

Uniwater

SUSTAINABILITY REPORT 2024

ABOUT THIS REPORT

This report contains descriptions, data and testimonials for our most material sustainability aspects. Here we describe both positive and negative aspects of the Uniwater companies' value chain. Our greatest impact is through production and transportation. At Uniwater, we can make a difference through our choice of suppliers, our code of conduct and through cooperation with both customers and suppliers on sustainability issues.

Our sustainability work aims to inspire and drive all companies in the Group in a sustainable direction. We show support for sustainability in general, as we want to accelerate the climate transition in our entire industry. The Uniwater companies are at various stages in their transition. Since Uniwater's strategy is to grow through acquisitions, the Group's overall offering is continuously being expanded. When a company becomes part of Uniwater, we require sustainability reporting and that the company conducts its operations in accordance with Uniwater's sustainability goals and Code of Conduct, which lay the course for the sustainability work.

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01. Uniwater

CEO STATEMENT // WHO WE ARE // WHAT WE DO //
HOW WE DO IT // ACQUISITIONS // UNIWATER AND
THE GLOBAL SUSTAINABILITY GOALS // OUR
SUSTAINABILITY WORK // HIGHLIGHTS 2024

Sustainability and profitability go hand in hand

Our solutions ensure access to clean water and sanitation in the societies where we operate. This is essential for life on earth, crucial for human health and fundamental for sustainable development. As we continue on our growth journey, we are ramping up our efforts and integrating sustainability as a natural and business-critical part of our offering.

Our ambition going forward is clear: financial success and sustainability must go hand in hand. There are several reasons for this. An increasing number of customers are requesting sustainable solutions. Authorities are imposing stricter demands and legislation is constantly being tightened. At the same time, we feel a responsibility towards future generations. Sustainability and profitability are simply interconnected; we cannot achieve one without the other. That is why it is natural for us to focus on sustainability.

We will continue to bring together specialist companies with a strong entrepreneurial spirit, develop common goals, and identify and create synergies that benefit our customers, society and the planet. This approach will enable us to remain relevant, competitive and profitable. We are proud to say that all companies in the Uniwater Group actively contribute to the UN's Agenda 2030. And especially goal 6: Clean water and sanitation for all. This is the result of ongoing, long-term work in which we develop, test and evaluate. Over and over again.

We are curious, persistent and determined problem solvers. Working with sustainability is not a sprint – it's a marathon. We will maintain this course moving forward. In concrete terms, this means further reducing the climate impact of our facilities and those of our customers. We will also seek smarter solutions for renovating and extending the service life of water infrastructure, halve our emissions and enhance our circular offerings overall. We are well on track in our sustainability endeavours.

This report presents a selection of what we have achieved so far. We have more development projects underway, both between companies within the group and through collaborations with partners and customers. Together, we create the best possible conditions for the water infrastructure of the future.

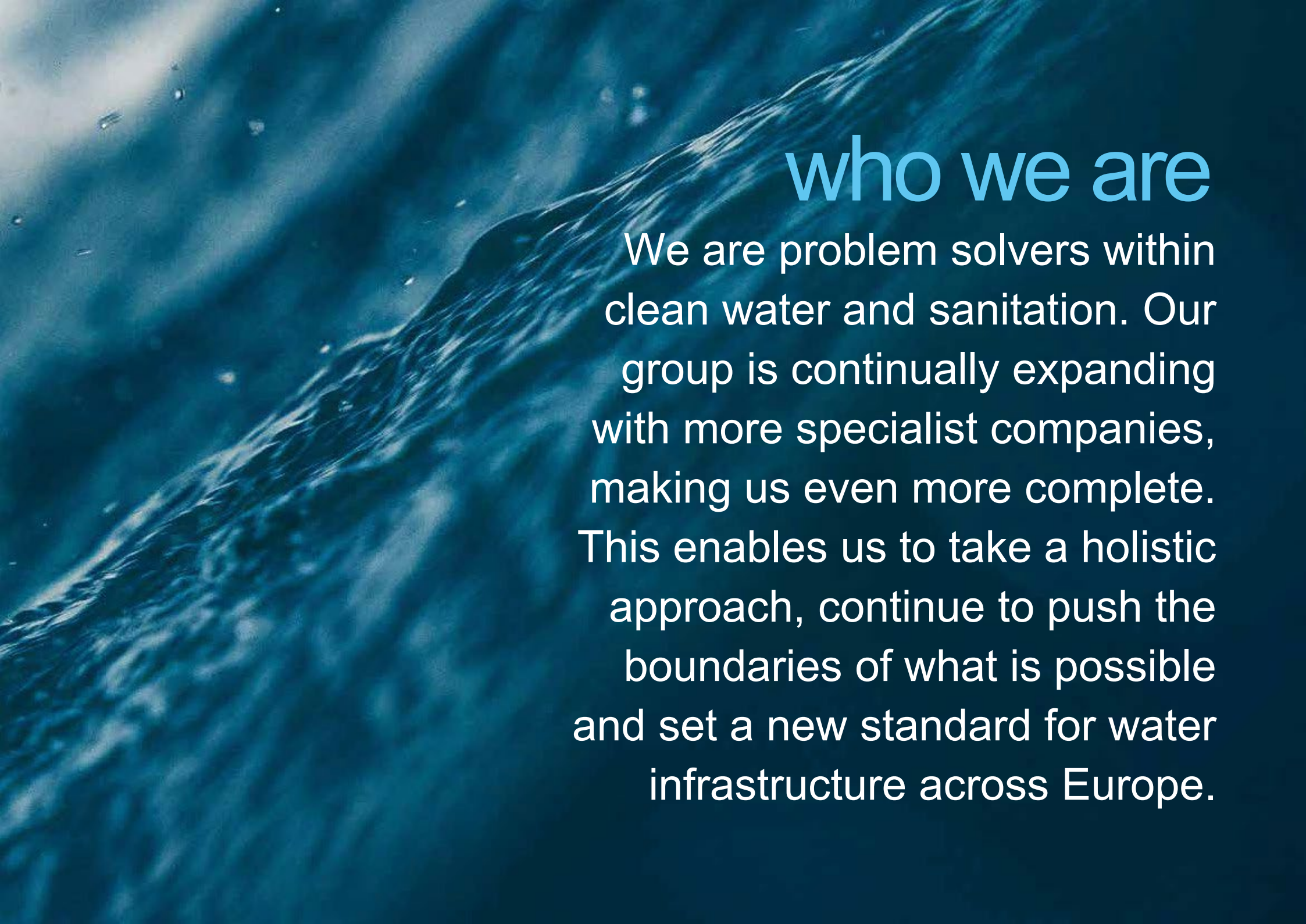


Pál Warolin
Group CEO, Uniwater

A man with short brown hair, smiling, wearing a dark suit jacket over a light blue button-down shirt. He is standing in a warehouse or industrial setting, leaning against a dark metal door frame. His hands are in his pockets. The background shows shelves filled with boxes and industrial equipment.

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We are curious, persistent
and determined problem
solvers. Sustainability work
is not a sprint – it’s a
marathon.



who we are

We are problem solvers within clean water and sanitation. Our group is continually expanding with more specialist companies, making us even more complete. This enables us to take a holistic approach, continue to push the boundaries of what is possible and set a new standard for water infrastructure across Europe.

Uniwater in figures 2024

18

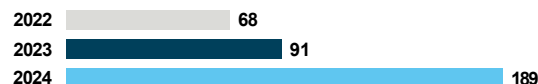
Brands in the group
26 COMPANIES

Uniwater consists of small and medium-sized companies, all of which are specialists in their fields and which in various ways create conditions for clean water in society. In 2024, we expanded the group with five new brands.



