



SUSTAINABILITY OVERVIEW

TARA PAC 2024

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WE ARE TARA PAC

WHAT WE OFFER

Tara Pac is a packaging supplier targeting the Nordic market, offering a wide range of packaging solutions primarily in plastic, but also in metal. Our product range includes buckets, bottles, jars, jerrycans, IBC containers, and drums, which are suitable for products in industries such as food, construction, paint, chemicals, agriculture, and cosmetics.

OUR APPROACH AND MINDSET

At Tara Pac, delivering outstanding customer service is at the heart of everything we do. Our employees are packaging experts, and with their expertise we help our customers find the optimal packaging solution from idea to finished product. Quality is also a key factor for us and we carefully select suppliers, materials, and manufacturing processes to ensure durable and reliable products.

CORE VALUES AND STRATEGY

Tara Pac's overall guiding principles and strategy are deeply rooted in our three core values:

RESPONSIBILITY

We take responsibility for reducing our environmental impact, ensuring a safe workplace, and maintaining ethical governance to support long-term growth and profitability.

FORWARD

By moving forward, we strive for innovation and continuous development. We continuously improve our products and processes to meet future demands and the evolving needs of our customers.

JOY

Joy represents our ambition to foster a positive company culture where we thrive and work with passion. This fosters strong collaboration and lasting stakeholder relationships.



11
employees



4 MARKETS
SE, DK, FI, NO



SEK 157 MILLION
in turnover



6 PRODUCT CATEGORIES
in plastic and metal



6 INDUSTRIES
as main focus



ISO-CERTIFIED
9001 & 14001

MESSAGE FROM THE CEO

At Tara Pac, we have always believed in the power of taking responsibility – for our customers, our employees, and our environment. Our commitment to sustainability is a natural part of our business and a prerequisite for being a reliable partner, now and in the future.

Working sustainably means making conscious choices in everything we do. We are constantly moving forward, seeking innovative solutions that reduce our environmental impact and create value for our customers. We see this as a journey where every step counts, from the materials we choose to the partnerships we build with our suppliers and customers.

Regardless of the background of the sustainability work we do, we understand that the changes taking place affect you as a customer, as well as your customers. Our goal is always to offer you alternatives that allow you to choose how you want to make a difference, but also to support you in navigating changes driven by new initiatives or regulations.

Sustainability is an area where we feel a strong sense of responsibility, regardless of circumstances. No one can do everything but everyone can do something, and together we can do more than most.

We are convinced that joy is a driving force for positive change. We want to create a culture where sustainability is integrated into our daily work, and where we contribute together to a better future. By combining responsibility, forward thinking, and joy, we can make a difference - for our company, our customers, and our planet.

On the following pages, you can read more about what we achieved in 2024. Enjoy!

LARS PERSSON

CEO, Tara Pac



MATERIALITY ASSESSMENT

PRIORITY AREAS

Through a desk research, stakeholder dialogues, and internal workshops, we have gathered insights that formed the basis of our materiality assessment. As a result, we have identified some priority areas we consider most relevant to our business, most valuable to our stakeholders, and where we have the greatest potential to make an impact. We have also aligned these priority areas with the global Sustainable Development Goals in Agenda 2030 to ensure their applicability in an international context with a global framework.

To create a clear overview and structure, we have categorized our focus areas according to the ESRS standards. We began with the three main categories within ESRS – climate and environment, social aspects, and governance. These were then divided into relevant ESRS subcategories that align with our priority areas. This report is structured around these categories, with our various priority areas integrated accordingly. The structure is illustrated in the table below.

We sell packaging made from both plastic and metal. Currently, metal packaging represents a smaller share of our total packaging sales. For this reason, the section about circular economy will focus on our plastic packaging. However, we have included metal packaging in our climate calculations as well as in our procurement-related metrics.

