



# Sustainability Report 2024

Driven by responsibility



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# Statement from the Chairman of the Board

In 2024, Accon Group advanced its commitment to sustainable development by deepening the integration of environmental, social, and governance (ESG) factors into our core business strategy. This year, we accelerated initiatives across our operations and supply chain, strengthening our capacity to deliver purposeful, responsible packaging solutions.

As we navigate an increasingly complex global landscape, transparency, innovation, and collaboration have been central to our approach. Our ESG team has played a critical role in steering our sustainability strategy, ensuring regulatory compliance, and engaging our stakeholders in meaningful dialogue.

Looking ahead, Accon will continue to lead by example, transforming sustainability from obligation to opportunity.





# Vision, mission and values

## Vision

Our vision is to shape the future of bulk packaging in the Nordic region through innovation, responsibility, and strong partnerships with our customers.

## Mission

We focus on selected core markets and deliver high-quality, sustainable packaging, services, and solutions. By combining deep expertise with strong, trust-based partnerships, we create long-term value and contribute to a more responsible packaging industry.

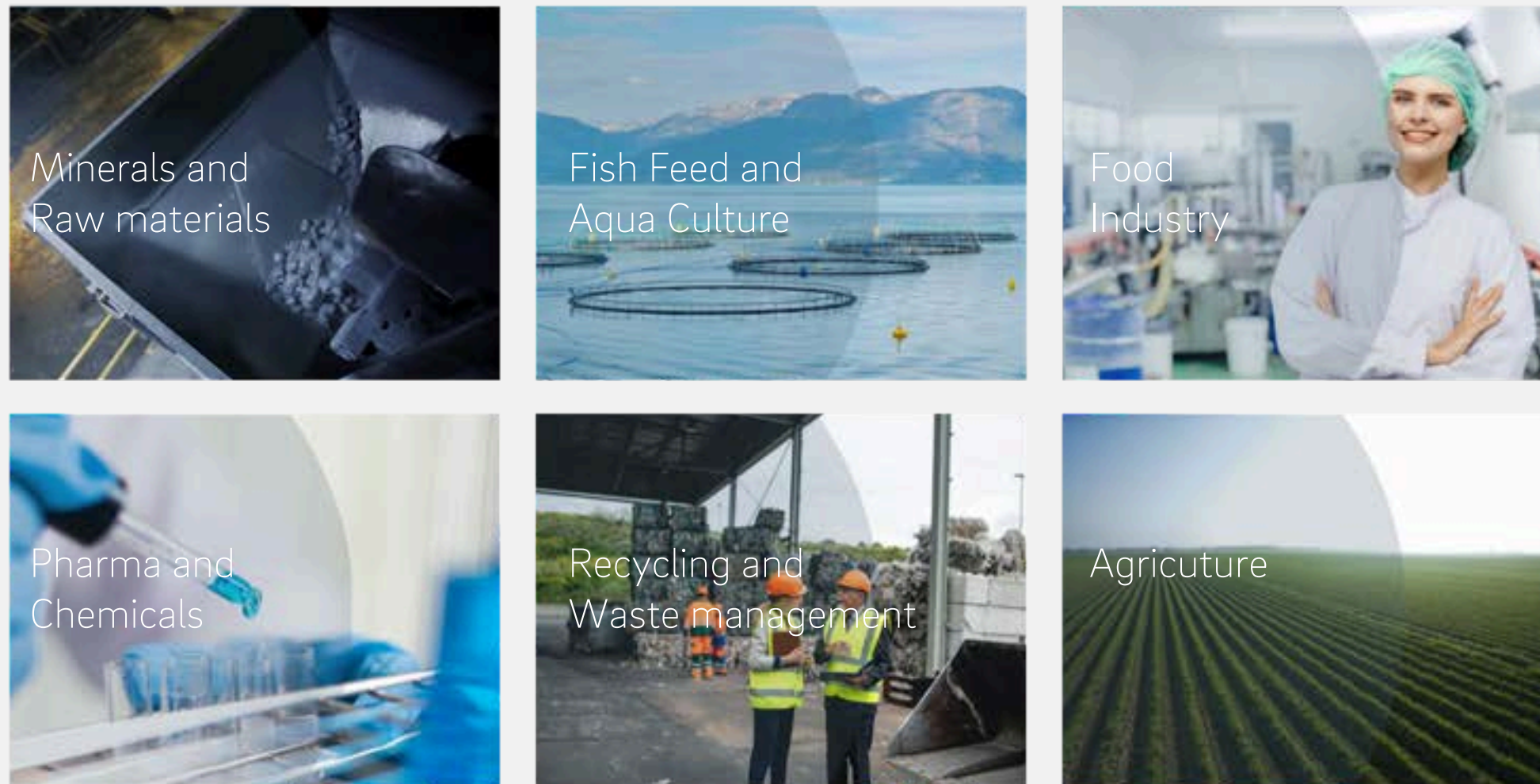
## Values

Commitment

Quality

Sustainability





# Business Units and Markets

Accon operates across multiple countries and regions, serving industries including food, agriculture, fish feed and aqua culture, minerals and raw materials, pharma and chemicals as well as recycling and waste management.

We keep production facilities, warehouses, and offices in Norway, Sweden, Denmark, Finland, Estonia, and India as well as global partnerships. Our flexible Intermediate Bulk Containers (FIBCs), drums, plastic containers and other industrial packaging solutions are tailored to the needs of demanding markets with high standards for hygiene, strength, and sustainability.

# ISO Certifications



Accon holds several certifications that demonstrate our dedication to quality, safety, and environmental responsibility. Our operations are certified according to:

- ISO 9001 – Quality Management
- ISO 14001 – Environmental Management
- ISO 22000 – Food Safety Management (Finland only)

These standards guide our internal processes, ensure consistent product quality, and help us manage environmental impact throughout the value chain.



# Sustainability Highlights 2024



Continued overall reduction in CO<sub>2</sub> emissions compared to the 2019 baseline.



Cyber security is fully integrated into our quality management system, and we follow ISO 27001 as a guiding framework for best practices.



54% female representation across workforce and 50% in leadership



3% of total work hours dedicated to employee training

# Our Commitment

At Accon, sustainability is embedded in our values, strategy, and operations. We are committed to transparency, continuous improvement, and high ethical standards across all areas of our business. Sustainability is a core responsibility that drives innovation and shapes how we do business.

We strive to reduce our environmental impact, strengthen our supply chain, promote diversity and inclusion, and uphold the highest levels of governance. Each of our facilities and departments plays a role in advancing our ESG goals—from packaging development to transport logistics, and from supplier engagement to health and safety initiatives. Our commitment is reflected in our day-to-day decisions and our long-term ambitions to support a more circular, fair, and climate-conscious packaging industry.

