



Pure
Nordic
Quality

Corporate Social Responsibility & Sustainability

Report 2022

An aerial photograph of a dense forest. The canopy is a mix of vibrant green and dark, shadowed areas. In the lower right foreground, a large, dark, moss-covered tree trunk lies horizontally across the frame, partially obscuring the forest floor. The overall scene conveys a sense of natural growth and sustainability.

Sustainability is
central to our culture
and is a key element
in our strategy for
future development and
growth

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The year 2022

Unger focuses on sustainability throughout the entire value chain. We challenge ourselves to create new and sustainable values in our daily operations.



Unger is located
in Fredrikstad

Did you know?

Unger had
118 employees
at the end of
2022

10028 hours
were spent on
skills enhance-
ment in 2022

Unger provides
financial support
to local charitable
causes

Unger is a
company in the
Olav Thon Group

We pursue
sustainable
development

Unger works
continuously to
reduce environ-
mental impact





Unger's purpose

Unger's purpose is to contribute to safe, clean and functional everyday life for all.

We develop, produce and sell surfactants and services that contribute to our common well-being in the modern world. Our products, often overlooked, are everyday heroes performing necessary functions.

How does Unger work on Sustainability?

We continuously develop environmentally friendly technologies that reduce the carbon footprint, preserve biodiversity and ensure a transparent value chain. We want to ensure that we do not limit the opportunities for future generations.

Our sustainability goals are ambitious and take into account our owner and our employees, authorities, customers and the market.

As a B2B company, it is also our goal to support our customers' own sustainability goals. They want to meet the needs of end users, like you and me. We work closely with our customers to deliver products and solutions that align with their sustainable ambitions and can create new value for their brands. In this way, we contribute to creating a better future for all, where the needs of end users are met in an environmentally friendly and responsible manner.

By being a resource-oriented and responsible company that delivers quality products and services, we create a competitive advantage for our customers.

Unger's Sustainability goals

Three pillars (focus areas) for sustainability have been established: Carbon footprint, respect for humanity, innovative and environmentally friendly solutions. Within each of the pillars, initiatives are expressed globally, locally and internally at Unger. Each of the pillars linked to selected UN Sustainable Development Goals.

Carbon footprint

The carbon footprint is linked to the following sustainability goals:



We shall work to reduce our carbon footprint throughout the value chain, from raw material production to finished product. We shall measure our carbon footprint and set targets to reduce it.

Sustainable Development Goal 9: Industry, innovation and infrastructure

Unger focuses on developing new methods and investing in technical solutions that reduce emissions to water, consumption of raw materials and energy consumption. In order to achieve the desired

improvements, both advanced control systems and artificial intelligence are used to control the processes.

Sustainable Development Goal 12: Responsible consumption and production

At Unger, we focus on resource utilisation throughout the entire value chain. In principle our processes create no waste products, and thus our emissions and our waste are resources gone astray. Much is done to focus on resource utilisation throughout the organisation so that we take care of our resources instead of producing waste.

Good resource utilisation results in reduced emissions, and it contributes to a circular economy by recycling plastic, paper and pallets. This good resource utilisation in turn results in a reduction in our CO₂ footprint as less raw materials and packaging are consumed.

Respect for others

Respect for humanity is linked to the following sustainability goals:



We shall show respect for humanity both in our own organisation, locally towards neighbours and local communities. We shall show respect for humanity throughout the entire value chain from raw material producers to manufacturers of finished goods.

Sustainable Development Goal 3: Good health and well-being

Our products, together with clean water and vaccines, help to prevent infectious diseases and contribute to good health. The pandemic has taught us that water and soap help to remove bacteria and viruses.

Unger focuses on health for each individual employee through good HSE work and, not least, giving the employee the opportunity to participate in the development of their own workplace. Unger is certified according to ISO 45001 Occupational Health and Safety Management.

We emphasise having a good relationship with our neighbours and make great effort to reduce environmental impact. We have ongoing dialogue with our neighbours, and a number of measures have been taken to reduce noise pollution and odour from our production facilities.

Sustainable Development Goal 8: Decent work and economic growth

Good working conditions are facilitated

internally, and this is undertaken in close cooperation with trade unions and each individual employee. Unger also seeks to influence decent working conditions throughout the entire value chain.

Evaluations are carried out on individual suppliers of raw materials and packaging, based on risk assessments. The evaluations made include, inter alia, forced labour, child labour, HSE, wages and remuneration, harassment and equal treatment as well as the environment and sustainability. The evaluations of the entire value chain are part of our due diligence and a prerequisite for our ISO certification according to ISO 14001, Environmental Management.

Sustainable Development Goal 17: Partnerships for the goals

Unger emphasises that all employees contribute to creating our results and our working environment. We want all employees to participate in processes related to strategy development, and we have an annual HSE day where everyone takes part. Unger is certified according to ISO standards 14001 Environmental Management and 45001 Occupational Health and Safety Management. These are both standards that require collaboration to achieve the goals.



Innovative and environmentally friendly solutions

Innovative and environmentally friendly solutions are linked to the following sustainability goal:



Unger shall develop, produce and sell chemical products, solutions and services that contribute to a safer, functional and cleaner everyday life for us all, both now and for future generations.

Sustainable Development Goal 9: Innovation

Unger invests in innovation to ensure a sustainable and competitive business. Research and development activities (R&D) are undertaken out in our own projects, but primarily in close cooperation with customers, strategic partners and external research institutions. We focus on sustainable use of our natural resources with the aim of functionality that requires the least possible consumption of other resources, such as energy and water. Unger shall possess professional competence to develop products and solutions for increased value creation and efficiency.

An active and conscious approach to innovation in everyday life with a continuous focus on the rate of innovation will ensure that the company is equipped to meet tomorrow's opportunities and challenges. Unger's business model is to deliver products and expertise within its business area to our customers and partners.

Unger's goal for 2030 is to remain stable with a rate of innovation which exceeds 75 out of 100 possible points.

Sustainable Development Goal 12: Responsible consumption and production

Unger has made a strategic choice to focus on the development of new sustainable products, services and solutions. An important area is to develop products that are based on renewable raw materials and are as climate-friendly as possible.

We want to contribute to a more sustainable society. By actively choosing to cooperate with suppliers and partners who contribute positively in this regard, Unger can ensure an optimised value chain that is constantly improving. Procurement of raw materials that are renewable and certified ensures good sustainable choices and a transparent value chain for end users. Unger continuously works to improve and streamline production, and we have a transparent production with documented figures on the company's environmental impact. We collaborate with external companies and institutions to develop comprehensive knowledge about our business. The sustainability figures are presented according to public standards such as LCA analyses.

