
ETS NORD
SUSTAINABILITY
commitment



DID YOU KNOW THAT?

You can find ETS NORD products in Czech Republic, Germany, Italy, Spain, United Arab Emirates, Latvia, Finland, Estonia, Sweden, Norway, Denmark, Iceland and Australia.

We have more than 25 000 products in our selection.

90% of our products are made in our own production.

We have 38 people working in our own R&D department and the number is constantly growing.

The total number of employees in our company is over 470.

We have more than 24 years of experience in the ventilation industry.

We are one of the largest manufacturers of ventilation products in the Nordic countries.

Each country where we operate has their own duct production: three in Sweden and two in Finland.

BOARD STATEMENT





Urmas Hiie

CEO of the Group

ETS NORD AS has been in its 24 years of existence always the frontier in sustainable thinking. Partnership and Business Excellence has driven us from the first days up to present.

We are using Design Thinking to create the best ventilation products for better indoor climate and energy savings in the building industry.

In 1998, we started with the implemention of Quality Management and received ISO 9001 certificate already in year 2000.

In 2006, we were the first company in Estonian machinery industry whose environmental management system was certified by ISO 14001 standard.

For the past 15 years, ETS NORD has been among the top 30 of Estonia's most sustainable companies.

In 2015, Swedish Trade & Invest Council awarded ETS NORD as the Most Sustainable Growth Company in Estonia.

This Sustainability Report here summarizes our policy and actions, how we are striving to be a better Partner for the Society and a great developer in the World of Indoor Climate Business.

OUR VISION & MISSION

VISION

With our passionate team we want to inspire the world with innovative products and create a new sustainable future for indoor comfort.

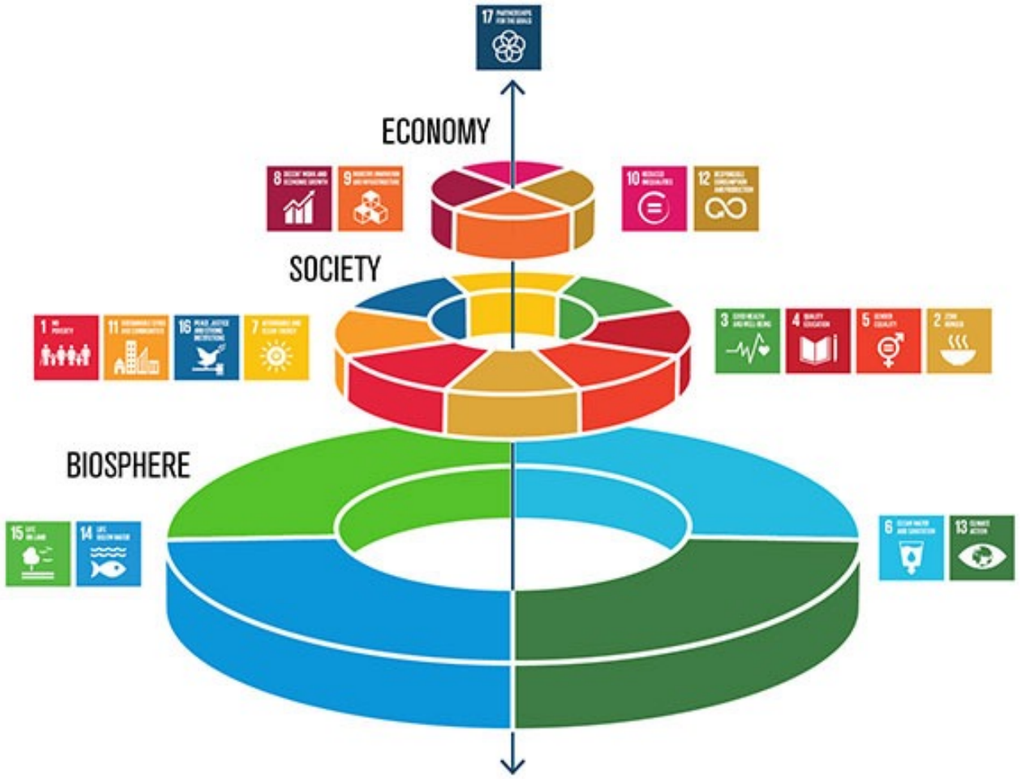
MISSION

We help to make the air flow effortlessly in demanding and changing conditions. With our dedicated team and continuous development, we create sustainable solutions for our customers by designing and manufacturing high quality and value-adding ventilation products.