## ESG Governance

Sustainability at Accon is managed through a dedicated ESG governance structure that ensures accountability and follow-through across the company. Our ESG Manager reports directly to senior leadership, and sustainability KPIs are discussed at the management level on a quarterly basis.

Each key function is involved in the implementation of our ESG strategy, ensuring that sustainability is part of our everyday operations and not confined to a single department.





# IT Security

At Accon, we take cyber security seriously. Together with our well established trusted IT partners, we are continuously and professionally enhancing our cyber security systems. We have conducted thorough due diligence to identify potential gaps and have developed a structured action plan to guide our ongoing efforts.

Our established deviation management system ensures proper reporting, analysis, and corrective actions. We combine internal expertise with external training resources, and our employees are regularly trained through nano learning modules and phishing simulations.

## Performance 2024

- No major deviations were reported
- Fewer than 10 minor deviations occurred.
- Cyber security is fully integrated into our quality management system, and we follow ISO 27001 as a guiding framework for best practices.
- In 2024, we recorded 2 incidents across all locations.

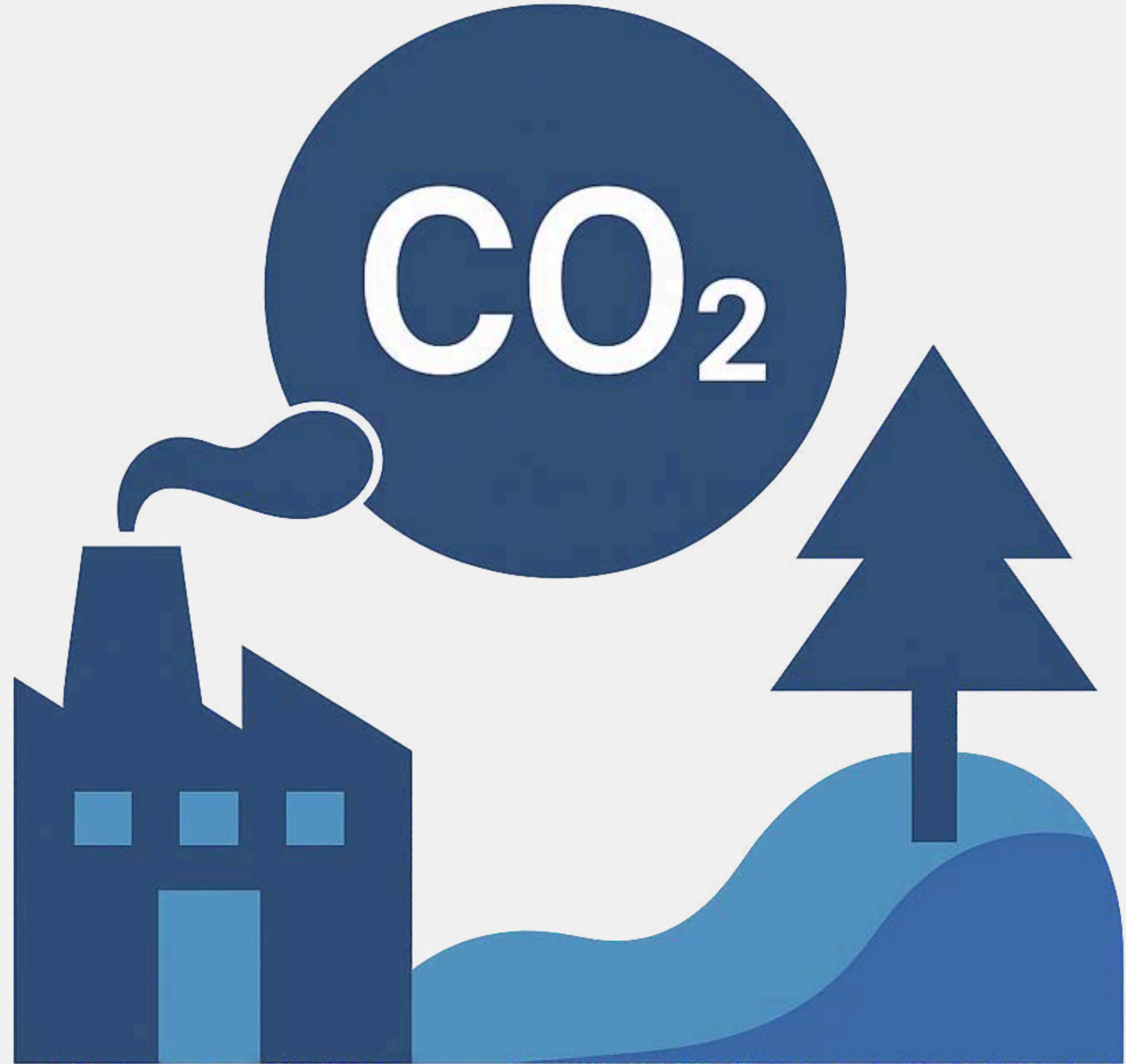


# Alignment with the UN Sustainable Development Goals



Accon actively supports the UN Global Compact and tracks progress on 8 of the 17 Sustainable Development Goals.

# ENVIRONMENT





Accon Greentech is dedicated to advancing sustainable solutions in the industrial packaging supply chain by integrating green principles with modern technology. Our closed-loop recycling system enables us to collect used Big Bags (FIBCs) from customers and process them into new high-quality bags made from recycled polypropylene (rPP). This convenient recycling service not only helps customers manage waste responsibly but also promotes circularity by turning used materials into new products, reducing the need for virgin plastic.

## Performance

Throughout 2024, Accon and Accon Greentech continued to innovate and make significant progress toward our recycling goals. We initiated several new projects with customers, and major users transitioned to Big Bags containing post-consumer recycled (PCR) materials. These transitions are already showing measurable reductions in CO2 emissions by replacing virgin material with recycled content.

Accon Greentech has focused on optimizing material quality through practical innovations.

To reach our 30% recycling target, we focus on several key phases in our process:

- **Development & Innovation:** We invest in research and development to improve the recyclability of our products and to create innovative recycling solutions. This includes designing Big Bags for easier material recovery and exploring new technologies for more efficient plastic processing.
- **Market Implementation:** Our team actively promotes our recycled products and educates the market about their benefits. We engage customers through our website and digital platforms such as Google and LinkedIn. We also showcase our sustainable packaging at industry events. In 2024, for example, we participated in the Scanpack trade fair to highlight our recycled and circular packaging solutions to a broad audience.



# Market Adoption and Sustainable Growth

The shift from virgin plastic to big bags made with post-consumer recycled (PCR) material is a deliberate and technically demanding process. At Accon, product quality and safety are non-negotiable – every big bag, regardless of material composition, must meet the same stringent standards as virgin alternatives. To ensure this, we conduct extensive testing and validation in close collaboration with our customers.