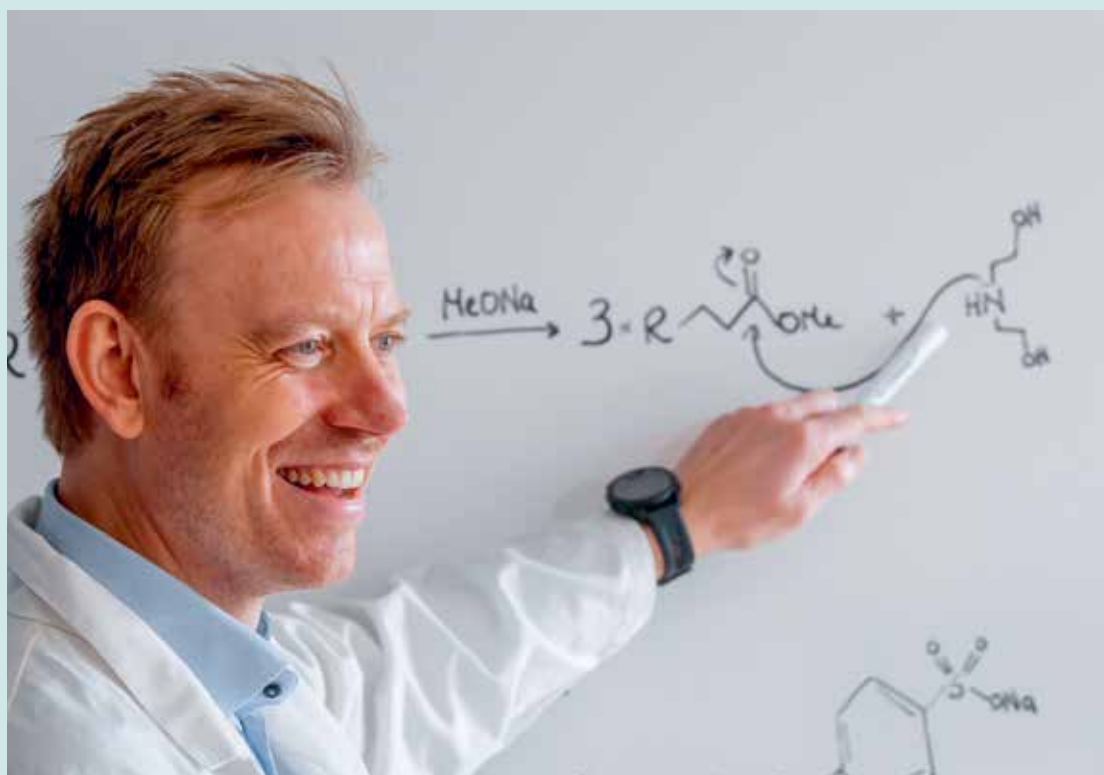
A long-term goal for 2030 is to increase the proportion of renewable raw materials in our products to over 70%. Unger chooses to phase out raw materials of fossil origin for renewable raw materials. This is a real challenge that we would like to do in close cooperation with our customers. Our activities are adapted to our customers' sustainability goals. Unger can and will contribute – and we have already started.

Sustainable Development Goal 17: Partnerships for the goals

Unger is a pioneer in the chemical industry when it comes to making good, sustainable choices, and we were one of the first members of RSPO – Roundtable of Sustainable Palm Oil. We continuously work on improving products and expertise in this area so that customers can buy products that meet today's requirements for environmental adaptations. The products are certified for a number of different standards such as Ecocert, Safer Choice and Red Cert, among others. Unger strategically collaborates with suppliers, customers and research institutions to develop a sustainable value chain.

This collaboration promotes a culture of open innovation that strengthens value creation and a holistic view of responsible and future-oriented business management.

Unger aims to be the preferred partner for our customers when it comes to innovation, creativity and sustainability. By 2030, we aim to involve open innovation in more than 50% of all our R&D activities.



Overall sustain- ability strategy

Pillars	Significant topics	Goals for 2030
Carbon footprint	Develop processes and process control to reduce our footprint.	50% reduction of CO ₂ emissions generated internally.
	Reduce waste in all production processes. Reduce energy consumption.	Waste sorting rate of 95%. Emissions to water? 100% renewable energy
Respect for humanity	Inclusive workplace. Increase the proportion of women. Promote inclusion by reducing exclusion in working life through arenas for work training and work testing.	30% female proportion in management positions
	Local focus contributes to local skills development in Østfold. Skills development in own organisation (collaborative skills).	Minimum 10 qualified applicants per job posting. Minimum 95% of employees confirming that their immediate manager encourages and facilitates skill sharing.
	Human rights and transparency.	Map the value chain 100%. Transparent
Innovative and environmentally friendly solutions	Innovation: innovate products, produce and sell services that meet our customers' product and application needs.	Improve our innovation ability to 75 out of 100.
	Sustainable products: Help our customers reach their product needs and sustainability goals.	Increase the proportion of products based on renewable and circular raw materials to 70%
	Production, technology and services: Sustainability (reduce carbon footprint and waste and improve resource recovery and value creation).	Implement open innovation in 50% of projects

The illustration below shows Unger's sustainability strategy. This strategy builds on the strategy in the Olav Thon Group, but is adapted to our own activities at Unger.

The strategy is built around the three pillars with specifications per theme, goals for 2030, ambition and connection with the UN's Sustainable Development Goals.

Ambition	UN Sustainable Development Goal
The sum of all internal activities shall be climate neutral	
Circulate or utilise all process and energy flows	
Representative leadership	
Contribute to a strong competence network in Østfold	
Full insight into the value chain	
Contribute to economic growth, responsible growth-owners, employees and local communities	
Reduce carbon footprint, maintain biodiversity and transparent value chain	
Smart technology for innovation, better resource utilisation and reduced carbon footprint	

Certifications and third-party reporting

Third-party reporting

EcoVadis reporting

CDP Reporting

Unger has committed itself through its ownership and policy to the UN Global Compact