SUSTAINABLE DEVELOPMENT GOALS (SDG)

Our activities are based on the Sustainable Development Goals (SDG) agreed in 2015 at the initiative of the United Nations until 2030, which ensure long-term sustainable development in the world and help achieve a balance between the social, economic and environmental fields.
Sustainability is based on the environmental dimension.





Our main goal of the company is not only to make a profit, but the measure of success is also the ability of the company to meet social and environmental requirements and expectations.

THIRD PARTNERS' CERTIFICATES & ASSESSMENTS

ISO 9001 and ISO 14001

HACCP
International certificate

VTT – Product certificate

SundaHus Material data

M1 Cleanliness
Classification

RISE – Type approval

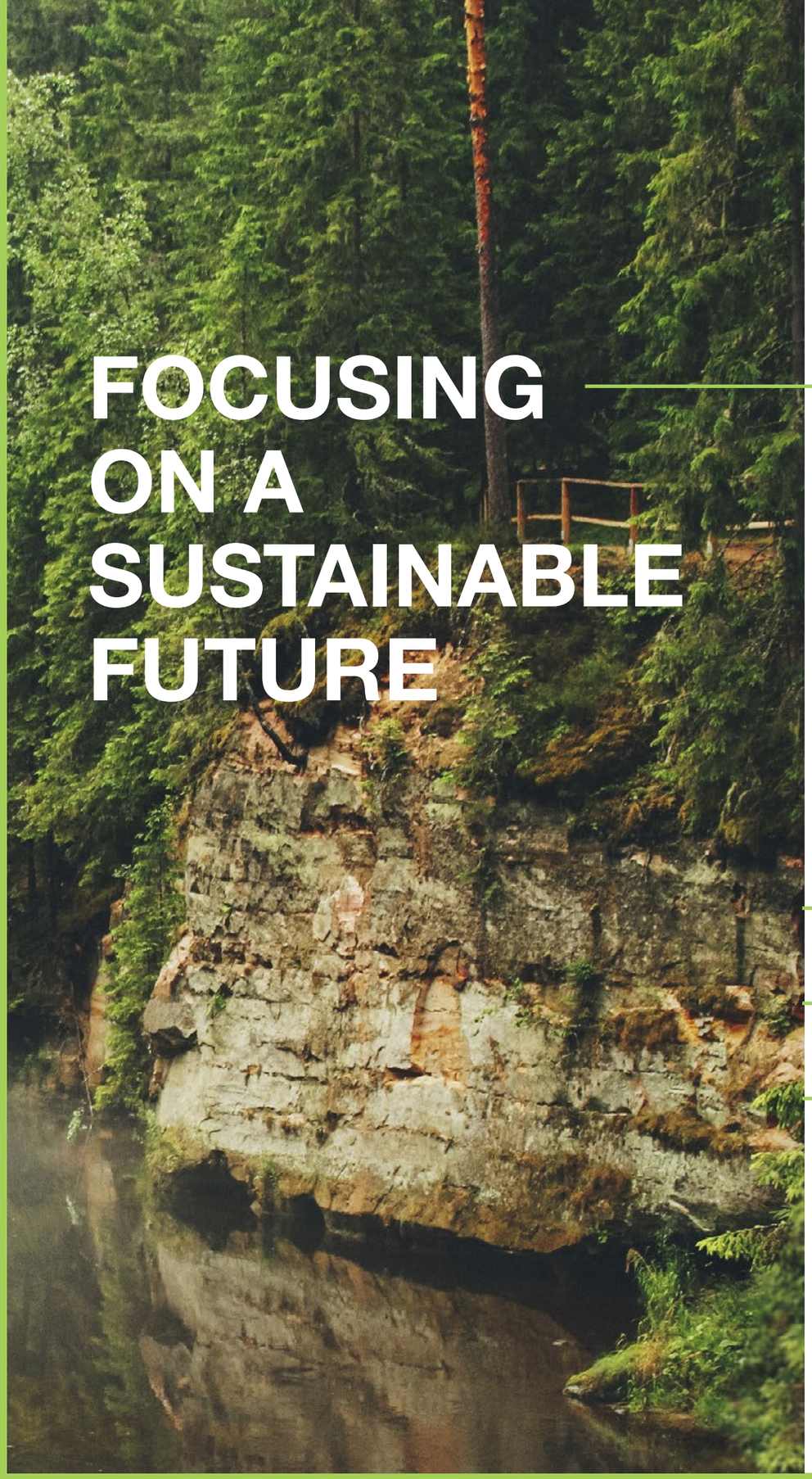
STF – Type approval

P – Type approval

CE – Certificate

Eurofins certificate

Made in Finland



FOCUSING ON A SUSTAINABLE FUTURE

There is a great saying:

If you plan for the next year, plant a seed;

if you plan for the next ten years, plant trees;

if you plan for the next 100 years, teach the people.

ETS NORD knows the value of planning for the present while keeping an eye on the future.

By designing and installing state-of-the-art ventilation systems, ETS NORD plants a seed;

By investing vigorously in contemporary technologies, ETS NORD plants trees;

By spreading its values and raising awareness, ETS NORD teaches the people.