Several large customers – particularly in sectors such as agriculture – have now transitioned fully to using custom-designed big bags made with 30% PCR. These customers place high demands on packaging performance, and their shift to recycled content is a testament to the reliability and consistency of our products and the transition reflects a broader industry shift toward circular packaging solutions.

In parallel, we are gradually integrating PCR materials into our standard stock of storage bags. This allows a wider range of customers to access more sustainable packaging solutions without the need for custom development. The implementation of PCR in stock items is ongoing and marks an important step in making circular materials more accessible across our entire product portfolio.

Accon remains committed to supporting both development customers and general market demand through continuous innovation, technical excellence, and a strong focus on sustainability.



# CARBON FOOTPRINT



Reducing greenhouse gas emissions is one of Accon's most important environmental goals. We monitor both direct and indirect emissions across our operations and value chain, and we strive to implement practical actions that contribute to our 2025 emissions target.

**Target:** Accon actively monitors our environmental footprint from three key perspectives: *waste generation, energy resources and consumption, and carbon emissions*. The impact of increased greenhouse gas emissions is linked to global warming, underscoring the significance of reducing our carbon footprint for a sustainable world.

Our overarching goal is to achieve a 5% reduction in carbon emissions from 2020 to 2025. This target reflects our commitment to combating climate change and reducing our environmental impact.



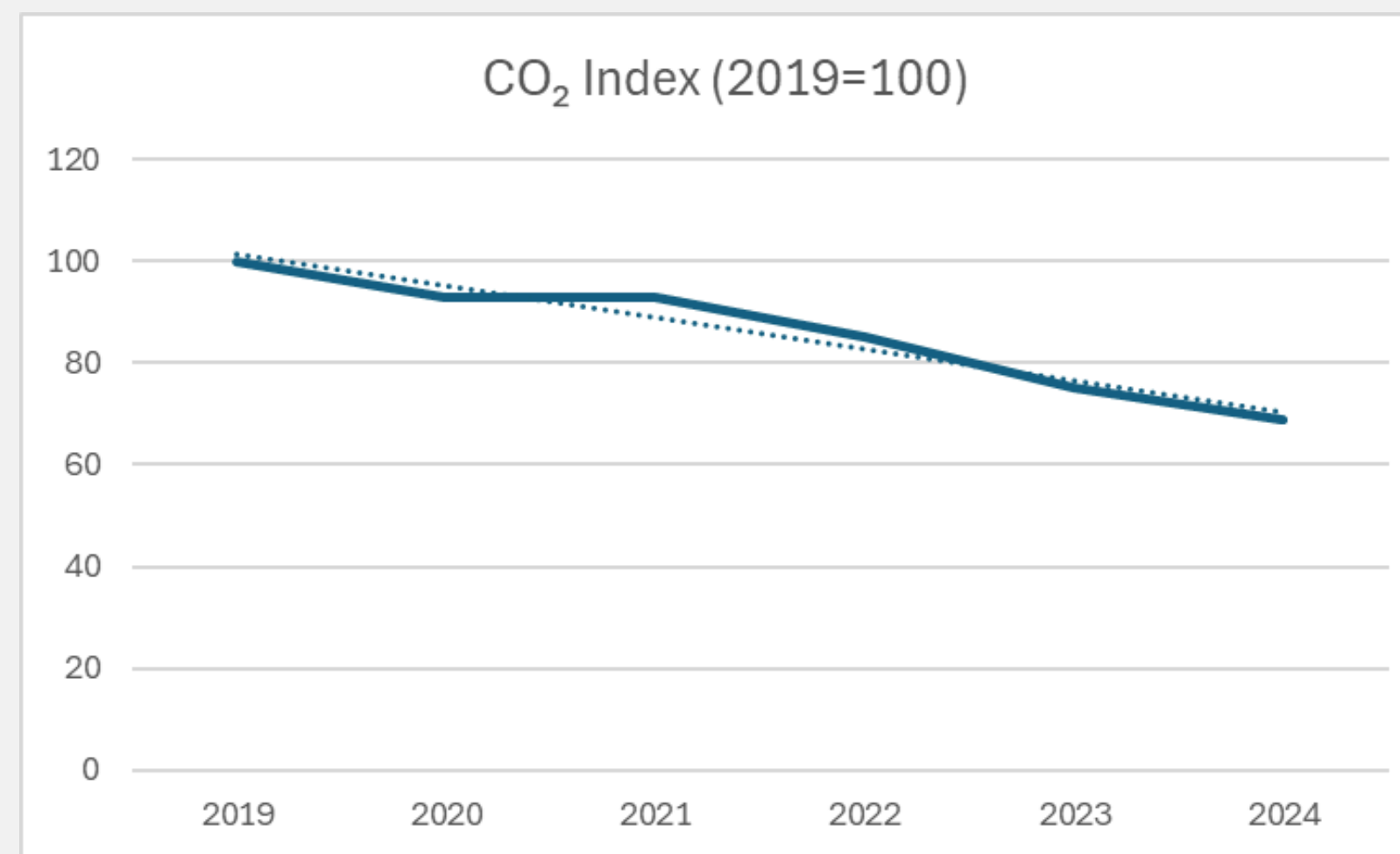
# Waste Management

Managing waste remains a key part of Accon's sustainability strategy, with focus on reducing climate impact through smarter use of materials. This includes waste from production and packaging.

As of 2024, waste-related CO<sub>2</sub> emissions have been cut by 31.3% compared to 2019 levels. The most notable drop—11.5% between 2022 and 2023—reflects strengthened group-wide efforts in recent years.

Key drivers behind this reduction include:

- Streamlined production processes
- Improved material sorting and recycling
- More climate-conscious waste handling



The graph illustrates Accon's commitment to waste reduction from 2019 to 2024, 2019 serves as the baseline index at 100.