CLIMATE & ENVIRONMENT ESRS E		SOCIAL ESRS S	GOVERNANCE ESRS G
Climate change ESRS E1	Circular economy ESRS E5	Own workforce ESRS S1	Business conduct ESRS G1
Purchased goods 	Recyclability 	Well-being 	Supplier responsibility 
Transport 	Recycled material 	Development 	Corruption & bribery 
Own vehicles 	Waste 	Work environment 	Product quality 
Electricity & heat 	Education 	Diversity & equality 	Product safety 

STAKEHOLDER CONSULTATIONS

Our stakeholder dialogues have played a significant role in the execution of our materiality assessment. These dialogues have enabled us to highlight key sustainability issues from multiple perspectives and gain a comprehensive understanding of the aspects our stakeholders value most. This, in turn, has helped us identify the sustainability priority areas that are most relevant for us to address.

STAKEHOLDERS	APPROACH	FOCUS AREAS
 <p>CUSTOMERS</p> <p><i>We serve a range of industries and have customers of varying sizes, including co-packers and brand owners.</i></p>	<ul style="list-style-type: none"> • Phone interviews • Customer meetings • Fairs & customer events 	<ul style="list-style-type: none"> • Supplier responsibility • Recyclable products • Reduced emissions • Recycled material
 <p>EMPLOYEES</p> <p><i>We are a total of 11 employees at Tara Pac representing various ages and genders.</i></p>	<ul style="list-style-type: none"> • Anonymous survey • Workshops • Annual development discussions 	<ul style="list-style-type: none"> • Recycled material • Recyclability • Supplier responsibility • Good health • Professional development
 <p>OWNER & BOARD</p> <p><i>Tara Pac is owned by Peter Olsson and the board consists of 4 members.</i></p>	<ul style="list-style-type: none"> • Board meetings • Reporting 	<ul style="list-style-type: none"> • Profitability & growth • Development • Positive customer relationships • Employee satisfaction • Supplier responsibility
 <p>SUPPLIERS</p> <p><i>This covers our goods suppliers and carriers.</i></p>	<ul style="list-style-type: none"> • Supplier assessment questionnaire • Carrier assessment questionnaire • Audit 	<ul style="list-style-type: none"> • Recycled material • Waste reduction and improved handling • Efficient energy use • Renewable energy • Reduced emissions



CLIMATE & ENVIRONMENT

ESRS E

As a non-manufacturing company in the packaging industry, we represent a small part of an extensive and complex value chain. This limits our direct control over climate and environmental efforts throughout the entire product life cycle. However, we do have the ability to influence outcomes by making conscious choices regarding suppliers, processes, materials, and products, with the aim of reducing climate impact and promoting a circular economy.

CLIMATE IMPACT

ESRS E1

THE IMPORTANCE OF ADDRESSING THIS TOPIC

As a distributor, we do not manufacture our own products. However, we purchase and sell goods in high volumes, which indirectly impacts the climate across the full life cycle of our products. This business model, combined with our daily operations, results in a significant climate footprint. To reduce our impact, we aim to minimize our greenhouse gas emissions in order to help slow global warming and climate change.