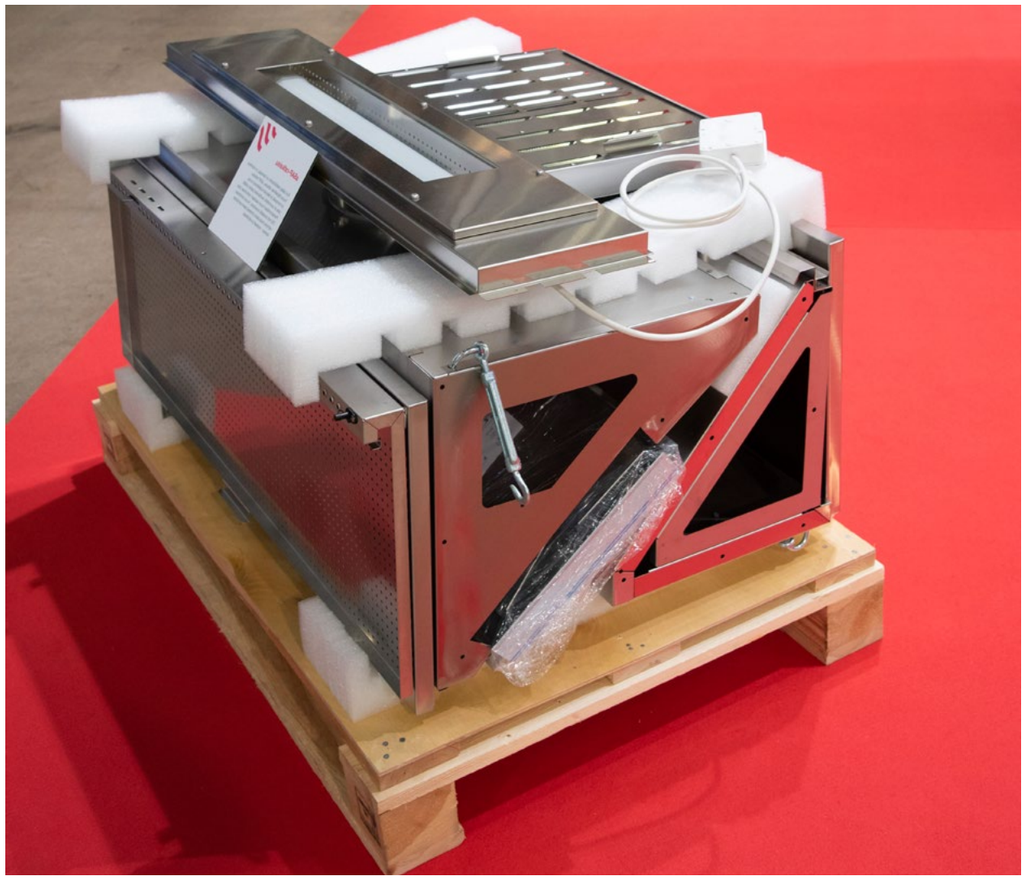
ENVIRONMENT

ENVIRONMENTAL ASPECT – FOCUS ON THE PRESERVATION OF NATURE AND REDUCTION OF THE ENVIRONMENTAL IMPACT



- Environmental policy
- Mapping business activities
- Ecomapping
- Determination of significant environmental aspects
- Analyzing information and defining environmental indicators
- Monitoring
- Environmental objectives and planning actions
- Development of an environmental management plan
- Environmental assessment (ecostar)

ETS NORD ENVIRONMENTAL ASPECTS IN PROCESSES



GREENHOUSE GAS EMISSIONS	CO_2 emissioon
	Reduce emissions in scope 3 (GHG protocol)
ENERGY EFFICIENCY	Optimisation of production process to save energy
	Adiabatic cooling
	Implementation of solar energy
	Development of energy efficient products
	Better indoor climate for customers
SUSTAINABLE WORK ENVIRONMENT	Environmental management system by ISO 14001 standard
POLLUTION AND WASTE	Actions to reduce air pollution
	Reduction of noise in workplaces
	Circular economy and reusability to minimise waste and improve circular flows through more efficient use of resources
	Energy audits
	Recycling programme – sorting of 20 different types of production leftovers for recycling
MATERIALS SOURCING	Eco-Friendly with Less Waste
	aSAP systems
	Choosing suppliers who follow sustainable values: social conditions, health and safety, ethical considerations and environmental management and who ha ´ve signed these supplier principles.

OUR SUSTAINABILITY CRITERIA IN RESEARCH & DEVELOPMENT



CRITERIA	ACTION
PRODUCT / TECHNOLOGY PLANNING	Risk assessment of material supply, production process
	Best functional technical features