189

MEUR in turnover*

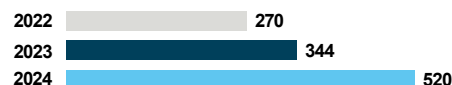


* Conversion from SEK based on average exchange rate 2024

520

Employees in Europe

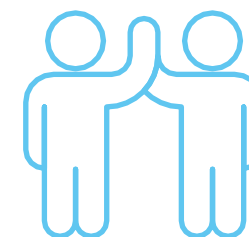
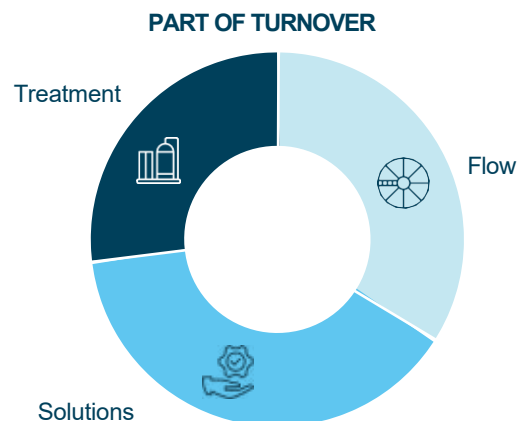
We grow through our acquisitions and organically in our companies. Committed and knowledgeable employees form the basis for sustainable growth and success.



3

Business areas

Treatment, Flow, Solutions - these three words encapsulate the core business of our companies. Niche services and pipeline accessories, design of facilities for efficient flow management and advanced water treatment.



We have onboarded
156 new employees

6

Countries in Europe

When we started our journey, we were just a handful of Swedish companies. Today, ten years later, we operate in Sweden, Norway, Denmark, Finland - and have also taken the step into Central Europe.



what we do

Our focus, day in and day out, is to secure access to our most important natural resource: water. There is a significant need for upgrading water infrastructure across Europe. We have the products and technical solutions for all parts of the water cycle in society. And we're ready.



Treatment

Water and wastewater treatment is central to all water supply. Our process engineering specialists design, develop and renovate water and wastewater treatment plants for responsible water management. Here, solutions are created that minimise energy consumption, reduce emissions and other negative environmental impacts.

● AQUASVEA ● AVVATECH ● BIOWATER TECHNOLOGY ● ELVA
● EMENDO



Flow

The companies in this business area construct new and renovate existing pumping stations and provide complete, IT-controlled water kiosks and cabinets for reliable, smart water and wastewater automation. All by using robust and ingenious solutions for clean water and sanitation.

● ASB VA-AUTOMATION ● DALA KOMMUNALTEKNIK ● IBAB
● NORVATEK ● ROSTFRIA VA-SYSTEM



Solutions

Extending service life is fundamental in the circular economy. We have the expertise to maintain and renovate pipeline networks, ensuring they last a long time, and to supply the products to make it possible. The result: reliable water infrastructure for households, less leakage and environmental impact.

● 4 PIPES ● ABAT ● IBECO SWEDEN ● IBECO FINLAND ● IBECO
NORWAY ● KUDSK ● LAURIDSEN ● PROCO SERVICES
● SVANESUNDS RÖR ● TONISCO

how we do it

We believe in doing things together. Both within the group and with partners and customers. And we strive for a safe collaborative climate. It gives everyone the courage to think ‘outside the box’ and contribute ideas, big and small. In this way, we are constantly moving forward - towards even more sustainable water systems.

Mission

We are building a sustainable society by developing water infrastructure.

Vision

Together, we will become the leading water infrastructure specialists in Europe.

Our core values

Knowledge The experience and expertise of our companies and employees is our most valued resource and the key to our success.

Community We strive for an open, inclusive culture and encourage knowledge sharing to learn from each other and foster the sense of togetherness.

Quality Our specialist expertise will pave the way for processes and products that always meet customer needs and expectations.

Read our full set of core values at uniwater.se/en

Each one strong in its own right. Great together.

Our growth strategy is to continuously acquire specialist companies. In 2024, we welcomed no less than five new additions to the Uniwater Group, which is the largest increase in our ten-year history to date.

Uniwater currently consists of companies that together can take care of all aspects of the water cycle in society. We have noticed that this model is successful in the Nordic region, and our ambition is to expand it into the European market.

During our acquisition journey, we scan the market for companies that excel in their specialist areas. We are looking for companies that can strengthen both our offering and our geographical reach. Additionally, we are open to acquisitions in complementary parts of our value chain, all in our effort to become a one-stop shop for the entire urban water cycle. Before making new acquisitions, we ensure that the companies align with our group's standards, demonstrating good financial performance as well as the aspirations and opportunities to work with sustainability. Furthermore, we evaluate aspects such as environmental risks, working conditions and supplier agreements to ensure that potential subsidiaries meet our requirements.

Over the past three years, we have grown by a total of ten companies, which in various ways have made us an even more complete player in critical water infrastructure. We are now continuing our efforts to identify more acquisitions that can help us to further advance our market position. Throughout this process, our focus remains on discovering new business opportunities where profitability and sustainability go hand in hand.

Five new additions to the Uniwater Group



Patented biological water treatment

Biowater Technology is an engineering and construction company located in Tønsberg, Norway. The company, which has been around for nearly 20 years, designs biological solutions for water treatment. Although customers are mainly located in Norway and Sweden, Biowater also has assignments in countries such as Switzerland, Brazil and Canada. Biowater Technology is led by CEO Ilya Mario Savva and has 45 employees.



First acquisition in Germany

The company, 4 pipes in Nuremberg, is an independent manufacturer and distributor of products for pipeline networks in sectors such as water, sewage and district heating. The products are sold within Europe, mainly in the DACH region (Germany, Austria and Switzerland).

The acquisition expanded our presence in Central Europe. 4 pipes has been operating since 2011 and employs around 50 employees. The company is led by CEOs Frank Hellman and Jörg Klingenberg.



Sustainable renovations of pipe systems

Copenhagen-based Kudsk specialises in the maintenance of pressurised systems in water, sewage, district heating, district cooling and industry through hot-tapping and blocking. The acquisition strengthens our offering in maintenance services with lower environmental impact. Kudsk Service has around ten employees and is led by CEO René Mortensen.



Creative solutions for treatment plants

Avvatech, based in Malmö, is a leading supplier of sustainable solutions for water and wastewater treatment. Its customers mainly consist of municipalities, but the company also has industrial customers operating in areas such as food and pulp manufacturing. Founded in 2007, Avvatech has around ten employees and is headed by CEO Claes Rudenholm.



Enhanced presence in Central Europe

Lauridsen is one of Denmark's leading suppliers of innovative components and solutions for water and wastewater infrastructure. Read more on the next page!



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Lauridsen stands out through sustainable innovation, which we can benefit greatly from across the entire group.

Carl Berglund
Business Area Manager, Solutions



Kim Lauridsen (CEO) and
Daniel Blicher Lauridsen (CSMO)

Danish creativity that strengthens us in many ways

The acquisition of Lauridsen in early 2024 was a strategically important addition. Lauridsen is one of Denmark's leading suppliers of components, technical solutions and consulting services in water and wastewater infrastructure. In addition to strengthening our position in the Nordic region, the acquisition also enhances our presence in Central Europe, as Lauridsen operates in Poland.

Ideas become reality

Lauridsen Handel & Import A/S is a family business founded in 1991 by Niels Arne Lauridsen. The company has approximately 50 employees located in Varde, southern Jutland, Denmark, and in Sianów, northern Poland. In connection with the company becoming part of Uniwater, Niels handed over the role of CEO to his son Kim, who describes Lauridsen's signature style as follows:

'We have always been recognised as one of the most proactive and innovative companies in the industry. When customers come to us with ideas, we really do everything we can to make them a reality.'

Our wide, constantly growing product range and short lead times have also contributed to our strong market position.'

Recycled plastic products

Lauridsen is actively working on both social and environmental sustainability.

'We believe that maintaining a healthy balance between work and leisure time is crucial for optimal performance. Furthermore, all employees have health insurance that provides them good assistance if something happens at work or at home', says Kim Lauridsen. Eco-friendly solutions permeate production. In Poland, for example, extension rings are made from recycled plastic. Carbon dioxide emissions during manufacturing are 80 per cent lower compared to the production of similar products in concrete.