GRI reporting via the Olav Thon Group

Certifications

ISO 9001 Quality Management

ISO 14001 Environmental Management

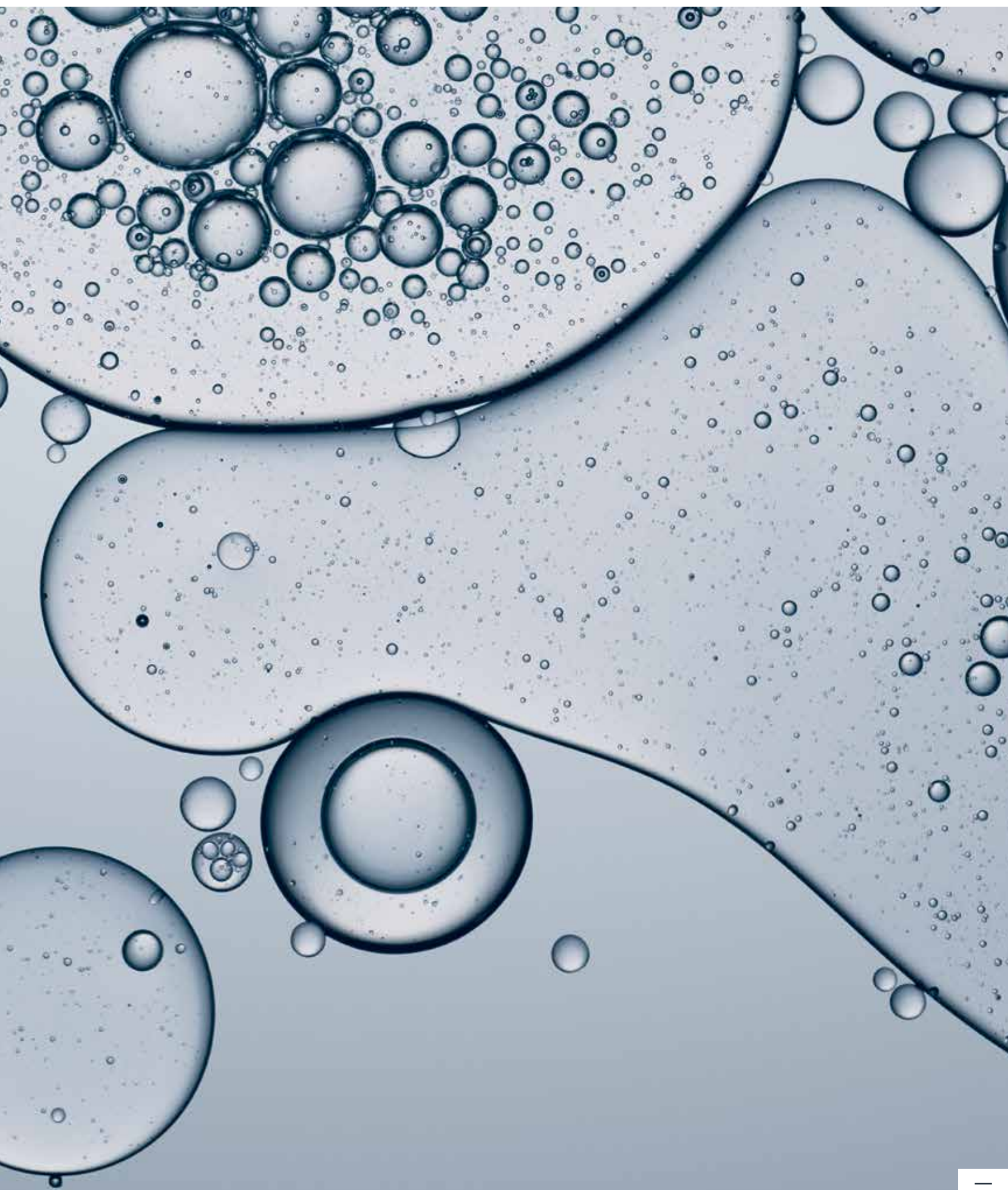
ISO 45001 Occupational Health and Safety Management

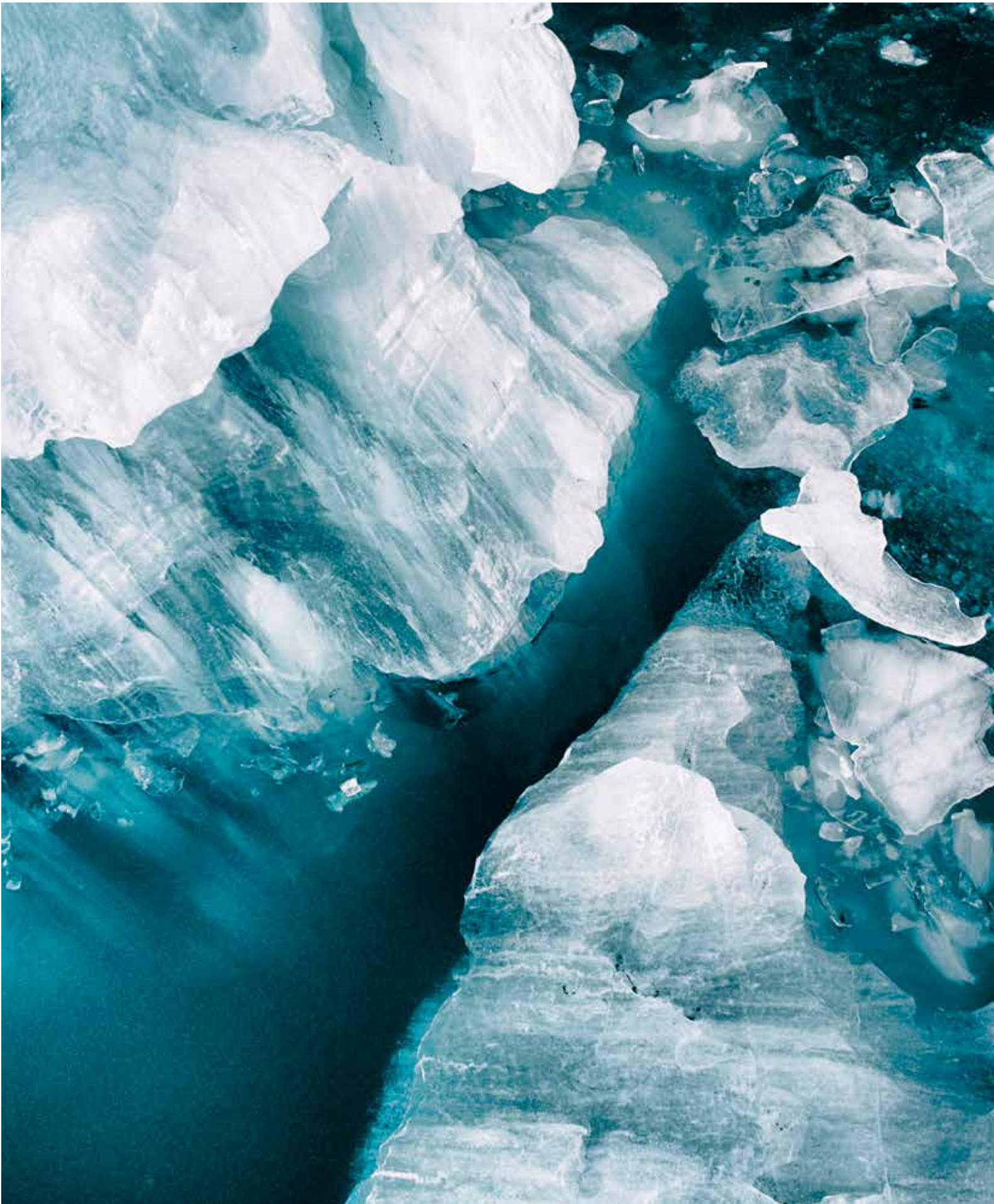
RSPO
(Roundtable for Sustainable Palm Oil)

Goals for 2024

RedCert (Certification for sustainable biomass)

NDPE certification
(No Deforestation, No Expansion on Peat and No Exploitation)





Carbon footprint

Sustainable development is a focus for us at Unger. The authorities, interest organisations and neighbours shall experience that the company works continuously to reduce environmental impact in all areas.