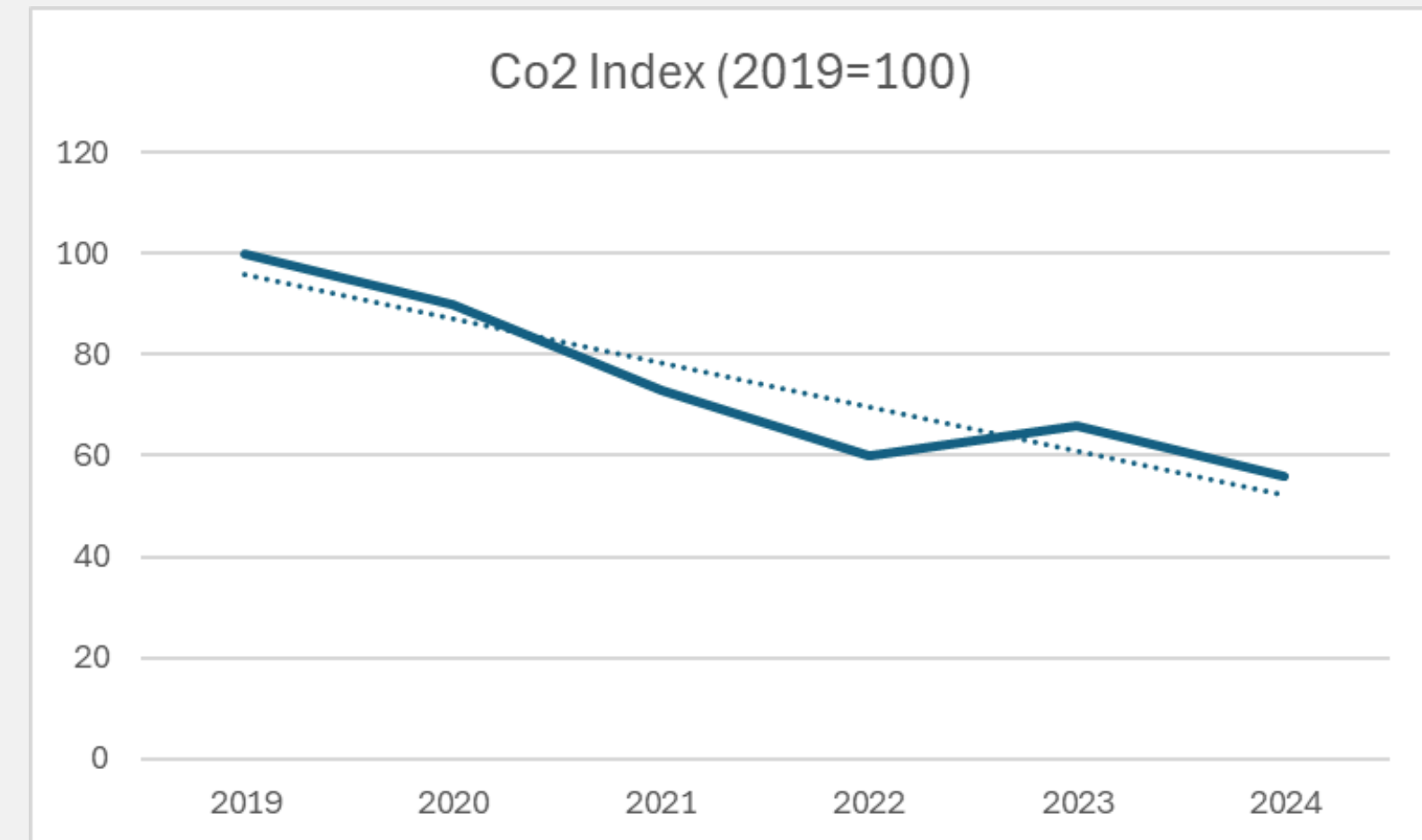


# Energy Consumption

Energy efficiency remains a central focus in Accon's environmental efforts. Through targeted investments in modern equipment and ongoing process improvements, we continue to reduce emissions from electricity and fuel use across our operations.

By 2024, energy-related CO<sub>2</sub> emissions were reduced by 44.1% compared to 2019 levels.

This marks a renewed downward trend after a temporary rise in 2023, when emissions increased due to parallel production during a site relocation. The 2024 results confirm that this was an isolated deviation, and that the group remains firmly on track to surpass the original 5% reduction target set for 2025.



The chart shows development in CO<sub>2</sub> emissions from electricity consumption from 2019 to 2024, using 2019 as the baseline (index 100)





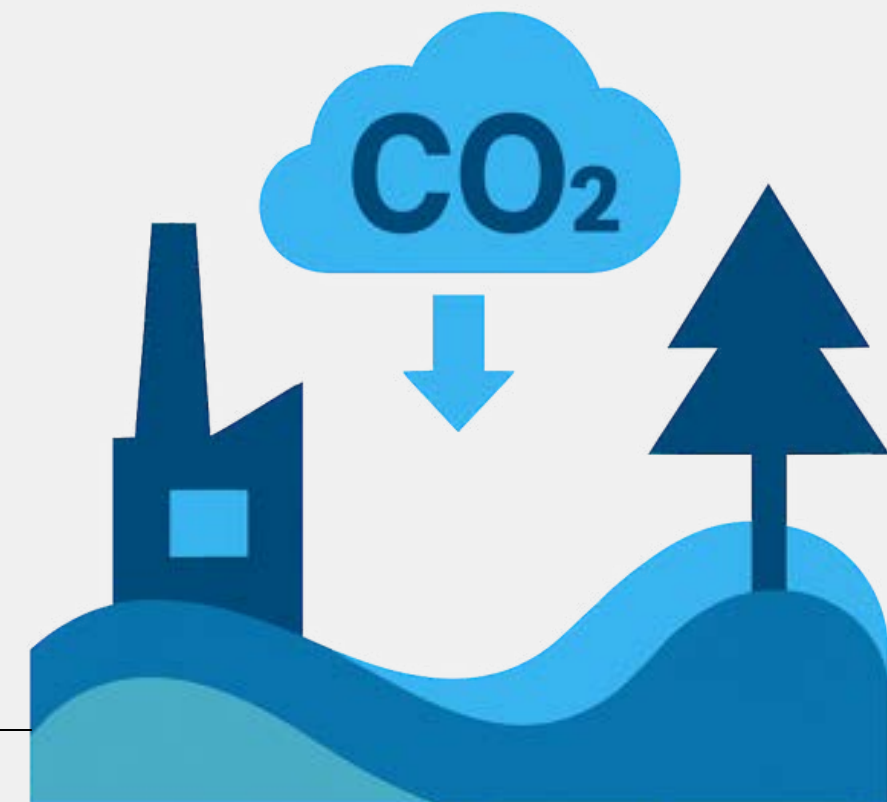
# Carbon Emission

To assess our organizational carbon footprint, Accon established a baseline year of 2019. This assessment is conducted in accordance with the Greenhouse Gas (GHG) Protocol guidelines and includes the full lifecycle of emissions, categorized into Scope 1, 2, and 3.

**Scope 1** emissions are those directly generated by Accon's operations, such as fuel consumption at rented facilities and company-controlled transportation.

**Scope 2** emissions refer to indirect emissions from the electricity and heating Accon purchases to operate its buildings and processes.

**Scope 3** emissions include all other indirect emissions occurring throughout Accon's value chain. These emissions, which are not part of Scope 1 or 2, cover upstream activities like supplier production and logistics, and are reported separately in our Scope 3 inventory.



# Carbon footprint

The graph shows a continued overall reduction in CO<sub>2</sub> emissions compared to the 2019 baseline. During the data validation process, an error was identified in the 2019 commuting emissions, which has now been corrected. The chart has been updated accordingly to ensure consistency and accuracy across all reporting years.