'Last year, we also managed to get these plastic products BASTA*-approved, together with IBECO. A concrete example of good collaboration with our new friends at Uniwater,' notes Kim Lauridsen. ■

*BASTA is an independent environmental assessment system for building and construction products



Agenda 2030 and Uniwater's path into the future

Our operations and society at large are facing major challenges due to climate change, an uncertain geopolitical situation and increasing pressure on natural resources. Sustainability is no longer a moral imperative; it is a business-critical factor that shapes our competitiveness and long-term success.

Our sustainability targets are integrated into our vision and strategy and they guide us in our daily work. Uniwater strives not only to become an industry leader in sustainability, but also to ensure a sustainable future for our companies and clean water for coming generations.



Sustainability work in line with the UN Sustainable Development Goals



Our most important food and the key to a good life

Access to clean water is essential to all life on Earth. Water is our most important food, which allows people to thrive and develop. Everything we do at Uniwater aims to create sustainable clean water and sanitation infrastructure. The daily efforts of our specialised companies pave the way for future solutions for the water cycle in society. We are proud to note that we certainly are making a contribution to sustainable development in line with the SDGs and the Agenda 2030.



Reduced climate impact

Climate change is heading in the wrong direction worldwide. Emissions are increasing when they should be decreasing. We contribute through changes in work processes and transport, as well as through our choice of raw materials in production. Through collaboration and dialogue with both suppliers and customers, we are focused on designing solutions that are more climate-friendly.

Target for 2024: a) Reduce Scope 1/MSEK by 20%, b) Reduce Scope 3/MSEK by 15%

Outcome: a) Reduction by 69% MWh/MSEK
b) Increase of 205% *Large increase due to expanded measurement of scope 3, with a more accurate figure. The figure includes data from multiple suppliers.*

Challenges: Comprehensive measurement of scope 3 emissions requires time and high-quality data.

Examples of activities in 2024:

- Expanded scope 3 measurement
- Supplier collaborations for optimised and reduced transports
- Transition to electric cars



Reduced energy consumption

Sweden's target is to achieve 50 per cent more efficient energy use by 2030 compared to 2005 and for all electricity production to be fossil-free by 2040. We contribute partly by using fossil-free energy sources in our operations and partly by minimising energy consumption in both our facilities and those of our customers.

Target for 2024: Reduction by 15% MWh/MSEK

Outcome: Reduction by 52% MWh/MSEK *Large reduction thanks to efficient efforts and the type of companies that have been acquired.*

Challenges: As Uniwat grows through acquisitions, setting relevant absolute figures for emissions reductions from energy becomes challenging.

Examples of activities in 2024:

- Switching to renewable energy sources
- Electricity with green certificates



Increased gender equality

Studies show a clear link between gender equality, inclusive work environments and profitability. Our goal is to foster a more equal water and wastewater industry where men and women of all ages and backgrounds work together. We are committed to leading by example and paving the way for a more gender-equal industry.

Target for 2024: 25% of new recruits are women (white-collar workers), 5% of new recruits are women (blue-collar)

Outcome: 28% of new recruits are women (white-collar), 5% of new recruits are women (blue-collar)

Challenges: The construction and water and wastewater industries are traditional and male-dominated, which takes time to change.

Examples of activities in 2024:

- Networking with students at career fairs at universities
- Making female employees visible in external communications



Enhanced capabilities

Opportunities for further training increase people's satisfaction and motivation, which can boost productivity, sales and profitability. We actively focus on skills development so that we have knowledgeable employees who thrive and give that little extra that enables us to drive development in the industry.

Target for 2024: 100% implementation of the Code of Conduct

Outcome: 68%

Challenges: High acquisition rate complicates implementation of Code of Conduct training..

Examples of activities in 2024:

- Code of Conduct
 - Classroom training for acquired companies
 - Language versions
 - Digital training, repetition and new employees
- Other education: Sustademy Sustainability Training, SAM (Systematic Work Environment Management, various training initiatives in subsidiaries)



Increased circularity of materials

The transition to a circular economy can significantly cut down on resource use and reduce climate and environmental impact. Our goal is to decrease the use of virgin raw materials by prioritizing renewable and recycled raw materials. Additionally, we are developing new business models, such as rental services.

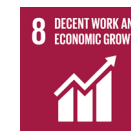
Target for 2024: Growth of IBECO's rental business, as a circular offering (target/budgeted): 30% increase

Outcome: 108% *Above expectations, thanks to high demand, changed customer behaviour and the fact that IBECO Rentals' offering has become well known.*

Challenges: Structural challenges in an economy that is largely linear.

Examples of activities in 2024:

- Expanded rental range at IBECO
- Resource efficiency and reduced material consumption at production units
- Relining of pumping stations and water pipelines
- Extended service life through hot-tapping and blocking



Improved employee satisfaction

Good working conditions promote sustainable economic growth. Satisfied employees stay, which allows companies to retain expertise and strengthen their image as employers. Efforts to develop the organisation and leadership have contributed to an increase in eNPS of 5–10 points each year.

Target for 2024: 10 eNPS (employee Net Promoter Score)

Outcome: +10 eNPS

Challenges: The Group's high growth rate requires that the organisation be reviewed regularly to ensure that it has the right skills, leaders and roles.

Examples of activities in 2024:

- Internal leadership programme
- Implementation and follow-up of employee surveys
- Joint step competition to encourage movement

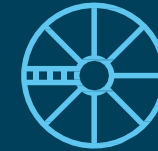




Highlights 2024

Pipe renovation *future-proofs older water and wastewater networks*

Beneath the streets of Gothenburg lie many old pipes made of various materials. Like under Kaptensgatan in the Majorna district. It features fantastic craftsmanship in the form of an old earthenware pipe for wastewater and stormwater. Previous work had been done to separate stormwater and wastewater, but the old wastewater pipe (a steel pipe laid inside the brick pipe) had broken in several places. This resulted in stormwater leaking in. Such leakage causes problems for treatment plants, which are subjected to a heavy burden during torrential rain. At the same time, leaking wastewater is an environmental problem. Our subsidiary Svanesunds Rör solved this together with the construction company Styrd by replacing the old pipe with a new PE pipe connected to a new wastewater well. A small but significant contribution that extends the service life of the water and wastewater network by several generations.



Cost-effective, *sustainable water treatment for 50 years*

In Rengsjö, in the municipality of Bollnäs, Emendo and Helsing Vatten constructed a treatment plant that sets new standards in the water industry. The combination of conventional technology and innovative solutions resulted in a plant that can deliver water treatment for at least 50 years. Thanks to solar panels and an energy-efficient process, the treatment plant can be run entirely on its own electricity on sunny days. In addition, any surplus electricity is sold to the power grid, making the water treatment not only environmentally friendly but also beneficial for a good operational economy. Emendo challenges the traditional way of working in the industry by focusing on proven, smart solutions instead of starting with a blank sheet of paper. This saves both time and resources, creates space for new technology and keeps costs down. During the development work on the treatment plant in Rengsjö, sustainability was a common thread throughout the entire process. By optimising transport and collaborating with local contractors, we were able to minimise the project's climate footprint. A number of smart technical solutions help to reduce both maintenance requirements and energy consumption. Through its own measurements and ongoing tests, the client Helsing Vatten could confirm that it had obtained a cost-effective and future-proof water treatment system.

10

A DECADE IN WATER SERVICES

For ten eventful years, we have let creativity flow, expanded with a steady stream of specialist companies and pursued many development projects both within the group and together with suppliers and customers. All the while with a clear vision: to ensure efficient flows of clean water.

We have accomplished a great deal, but we are far from finished. As we continue our journey, we remain curious about both new additions to the Uniwater Group, as well as new knowledge and technology. All this to gather even more cutting-edge expertise so we can further develop smart, sustainable solutions for the water cycle in Europe.

To guarantee the removal of large amounts of stormwater, Norvatek was asked to design a pumping station with above-average capacity.



Pumping station ready for 100-year rainfall in Sollentuna.

When the Tvärbanan, Stockholm's light rail line, was extended, a new low point was created where stormwater is at risk of accumulating. To prevent flooding, Norvatek was commissioned by Sollentuna Municipality to create a pumping station capable of handling extreme water - so-called 100-year rains.