The carbon footprint is linked to the following sustainability goals:



Carbon footprint

Emissions to water

A programme has been established for the reduction of emissions to water. The measures have consisted of everything from recycling wash water to the installation of new process equipment and new control systems to create less waste. The use of wash water has also been reduced in favour of mechanical cleaning. This allows us to take care of product waste and prevent it from ending up in the Glomma river. However, this has led to an increase in the amount of waste that must be disposed of or treated. Since 2020, most of the waste has been used for the production of energy through incineration. The work through 2021 and 2022 has revealed several common conditions and measures for waste and emissions. In Q1 2022, we started a project where the vision is zero emissions to the Glomma. The project covers the whole of Unger. We work as much on reducing product loss as on returning it to the process. Several pilot tests show good results. The different solutions are developed locally together with different suppliers for each part of the process.

Reduction of production waste

The product waste described above is contaminated powder waste from our two drying plants. There has been a 23% decrease for this waste stream from the previous year. The work on the project '0-emissions to Glomma' reveals ongoing and different needs for solutions. The implementation started in Q4 2022 and will stretch over a period of 3-5 years. A comprehensive action plan is being established for this period Q1 2023. The goal is maintained for 2022-2023 but will be adjusted in line with the action plan for the coming periods.

As for the two waste streams of filter acid sulphate and liquid production waste, the annual goals have been achieved.

Emissions to air

Unger has a permit for emissions of SO₂ and SO₃ to air. Four measurements are carried out each year, and these show that we are well below the permit limit.

Recipient survey (Investigation of environmental status in Glomma river)

Unger is obliged to carry out recipient surveys every third year. This is a survey of the condition in Glomma river and to monitor the effect our emissions to water have on the environment in the Glomma. No surveys were carried out in 2022 and the next planned survey will take place in 2024.

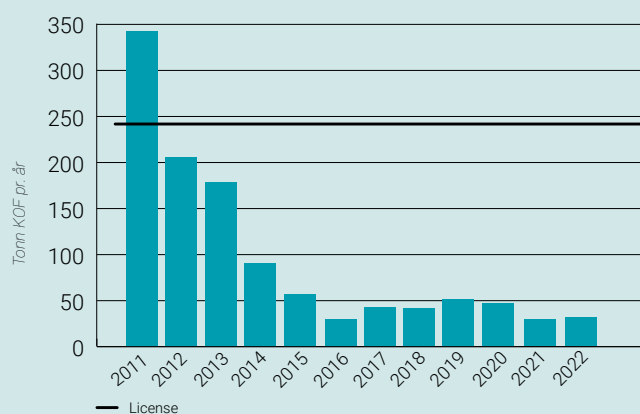
The previous survey was undertaken in 2021 and not completed in 2022; the survey concluded with the following: As the results upstream and downstream of the discharge point do not differ significantly from each other on the east and west sides of the Glomma, this indicates that the impact of the discharge does not result in detectable changes in the benthic fauna. This part of the Glomma is exposed to many different influences. In such situations, the cumulative load on the body of water may mask the impact of individual loads. The salt-water impact also affects the benthic fauna with findings of marine species.

Transport

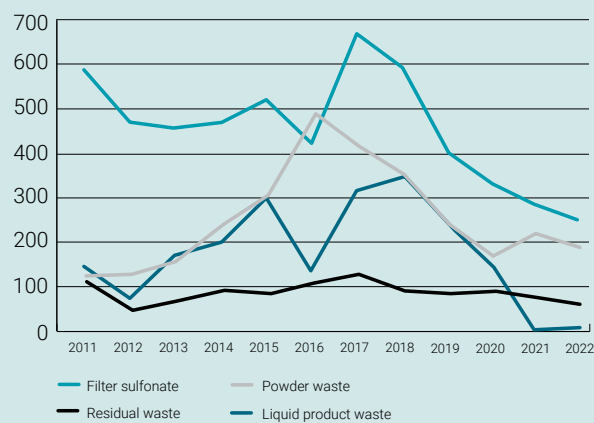
Unger has further reduced the environmental impact, as we have changed the transport method from truck transport to sea freight. The solution has been implemented for our largest international customer and CO₂ emissions have been reduced by 36% per tonne.



EMISSIONS TO WATER REDUCED BY 91% FROM 2011 TO 2021

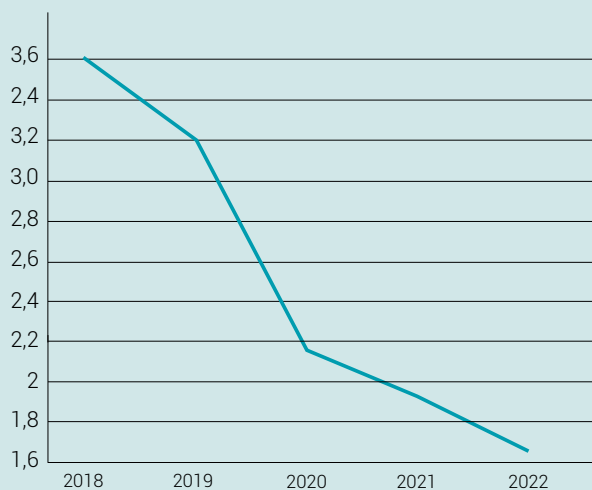


DEVELOPMENT OF THE AMOUNT OF WASTE IN THE PERIOD 2011 – 2022

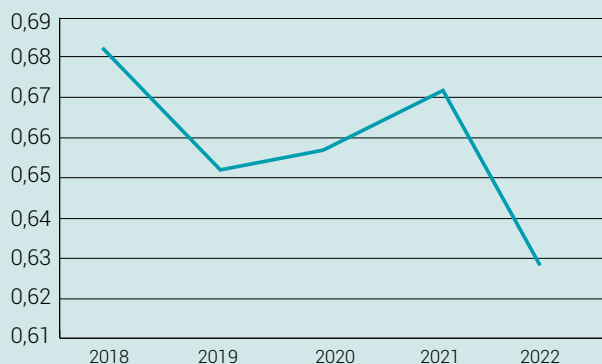


Unger is continuously working to reduce environmental impact

ENERGY PER KG PRODUCED WITH PRODUCT AS WELL AS THE CONSUMPTION OF WATER DURING THE PERIOD



The graph shows specific water consumption (litres/kg produced product)



The graph shows energy consumption (kWh/kg product)

Noise

With a location close to residential areas, Unger actively works on measures to prevent noise pollution for the surrounding areas. Systematic noise mapping and implementation of noise-reducing measures have been carried out in the period from 2011 until today.

