Sustainability report 2025

JD Stenqvist AB (including subsidiaries Dals Långed Coating AB and Stenqvist AS)
Org.nr 556029-7862

The company's business model

JD Stenqvist AB is one of the largest packaging manufacturers in Scandinavia, with a broad product portfolio that covers everything from carrier bags to material on rolls made of paper and plastic or in a combination. Innovative and environmentally friendly packaging solutions that are perfect for both the food industry, the grocery and retail segments.

JD Stenqvist AB offers high-performance packaging solutions, modern production technology, quality assurance and expertise as well as individual advice within all parts of our packaging range.

JD Stenqvist AB is a reliable packaging partner and meets the highest quality requirements. Every component of the work is monitored by Stenqvist's own quality system, which is subject to continuous improvements. We apply ISO 9001 (quality management) and are certified for FSC and PEFC at all facilities in Sweden. The facility in Norway is certified for PEFC. The facilities in Kvidinge, Nissafors and Stenqvist AS in Norway are certified according to BRC Global Standard for Packaging Materials Issue 6 (product safety). The facility in Nissafors is certified according to BRCGS until 1 of May 2026, after that the certification will not be renewed. The facility in Kvidinge has also been certified against ISO 14001 since 2023. See certifications below:

	ISO 9001	ISO 14001	BRCGS	PEFC	FSC
JD Stenqvist AB Kvidinge	x	x	x	x	x
JD Stenqvist AB Nissafors	x		x	x	x
Dals Långed Coating AB	x			x	x
Stenqvist AS			x	x	

Local production of paper carrier bags and paper bags guarantees flexible and high service. In addition to FSC and PEFC, JD Stenqvist AB can offer our customers paper products from recycled materials. All printing in our own production is done with water-based inks. Stenqvist AS also prints on plastic with solution-based inks.

In addition to what JD Stenqvist AB produces in-house, JD Stenqvist AB sells products that are produced within the Papier Mettler group. When it comes to plastic products, JD Stenqvist AB can offer products made from recycled plastic, plastic that is recycled in the group's own factories, all to ensure the quality of our products, but also to save on transport costs for transporting the recycled granulate to the factory. The group also offers plastic made from sugar cane, I'm green™. By using I'm green™, which comes from a renewable source, and recycled plastic, the use of raw materials from fossil sources is minimized. In order not to burden the water network and minimize the risk of emissions into the water, a closed water system is used when recycling the plastic.

The Group strives to develop new products and materials that minimize the burden on our society. One example is our reusable bags, which are produced in Germany from recycled plastic and are

100% recyclable. This is a more sustainable alternative to carrier bags, for example, imported from Asia.

The sales force at JD Stenqvist AB always strives to get the customer to choose the option that is most sustainable for our society.

Our sustainability work

JD Stenqvist AB strives to be a responsible employer that cares about the environmental sustainability as much as economic and social sustainability. Above all, environmental and social conditions have always been important pillars in our daily operations, but of course economic sustainability must also follow in order for the company to survive. For both economic and environmental reasons, we have been working for a long time to reduce our waste and to measure and, as far as possible, replace our energy with more sustainable alternatives.

All three parts (economic, social and environmental sustainability) are equally important to JD Stenqvist AB as the management believes that if the staff is happy and feels good, we do a good job and that in turn generates good customer relationships and contributes to economic sustainability and in many cases, environmental sustainability also contributes to economic sustainability.

During the year, JD Stenqvist AB has continued to work systematically with sustainability and the environment through its certification (ISO 14001) in Kvidinge. The facilities in Nissafors and Dals Långed also work systematically but are not certified. The company already has a pervasive product safety and quality culture that reaches all of our employees, as well as continuous work and follow-up on environmental issues, so we look with optimism and curiosity at how we can continue to develop even more here.

