widely light affects well-being of a human through many different factors. It's not just about the quantity of light, but also its quality, which can be influenced in different ways. Supporting a person's natural circadian rhythm is one of the ways. More information [Circadian Nobel Prize](#)

Greenled's product development continuously follows light-related research and takes research results into account as widely as

possible. Furthermore, the lighting of Greenled's manufacturing facilities has been designed by utilising these results, and its effect to occupational well-being is continuously monitored.

The same results are utilised in sales and systems offered to our customers as well. We have implemented several solutions for our customers where well-being has been the guiding factor. These customers include among others [Valmet](#) and [Pimatic](#).

CUSTOMER SATISFACTION

We at Greenled consider customer satisfaction as one of our most important sustainability measurements. High customer satisfaction tells us that we have succeeded in being responsible for our customers in addition to environment and employees.

The NPS is commonly used index number, which tells how likely customers are going to recommend a company, product or service to their friends or colleagues.

A NPS number over 50 points is generally considered excellent.

NPS is simple but effective metric that is easy to track.

NPS

Turn key
deliveries

51



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GOVERNANCE

ETHICAL CODE OF CONDUCT AND PARTNER NETWORK

Greenled's Ethical Code of Conduct can be found from our website. We always go through it with all of our employees during their induction training.

The most important principles of our Ethical Code of Conduct are honesty in business, responsibility for the quality of our products and services, responsibility for the environment as well as taking care of the well-being and safety of our employees.

These principles apply equally to Greenled's employees, our partners, subcontractors and suppliers.

We regularly assess our partner network's commitment to our ethical principles and go through them with our new partner candidates.

You can find our Ethical Code of Conduct from this address:
<https://greenled.com/ethical-code-of-conduct/>



ECONOMIC INDICATORS



Greenled is own by private Finnish individuals and Bocap Fund. The degree of domestic ownership is 100%.



Association of Finnish Work has calculated that a monthly spend of €10 invested in domestic products and services create 10 000 jobs a year.

Oulu 22.12.2022

Pertti Tahvanainen

Managing director
Greenled Oy

The figures in this report are from 2021.

For more information about
the report please contact our
sustainability manager

Jani Kaaresto

+358 50 320 5871
jani.kaaresto@greenled.fi

Greenled Oy

Oritkarintie 4
FI-90400 Oulu (Finland)
+358 20 1255 800
info@greenled.fi
www.greenled.fi

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