	Reduction / replacement of fasteners
	Smart solutions
	Reducing paper in the development and sales process (product booklets online, inside guide)
RAW MATERIALS	Use as many recyclable materials as possible
	Origin of raw materials
	Reduce the weight of products
PRODUCTION PROCESS	Simplify design (workload reduction, material optimization)
	Reduce residues in the process and use residues in other products where possible
	Safety in production
IMPACT / EMISSIONS IN THE PRODUCTION PROCESS	Use of resources in the production process (energy, water, etc.)
PACKAGING	Reduce energy consumption in the production of products
	Minimize the packaging required and use recyclable packaging materials
TRANSPORT	Optimize packaging dimensions to reduce transport costs (products modularity)
PRODUCT USE	Installation friendliness
	Energy efficiency when using the product
	Ergonomics
	Less noise and construction waste on the construction site
END OF LIFE	Easy of handling and material recycling at the end of the product's life cycle

COMMITTED TO A SUSTAINABLE SOCIETY

We are focused on people and relationships, we support diversity, equality and inclusion movements in addition to enhancing customer satisfaction and employee engagement.

We consider very important to ensure good working conditions, we are socially responsible and take measures to avoid corruption.

We create enterprise value by expanding the organization's objectives to include the identification, assessment and management of sustainability-related risks and opportunities in respect to all organizational stakeholders (including but not limited to customers, suppliers and employees) and the environment.