In 2022, another 7 noise traps have been set up on the fans, and previously we have also replaced our truck fleet with electric trucks.

The noise zone map shows that we are 1-2db above the noise limits at 3 houses for evening/night and weekend/holiday. Unger is following up with measurements to map noise under different conditions and will consider further noise-reducing measures.

Unger receives delivery of the raw materials alkylate and fatty alcohols by ship. Noise mapping shows that noise from the ships' auxiliary engines, ventilation towers and unloading pumps varies greatly between ships. To reduce noise for neighbours, Unger strives for ship arrivals during the day and unloading during the day and evening. Noise measurements are also carried out in connection with each boat arrival. Measurements are made before, during and after the boat arrival.

Energy and water consumption

In 2016, a project was started to map energy and water consumption.

The installation of several metres for steam, condensate, instrument air, water, electricity and oil has given us a good overview of the different processes and flows. The project was supported by ENOVA. This is now continuously followed up in a separate process for energy management.

Steam and electricity

In 2022, focus was on two issues regarding energy consumption:

- Optimise the various production processes and reduce operational disturbances
- Mapping of conditions related to different sub-processes in production

The measures above have resulted in a reduction in energy consumption. The specific energy consumption decreased by 7% in 2022.

Water

Water consumption has been reduced by 21,000 m³ compared to 2021. The specific water consumption shows a reduction of 10% for the same period. There is potential for further reduction of water consumption in 2023.

The upcoming measures will be seen in connection with the project zero emissions

to Glomma. The solutions will be established across the different production processes.

Fuel oil

In Q3 2019, a new electric steam boiler with double the production capacity was put into operation. Compared to the consumption of heating oil in 2019, the installation in 2020 resulted in a reduction in consumption from 25,000 litres per week to 1,600 litres per week.

The extreme prices of electricity throughout 2022 have made oil the dominant energy source for the period. Alternative sources/energy carriers are being investigated.

Greenhouse gas emissions

A continuous increase in production up until 2019 led to an increase in greenhouse gas emissions. The reason was that all energy production was based on the use of oil. The installation of an electric boiler in 2020 contributed to a reduction of 3,400 tonnes of CO₂, i.e. a reduction of 94% from the previous year. The transition to electric trucks has eliminated a diesel consumption of 40,000 litres each year. In 2018, a new vehicle fleet with charging stations for electric cars was established. In total, 24 charging stations have been installed, which meets requirements as this represents one charging station per 4.9 employees.

Results for 2022

Reduction of emissions to water
by 9.5% (based on 2018 figures)



Reduces the amount of
production waste by 20%



Reduction of water consumption
by 21.000m³/year



Sorting rate of 76% for
residual waste



Implemented ISO 14001
Environmental Management



Goals for 2023

Reduce emissions to water by 40%
(based on 2018 figures)

Reduce the amount of production
waste by 25%

Increase the sorting rate
for waste to 80%



Sustainable procurement

What does sustainability mean to Unger?

For Unger, sustainable procurement means that striving for purchasing practices that have the greatest possible positive impact on the environment, social conditions, and economic viability. This means that Unger should be conscious in the choices we make to create a positive impact. The impact applies not only to the company's value chain but includes our influence on all parties in the organisation's value chain.

Focus on sustainability in the value chain

Procurement has developed and implemented a new policy with regard to sustainability. The implementation has been carried out by incorporating policies as part of new framework agreements.

1. The supplier should be able to demonstrate a sustainable policy
2. The supplier should be able to prove that the policy is implemented throughout the value chain

RSPO (Roundtable for Sustainable Palm Oil)

Unger became a member of the RSPO in 2012. The RSPO is an organisation established by the industry that produces palm oil, and the goal is to work for a sustainable industry based on palm oil.

In 2015, Unger was certified according to the requirements of the RSPO. The company can thus deliver products with a certificate showing that these are produced according to the requirements for sustainability in the industry. Unger was the first company in the Nordic region to be certified according to this standard.

The Transparency Act

In line with the Transparency Act, Unger has accounted for measures to safeguard human rights throughout the value chain.

The measures that have been taken are based on a risk assessment and are primarily aimed at suppliers in Southeast Asia. The measures include mapping our suppliers' compliance with legislation regarding child labour, forced labour, wage conditions, working hours, and the right to organise.

Unger has a policy that states that we in the Nordic region shall only deliver products based on certified palm oil, and that we deliver certified products outside the Nordic region at the customer's request.

Reduction of CO₂ emissions

Detailed under climate and environment is the investment in a tank for fatty alcohol which results in a significant reduction in CO₂ emissions as a result of the transition to sea transport, as well as the installation of an electric boiler which has an even greater effect on CO₂ emissions.

Emissions from transport constitute almost 1/3 of total global climate emissions. Emissions from gasoline and diesel-powered transport are the biggest source. Electrification is undeniably the best solution with regard to environmental benefits.



Unger is committed to positively influencing the environment, social conditions, and economic viability

Results for 2022

Reduced kgCO₂e (Ttw) when shipping from Unger to the end customer by 25%



At least 30% recycled plastic in packaging (small bags)



Recertification RSPO



Goals for 2023

Reduced kgCO₂e (Ttw) when shipping from Unger to the end customer by 30%

Achieve 40% recycled plastic in small bags

Achieve 20% recycled plastic in bigbags

Respect for others

We shall show respect for others both in our own organisation as well as locally with regard to neighbours and local communities. We shall show respect for others throughout the entire value chain from raw material producers to manufacturers of finished goods.

Respect for others is linked to the following sustainable development goals:



Health, safety and the environment

Sustainable development is a focus at Unger. The authorities, interest organisations and neighbours shall experience that the company works continuously to reduce environmental impact in all areas.

Sickness absence

Unger is no longer an IA company, but the practice that was established during the agreement period has been continued. We have long experience that close follow-up, facilitation, and open dialogue provide the best solutions. The individual employee's residual working capacity is followed up by the manager and the HR department. Priority is given to allowing everyone the opportunity to carry out value-creating work in a temporarily facilitated position. To prevent long-term absence, the company has good health insurance that guarantees fast treatment. The employee is treated at an early stage and avoids the development of chronic conditions. Sickness absence in 2021 ended at 6.1. This is a significant decrease from 2020, but we still exceeded the total goal of a maximum of 5% sickness absence. Doctor-certified long-term sickness absence ended at 4.3%.