JD Stenqvist AB supports the UN's 17 global goals as it is the most ambitious agenda for the world to achieve sustainable development together in the future. The 17 global goals work to achieve four things by 2030; eliminate extreme poverty, reduce inequalities and injustice in the world, promote peace and justice and solve the climate crisis. All 17 goals are incredibly important, but below in JD Stenqvist AB's sustainability report you can see how the different goals are linked to our areas of work.



Environment

JD Stenqvist AB works to run a long-term environmentally sustainable business. JD Stenqvist AB strives to be aware in everything we do by identifying and evaluating our environmental impact and actively working to reduce it, as well as working to prevent pollution of the environment. JD Stenqvist AB's sales force maintains an active dialogue with customers and strives to find the most environmentally friendly and least resource-intensive packaging at every opportunity.

JD Stenqvist AB works purposefully and continuously with ongoing development work to improve the products and be able to provide products that are less resource-intensive and more recyclable. JD Stenqvist AB also strives to be as energy-efficient and resource-efficient as possible. The company's management monitors and follows up on our compliance with laws, regulations and other requirements.

One of JD Stenqvist AB's risks to the surrounding environment is the accidental release of chemicals (paint and glue) into stormwater drains. To minimize these risks of releases into stormwater drains, stormwater drains are covered during transport and loading and unloading of paint and glue. There are no open drains indoors, and all liquid waste is taken care of by a waste contractor.

JD Stenqvist AB has identified its significant environmental aspects as energy use, use of raw materials, use of natural resources and waste. Based on the significant environmental aspects, it is constantly working to optimize production in terms of resource consumption, waste reduction, energy use, chemical use and material optimization.

Environmental improvements that are still being worked on include the installation of motion detectors/sensor-controlled lighting, the replacement of LED lighting, the reuse of kraft paper waste, the implementation of energy surveys and associated action plans. We sort and recycle waste where we can and set environmental requirements for suppliers and distributors. Our environmental work is regulated in an Environmental Policy where responsibility and follow-up lie at management level.



Social conditions and personnel

An important and strategic issue for JD Stenqvist AB is a good and safe work environment.

The goal of JD Stenqvist's work environment work is to create a physically, organizationally and socially healthy and developing workplace for all employees, where risks of occupational injuries and work-related ill health are prevented.

Our goals should be understandable and as concrete as possible. It should be clear what is expected and the employee should know when he/she has done a good job. Receiving appreciation for his/her efforts and constructive feedback on performance on a regular basis is also good for motivation. The employees of JD Stenqvist AB should feel well-being with good working conditions and an equal workplace.

Work environment

The overall goal of the work environment is to achieve long-term effective operations that simultaneously mean good physical, organizational and social health as well as well-being and job satisfaction for all employees and that prevent accidents from occurring.

The company is affiliated with occupational health care, which is intended to contribute both to preventing ill health and promoting health, as well as to creating good and safe workplaces where employees are not at risk of injury or illness.

The company health care is involved in rehabilitation matters and every 3 years the employee is offered a health examination where the assessment of the health and the work situation is checked, a document is created about the personal health profile.

The company provides wellness allowances – which strengthens the health of employees and reduces sick leave.

JD Stenqvist AB aims to have a maximum total sick leave of 4%, which have not been reached during/after the pandemic. In 2025, the total sick leave ended at 5.2%. The company is continuously working to follow up on the staff's sick leave with conversations and contact with occupational health care. The company believes that 4% will be a reasonable % of sick leave in the future. For Stenqvist AS, the total sick leave ended in 2025 at 3,76%, which is lower than the target of 5%.

JD Stenqvist AB aims to ensure that no accidents occur in the workplace. In 2023, work began to introduce the web-based reporting system IA Systemet (PIA for the Paper Industry) for accidents, incidents and risk observations, and this was put into use on 1 January 2024 for all employees at the facilities in Kvidinge and Nissafors. In 2025, we have begun to integrate Dals Långed Coating into the PIA system. With the new reporting system, it will facilitate systematic work on the work environment. By actively working on incident reporting, the company hopes that risks can be minimized before an accident occurs. In 2024, risk observations started to be reported into the PIA system in order to further work towards a safe and secure work environment for everyone who works at the company. In 2025, JD Stenqvist in Kvidinge and Nissafors registered 4 accidents with absence from work. Stenqvist AS registered 2 accidents who needed doctor’s appointment, one with sickness leave.