In order for Tvärbanan to reach Helenelund station in Sollentuna, the ground levels in the area have been adjusted. Helenelunds torg (Helenelund's new square) is lower than previous ground levels, which highlighted the need for an effective stormwater solution.



The new pumping station ensures that water from the square and the surrounding area can be quickly drained away to the south via an area called Kilen.

To guarantee the removal of large amounts of stormwater, Norvatek was asked to design a pumping station with above-average capacity. The project, aptly named Skyfall, resulted in a station capable of pumping away no less than 1,600 litres of stormwater - per second! In other words, the Tvärbanan route through the Helenelund area in Sollentuna is well protected against future soil problems caused by extreme precipitation.



02. Environmental sustainability

OUR CLIMATE IMPACT // CIRCULAR ECONOMY
// SUSTAINABILITY IN PRACTICE

Reducing climate impact at every stage

Most of our emissions occur in the value chain outside the direct operations of Uniwater companies, in connection with the purchase, transport and use of our products. Therefore, this is a priority area in our sustainability work.

We will make responsible choices throughout the value chain to reduce the negative impact on the climate. In addition, we will enhance our positive impact through energy-efficient water systems, sustainable products and by extending the service life of the water and wastewater network. This is how we want to help our customers minimise their climate footprint while enabling clean water.

The basis of structured work

In 2021, we began working actively with sustainability by formulating six sustainability targets for 2021–2024: three environmental and three social objectives. In terms of environmental and ecological sustainability, we focused on energy reduction, climate impact and circularity. The main focus was on scope 1 and 2 during these years, when we also laid the foundations for structured sustainability work and created the conditions for the next step - accelerating sustainable initiatives within water and wastewater services.

Common tool for data

At the beginning of 2024, we had procedures and systems in place to measure and report sustainability data throughout the value chain. In 2023, when we began measuring scope 3, we implemented a Group-wide tool for measuring and monitoring sustainability data with Position Green. All Uniwater companies report in this tool, which facilitates regular follow-ups, analyses and comparisons that are important to be able to prioritise and make the right decisions going forward.

Continued focus on scope 3

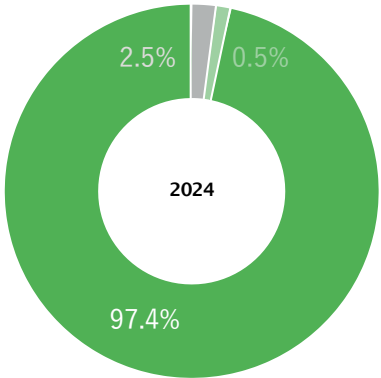
After two years of reporting scope 3 emissions, it is clear that this is the area where we should concentrate our efforts. This is where we can make a difference. In 2023, 83 per cent of our emissions were within scope 3. By 2024, scope 3 emissions had increased to 97 per cent. Last year, we measured four out of fifteen categories, limited solely to our framework agreements. The figure for 2024 is more accurate, as we have supplemented category 1 (purchased goods and services),

with data from additional suppliers. These obtained figures are based on purchase volumes and accurate data from suppliers. In the figures for 2024, we have included purchases exceeding TSEK 50. Our framework agreement for purchases account for approximately 25 per cent of our purchase volume, so there is still work to be done to achieve more comprehensive reporting.

Distribution of emissions in scope 1, 2 and 3 (number of tCO₂)

● Scope 1 ● Scope 2 ● Scope 3

2023 15.2% 1.6% 83.2%



Scope 3: Emissions per category (tonnes of CO₂e)

CATEGORY	2023	2024
Purchased goods and services	3,290	21,575
Fuel and energy-related emissions	179	116
Waste in our own operations	28	10
Transport and distribution (downstream)	479	453

Electrification and climate leap

Through energy mapping, switching to renewable energy sources and increasing the number of electric cars among our company cars, we have succeeded in changing behaviour and reducing energy consumption during 2021–2024.

Last year, there was a noticeable change in scope 1 and 2. Scope 1 decreased by 23 per cent, while scope 2 increased by 37 per cent. The reduction in scope 1 is largely explained by the introduction of geothermal heating at the Group's largest company, which operates a concrete casting plant. The second driving factor is the transition from diesel and petrol cars to electric cars. Several facilities have invested in charging infrastructure for passenger cars, whose energy consumption explains the increase in scope 2.

Number of tCO₂e/MSEK

2022 0.76 2023 0.66 2024 0.35

Emissions, number of tCO₂*

CATEGORY	2022	2023	2024
Emissions from own facilities	250	247	0
Emissions from purchased energy	79	78	107
Emissions from own vehicles	266	479	435

* tonnes of carbon dioxide equivalents

GHG-protocol**

What is scope 1, 2 and 3?

1

Direct emissions

Emissions that occur directly in our own operations. These include emissions from company cars and production in our factories.



2

Indirect emissions

Emissions from the production of purchased energy (electricity, heating, cooling). These arise at the supplier's premises but are consumed in our own operations.



3

Indirect emissions throughout the value chain

Emissions in the business value chain that the company does not own or control, for example from purchasing, transport, leased assets or the use of sold products.



** Greenhouse Gas Protocol (GHG Protocol) International standard for measuring and reporting greenhouse gas emissions. Emissions are converted into carbon dioxide equivalents and divided into three scopes.

Reduced direct emissions and changed behaviours

Reduced energy consumption year-on-year

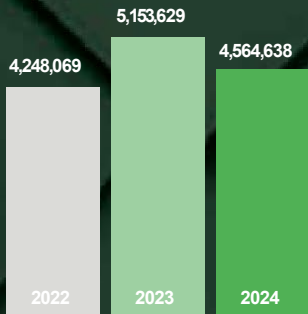
From 2021 to 2024, we have set a target of reducing energy consumption in relation to turnover by 15 per cent each year. We have achieved this goal every year, and in 2024 we achieved a reduction of 52 per cent. This feat is considered very satisfactory and shows that the activities have both produced results and been sustained. We measure our energy consumption relative to our turnover, as we are growing at a rate of three to five acquisitions annually. Actual figures are presented below for reference.

Energy consumption relative to turnover (kWh/MSEK)

2022 5.43 2023 4.36 2024 2.12

Electricity consumption, actual figures (kWh)

Operating electricity and heating



Transition to renewable energy sources

The energy we purchase and use in our operations should be renewable. There is still room for improvement here. In 2024, 67 per cent of the energy purchased by Uniwater companies came from renewable sources, which is in line with the 2022 figures. In 2023, half of the energy came from renewable sources. This figure is explained by the fact that Position Green, in accordance with the GHG Protocol*, requires certificates in order to report green energy. The temporary decline is attributed to challenges our companies faced in obtaining these certificates in 2023.

Distribution between energy types

- Fossil
- Fossil-free
- Renewable

2022	5.8%	25.5%	68.7%
2023	0.3%	49.3%	50.4%
2024	0.7%	32.5%	66.9%

* Greenhouse Gas Protocol, see previous page.



Transition to renewable heating

At the end of 2023, Norvatek took a major step towards more green energy. They transitioned from geothermal to renewable energy sources for heating. An old oil boiler was phased out, enabling a reduction in oil consumption of approximately 100 cubic metres of heating oil per year. This corresponds to an annual reduction of approximately 250 tonnes CO₂e.

Electrification of vehicle fleet and charging infrastructure

The electrification of our company cars gained momentum in 2024. Fossil fuelled vehicles were replaced with electric cars, and Norvatek, IBECO and Uniwater installed charging stations at their facilities. The majority of the cars in the Group are electric and hybrid vehicles. We also offer employees, customers and other visitors the option of charging their vehicles at our premises.

How can we contribute to reduced emissions?