Certification for ISO 14001 and ISO 45001

Unger is certified according to ISO 9001:2015 (quality). We conducted a main audit in December 2022 against the two standards:

- ISO 14001 (Environmental Management)
- ISO 45001 (Occupational Health and Safety Management)

The goal is for Unger to be certified according to ISO 14001 and ISO 45001 by the end of May 2023. In 2022, the work related to certification has revolved around getting an overview of what is already being done in relation to the standards and gathering this in our management system, then worked has been undertaken to link this to management and management's review.

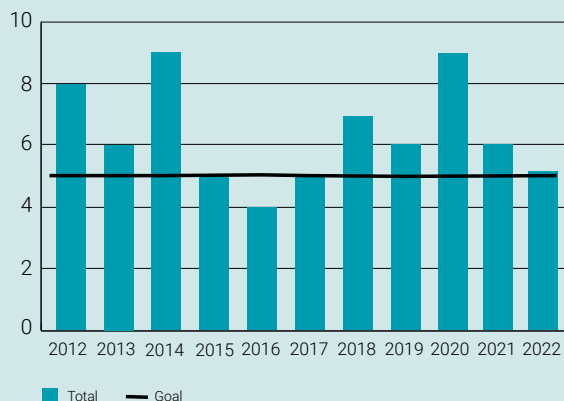
HSE Day

At Unger, HSE always has top priority, so it is important to us that everyone takes their responsibility in the HSE work.

In 2022, we have had considerable focus on ISO certification on the external environment and working environment, therefore the theme for the HSE day was mental health, especially in relation to industrial companies and shift work.

The day included a mix of external and internal speakers as well as group tasks related to risk assessments and how to create a good working environment.

SICKNESS ABSENCE 2012 – 2022



The graph shows: sickness absence in %

Mapping of the working environment, REACH, and exposure

In 2022, extensive has been carried out to complete risk assessments of all our production facilities. Work has been undertaken in an interdisciplinary team consisting of production manager, department manager, safety representative in the department, and employees working in the department. This work has taken time and required a lot of resources, but we see the value of such implementation and raising focus on risk associated with the workplace, as well as ensuring ownership.

Health surveys and employee surveys have also been conducted, which the company will use in its further HSE work through 2023.

A procedure has also been established for mapping the working environment, which addresses which surveys should be carried out and when they should be performed. They are related to how our employees are exposed to noise and dust, ergonomic conditions, substitution, as well as health surveys and mapping of the psychosocial working environment at the company.

Emergency preparedness

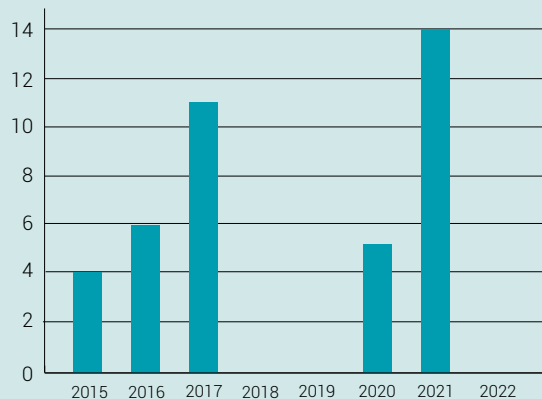
Unger has its own industrial safety system which shall be the first response in the event of an incident. There are 29 people in the industrial safety system, divided into staff, managers and operational personnel.

In 2022, exercises have been carried out related to our emergency response plan. In December, exercises were held in CPR and using a defibrillator, and a fire extinguishing exercise was undertaken for everyone who participates in the industrial safety system.

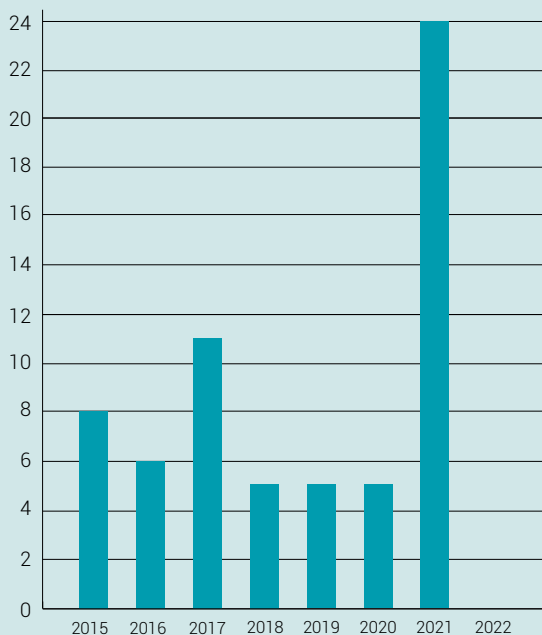
Due to the replacement of key personnel and illness, not all planned exercises were carried out in 2022. Selected people in the industrial safety system underwent industrial safety system courses and four people participated in SIMKAT organised by NSO.

A manpower analysis of the industrial safety system was conducted in 2022. As a result, the industrial safety system will be strengthened by five people in 2023.

INJURIES AND INCIDENTS



The graph shows: H1 (LTI) Number of personal injuries resulting in absence x 1,000,000 / hours worked



The graph shows: TRI = (Sum of the number of personal injuries resulting in absence + number of personal injuries without absence + deaths) x 1,000,000 / number of hours worked.

Results for 2022

New office building adapted for transgender people and people with disabilities



Employee survey has mapped discrimination and harassment



An older employee has been granted a reduced position



Goals for 2023

Map skills and facilitate skills development

Further develop the process for Employee Interviews

Introduce in-house employee surveys (Pulse surveys)

Results for 2022

Avoid injuries resulting in
absence LTI=14



Attendance percent at 95%
(Result for 2022 94.7%)



Further phase for implementation
of ISO 14001 and 45001 in 2023
(environmental management and
occupational health respectively).