JD Stenqvist AB continuously evaluates the company's efforts in the work environment area at the company's Safety Committee (in Kvidinge and Nissafors) in order to be able to make continuous improvements in the daily work environment.

Audit measures are carried out through surveys and health profiles. The results are presented to each department and in the Safety Committee.

Work environment responsibility

The employer has ultimate responsibility for the work environment. It is the employer who is obliged to take the necessary measures to prevent risks of ill health and accidents and otherwise create a good work environment. If necessary, external expertise is called in.

The department heads are responsible within their respective departments for ensuring that active work environment work is carried out and that conditions are created to resolve work environment issues at the level where they arise, as far as possible.

All employees have a work environment responsibility by, for example, following the safety regulations and pointing out risks or deficiencies in the work environment to their immediate manager.

Cooperation

Creating a good working environment requires close and continuous cooperation between the company and the employees. In this regard, safety representatives and the Safety Committee have important roles but do not take over the employer's responsibility.

Health and safety

We have a well-functioning Alcohol and Drugs policy where it is clearly stated that Alcohol and Drugs in the workplace are prohibited.

Since December 2023, JD Stenqvist AB has a whistleblowing function via Visma Draftit where anyone can whistleblow anonymously. The anonymous person who whistleblows can then communicate with the company via a code that the whistleblower receives when reporting. The whistleblowing function can be found at: https://whistleblow.vismadraftit.se/jd-stenqvist-aktiebolag or via JD Stenqvist AB's website www.stenqvist.com. Stenqvist AS uses https://foodindustryhub.com/confidential-reporting/ or email to norway@stenqvist.com as its whistleblowing system.

JD Stenqvist AB does not accept any form of sexual harassment, abusive discrimination and mobbing. The company's goal is that no employee or job applicant at the company should be subjected to abusive discrimination or sexual harassment. During 2024, no cases of abusive discrimination or sexual harassment have been reported either within JD Stenqvist AB, Dals Långed Coating AB or Stenqvist AS.

The work is regulated in a Work Environment Policy where responsibility and follow-up lie at management level.



Equality

The company's overall goal when it comes to gender equality work is that it is included as a natural and integrated part of all our operations. Women's and men's conditions, rights and development opportunities should be equal throughout the company. Working conditions and development opportunities should not depend on gender, age or origin.

To achieve gender equality, we work to:

- Conduct gender-separated surveys of the workplace regarding sick leave

- To an increasing extent, offer part-time employees the opportunity for extended working hours

The company's starting point is that wage differences depending on gender should not occur and to avoid this, we conduct annual salary surveys.

JD Stenqvist AB also strives to make it easier for both women and men to combine parenthood and working life in various ways. Our goal is that working conditions should be such that parents'

work can be combined with their responsibilities as parents. This applies to working hours, staff conferences, meetings, training and travel. Of particular importance is that both women and men are given full opportunity to take parental leave or take leave to care for children.

Parental pay is paid in accordance with the Collective Agreement.

Responsibility for the Equality Policy is updated annually by the management team.

Distribution Management teams 2025	Women	Men
JD Stenqvist AB	2	5
Dals Långed Coating AB		
Stenqvist AS	1	3

Distribution of Personnel 2025	Women	Men
JD Stenqvist AB	41	91
Dals Långed Coating AB	2	15
Stenqvist AS	11	56

Parental leave 2025	Women	Men
JD Stenqvist AB	263 kalenderdagar (1,68%)	531 kalenderdagar (1,13%)
Dals Långed Coating AB	0 dagar	45 kalenderdagar (0,74%)
Stenqvist AS	0 dagar	22 dagar



Community involvement

In 2025, JD Stenqvist AB has sponsored the following:

Kvidinge Hembygdsförening – sponsored because, among other things, Stenqvist's history is preserved here and a museum at Gyllenbielkeska Hospitalet where Stenqvist has his own room from the past. The money goes to preserve both Stenqvist's history but also the history of the area.