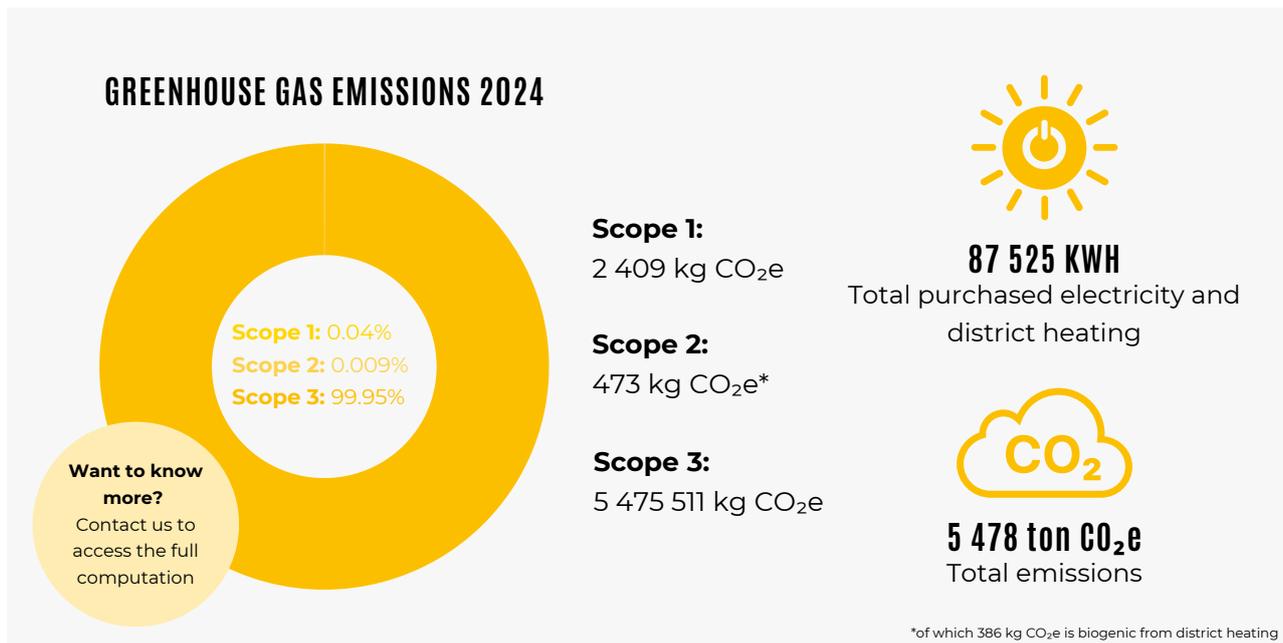
OUR IMPACT

To gain a better understanding of our carbon emissions, we have conducted a carbon footprint calculation in accordance with the GHG Protocol for the financial year 2024. Our emissions have been categorized into three scopes: **Scope 1** (direct emissions from sources owned or controlled by us), **Scope 2** (indirect emissions from purchased energy), and **Scope 3** (other indirect emissions that occur as a result of our operations). Based on this framework, we have chosen to focus our calculations on the emission sources we consider most relevant to our business and where we have the greatest ability to influence. These include:

- **Scope 1** – Fuel consumption in our own vehicles
- **Scope 2** – Electricity and district heating consumption
- **Scope 3** – Purchased goods (3.1), fuel purchases (3.3) and downstream transportation (3.9)

These calculations are based on a combination of actual measurement data and certain simplifications, and should therefore be seen as indicative rather than exact figures. The purpose is to track our climate impact over time, identify key emission sources, and understand how different measures can help us reduce it.

The results show that the vast majority of our greenhouse gas emissions fall under Scope 3, with Scope 3.1 (purchased goods) clearly representing the dominant source of emissions.



GOALS AND AMBITIONS

The climate calculations are essential for gaining insight into our emissions and, in turn, setting targets and taking action to reduce them. In this context, we have focused on:

Purchased goods: Our ambition is to work exclusively with suppliers who produce the goods we purchase in a responsible way and who value the use of recycled materials to reduce the climate and environmental impact of raw material extraction. In addition, we only choose suppliers within Europe to ensure better transparency, increased control, and shorter transport distances.

Transport: We strive to work with carriers that offer fuel-efficient solutions, such as intermodal transport using Euro 6 vehicles and eco-driving practices for road freight. Carriers should also optimize operations through efficient routing, full and lightweight loads, and bulk shipments.

Own vehicles: Our company cars consist of electric vehicles and plug-in hybrids to reduce the use of fossil fuels. We also strive to optimize our routes to lower fuel consumption.

Electricity & heating: Our office is currently leased where electricity and heating are purchased through the landlord who manages the building. As a result, we do not have direct control over the energy sources used. Although we can focus on optimizing our electricity and heating consumption by improving energy efficiency in the office through smart solutions.

COMPLETED AND PLANNED ACTIVITIES

PURCHASED GOODS



2024: A survey has been sent to our goods suppliers to gain a deeper understanding of how they work with climate and environmental issues, among other topics.

2025: The results of the survey will be reviewed, and in the first step, suppliers lacking clear sustainability strategies and targets will be required to meet specific demands.