ETS NORD CONSIDERS IMPORTANT

Supporting its employees in building rewarding careers and achieving their full potential through ETS NORD Academy.

Providing a workplace where the employee feels safe, valued and included.



STRATEGIC GOALS IN R&D

Shifting the company's internal thinking from individual products to complete solutions:

Keep developing **RECAIR**

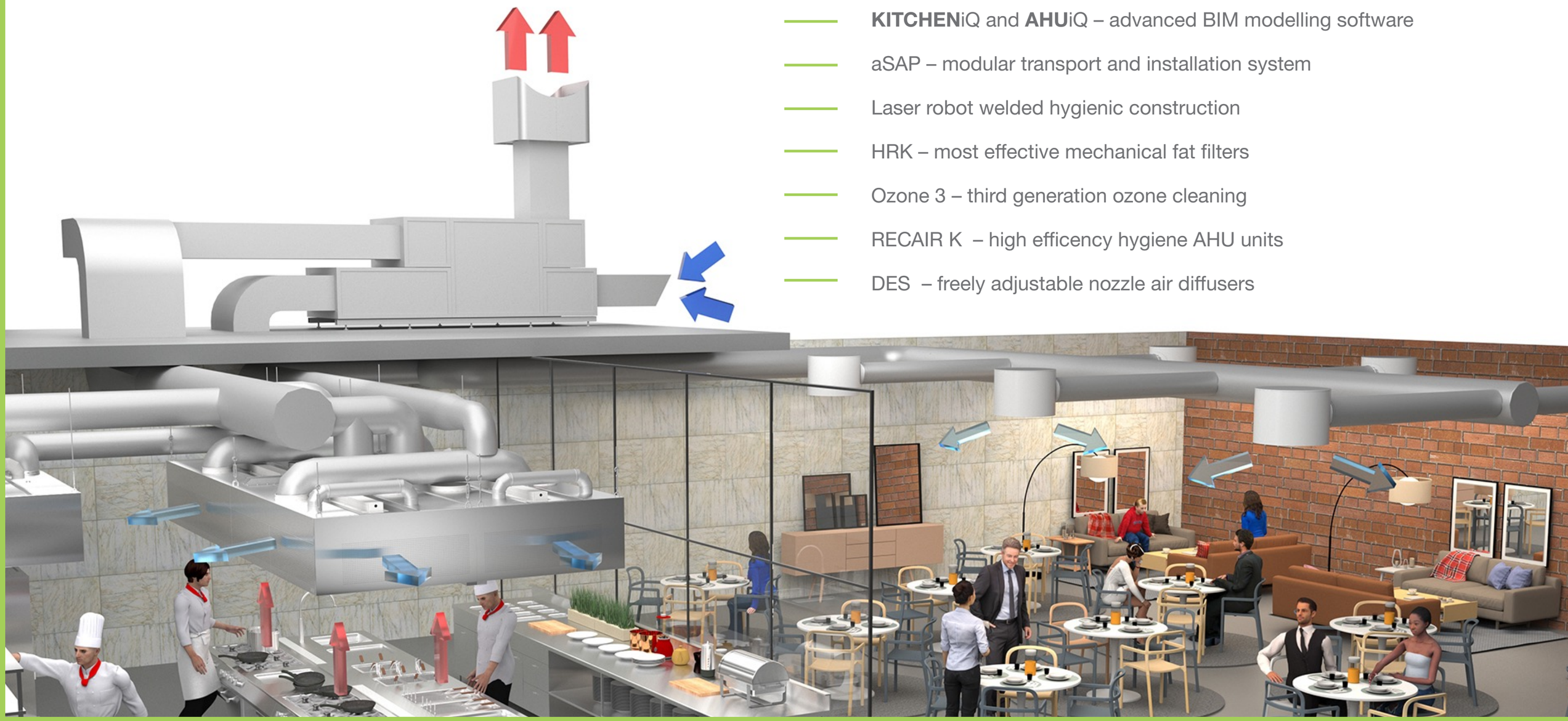
- aSAP renovation
- Kitchen / food industry
- Hygiene units
- Swimming pools
- Accessories (cooler, pump groups etc.)