- Transparency and early dialogue with customers to deliver energy- and resource-efficient solutions
- Focus on what matters most to customers: mass management, transport and sustainable materials
- Adapt our working methods and choose fossil-free transport, trenchless methods and sustainable procurement even when sustainability requirements are not specified in the procurement documentation
- Collaborate with suppliers for sustainable procurement, materials and transport

A circular approach that benefits both the wallet and the environment

The circular economy challenges the traditional linear economy by, as the name suggests, creating cycles for materials and products. The goal is to increase resource utilisation and reduce waste. Design for longevity (and recycling), reuse, recycling, reparation and the sharing economy are some of the cornerstones of the circular economy. All Uniwater companies are actively engaged in business and product development promoting circularity.



Five good examples within Uniwater

1 Leasing contributes to increased circularity

IBECO Rental

Rent what you need – when you need it. Our customers are increasingly requesting the option to rent water and wastewater equipment such as sheet piling, pumps and containers. Leasing instead of buying is both better for the environment and helps customers become more circular.

2 Reduced emissions from pumping stations

Norvatek

Norvatek has developed a standard for pumping stations with a lower climate footprint. By making conscious choices for design, materials, production, interior design, and operation for optimised energy consumption, customers can actively decrease emissions from the pumping stations. Every new pumping station project begins with this checklist. Considering how many pumping stations need to be replaced or renovated in Sweden, this could make a significant difference.

3 Renovation of pumping stations with relining

Rostfria VA-system and Lauridsen

Replacing an old pumping station can be both costly and harmful to the environment. This requires excavation, transport, disposal and backfilling of material.

But there is a smarter way to renovate a well – relining. This method is attracting more and more customers. The method is also part of the offering of the Uniwater company Lauridsen, but in their case the focus is on water pipes.

4 Products with less environmental impact

IBECO and Lauridsen

Lauridsen's extension rings are made from recycled plastic and are BASTA certified. IBECO offers valves from Fucoli, which are manufactured using 100 per cent renewable energy, for a reduced carbon footprint. The valves are designed for long durability, with a service life of at least 50 years underground.

What we can do to contribute to increased circularity:

- Pilot projects with customers
- Look into what other countries and industries that have come further do
- Collaborate with suppliers
- More eco-friendly products

5 Extended service life of pipe networks

Kudsk, Proco Services, Svanesunds Rör and Tonisco

Extending service life through renovation is a fundamental aspect of the circular economy. Several of our companies have as their core business to repair and renovate pressurised pipelines without interruption for the customer. The niche techniques are called hot-tapping and blocking.



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The fact that more people are using the same equipment is fantastic for both the companies and society. It's a win-win situation, both financially and environmentally.

Pethra Nordlund
Quality, Environment and Work Environment Manager, IBECO

Holistic approach for thriving businesses, people and the environment

Pethra Nordlund had worked in the paper industry for many years when she started as KMA* manager at IBECO at the end of 2023. She finds it very inspiring and educational to be in a new industry.

‘IBECO is absolutely brimming with energy and commitment. There are an incredible number of exciting activities going on throughout the company’, says Pethra, looking back on an eventful 2024.

The holistic approach is important to IBECO. To incorporate economic, ecological and social sustainability into everything we do.

Based on this approach, IBECO conducts sustainability work across the whole operation. Comprehensive work has been carried out to implement the requirements of ISO 9000 (quality), ISO 14000 (environment) and ISO 45000 (work environment).

Updated product information

Customer requirements and interest in various types of environmental assessments are increasing within the industry. IBECO carries out continuous and extensive work to produce EPDs** and have products registered with Byggsvarubedömningen*** and BASTA***.

‘Customers are becoming increasingly interested and have detailed questions about material content, how products are transported, and so on. That is why it is important for us to be transparent and provide as up-to-date and clear information

as possible about our products’, says Pethra Nordlund.

As part of this work, IBECO is exploring several technical solutions to streamline the entry and updating of various data and make this product information easily accessible to customers.

‘Everything is moving faster and faster. At IBECO, we strive to be at the forefront with the environmental assessments that our customers demand.’

More and more want to lease equipment
IBECO has a rapidly growing leasing business. The company is a comprehensive supplier of water and wastewater equipment for hire, including sheet piling, containers, hot-tapping tools, pumps – and much more. A flexible solution for customers who always have access to the latest equipment while contributing to sustainable resource utilisation. At the company’s facilities in Borlänge, Stockholm and Gothenburg, extensive preparations were made last year

to create more space for additional leasing equipment.

‘Why buy new equipment that may end up gathering dust after only a short period of use? The fact that more people are using the same equipment is fantastic for both the companies and society. It’s a win-win situation, both financially and environmentally.’

Investments in increased security

Like many other companies within Uniwater, IBECO carried out extensive systematic work environment improvements during 2024. A safety committee was established and fire safety officers were trained. In addition, safety and chemical inspection rounds were scheduled at regular intervals. An emergency response plan was drawn up with clear procedures for dealing with personal injuries in the workplace, traffic accidents, environmentally hazardous emissions and other incidents.

‘As part of our work environment

management, we have trained our employees in first aid, including CPR and basic fire safety, to ensure a safe and secure work environment’, says Pethra, adding:

‘Providing our employees with this important knowledge strengthens our preparedness and ability to respond to accidents, which contributes to a safer workplace for everyone.’

Differences become strengths

IBECO actively works to promote gender equality and equal opportunities. Last year, the company set out a policy that makes it clear that it wants to make the most of everyone’s experience and unique potential. It is our differences that contribute to us truly building a company and making it future-proof, says Pethra Nordlund, concluding:

‘We are all different, and that is perfectly acceptable. That is our strength. Together we are amazing!’ ■



03. Social sustainability

GENDER EQUALITY AND DIVERSITY //
SAFE WORK ENVIRONMENT // HIGHLIGHTS 2024

Proud employees
who feel they make a
difference every day



Social sustainability at Uniwater consist of a variety of actions for our most important resource. Our employees contribute to our growth every day while also making an important contribution to society. 'Our employees at all companies throughout the group are down-to-earth people who are incredibly passionate about what they do. We cherish that passion, and we do everything we can to ensure that these people want to continue to grow with us', says Ulrika Stevrell, HR manager at Uniwater.

Through a variety of initiatives and evaluations, we constantly try to ensure that we have healthy, motivated employees and identify things that are not working well in our companies.

'Retaining existing employees while attracting new talent – the heroes of tomorrow in the service of society – is very important to us', says Ulrika Stevrell.

Even more satisfied employees

Our annual employee survey is a clear measure of the climate throughout the Group. Since we started these surveys in 2020, we have aimed to increase our employee satisfaction index (eNPS) by 5–10 points each year. Even though we have grown by an average of 100 employees per year, we have maintained this trend. In fact, last year we even exceeded our target.

'Leadership and the climate of teamwork receive consistently high ratings. The survey responses also show that our employees are passionate about the industry as a whole and about their personal contributions. The statement, "I do something I am good at in my work every day", consistently receives high scores', Ulrika Stevrell reports.

Continued investments in leadership

The educational programme launched in 2023 for the Group's CEOs was completed in 2024. The programme has been appreciated, especially for the networking opportunities it offers, and will continue in the future, albeit in a different form.

'Since we are so geographically dispersed and many find it difficult to set aside time to travel, we will focus on digital meetings for lectures, external analyses and knowledge exchanges in 2025.'

Our employee surveys clearly indicate that prioritizing good leadership and skills development at all levels is important. These efforts make people happy and encourage them to stay with us.

The goal: attract more women

Increased gender equality is a high priority area. In 2024, we established good contacts at several educational institutions and recruited several women to senior positions, as well as within sales and project management. As the proportion of women in the Group is only around 14 per cent, we still have important work ahead of us.

'The women who work with us testify to a good working environment and varied, exciting jobs. What we now need to do is spread this image in order to attract more heroes who want to develop the water infrastructure of the future', concludes Ulrika Stevrell. ■

Efforts to improve gender balance and inclusion

A government decision stipulates that by 2030, 25 per cent of all new employees in the construction industry should be women. The design of recruitment advertisements and the selection of channels was a focus in 2024. That is what we want to achieve – and preferably exceed. We are conducting extensive work to influence the male-dominated industry and steer our business in the right direction.

