

Our responsibility

Holdit sustainability 2020

holdit

Content

Page

3	» This is Holdit
4	» Business Area Manager
5	» Highlights from 2020
6	» People and human rights
7	» Our mission
8	» Reducing chemicals & Code of Conduct
9	» Supply Chain
10	» Transportations
11	» Packaging
12	» Gender equality
13	» UN Sustainable Development Goals
14	» Commitments
15	» Forward

This is Holdit

The climate change is a fact. It is something we all have to deal with and it is a big fight to battle. We believe that it is our responsibility to do our part and do everything we can to create a better and healthier world.

As a company, our choices and decisions have an impact on other people and on the environmental wellbeing. Sustainability is always present and a daily part of our job at Holdit and we are continuously looking for better ways to live, create and contribute.

We see ourselves as flexible, reliable and dedicated. We create everything from the ground while also doing a solid CSR work in China where a part of our production is based.

It is of most importance for us that everyone we work with is behind the values we ourselves have, both retailers, customers and suppliers.

Our goal is to grow as “the obvious choice in modern mobile accessories” on a global level. We are not quite there yet, but we are definitely on the right track.

Our head office is located in Varberg, on the Swedish west coast. We are a large team working in a “Green Building”-certificated house and it was the ultimate choice for us when we moved in. The building is energy efficient with low energy use and has a sedum roof that reduces the impact on the city’s stormwater system. It also has 19 solar panels on the roof and heat recovered ventilation. Thanks to this, the building saves 25% more energy than normal buildings.

We all have a long path to walk and big challenges ahead of us, but on the way in becoming a more sustainable company we want to have a transparent dialogue where we share our journey.

A message

From Holdits Business Area Manager



Pontus Lindh, Business Area Manager

At Holdit we are aware that the current production can never be 100% sustainable. We know we are not perfect, but we want to be honest with everyone about how we are working towards reducing the footprint we leave behind.

2020 was a special year in many ways, the world slowed down for a while and it gave us time to stop and think. At Holdit, we took the time to think through how we can take the next step in our sustainability journey. We decided to start a cross-functional project group with colleagues from different departments and the project has resulted in different angles of sustainability and a lot of small sustainable initiatives. Some deal with material choices and packaging challenges and others with transportation and as a result, train delivery has become a big part of our daily operation.

Another part is to create awareness among our partners and colleagues. We believe that small steps make a huge impact and together we can all be catalysts for change.

Holdit aims to be the global trendsetter within fashionable mobile accessories and I believe that it is our responsibility to be a part of this change - it is not a trend, it is vital. Looking forward - we are excited to continue our work towards a more sustainable world. We have a lot of new initiatives coming up and we appreciate if you want to read more and join us on our journey.

Highlights from 2020

» Reduction of plastic waste

During the last years we have analysed how to reduce the plastic in our product packaging. In 2018 we made the first larger change with the removal of 474 kg plastics from our packaging and in 2019 we reduced another 204 kg. The plastic that remains in our packaging is made of PE-plastic*.

» Vegan approved

During 2020 we produced vegan-friendly products up to 99,77%. We are proud to have an assortment with such high percentage of vegan-friendly products, which were approved by PETA** in 2020.

» Responsible distribution

In 2019 we opened a new warehouse in China to decrease our transportation all over the world. From this warehouse we can distribute all over Asia and therefore lower our carbon emissions. To distribute our products to the Swedish warehouse we increased transportations by train during the year. We are aware that every transport is of high importance to the environment and it is our responsibility to use the better alternative.

People and human rights

All the way through our business we rely on people. We rely on everyone in the chain of making our product a responsible item to own. We work in a global supply chain and sometimes we are challenged with the difficulty for respect and knowledge of human rights. We always strive to make a positive impact where we meet the challenges. We believe that not just seeing the difficulties, but also the possibilities, and taking action in the entire chain is of great value.

Thanks to our own office in China, since 15 years, we can keep a local presence and work closely with our manufactures. Our focus has always been to engage with our business partners. Because of our engagement within CSR*, our factories and partners must go through our audit, with over 600 checkpoints, and complete with a good result in order to work with us.

If they are under our approval grade, we help them by engaging and giving knowledge to improve their standards. When they meet our high expectations, they will be able to be a part of our production chain.

Some of the checkpoints are the working conditions, safety for the staff, working hours, age requirements and more. All for the best of human rights. We always pay attention to new and rising human rights risks. Therefore we do our best to update our policies when needed and spreading the word to be as involved as we possibly can.