By 2024, total emissions were approximately 22% lower than in 2019, confirming Accon's steady progress toward its climate goals.

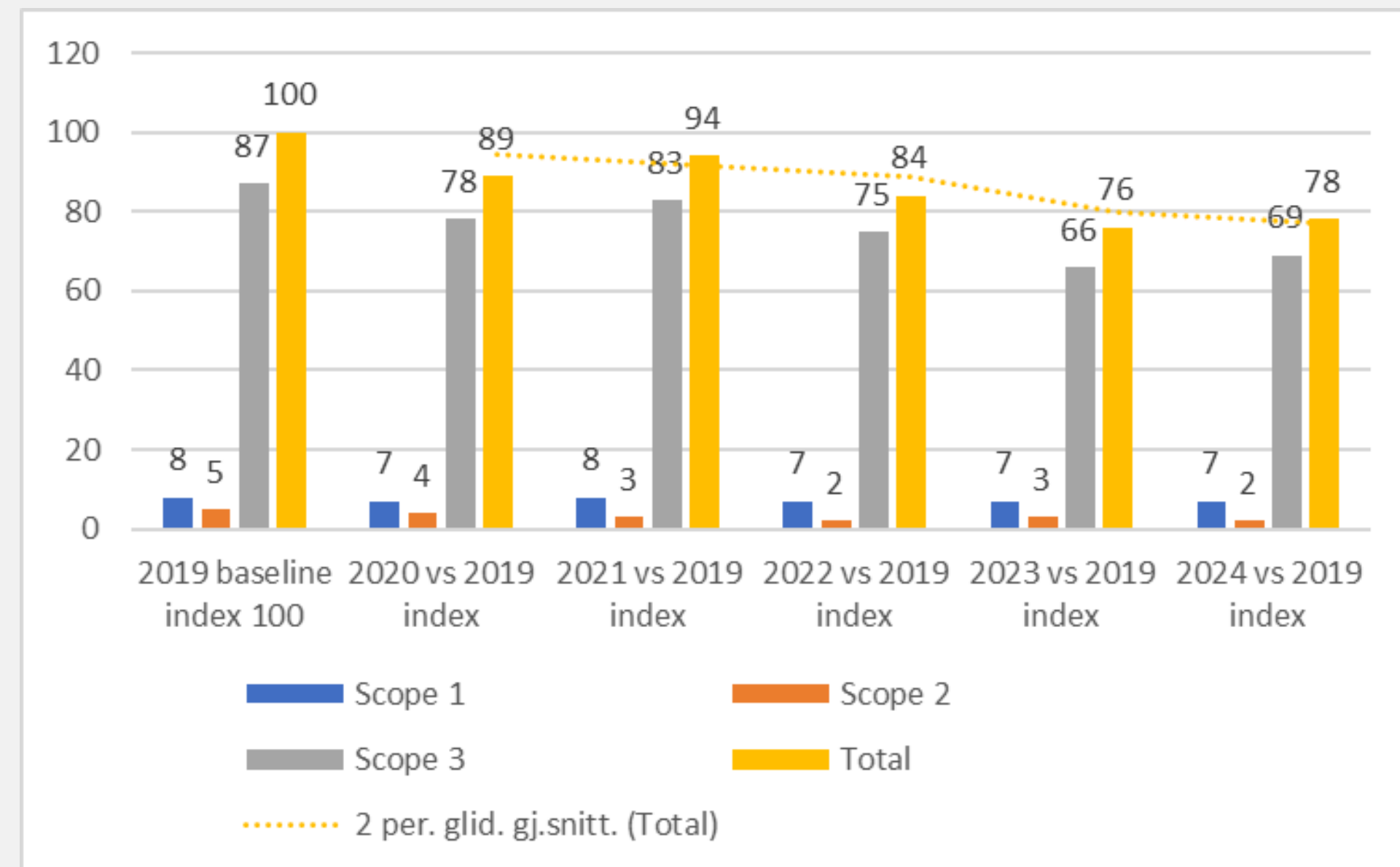
**Scope 1 and 2 emissions** remained relatively stable across the period and show only moderate variation year-to-year.

**Scope 3 emissions** increased slightly from 2023 to 2024, primarily due to higher production volumes and greater purchases of raw materials, reflecting Accon's continued business growth.

Reducing supply chain emissions will remain a key focus going forward.

**Chart 1. CO<sub>2</sub> emissions (Scope 1, 2 and 3). % 2020 – 2024 index vs 2019 baseline.**

This chart illustrates the percentage of CO<sub>2</sub> emissions from Scope 1, Scope 2, and Scope 3 for the years 2020 to 2024, compared to the 2019 baseline. The data includes emissions from purchased raw materials, packaging materials, and upstream transportation of raw materials.



# Carbon footprint

**Business travel emissions** remained low in 2024 compared to the 2019 baseline, with a slight increase from 2023. This reflects a modest rise in travel activity as on-site meetings became more common.

**Commuting emissions** remained stable in 2024 and close to 2023 levels. Following a correction in the 2019 baseline due to data validation, updated figures show commuting trends have declined over time, reflecting hybrid work patterns and steady workplace attendance.