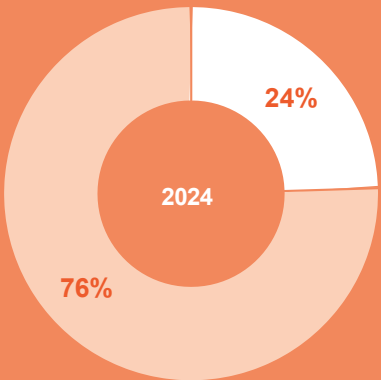
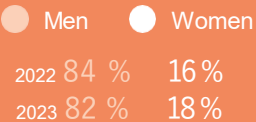
Gender equality within the group

The overall gender balance in 2024 was at the same level as in 2023 (13.8 and 13.9 per cent, respectively). Among white-collar workers, the distribution is more even compared with blue-collar workers. Some of the companies acquired last year have a better gender balance, which serves as an inspiring example.

Gender equality in our companies' management teams has developed positively and now stands at 24 per cent. Norvatek stands out – its management team consists of 43 per cent women.

PERSONNEL	2022	2023	2024
White-collar workers	31%	24%	24%
Blue-collar workers	3%	3%	3%
Total for the Group	16%	14%	14%

Gender equality in our companies' management teams



Targeted recruitment efforts

The design of recruitment advertisements and the selection of channels was a focus in 2024. We began measuring recruitment outcomes based on male and female representation and set measurable targets for white-collar and blue-collar employees.

Target

25% of new recruits are women (white-collar workers)

5% of new recruits are women (blue-collar)

Outcome

28 % of new recruits are women (white-collar workers)

5 % of new recruits are women (blue-collar)

Inform about a future industry

In addition to increased gender equality, we also strive for more diverse teams with people who have different skills and backgrounds. In recent years, we have expanded our network of contacts and increased our visibility among new groups. School and student collaboration has been an effective way of conveying an image of the exciting future within the water and wastewater industry.



Outreach

- Uniwater representative in the management Group for HVE education in water and wastewater engineering
- Uniwater representative in industry network for construction companies
- Collaboration with secondary schools: study visits, open days, work experience (ASB, among others)
- Internships, OJT (on-the-job training) and vocational traineeships (Norvatek, etc.)
- Vattenindustrin Internship Program – Summer internship for university and higher vocational education students
- Partner company with Matix, Gothenburg School of Business, Economics and Law. Trainee programme with a focus on business development
- Bachelor thesis on employer branding in the water and wastewater industry – by two students from the Human Resource Management programme, Umeå University
- Collaboration with four universities in Norway for summer internships and trainee programmes (Biowater Technology)

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It's way more fun
than it sounds



Mariam Bayat
Project Manager, Aquasvea

Mariam Bayat, project manager at Aquasvea, is passionate about the right to clean water and the opportunity to contribute to a vital societal function that is often taken for granted. She hopes that the ‘tough construction jargon’ will be toned down so that more women dare to apply for jobs in the water industry.

In response to the question of how to attract more people to the water and wastewater industry in general, Mariam replies:

‘First and foremost, we need to change the perception of the industry – from being associated with dirty, disgusting sewers to being seen as a sector of the future. There are big visions and investments in play that mean we need all the help we can get.’

Mariam believes that Uniwater’s collaborations with schools and visits to trade and job fair days are important in order to encourage more people to pursue the ‘right’ education and career paths. This is especially important for young women, like Mariam herself, who aspire to make a difference by working with clean water and sanitation – an area that is both socially beneficial and sustainable. Gender equality is just as important in the water industry as in any other business.

What are your hopes for gender equality and sustainability in the industry?

‘I hope that more women will apply for engineering programmes and that they will choose to work with us after their studies. This will help us achieve greater gender equality in the industry. Sustainability is already a given. I hope we continue on the path we have chosen, refining solutions and products that contribute to an even more sustainable future.’

What do you want to tell women considering a career in the water and wastewater industry?

‘It’s a much more fun and educational industry than it sounds. Believe in yourself and don’t hesitate to apply!’ ■

Catherine Gabrielsson previously worked as a project manager and coordinator in the mechanical engineering industry before being headhunted via LinkedIn. After an extensive recruitment process, Catherine became Operative Manager at Proco Services. She has not regretted that decision for a second.

Catherine has always found water to be an exciting and important area.

Unobstructed flows of clean water are often something people do not think about but take for granted, she believes.

'It's challenging to make people understand the importance of what we do at Uniwater. However, the flow of clean water is crucial for our hospitals and other important societal functions to operate', Catherine notes.

The water industry is facing difficulties in attracting new employees. For this to change, we need to highlight the social benefits of what the industry does and communicate that it is an industry of the future. The fact that it is still a male-dominated industry starts at the educational level, Catherine believes. There are simply too few women choosing technical and mechanical education programmes. To change this, we need to initiate efforts to engage women in water and wastewater technology through various initiatives.

'There is great potential for development in the water industry, and we work with sustainable solutions, which should attract many women to our world.'

Why is gender equality important in the water and wastewater industry?

'Gender equality is important in all sectors. Every business benefits from a diverse mix of individuals with different backgrounds, experiences and perspectives on things. We can always learn from one other.'

What do you want to tell women considering a career in the water and wastewater industry?

'Dare to give it a try! It is a fun and educational industry with great development potential. You don't need to know everything from the start; you'll learn along the way. With the right attitude, you will succeed here – nothing is impossible.' ■

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Educational industry with great development potential



Catherine Gabrielsson
Sales and Marketing Manager, Proco Services

Anna Maria Isaksson at Norvatek hopes that more women will open their eyes to the varied and stimulating work in the changing water and wastewater industry. 'Dare to give it a try. You can make a big difference here', says Anna Maria.

Anna Maria has had a long career with many different roles within the HVAC and water industries.

A well-functioning water infrastructure is continually an important area, she notes.

'Many people take for granted that there will always be water in the tap, but the day that there isn't, it will be difficult', says Anna Maria and continues:

'We have many exciting challenges ahead and can make a big difference in creating sustainable water flows from both a safety and environmental perspective.'

When asked why the water and wastewater industry lags behind in terms of gender equality, she replies:

'I think many people think of "disgusting sewers" and are put off by that. Then there is probably a perception that the work is macho, hard and tough. But that is not actually the case today.'

What is your view on sustainability and gender equality in the industry going forward?

'I hope that we continue to talk and fight for both sustainability and gender equality. When it comes to a more even gender distribution, I feel that we are making progress, as more and more women are actively choosing to apply to us.' ■

**”
You can make a
big difference**

Anna Maria Isaksson
Project Manager, Norvatek

[Read more here](#)



Everyone should be safe and well

We never compromise on safety. By continuous training and introduction of new routines, we aim to create the safest possible workplaces. Similarly, we carry out a range of initiatives to help our employees feel good and lead healthy lives in various ways.

Safety work without end

Systematic work environment efforts are conducted within the group. These efforts include training, risk assessment, incident management and follow-up. The Uniwater companies conduct training on an ongoing basis to ensure that those handling work environment issues have good knowledge. This includes training in systematic work environment management (SAM). In 2024, we continued to review procedures across the group to enhance safety levels even further. Several companies conducted training in areas such as fall safety, safe lifting, fire safety and CPR. In our decentralised environment, companies decide for themselves when and how they carry out relevant training.

‘Safety is taken seriously and great work is performed in our companies. They ensure that licences are renewed and monitor when training activities need to be updated’, says Ulrika Stevrell, HR manager at Uniwater.

The more we learn about risks and accidents, the better we become at preventing serious occurrences. This mindset is why more companies within the Group have started using an app to easily report potential risks, incidents and accidents. ‘The goal is for the majority of our employees to have access to the app by the end of 2025.’

Healthier than ever

We have clear evidence that our efforts in the area of health are yielding positive results. For instance, statistics on short-term absence provide a good indication of the health status within the Group. Our objective has been to maintain an average absence rate of no more than five per cent, which we have successfully achieved for several years, with a margin of about one percentage point.