TRANSPORT



2024: A survey has also been sent to our carriers to map their efforts in measuring and reducing emissions. One contract has been terminated due to insufficient sustainability performance.

2025: In 2025, we will explore the possibility of consistently offering our customers a more sustainable transport option, using low-emission transport methods and optimized logistics routes.

OWN VEHICLES



2024: New leasing agreements have included electric vehicles and plug-in hybrids. We have also compiled data on the electricity consumption of the vehicle charging stations at the workplace.

2025: All renewed leasing agreements will include electric vehicles or plug-in hybrids. Customer visits will be coordinated within the same geographic area to ensure optimized routes.

ELECTRICITY & HEAT



2024: Through our landlord, we have examined our electricity and heating consumption over the year, as well as the composition of the energy mix.

2025: A review of consumption and energy mix will also be conducted in 2025. Depending on available time and resources, we will also explore opportunities to improve energy efficiency in parts of our office.

CIRCULAR ECONOMY

ESRS E5

THE IMPORTANCE OF ADDRESSING THIS TOPIC

Our products consist primarily of plastic, which is why this section will focus on that material. Traditionally, plastic is made from fossil-based and non-renewable raw materials such as oil or natural gas. Optimized resource use and a circular economy are therefore natural and essential parts of our sustainability work, as they help reduce the negative climate and environmental impact associated with the extraction of these natural resources.

OUR IMPACT

The natural resources and raw materials used in our plastic packaging have a direct impact on the climate and the environment. In the context of resource use and circular economy, it is therefore natural that recycling becomes a central issue - which was also evident in our materiality analysis. By using recyclable and recycled materials in our packaging, we can contribute to a circular economy and reduce the need to extract new resources. In addition, investing in lightweight products is a key strategy for further minimizing the use of virgin materials and promoting resource efficiency.

Although we do not produce the packaging we sell ourselves, we still have the ability to influence our closest stakeholders in the value chain. Through selective purchasing, we can choose products that are lightweight, easy to recycle, or made from recycled materials. At the same time, we must prioritize meeting our customers' needs. Our ambition is therefore to inspire our customers to choose material-efficient, recycled, and recyclable packaging by educating and informing them about the benefits of these options, and by providing appealing circular packaging solutions.

To close the loop, waste management becomes a crucial aspect of this issue. The later stages of the value chain play a key role here, and although we do not directly control these stages, we can contribute through external collaborations and projects that promote proper sorting and handling of packaging waste.



1 941 954 KG

Total weight of purchased material

193 055 KG

Total weight of purchased recycled material*

10%

Share of purchased recycled material

*We have based our calculation on the assumption that our recycled packaging contains an average of 65 % recycled material

GOALS AND AMBITIONS

We strive to increase the total proportion of recycled material in our purchased packaging by 25% annually. In the long term, our goal is to offer only circular and material-efficient products that are recyclable and primarily made from recycled material. This will be achieved through:

Recyclability: It is important for us to ensure that our packaging is designed for easy recycling. Factors such as material selection, printing, and color play a key role here. These aspects must be considered already in the design phase of a package, and we strive to actively guide our customers toward making these choices.

Recycled material: We work to ensure that our packaging is made from recycled material, with a focus on material type, quality, and recycled content. Low weight is also an important factor when creating resource-efficient packaging. Our ambition is to encourage our customers to choose lightweight and recycled packaging without compromising on function and quality.

Waste: We aim to promote proper waste management through partnerships and sponsorships in the later stages of the value chain that can directly influence correct sorting and recycling of packaging waste. We also work with suppliers who internally recycle waste from their production.

Education: To guide our customers toward circular packaging choices, investments in education and marketing are needed to spread information and highlight the benefits. We must also ensure that we have the internal competence and knowledge required in this area within our company.

COMPLETED AND PLANNED ACTIVITIES

RECYCLABILITY



2024: During the year, we have not sold any non-recyclable multilayer packaging.

2025: We will continue to focus on mono-material and light-colored packaging. We will also actively work to encourage our customers to choose smaller labels and less printing, without compromising on design.