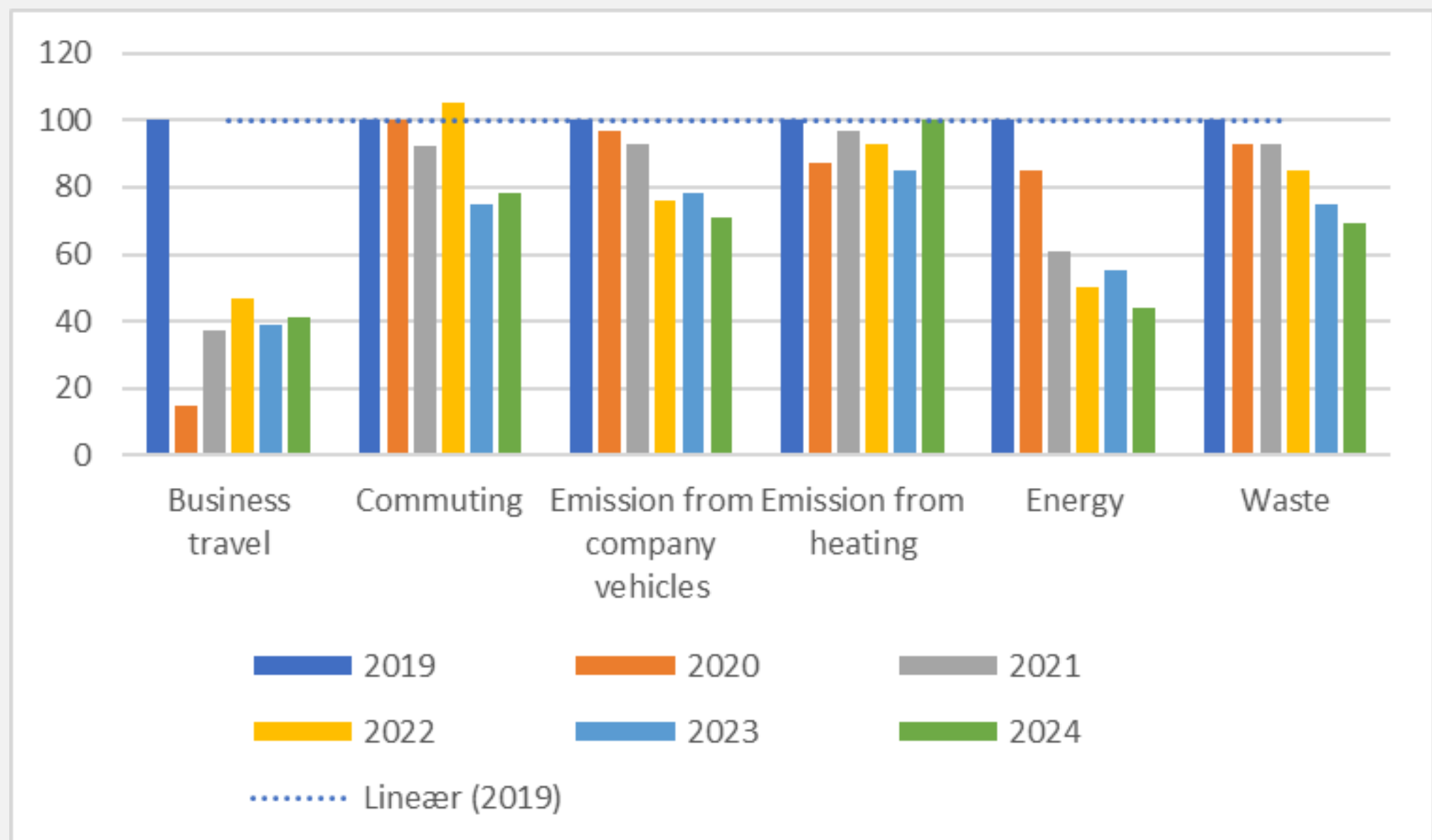
**Emissions from company vehicles** continued to decline gradually, supported by ongoing electrification and improved fuel efficiency.

**Heating emissions** returned to 2019 levels after a temporary dip, highlighting the need to revisit energy-saving measures.

**Energy emissions** showed sustained reduction, now at 44% of 2019 levels, indicating long-term progress in energy efficiency and sourcing.

**Waste emissions** also declined, reflecting improved waste management practices across operations.

The bar chart illustrates the significant changes in CO2 emissions from various sources between 2020 and 2024, using 2019 as the baseline index set at 100. The categories examined are Business Travel, Commuting, Emissions from Company Vehicles, Emissions from Heating, Energy, and Waste.



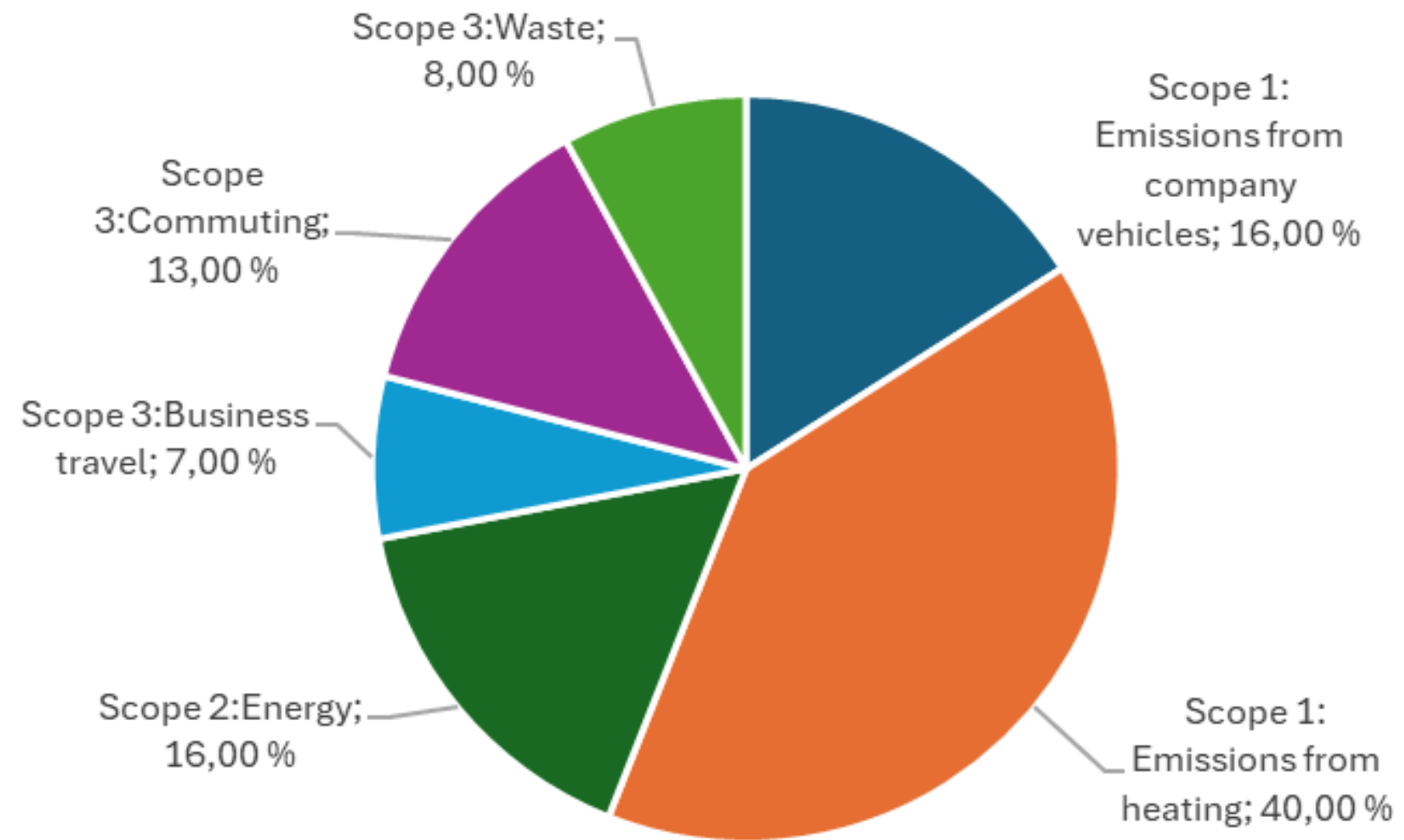
# Carbon footprint

**Scope 1 emissions**, which include heating and company vehicles, make up the largest portion at 56% of total emissions (excluding raw materials).