‘In 2024, short-term absence dropped to nearly two per cent, a very encouraging figure. We will now do everything we can to ensure that this positive trend continues’, says Ulrika Stevrell.

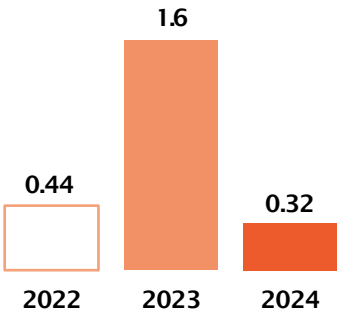
One explanation for the reduction in short-term absence is the increased focus on occupational health care.

‘We are working in a more structured manner regarding sick leave. A flag is raised if someone has been ill multiple times in a short period, and there are clear procedures for how this should be followed up.’

Accidents and incidents

CAUSE	2022	2023	2024
Incident	39	44	81
Accident	19	28	35
Risk observation	–	–	5
Fatal accident	0	1	0

LTIF*



* LTIF (Lost time injury frequency rate) is a measure that refers to the number of reported accidents resulting in sick leave in relation to the total number of hours worked..

Highlights 2024

Collaboration with School of Business *for innovation and growth*

In 2023, Uniwater entered into a partnership with the master's programme Matix at the School of Business, Economics and Law in Gothenburg. The partnership includes a programme that combines academic specialisation and business development focusing on growth companies.

The Matix student spends two days a week at Uniwater for 8 months, working on change and development projects. Examples of tasks include market analysis and business development areas. The collaboration has been highly appreciated and educational for both parties.

17

Nationalities in the team

Biowater Technology, which became part of Uniwater in September 2024, is a role model in terms of diversity and inclusion. The team comprises 45 employees representing 17 different nationalities.



Steps for clean water and sanitation

All Uniwater companies participated in the walking challenge *March for Water* during the month of March. Our employees took 26,770,135 steps and contributed to the construction of 15 taps. March for Water is organised by WaterAid Sweden with the aim of improving unequal access to clean water and sanitation in vulnerable areas around the world.

Internship collaboration with The Association of Swedish Water Industries

Uniwater participated as one of four host companies in the first round of Vattenindustrin's summer internship programme. Four enthusiastic students studying civil engineering, environmental science and energy spent four weeks of their summer exploring out the water industry.

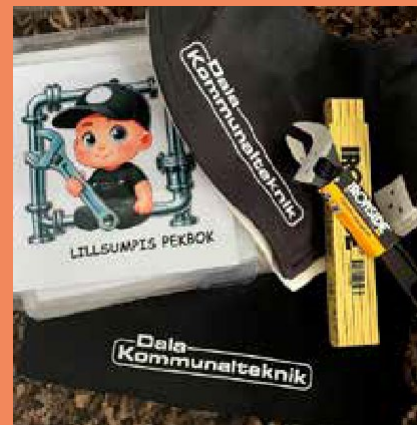
60 40

Gender-equal management team

By the end of 2024, Norvatek had formed the first completely gender-equal management team in the company's history. With three women and four men, the gender distribution is 60/40, which is classified as gender-equal according to established guidelines.

Long-term recruitment

Dala Kommunalteknik has developed an introduction kit for future pumping station builders. The kit includes a point-and-speak book with industry terms, body and drool bibs with company branding, and small tools. It's never too early to start!



Safety Day

In September 2024, Norvatek held a newly established Safety Day in memory of an employee who tragically died in a workplace accident the previous year. This Safety Day is part of a training initiative aimed at enhancing competence in safety, risk management and life-saving.



Code of Conduct

The foundation of Uniwater Academy

A vital and recurring initiative at Uniwater is our Code of Conduct training. This is mandatory for all employees and acquired companies. In 2021 and 2022, we introduced Codes of Conduct for both employees and suppliers. They are based on the Global Compact and serve as the foundation of our sustainability work with shared knowledge, core values and operating principles for sustainability in general – for the environment, people and the economy.

04.

Governance

SUSTAINABILITY GOVERNANCE // PREPARATION
FOR CSRD REPORTING // OUR VALUE CHAIN //
SUPPLIER COLLABORATION

Uniwater’s sustainability goals for 2025–2030



Increase access to clean water and sanitation in the societies where we operate



Reduce climate impact of products and services and promote increased circularity



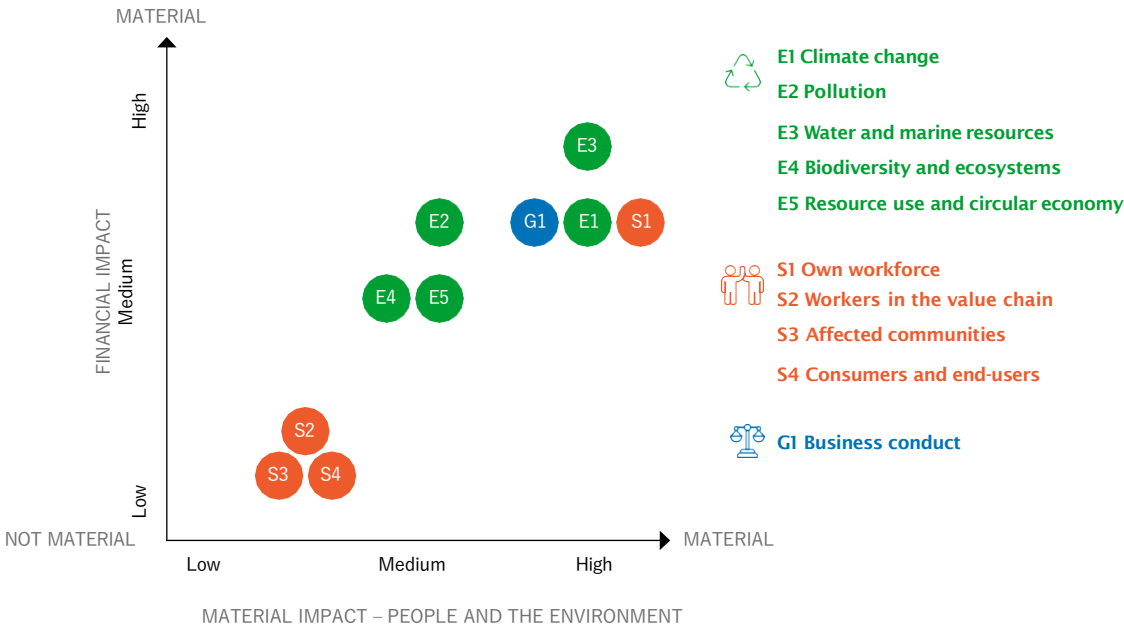
Improve health, safety and gender-equality in our workplaces

PREPARING FOR CSRD REPORTING

Double materiality analysis shows the way forward

In autumn 2024, we adopted a comprehensive approach to our continued sustainability work. A new strategic framework for sustainability was formulated with three new sustainability goals for 2025–2030, which can be read here (on the left). In a parallel process, we initiated preparations for reporting in accordance with the EU's CSRD* sustainability reporting standards. The starting point for our CSRD reporting is the double materiality analysis. It identifies the sustainability issues that are most significant in terms of the group's impact on the environment and society (inside-out), and how these issues affect the group's financial results (outside-in). This provides a comprehensive overview for strategic sustainability work and reporting. Results of our analysis are presented in the figure below.

* Corporate Sustainability Reporting Directive



SUSTAINABILITY & GOVERNANCE

Uniwater has laid the foundation for working systematically with sustainability. Internally, this involves governance structures, allocating responsibilities, and measuring sustainability data. Externally, it has created a platform for stakeholder dialogue and collaboration with customers and suppliers. All together this aims to move the group's companies in a more sustainable direction. We are now intensifying our efforts and have set three new targets for the next five years.

'We will focus on identifying business opportunities to achieve these ambitious goals. There is a strong entrepreneurial spirit and creativity within the group, so we have an exciting time ahead of us', says Carolina Jaworski, Head of Sustainability at Uniwater.

Customer needs as starting point
Social sustainability work is the foundation for delivering quality-assured water infrastructure to municipalities and industries. Training in safety, procedures for handling accidents and incidents, and investments in leadership will maintain high employee satisfaction, balanced staff turnover and prevent workplace accidents.