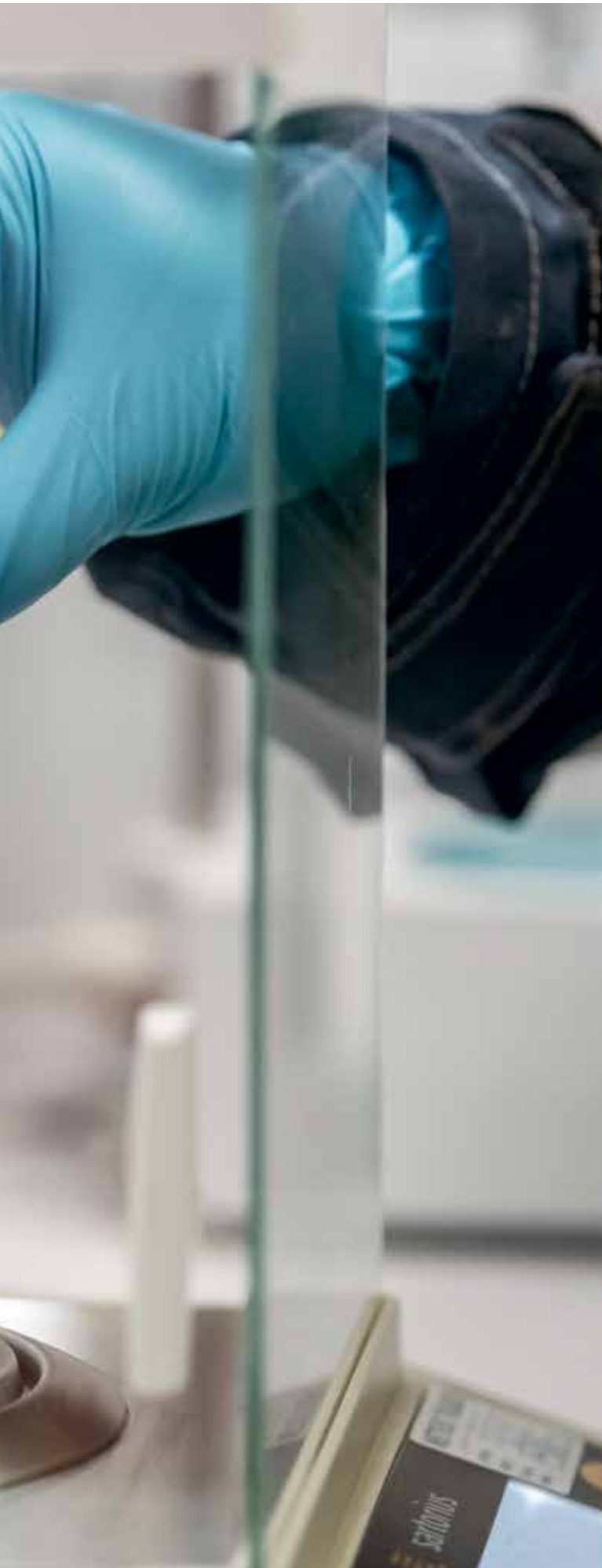


Exposure analysis of respirable dust in
the working environment



Map and implement measures to reduce
dust load in parking facilities





Goals for 2023

Avoid injuries
resulting in absence
LTI=0

Attendance
percent 95%

Carry out extensive mapping of
the working environment

- Dust exposure
- Noise exposure
- Ergonomics

Risk assessment and mapping
of all chemicals



Skills and Employee Development

Unger strives to ensure that employees perceive the company as an attractive workplace with a strong health, safety, and environment (HSE) culture and opportunities to influence their own work situation. Employees are involved in processes that affect both the entire company and their own workplace. Unger's culture and values are conveyed to new employees through an induction programme.

Unger had 118 employees (including apprentices) at the end of 2022. Of these, 93 were men and 25 were women. This represented a total of 117.53 full-time equivalents. There is a generally low turnover of 7.1% in 2022.

Strategic process 2021 - 2023

All employees participated in the strategic process for the period 2016-2021.

The strategy has been continued for the period 2021-2023. Not everyone has participated here, but the strategy is anchored with all employees through participation in general meetings. The strategy 2021-2023 received a correction in relation to the original strategy by making sustainability an essential part of the strategy.

Unger School

A result of the aforementioned strategic process is the establishment of Unger School, which is a module-based training programme that includes all employees.

This work is further supported by the establishment of modules related to Unger's HRM system, including LMS.

Skills development in 2022

All time spent on organised training is recorded for all employees. 10,028 hours were spent on skills enhancement during 2022. This is 2,410 hours more than in 2021 and constitutes 75 hours per employee.

Formal skills development

The following are highlights from Unger's 118 employees:

- Six apprentices are distributed as follows:
3 in chemicals/process,
1 in automation,
1 industrial mechanic and
1 in laboratory work.

Diversity

Unger wants diversity among the company's employees and combats discrimination on the grounds of gender, ethnicity, religion, and age. In 2022, 25% of the employees were women. Unger has gender-neutral guidelines and pay systems that contribute to equal pay for equal work.

Whistleblowing Procedures

Unger wants openness and a strong corporate culture to help ensure that difficult or unwanted conditions are discussed, addressed, and resolved when and where they may arise.

Results for 2022

58 hours of skills enhancement per employee with a target of 52 hours



One apprentice has taken and passed the vocational examination



Two new apprentices started in August



Unger School has not yet been completed and will be continued into 2022



Goals for 2023

Unger School is under development and will be further developed during 2023

Implement LMS system, as well as other systems to support work with employee development

Goal of 52 hours of training per employee



Corporate social responsibility

Unger emphasises corporate social responsibility both locally, nationally, and internationally. The company is also part of the Olav Thon Group, which makes a major contribution in terms of international corporate social responsibility.

Showing corporate social responsibility is an obligation in many different ways; from good working conditions and measures promoting well-being for our employees to good forms of cooperation with our neighbours and local teams. We support activities that provide security in everyday life and contribute to positive experiences and better living conditions for the most disadvantaged and fragile groups in society.

Unger also emphasises responsible and long-term operation of the company to maintain local jobs and be a local cornerstone company. We have a social profile and a commitment where we take care of our employees and their families in the best possible way. We sponsor, among other things, employees and their children's cultural and sports activities.

Contributions to the local community

Unger emphasises good communication with the local community and has regular meetings with representatives of the local community committee and the local boating association, which is the company's closest neighbour.

- Unger provides financial support for charitable purposes under the auspices of the local community.
- Unger makes use of "Viuno" – a local company for people with permanent or temporary disabilities affecting their capacity to work.
- Unger is a regular contributor to Kiwanis, which organises and invites single and disadvantaged people to a Christmas party every year.

Support for causes benefitting the community

Unger provides support to the following organisations and events:

- The Salvation Army
- The Norwegian Society for Sea Rescue
- Mission Without Borders, which works in orphanages in Eastern Europe. Unger provides raw materials for hygiene products, which is important for preventing infection and maintaining good health.
- Sponsorship of Fredrikstad Football Club (FFK) and their work with player development of young players, support for the Street Team.
- Sponsorship of Fredrikstad Ball Club (FBK) and Stjernen Hockey Fredrikstad in their

work with player development of their own young players.

- Support for the 2022 telethon that went to Médecins Sans Frontières.
- Support for the operation of the emergency lifeboat. A local initiative that is used for search and rescue for drowning accidents.

The Olav Thon Foundation

In December 2013, Olav Thon transferred the majority of his assets – shares in the Olav Thon Group worth NOK 25 billion – to the Olav Thon Foundation. The foundation's purpose is to distribute funds for professional awards and research support as well as for socially beneficial purposes. Up to NOK 50 million can be awarded each year.

More information about the Olav Thon Foundation can be found at olavthonstiftelsen.no



We commit to:

Having continuous dialogue with our closest neighbours, the local community and boating association



Making financial contributions to local charitable, cultural, and health-promoting initiatives



Sponsoring employees with training support



Sponsoring employees with training support





Equality and discrimination

Unger actively, purposefully, and systematically works to promote equality and to prevent all forms of discrimination and harassment.