**Scope 2 emissions** from purchased energy account for 16%, while **Scope 3 emissions** – including commuting, waste, and business travel – represent the remaining 28%.

The pie chart illustrates Accon's emissions distribution for 2024. Emissions from raw materials have been excluded to provide a clearer picture of operational and transport-related emissions. The largest single contributor remains heating, followed by emissions from company vehicles and energy use.

The pie chart shows Accon's emissions broken down into different categories. The figures exclude raw material.





# SOCIAL RESPONSIBILITY





# Health and Safety

Accon prioritizes the health, safety, and wellbeing of all employees across our operations. In our production facilities, we invest in improvements to machines and equipment to make them safer for the operators. We aim for zero injuries and invest in proactive risk management, training, and the development of a strong safety culture. Our safety programs include regular audits, incident reviews, and the implementation of corrective actions where needed.

## Our Target

**0% Injuries:** We aim to achieve zero injuries within our organization. This ambitious target reflects our dedication to creating an environment where every employee can work confidently and safely.

## Performance 2024

In 2024, we recorded 2 accidents across all locations. We continue to strengthen employee awareness and training, and encourage near-miss reporting as part of a culture of prevention.





# Customer Health and Safety

24

Customer health and safety are central to how we work at Accon. We place strong emphasis on understanding our customers' specific requirements to ensure they receive the right type of FIBC for their application – whether that involves static protection, food contact compliance, or compatibility with specific materials. By helping customers select the correct product type and configuration, we actively reduce the risk of misuse or accidents during handling, transport, and storage.

Our customer support includes guidance based on recognized industry best practices. We promote safe handling by advising on correct lifting techniques, and reinforcing the importance of using all designated handling equipment. We also emphasize safe filling and discharging procedures, as well as proper stacking, storage conditions, and inspection routines.

To support safe and responsible use, we provide access to detailed handling guidelines and continuously engage with customers to improve awareness of safety-critical factors. Combined with regular audits and feedback loops, these efforts ensure that our FIBCs are used in a way that protects both people and products throughout the value chain.





# Example: Emergency Drill – Cleanroom Contamination Response

To strengthen our preparedness and ensure robust health and safety practices, a structured emergency drill was conducted at one of our production sites in late 2024. The exercise was designed in alignment with ISO22000 standards and focused on handling a hypothetical contamination incident within cleanroom production.

The scenario simulated a situation where contamination was discovered in products manufactured in a cleanroom environment. The organization was informed through an internal alert clearly marked as a drill, outlining the simulated situation and expected response actions. Key departments—including production, procurement, sales support, and account management—were activated to respond as they would in a real event.

The drill also included communication with a customer as part of the exercise, helping to test and improve our external communication protocols. Throughout the process, response times were measured to evaluate how quickly the organization could identify and isolate affected production lines, personnel, equipment, inventory, and deliveries.

Following the drill, valuable feedback was gathered—both internally and from the customer involved—which led to the development of an updated checklist of corrective actions and preventive measures. The learnings from the exercise were also used to train personnel in the handling of contamination-related incidents, further reinforcing our health and safety framework.







# Learning and Engagement

Accon continues the positive trend from 2023, maintaining 3% of total annual working hours dedicated to both internal and external education.

This initiative is known as Accon Academy and is led by our QESG team. Our objective is to provide accessible and impactful nano-learning—short, focused lessons on a variety of topics. These are shared through simple, well-described presentations on our intranet.

We are continuously improving and evaluating our onboarding process to ensure that new employees are effectively integrated into the company. At the same time, we place strong emphasis on training and reinforcing key business processes within our ERP system. Training at Accon includes both internal and external learning opportunities, such as webinars and formal courses. All training activities are documented and tracked.

As a company, we foster cross-functional and cross-border collaboration through workshops where employees from different departments and countries come together to share knowledge and best practices.

## Our Target

Our target is to dedicate 3% of total work time to learning and development activities.

## Performance 2024

In 2024, Accon maintained its strong focus on learning and development by achieving our target of dedicating 3% of total working hours to internal and external education. This result reflects our ongoing commitment to building competence across the organization and sustaining the progress made in previous years.





# Gender Equality

At Accon, we are committed to promoting gender equality by fostering an inclusive workplace culture and ensuring equal opportunities for career development. We actively monitor gender representation across the organization and encourage balanced participation at all levels.

## Target

Our target is to maintain a minimum of 40% representation of each gender throughout the company. This is assessed annually to support continuous progress.

## Performance 2024

In 2024, women made up 54% and men 46% of Accon's total workforce.

Women hold 50% of leadership positions across the company, and 38% of our executive management team are women. These results reflect our continued focus on maintaining gender balance and supporting women in leadership roles.





# Decent Work

At Accon, we continue to uphold our commitment to fair and ethical labor practices. Our goal is to ensure decent working conditions across all operations, including fair wages, reasonable working hours, and full compliance with applicable labor laws.

## Performance 2024

In 2024, we maintained high standards of workplace conditions throughout the company. All employees receive wages above the living wage threshold, and we continue to follow strict age verification procedures to ensure compliance with labor regulations related to employment eligibility.

Operating in the Nordic region, our workforce benefits from strong public labor protections that support employee rights, work-life balance, and well-being. We are proud to report full compliance with labor laws and continued adherence to our principles of fairness, respect, and dignity in the workplace.



# Community Participation

Accon's community support is based on a practical approach to local involvement and social responsibility. We prioritize consistent, long-term contributions to organizations and activities that align with our values and presence in local communities.

## Purpose and Focus

Our goal is to support initiatives that:

- Benefit vulnerable groups, such as displaced persons and those affected by poverty.
- Strengthen local youth engagement through sports and culture.
- Reflect our values on dignity, inclusion, and equal opportunity.

## Few of our activities in 2024

- UNHCR with an annual donation for international humanitarian efforts.
- Kirkens Bymisjon, contributing to local programs related to food distribution, low-threshold services, and social care in Norway.
- Local sports teams in municipalities where Accon has operations receive support through equipment contributions and general sponsorship of youth sports clubs. These initiatives benefit a wide range of youth athletes across numerous teams and programs in clubs throughout the Nordic region.

## Connection to ESG

This work supports our efforts in:

- Human rights and inclusion, particularly for vulnerable or underrepresented groups.
- Strengthening our social license to operate locally.



# GOVERNANCE





# Management approach and governance practice

The Management Team (MT) at Accon Group comprises General Managers from various units, executive staff, and specialists, and holds the highest authority within the company.

Operating with a decentralized structure, each unit is accountable for its performance. The MT oversees Accon, setting its vision, mission, values, and strategy, and formulating company-wide policies and targets. Units are then responsible for implementing decisions and aligning local guidelines with company directives.