Kvidinge Föreläsningsförening – the money was used to invite interesting lecturers and thus create a community for the residents of the town.

Trafikkalendern Åstorp kommun – as a partner of Traffic Calendar, we are involved in helping students and teachers in grades F-6 to get free access to Sweden's largest teaching material about children and traffic.

Rögle BK - Support local sports as well as give staff the opportunity to go to ice hockey.

Helsingborgs IF – sponsors the society to stimulate activity and training. The money goes to the society's activities for men's, women's, junior and boys' and girls' football. In return, we get some

tickets to their matches, which we distribute to the staff to increase their commitment to our local sports and give the staff some opportunity for meaningful leisure time.

Aktiv Skola – Support various projects that Aktiv Skola works with to create a safer and more positive school environment by spreading knowledge and offering free educational materials in areas such as health, drugs, grooming, the environment and bullying.

Nolltolerans mot mobbning – Support work against bullying and sexual harassment.

Nattvandrarna – Support the work of being among children and young people for a safer local community, in this case primarily Åstorp.

Cooperation with schools in the municipalities – together we can help the future of young people where we can help support various projects, e.g. internships, job fairs.

In 2025, Dals Långed Coating AB has sponsored Dals Långeds Idrottsklubb to support local sports.

In 2025 Stenqvist AS has sponsored all 6 local sports clubs, to strengthen public health, as well as 1 annual local business events, to be visible in the local community. Close contact is maintained with the local upper secondary schools, to showcase the company to the students. We are part of a local training office to recruit apprentices and candidates for future jobs.



Respect for human rights

JD Stenqvist AB is and wants to be a responsible employer. The operations are managed with respect and consideration for human rights, human safety and health and the environment. Ensuring that we comply with this code of conduct is the responsibility of both employees and management.

JD Stenqvist AB respects laws and regulations regardless of where the operations are conducted, and respects fundamental human rights and international labor standards as set out in the UN Declaration of Human Rights and the core conventions of the International Labor Organization (ILO).

JD Stenqvist AB does not accept any form of child labor, forced labor or involuntary labor. The company also does not accept discrimination based on gender, race, religion, age, disability, sexual orientation, nationality, political opinion, union membership, social or ethnic origin.

JD Stenqvist AB values diversity and promotes fair treatment and equal conditions in recruitment, salary setting and training.

JD Stenqvist AB has a Supplier Code of Conduct that all suppliers must accept, approve and comply with. When approving a new supplier, it is part of the process that the supplier must read and approve JD Stenqvist AB's Supplier Code of Conduct. The approval of the supplier is then archived on the company's server. The Supplier Code of Conduct explains the requirements that JD Stenqvist AB has for its suppliers regarding social responsibility. All existing suppliers are evaluated annually and if there is suspicion of a violation of the Code of Conduct, the supplier will be phased out. The company shall be managed with respect and consideration for human rights,

safety and health and the environment. It is the responsibility of both management and employees to ensure compliance with this Code of Conduct. This Code of Conduct is a guideline for how to act in different situations. It protects the business by showing the line between appropriate and inappropriate behavior. Everyone is encouraged and expected to report violations of this Code of Conduct.

Responsibility for our compliance with respect for human rights lies with management.

Counteracting corruption

JD Stenqvist handles a large number of internal and external contacts on a daily basis and we always strive to act responsibly with a high ethical profile and business ethics. As part of maintaining a high ethical profile and business ethics, we work to counteract all forms of corruption including extortion and bribery. This is regulated in our Business Ethics policy but also the Gifts and Offers to/from Customers and Suppliers policy.