RECYCLED MATERIAL



2024: We have recorded material-specific details in our ERP system, including weight and type of material, to obtain quantitative data that can be measured, compared, and monitored over time.

2025: We will continue to guide our customers toward recycled materials. We will also report all purchased goods with material-specific details and supplement any missing information.

WASTE



2024: We have initiated collaborations with the recycling app *Bower* and the organization *Håll Sverige Rent* to promote proper handling and recycling of used packaging. We have also visited the Swedish Plastic Recycling facility in Motala.

2025: Our goal is to develop defined projects with the organizations mentioned above and possibly also organize a litter-picking day.

EDUCATION



2024: We have organized customer events about circular packaging with a dedicated environmental day in Denmark as the most prominent. We have also hired a sustainability consultant for internal workshops on sustainable development for us.

2025: We are planning more events about circularity, and also the development of customer cases to highlight our circular solutions in practice.



SOCIAL ASPECTS

ESRS S

The social aspects form a significant part of our sustainability efforts. Social aspects cover a broad spectrum, and to establish clear parameters, we will at this stage focus internally on our own employees where we have direct ability to influence and make a positive difference. To achieve sustainability in this context, we aim to implement initiatives that promote health and well-being, safety, development, as well as diversity and equality.

OUR EMPLOYEES

ESRS S1

THE IMPORTANCE OF ADDRESSING THIS TOPIC

Our employees are the heart of our organization and the reason behind our success. Their dedication enables us to drive innovation in our field and achieve strong results in everything we do. That's why their well-being is a central part of our sustainability efforts. If our employees feel good and find it rewarding to be part of our organization, we can ensure a strong work ethic and high motivation that benefits the entire company.

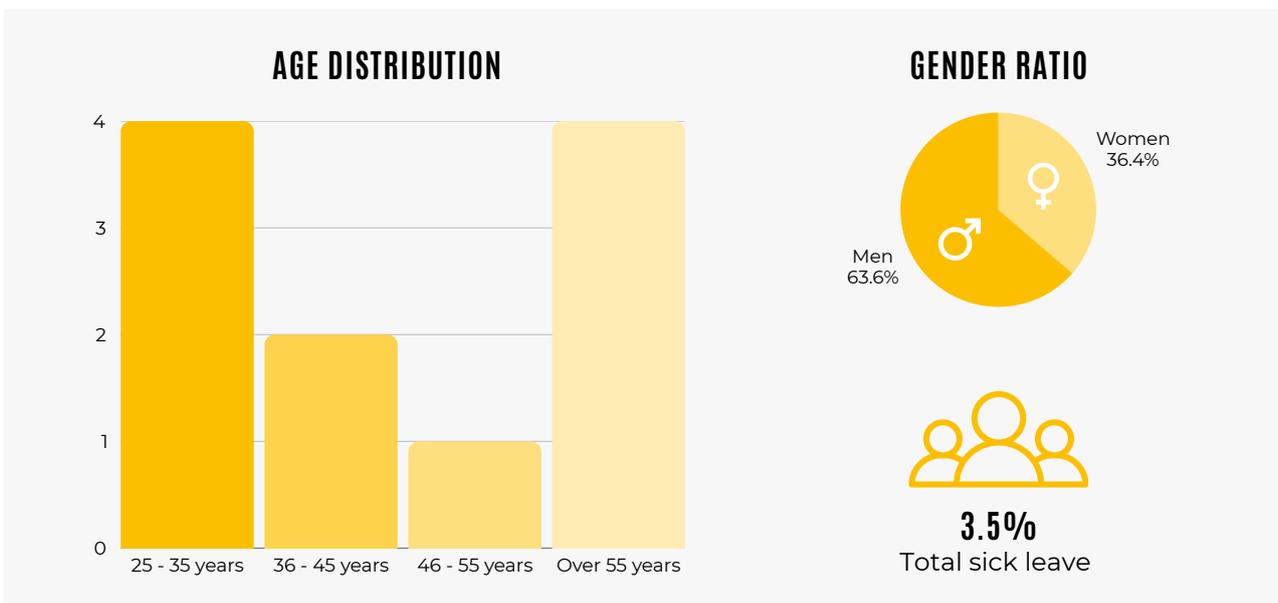
OUR IMPACT

We have a direct opportunity to make a difference for our employees by creating a safe, inclusive, and development-oriented workplace. By regularly listening to their needs and taking action based on their feedback, we can promote good health, well-being, and personal growth. In turn, this contributes to a work environment where everyone feels valued and has the opportunity to grow in their professional roles.