The work is carried out in accordance with the Equality and Anti-discrimination Act and covers the areas of recruitment, wages and working conditions, promotion, development opportunities, facilitation, and the opportunity to combine work and family life. This work is carried out in an equality committee where employees are represented.

The statement on equality and discrimination shall cover two main points.

State of gender equality

- Key figures showing the current status
 - Further work on gender equality
- Systematic work to improve equality and counteract discrimination

State of Gender Equality at the end of 2022

- Permanent employees: 118 permanent employees
- Gender balance: 93 men and 25 women
- Part-time positions: 2 women and 2 men
- Temporary employees: 2 people

Further work on gender equality

This is how we will specifically work to identify risk: We will carry out risk mapping of all personnel areas with regard to gender equality and discrimination.

In the employee survey 2023, questions will be asked about whether the employees have witnessed gender-based violence (abuse), verbal or physical harassment, or sexual harassment in a work context. Equality and anti-discrimination will also be addressed as a topic at general meetings and relevant forums, such as the Working Environment Committee.

Health and environment talks in the years to come will encompass gender-based violence or sexual harassment in a work context. All employees are informed about the work on equality and non-discrimination.



Measures and facilitation carried out in 2022

- The business is run from old premises that have some physical limitations. Construction of an entirely new, universally designed administration building was completed in 2022. This building contains an arrival area, meeting rooms, offices, social zones, and cloakroom facilities that are also suitable for transgender people and people with disabilities.
- We already require diversity and non-discriminatory/professional recruitment processes, and some of the selected candidates for advertised positions in 2022 had a non-Norwegian ethnic background.
- An older employee has been granted a request for a reduced position to be able to stay longer in their job.
- We conduct annual employee interviews where discrimination and harassment are addressed as a topic and appear as an item in the templates for employee interviews.

Measures we are planning in 2023

- Document the skills of employees and facilitate skills development to give employees the best possible development opportunities
- Further develop our performance appraisal process
- Conduct in-house employee surveys at Unger (Pulse surveys).

Report on equality and discrimination at www.unger.no

Innovative and environmentally friendly solutions

Unger shall develop, produce and sell chemical products, solutions and services that contribute to a safer, functional and cleaner everyday life for us all, both now and for future generations.

Innovative and environmentally friendly solutions are linked to the following sustainability goal:



Innovation rate

The innovation rate is crucial for the company's ability to meet tomorrow's competition. A high innovation rate ensures that we continuously create value and have innovation as a priority in our daily business. During 2022, Unger increased its innovation rate from 66 to 77 by, among other things, improving our collaboration with customers, partners, and external professional environments. We have also strengthened our ability to share knowledge internally and carried out successful product launches. Further work with sustainable solutions and implementation of efficient resource use, investments in R&D and new projects with public support, as well as increased internal interdisciplinary knowledge sharing, will contribute to further increasing this rate. Unger has achieved its 2022 goal in terms of the innovation rate.

Increase the proportion of sustainable products

In our approach to sustainability, we focus on offering our customers the most environmentally friendly products in line with values such as carbon footprint, biodiversity, and transparency. At Unger, we strive to make the best choices and use the most environmentally friendly raw materials to contribute to a sustainable world and help our customers achieve their own sustainability goals.

During 2022, we achieved a proportion of renewable raw materials used in our products of 35%. We are now working strategically to further increase this proportion. We do this in collaboration with our customers and our raw material suppliers. We have already started this process, and we are taking steps to ensure that our products become increasingly sustainable.

By focusing on the use of environmentally friendly raw materials and working closely with our stakeholders, we seek to become leaders

in sustainable product development. We are committed to continuously improving and finding innovative solutions that will help reduce our impact on the environment and fulfil our promise to create a sustainable future.

Open innovation

Strengthening innovation ability through collaboration. At Unger, we have a strong partnership with our customers, strategic collaboration partners and external professional environments. In 2022, we implemented open innovation in over 67% of all our R&D projects, especially in product and process development. We recognise that we cannot possess all the necessary competence alone to be a leader in innovation. This is why we continuously work to reinforce the importance of open innovation throughout the company as a critical factor in strengthening our ability to innovate.

By opening up for collaboration and knowledge sharing, we create a dynamic and innovative platform where we can benefit from external expertise and perspectives. This enables the development of groundbreaking solutions that we would not have achieved alone. We believe in the power of collaboration and building strong networks to develop innovative products and services.

Through open innovation, we gain access to a broader knowledge base, different points of view, and a variety of skill sets. This helps to enrich our internal expertise and gives us a competitive advantage. We continue to work to strengthen our focus on open innovation by establishing even more partnerships and collaborative projects. By embracing openness and including more stakeholders in our innovation process, we are determined to achieve even greater success and fulfil our goal of being a wleader in innovation.

Results for 2021

Innovation rate 66%

The rate of innovation describes Unger's overall work with different activities and dimensions to create Innovation. The focus on the rate of innovation will strengthen both innovation capacity and innovation ability.



Proportion of sustainable products 35%

Share of renewable and/or recycled raw materials included in Unger's product portfolio.



Open innovation and collaboration with external actors (R&D) 71%

The goal of maintaining a high level of open innovation and collaboration with external environments is to strengthen the company's innovation ability.



Results for 2022

Innovation rate 77%

The rate of innovation describes Unger's overall work with different activities and dimensions to create Innovation. The focus on the rate of innovation will strengthen both innovation capacity and innovation ability.



Proportion of sustainable products 35%

Proportion of renewable and/or recycled raw materials included in Unger's product portfolio



Open innovation and collaboration with external actors (R&D) 67%

The goal of maintaining a high level of open innovation and collaboration with external environments is to strengthen the company's innovation ability.



Goals for 2023

Innovation rate 75

The rate of innovation describes Unger's overall work with different activities and dimensions to create Innovation. The focus on the rate of innovation will strengthen both innovation capacity and innovation ability.

Proportion of sustainable products 37%

Proportion of renewable and/or recycled raw materials included in Unger's product portfolio.

Open innovation and collaboration with external actors in 50% all projects

The goal of maintaining a high level of open innovation and collaboration with external environments is to strengthen the company's innovation ability.

Goals for 2030

Innovation rate 75

The rate of innovation describes Unger's overall work with different activities and dimensions to create Innovation. The focus on the rate of innovation will strengthen both innovation capacity and innovation ability.

Proportion of sustainable products 70%

Proportion of renewable and/or recycled raw materials included in Unger's product portfolio.

Open innovation and collaboration with external actors in 50% all projects

The goal of maintaining a high level of open innovation and collaboration with external environments is to strengthen the company's innovation ability.



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Pure
Nordic
Quality

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