ETScontrol

- Ozonator + control systems
- UV + control systems
- Water mist canopy
- AHU

NORDdiffuser – products + selection tool

EXAMPLE – PRODUCT STEWARDSHIP



THE MOST SUSTAINABLE KITCHEN VENTILATION SOLUTION ON THE MARKET

- **KITCHEN**iQ and **AHU**iQ – advanced BIM modelling software
- aSAP – modular transport and installation system
- Laser robot welded hygienic construction
- HRK – most effective mechanical fat filters
- Ozone 3 – third generation ozone cleaning
- RECAIR K – high efficency hygiene AHU units
- DES – freely adjustable nozzle air diffusers

SUSTAINABILITY DATA / PERFORMANCE INDICATORS

Economic sustainability & governance section

	2021	2020
TURNOVER (EUR, millions)	59,152	49,027
PER EMPLOYEE (EUR, thousands)	151	138
REVENUE GROWTH	20,7%	4,0%
OPERATING PROFIT (EUR, millions)	4,267	2,995
OPERATING PROFIT MARGIN	7,2%	6,1%
CUSTOMER SATISFACTION SCORE	4,7	4,35
RECOMMENDATION INDEX	64	-
SOCIAL TAXES (EUR, millions)	2,84	2,48
DIVIDENDS DECLARED (EUR, millions)	1,230	1,230



SUSTAINABILITY DATA / PERFORMANCE INDICATORS

Social responsibility & employee welfare section

	2021	2020
WORKING ACCIDENTS	9	6
SUPPLY CHAIN SUPPLIERS WITH CODE OF CONDUCT (SIGNED ETS NORD'S CC)	13%	5%
AVERAGE NUMBER OF EMPLOYEES	392	355
SICK DAYS INDEX	1,82	1,33
EMPLOYEES' SATISFACTION SCORE	3,87	3,97
LABOR TURNOVER	1,34	1,3
COST OF HEALTH CARE (EUR, thousands)	145	109
COSTS TO IMPROVE THE WORKING ENVIRONMENT (EUR, thousands)	19	12



SUSTAINABILITY DATA / PERFORMANCE INDICATORS

Environmental section

	2021	2020
WASTE CLASSIFICATION, TYPES	20	20
• **MIXED HOUSEHOLD WASTE (TONNES, PER YEAR)**	6,3	6,4
• **PACKAGING (TONNES, PER PERSON)**	0,11	0,17
ECO INDEX **	85	79
PURCHASED ENERGY		
• **ELECTRICITY (KWH PER MONTH / PER PERSON)**	520	547
• **HEATING (MWH)**	55	39
WATER CONSUMPTION (M^3 PER MONTH / PER PERSON)	0,8	0,9
PAPERLESS HR AND ACCOUNTING DEPARTMENTS	100%	90%



IMPORTANT MILESTONES

In December 2022

ETS NORD started to collect data to calculate the company's CO_2 footprint, that will include the following actions:

- Measure the company's CO_2 footprint (Tallinn, Tuusula, Vantaa, Kumla; 2020-2021)
- Measure NORDduct round duct CO_2 footprint and prepare an EPD (Environmental Product Declaration)
- Prepare a sustainability report CSR (Corporate Sustainability Report)

In January 2023

- ETS NORD carried out a survey among all employees about the usage of transportation to calculate the company's CO_2 footprint
- ETS NORD joined Rohetiiger.ee (Green Tiger), a collaboration platform for sustainable companies and organisations
- ETS NORD organised a Digital Clean-up day among its employees in Estonia

In February 2023

A Digital Clean-up day will be done in Finland and Sweden

By the end of March 2023

The EPD calculation will be ready

ETS NORD 25 years

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Let's move the air ***together!***