When it comes to our employees' work environment and safety, we can make an impact by establishing clear guidelines and procedures for potential hazards. Education can also play a crucial role in minimizing risks. By working proactively and striving for zero injuries, we can create a safe and healthy environment for our employees.

For diversity and gender equality, we strive to establish a workplace that is fair and inclusive. Through conscious choices in recruitment and professional development, we can contribute to a work culture where different perspectives are valued.

Our efforts in these areas enable us to improve both the work environment and the well-being of our employees, while also creating a workplace that is fair and productive. This, in turn, strengthens our ability to retain skilled employees and attract new talent who view our organization as a desirable place to work.



GOALS AND AMBITIONS

Our overall goal is to create a workplace where our employees feel good, thrive, and grow in a safe and inclusive environment. We can reach this goal through:

Well-being: To promote good health and well-being, we must first understand the needs of our employees. This can be achieved through dialogue and surveys, and based on these insights, we can take targeted actions that support their well-being. We also aim to focus on general health-promoting initiatives related to ergonomics, physical activity, and recovery. Our goal is to maintain a total annual sick leave rate of no more than 3%.

Growth: We want to provide tools and opportunities for personal career development and skill-building through training, clear career paths, and supportive leadership. Our ambition is to foster a culture where learning and development are central parts of our daily work.

Work environment: A safe and secure work environment is essential for well-being, health, and development. With a zero-injury vision for work-related accidents and incidents, we will work proactively to identify risks, implement preventive measures, and provide safety training.

Diversity & equality: We strive for an inclusive workplace where different perspectives are valued. Our ambition is to achieve gender balance in leadership positions by 2030 and to ensure equal opportunities for development regardless of gender, age, or background.

COMPLETED AND PLANNED ACTIVITIES

WELL-BEING



2024: We have conducted ergonomic reviews. We also offer benefits such as health, accident, and life insurance, counseling support, and a wellness allowance. In addition, we provide flexible working hours and the option to work from home.

2025: In addition to our current initiatives, we plan to conduct a survey to better understand our employees' needs regarding the workplace.

GROWTH



2024: To involve all employees in the company's development, we hold annual workshops, kick-offs, and quarterly meetings. Our employees can also attend courses for professional development. In addition, we do annual salary and development reviews to support goals and career growth.

2025: We plan to continue our activities with a focus on training and skill development.

WORK ENVIRONMENT



2024: To create a safe workstation for every employee, we have conducted ergonomic assessment and procured supportive equipment. We have also redesigned our office for a pleasant, safe, and functional work environment.

2025: To prevent accidents and injuries, we do regular fire drills and CPR training sessions, which are also planned for this year.

DIVERSITY & EQUALITY



2024: This year our team included 11 employees of diverse ages and genders, with 3 men in management. Two new members, a woman and a man aged 20-30, joined the board of directors.

2025: New hires will be planned with the above demographic factors in consideration. We will also work to increase the number of women in management over time.



GOVERNANCE

ESRS G

Corporate governance is a central part of our sustainability work and extends beyond our internal processes. We place great importance on complying with laws and regulations, and we actively work to uphold high ethical standards and integrity in our relationships with stakeholders. Our efforts are grounded in respect for human rights and our responsibility to society, with a focus on suppliers, anti-corruption and anti-bribery, product safety, and product quality.