To broaden their perspective, the MT and specialists participate in benchmarking activities and engage with stakeholders. Annually, they assess Accon's sustainability strategy and targets, ensuring alignment with the company's values.

## **Governance practice**

In 2024, Accon continued to strengthen its governance performance by maintaining high ethical standards across the organization. We adhered to both national and international regulations, including the UN Global Compact, and upheld our zero-tolerance policy toward corruption and unethical practices.

## **Performance 2024**

- All office employees (100%) received training on anti-corruption practices during the year.
- No whistleblowing cases related to corruption were reported, and there were no internal investigations into corruption allegations.
- We recorded no breaches of confidential information, no GDPR violations, and no IT security incidents in 2024.
- Accon also continued to maintain its IT Security Handbook, which includes clear procedures for incident response.

# Code of Conduct and Anti-corruption

Accon is committed to maintaining the highest standards of ethics and integrity. Our Code of Conduct applies to all employees, suppliers, and partners, and outlines expectations regarding responsible business practices, anti-corruption, non-discrimination, and compliance with laws and regulations.

Training is mandatory and regularly updated, and all concerns are treated confidentially and reviewed in accordance with Accon's internal investigation protocols to ensure accountability in our anti-corruption work.

## Anti Corruption

We have implemented metrics to monitor our efforts to prevent corruption and unethical practices:

- Employees trained on anti-corruption practices
- Whistleblowing cases reported related to corruption
- Internal investigations into corruption allegations

These KPIs help us monitor culture, risk exposure, and organizational awareness.



# Supply Chain

Supply chain networks continue to play a critical role in Accon's operations. In 2024, we placed even greater emphasis on the quality, sustainability, and reliability of our relationships with our suppliers and production partners. Accon upholds strict requirements related to human rights, fair labor practices, environmental stewardship, and anti-corruption across its supply base. All major suppliers are expected to comply with Accon's Code of Conduct, either by signing it or clearly demonstrating alignment with our principles.

We recognize that FIBC production often takes place in high-risk regions where labor rights and environmental standards demand close attention. That's why we maintain a rigorous supplier selection and monitoring process, with a strong focus on ethical, responsible, and sustainable practices.

For example, one of our major key suppliers, who operates across several continents, promotes a comprehensive people strategy centered on diversity, safety, and engagement. With a workforce spanning many nationalities and backgrounds, the company fosters an inclusive culture with clear policies for equal opportunity. It conducts regular engagement surveys with near-universal participation and has achieved "Great Place to Work" certifications in multiple countries. Annual safety awareness programs and robust training for both factory and office personnel reflect the company's commitment to its goal of zero medically treated incidents by 2025.

This example illustrates how we ensure that our supply chain partners meet not only operational and quality standards but also uphold core values of human rights, worker well-being, and sustainability.



# Economic responsibility

Accon remains committed to economic responsibility as a core part of its sustainability strategy. In 2024, we maintained a strong financial position while upholding compliance with relevant legislation across employment, environmental, financial, and taxation domains.

Economic stability is essential to building long-term trust with our stakeholders and partners. Our operations are guided by principles of transparency, prudence, and continuous improvement, ensuring that our business decisions are both responsible and future-oriented.

By prioritizing both profitability and compliance, Accon aims to contribute to a robust, fair, and sustainable industry.

This dual focus supports our long-term value creation while reinforcing our role as a reliable and accountable partner.



# Statement on Due Diligence Assessments – Accon Group AS

In accordance with the Norwegian Transparency Act – 2024

## Introduction

Accon Group AS is subject to the Norwegian Transparency Act, which aims to ensure respect for fundamental human rights and decent working conditions in the production and delivery of goods and services. This statement outlines how Accon conducted due diligence in 2024, what risks were identified, and what measures were taken.

## Business Activities

Accon develops and supplies industrial bulk packaging solutions to clients in food processing, pharmaceuticals, chemicals, agriculture, minerals, and recycling. The Group operates in Norway, Sweden, Denmark, Finland, Estonia, and India, and is an important supplier to the Nordic industrial sector.

## Governance and Responsibility

Due diligence activities are coordinated centrally through group functions covering HR, sustainability, quality, procurement, and legal compliance. Responsibility is embedded at the management level and supported by the following policies:

- Code of Conduct
- Supplier Code of Conduct
- Sustainability Policy, including human rights and labor standards





# Statement on Due Diligence Assessments – Accon Group AS

In accordance with the Norwegian Transparency Act – 2024

## Framework for Due Diligence

Accon applies the OECD Guidelines for Multinational Enterprises and follows a six-step model:

- **Embedded accountability in governance**  
Our policies are anchored in corporate governance and integrated into daily operations.
- **Risk identification and assessment**  
Suppliers and business partners are assessed based on potential risk related to human rights, labor conditions, and the environment, using questionnaires, geographic risk screening, and audits.
- **Mitigation and prevention**  
If non-compliance or elevated risk is identified, we seek improvements through dialogue and corrective measures. Lack of improvement may affect the business relationship.
- **Monitoring and follow-up**  
We follow up through document checks, interviews, and—when necessary—site visits.
- **Communication**  
Our approach and results are published in this report and on our website.
- **Remediation**  
If serious impacts are discovered, we assess possibilities for corrective or compensatory actions in collaboration with suppliers.



# Glossary

**C02**

Carbon dioxide is formed in all carbon combustion processes, such as fossil fuel combustion.

**02e**

Carbon dioxide equivalent is a universal unit of measurement to indicate the GWP of each of the six GHGs, expressed in terms of the GWP of one unit of C02.

**CARBON FOOTPRINT**

Total GHG emissions. C02e is used for carbon footprint measurement.

**CODE OF CONDUCT**

Policy within Accon Group

**FIBC**

Flexible Intermediate Bulk Container

**GHG**

Green House Gases are the six gases listed in the Kyoto Protocol: carbon dioxide (C02); methane (CH4); nitrous oxide (N20); hydrofluorocarbons (HFCs); perfluorocarbons (PFCs); and sulphur hexafluoride (SF6)

**SO 9001**

International standard for a quality management system.

**ISO 14001**

International standard for environmental management.

**ISO 22000**

International standard for food safety management.

**KPI**

Key Performance Indicator.

**PCR**

Post-Consumer Recycled

**PE**

Polyethylene, raw material It is primarily produced from crude oil and fossil free raw materials.

**RFR**

Accon’s Ready-For-Recycling

**SUPPLIER CODE OF CONDUCT**

Basic sustainability requirements for Accon Group’s suppliers.

**SDG**

Sustainable Development Goals

**UN GLOBAL COMPACT**

Corporate sustainability initiative encourages companies to align strategies and operations with universal principles in the areas of human rights, labour conditions, the environment and anti-corruptio



Contact us if there are  
any questions.

Thank you for  
your time!

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