'The sustainability work makes us a better partner that creates security and value for our customers. A municipal water and wastewater department must ensure that residents have access to clean drinking water and functioning sewage systems, all while achieving the municipality's climate goals. Our sustainability work helps them tackle these challenges', says Carolina Jaworski.

Exploring circular offerings

There are concrete measures and methods for Uniwaters' sustainability goals. Our contribution to clean water and sanitation can, for example, be measured in terms of people served, cubic metres of water or the kilometres of water pipes renovated to reduce leakage.

As regards to our climate goal, we aim to halve our emissions by 2030, aligning with the UN's global environmental goals. Additionally, we intensify our efforts in recycling and reuse, such as rental operations).

'We observe our subsidiaries' sales of circular business offerings with great interest. There is great potential here', says Carolina Jaworski. ■

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We want to be an accelerator for sustainability in our field. I hope that our actions will inspire others.



Carolina Jaworski
Head of Sustainability, Uniwater

Step by step for sustainable business

We are the largest group in the Nordic region with specialists in water infrastructure. We have evolved from being a supplier of pumping stations to a comprehensive supplier for the entire water cycle. As we grow, we take on greater responsibility – to act as a role model and stand up for responsible business.

Our business covers the companies operations in designing, building, renovating and modernising water and wastewater infrastructure owned and operated by municipal authorities and industries. Transactions are based on a value chain in which Uniwater companies are active in all parts of the water cycle in society. The value chain includes sales, raw material procurement, project planning, construction, product development, production, transport, warehousing, usage and recycling. Each step involves specific processes and working methods with continuous improvements to optimise and refine deliveries.

Our companies take responsibility across the entire value chain, ensuring a positive impact on people, society and the economy. This responsibility extends to both the group's employees as well as suppliers and partners. With the combined strength of the subsidiaries and the group's stakeholders, we can achieve a larger and faster transition in the water and wastewater industry.



Sales

QUALITY
SUSTAINABLE CHOICES
TRANSPARENCY
SATISFIED CUSTOMERS

Project planning

QUALITY AND
ENVIRONMENTAL
REQUIREMENTS
PLANNING
ORDER DIALOGUE
CUSTOMISATION



Raw materials and materials

SUPPLIERS WITH
FRAMEWORK AGREEMENTS

RECYCLED
MATERIAL

Purchasing

MATERIALS SELECTION

FRAMEWORK AGREEMENT

SUPPLIER COLLABORATION



Transports

FOSSIL-FREE

OPTIMISED

Construction and production

MATERIALS SELECTION

MATERIAL CONSUMPTION IN PRODUCTION

ENERGY CONSUMPTION

OCCUPATIONAL SAFETY AND HEALTH

PRODUCT DEVELOPMENT



Waste

RECYCLING

SORTING INTO FRACTIONS

Extended service life

MAINTENANCE

RENOVATION

REPLACEMENT OF SPARE PARTS



Reuse

RELINING

RENTAL

PRODUCTS WITH REPLACEABLE COMPONENTS

Operation

GOVERNANCE

SUPPORT



Deliveries

FOSSIL-FREE

OPTIMISED

Circularity throughout the value chain

Damstahl is one of our suppliers of stainless steel and has extensive experience working with this robust material, particularly in connection with socially important functions. The company was founded after World War II when there was an urgent need for secure solutions for milk production.

To this day, Damstahl plays an important role in food production, pharmaceutical industry, and water and wastewater treatment – areas where sustainability and quality are essential. Stainless steel is a material with great potential for a sustainable future. It has a long service life and can be recycled repeatedly without losing its material properties. However, the industry faces challenges due to high carbon dioxide emissions from steel production.

Approximately seven per cent of global emissions come from the steel industry, with one percent attributed specifically to stainless steel. Most emissions are linked to mining, where both working conditions and energy consumption are problematic. Damstahl prioritises steel from Europe over Asian steel, as European steel has lower emissions and is

generally safer in terms of working conditions and human rights. To mitigate its climate impact, Damstahl focuses on circularity and emissions throughout the value chain. Reducing energy consumption and recycling scrap in production are priorities. Additionally, they work both upstream and downstream to help suppliers and customers become more sustainable. Examples of activities include coordinated deliveries and knowledge sharing with customers to make more informed decisions.

‘We believe in transparency and dialogue between customer and supplier. Together, we can shape sustainable industries – with innovation, responsibility and circularity in focus’, says Thor Rousing, Sustainability Manager at Damstahl. ■

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We believe in transparency and dialogue between customer and supplier.



Thor Rousing
Sustainability Manager, Damstahl

Responsible purchasing for a better future

Our purchasing strategy is threefold. We assess purchases from social, ecological and economic perspectives. We aim to take responsibility throughout the entire value chain. The agreements we enter into must be characterised by good working conditions and have minimal impact on the environment and climate. With this foundation, we create the conditions for sustainable purchasing that both meet our customers' current requirements and prepare us to meet their future needs.

Active supplier dialogues

We are actively working with our suppliers to find solutions that maximise the sustainability aspects of our purchases. We evaluate and optimise transports, check ISO certifications (for example, that timber suppliers have PEFC or FSC certificates).

'Our Code of Conduct for suppliers is an important tool. It sets out our requirements for suppliers to have good working conditions and safe working environments, and to adhere to high ethical and moral standards', says Marcus Rosenborg, Head of Purchasing at Uniwater.

Carefully selected materials

Sustainable material selection is also important. We place great importance on stainless steel, as this is an extremely large purchasing category for us. Our focus is to first and foremost choose stainless steel with as high a degree of recycled material as possible, rather than virgin raw materials.

'We should always make conscious choices regarding materials. These often come with a slightly higher price tag, but we do our utmost to come up with good alternatives without excessively high additional costs for the end customer', says Marcus Rosenborg, concluding:

'Both we and our suppliers really want to make a difference. The key is to get customers to pay a little more for sustainable products initially. We must act together in a sustainable direction. As purchase volumes gradually increase, costs for manufacturers will decrease, which in turn makes sustainable products more affordable. Our list of development opportunities for sustainable procurement is long and continually expanding. We have an exciting time ahead of us.' ►





‘We should always make conscious choices regarding materials. These often come with a slightly higher price tag, but we do our utmost to come up with good alternatives without excessively high additional costs for the end customer.’

Marcus Rosenberg
Head of Purchasing, Uniwater

Sharp focus on transport

Transport is a high priority area and we regularly discuss it with our suppliers.

In 2024, we entered into an agreement with Ahlsell to optimise transport to reduce our climate footprint. The agreement simply means that all material ordered on Mondays and Tuesdays will be shipped on Wednesdays, and orders placed on Wednesdays and Thursdays will be shipped on Fridays.

‘This has no negative impact on our business or our customers. On the contrary, transportation costs will be lower while carbon dioxide emissions decrease drastically’, says Marcus Rosenberg.

‘In 2025, we will look at more transport solutions and, for example, try out coordinated warehouses to reduce the number of transports even further.’ ■

All suppliers with framework agreements have signed the Code of Conduct

Uniwater’s suppliers are increasing in number as new companies are acquired. It is important that we have suppliers who share our views on sustainability and human rights, so that we can collaborate over the long term. This guarantees stability, quality and development.



Code of Conduct

By signing our Code of Conduct, suppliers agree, among other things, to work towards:

- Providing decent working conditions for employees
- Reducing their environmental and climate impact
- Work against corruption
- Ensuring there is no discrimination

Code of Conduct for subcontractors

In 2024, we began the work of developing a Code of Conduct for our subcontractors. Our companies collaborate with approximately 2,000 subcontractors who are, for example, hired for installation jobs in various projects. The plan is for the Code of Conduct to be signed by the larger, nationwide contracting companies. The Code will set requirements for secure work environments, fair wages and other good working conditions. It will also require contractors to have collective agreements, F-tax registration and meet a number of other financial criteria.

Uniwater

www.uniwater.se/en/sustainability