BUSINESS CONDUCT

ESRS G1

THE IMPORTANCE OF ADDRESSING THIS TOPIC

Conducting ethical corporate governance that complies with laws, regulations, and human rights is our duty as a company. We strive to integrate these values into all aspects of our operations, from strategic decisions to day-to-day activities. By applying principles of transparency and accountability in our corporate governance, we aim to ensure that our business decisions are not only legally sound but also morally justifiable.

OUR IMPACT

We aim to practice ethical corporate governance by ensuring that our guidelines and processes are rooted in accountability and respect for human rights. In our supply chain, we focus on transparency and long-term relationships built on trust and shared values. Although we represent only a small part of a large and complex value chain, we still have the ability to influence the stakeholders closest to us. By establishing clear guidelines and standards, increasing transparency, setting requirements, and being selective, we can minimize the risk of ethical violations and poor working conditions among our suppliers.

Even though our ability to influence stakeholders further in the value chain is more limited, it is important to ensure that the entire lifecycle of our products is characterized by responsible processes and ethical guidelines. By reviewing our goods suppliers, we can gain greater insight into their own supply chains for a broader understanding of our products' full lifecycle.

To prevent corruption and bribery, we can establish clear guidelines and codes of conduct aimed at shaping both our own organization and the suppliers we work with.

Product safety and quality are additional areas where we must take responsibility to uphold strong business ethics toward our customers and end consumers. By carefully selecting materials, design, and production processes, we can ensure that our products meet high standards in both safety and quality.



35%

Signed/presented codes of conduct



98%

Suppliers in low-risk countries*



1.35%

Quality-related complaints

*According to Amfori's BSCI-risk assessment

GOALS AND AMBITIONS

Our entire business and value chain should be characterized by responsibility toward people, society, and environment. We aim to work only with suppliers who share these values and with products that meet high standards. This can be achieved by focusing on:

Supplier responsibility: Through guidelines, audits, evaluations, and clear requirements, we can ensure that our goods suppliers do not violate the UN Universal Declaration of Human Rights. Our ambition is for all our goods suppliers to either sign our Code of Conduct or present their own, as long as it meets the criteria outlined in our guidelines.

Corruption & bribery: We have zero tolerance for corruption and bribery, both within our own operations and among our suppliers. We support this effort by clearly establishing codes of conduct. Externally, we also need to carry out audits to increase transparency.

Product safety: Our products must never pose a risk of harm to end consumers or other stakeholders. This is partly done by making sure that our products complies with relevant safety standards and regulations, but also through an overall focus on all safety aspects of the products, from production processes to material selection and design.

Product quality: Our products must meet high quality standards, with a goal of keeping quality-related complaints below 1% of total annual orders. This requires careful supplier selection and close attention to production, materials, and design.

COMPLETED AND PLANNED ACTIVITIES

SUPPLIER RESPONSIBILITY



2024: A survey was sent to our goods suppliers to assess how they work with quality, risks, supply chain, workforce, and climate & environmental issues. Based on the data, we have carried out an evaluation. We have also conducted on-site audits and a protocol for this purpose.

2025: We will establish standards for our work with goods suppliers complemented by additional audits.

CORRUPTION & BRIBERY



2024: Our Code of Conduct, which clearly states zero tolerance for corruption and bribery, has been shared with goods suppliers to sign and referenced in the supplier survey.

2025: We will try to increase the number of goods suppliers signing our Code of Conduct or providing an equivalent. Anti-corruption and bribery guidelines will also be incorporated into our personnel policy.

PRODUCT SAFETY



2024: We have complied with all relevant packaging regulations, including securing caps on beverage bottles to reduce choking risks.

2025: We will continue to focus on processes, materials, and design to minimize risks. The increased use of recycled materials will also require careful consideration of associated safety standards.

PRODUCT QUALITY



2024: We have begun tracking all complaints in our management system for better oversight. We also assessed supplier quality practices through the distributed survey.

2025: We will continue tracking complaints in our management system and balance the use of recycled materials with quality and functionality.

CONTACT

Tara Pac AB

Sankt Annegatan 4
223 50 Lund

 www.tarapac.com

 media@tarapac.com

 Tara Pac AB