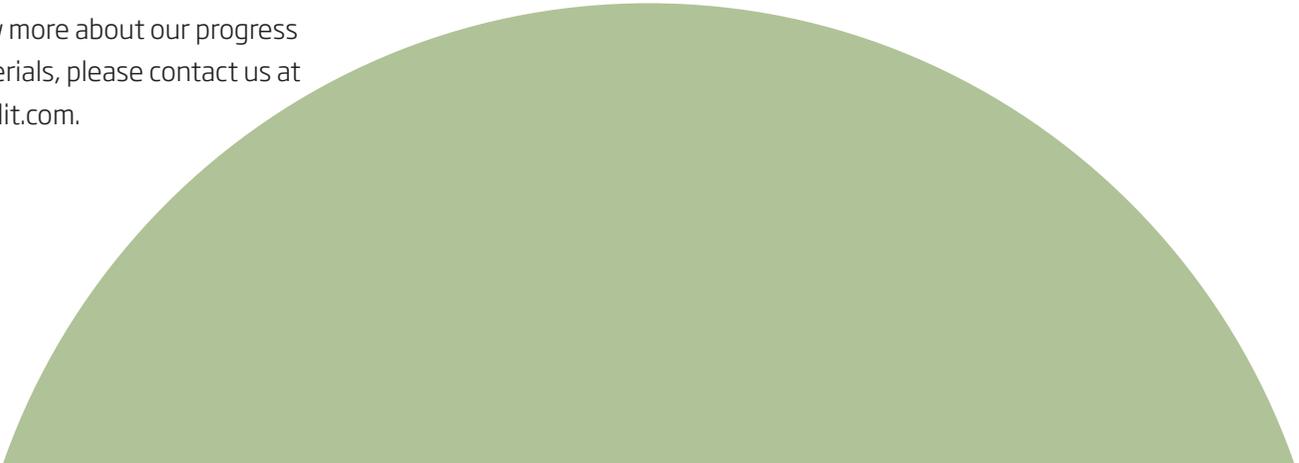
Our mission

It is not a secret that some of our products are made of plastics. Therefore we are on a mission in finding new and safe materials that have as low effect on the environment as possible.

We are a company that takes responsibility and that requires that we constantly develop ourselves and the products we sell. Up until now we have tested innovative materials, that have not reached our quality levels. We believe that quality and innovative materials must go hand in hand. It is important to stay innovative and to continuously explore new materials, realizing that small choices we make could matter in large to the life around us.

If you want to know more about our progress in testing new materials, please contact us at sustainability@holdit.com.

holdit



Reducing chemicals

We are committed to reducing and replacing chemicals that can cause harm to people and the planet. We encourage an efficient and proactive chemical management that reduces our mutual environmental impact.

Working closely together with the production units, testing labs and our partner Intertek* enables better overall chemical selection and handling. In this way, we will be able to provide products with a continuously reduced chemical footprint.

The basis for our chemical management and prevention work is our Restricted Substances List (RSL) which lists our chemical requirements. The RSL is based on the EU REACH** legislation and additional national requirements of the countries we sell to.

Our RSL is produced together with our partner Intertek who has the professional insight in chemical legislation. Together with Intertek we do annual updates on the list that we get all the suppliers to sign and implement for us. We also work closely with RISE*** that helps us with strategy and questions regarding product safety.

Code of Conduct

It is reviewed and signed by all partners and suppliers annually. We meet up with our suppliers regularly and we sit down together with them to discuss and explain our Code of Conduct, to ensure that we have consensus in all parts. We do this so that all parts can grow and be the best that they can be.

*** Intertek is a worldwide company that specializes in quality assurance throughout the whole supply chain.*

*** The European Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals.*

**** Research Institutes of Sweden that focuses on innovative development and sustainable growth.*

Supply chain

Supply chain traceability comes hand in hand with knowing more about the people who make our products. We always select suppliers we trust and strive to work exclusively with suppliers and manufacturers that has good reputations and who treat workers fairly.

Before we start working with a supplier we always make an audit on the factory to be able to know that they follow all necessary rules and treat their staff with dignity and respect. They also need to sign our Code of Conduct and Chemical documentation.

Thanks to our local presence in China we have been able to build a long-term relationship which allows us to keep a close dialogue with our partners.

Transportations

In an everyday life we all need transportation - for example by car, bicycle or subway. As well do our products from the factories to our customers. Together with our forwarders we make the best possible choice to transport our products with as small amount of carbon dioxide as we can. To be able to reduce the carbon footprint our buyers plan a long time ahead before shipping, so that we can use train solutions instead of air freight. This internal focus and our close relationship with our forwarders, who understand our mission to reduce our footprint, give us the possibility to make a difference.

During 2020 we increased our shipping with train to reduce our carbon footprint and to decrease our transportation all over the world we also opened a new warehouse in China during 2019. From this warehouse we can distribute all over Asia and therefore lower our carbon emissions.

With this said, we have an agenda that will strive to improve our way of transporting our products and by that lower our carbon dioxide footprint.

Packaging

Our contribution to the environment is never ending and our goal in 2020 was to remove all plastic from our packaging. How did it go?

» E-commerce packaging

We have been investigating different types of materials and solutions and we have found our match. During 2020 we introduced our new e-commerce packaging in 100% sustainable paper.

» Shipping packaging

During 2021 we are doing a big change in all of our product transportation packages. We will reduce the amount of plastic that the products are packed with during transportation. The remaining plastic will be replaced with recycled plastic and we will exchange the paperboxes into a more sustainable choice.

» Product packaging

During the last years we have been analysing how to reduce the plastic in our product packaging. In 2018 we made the first larger change with the removal of 474 kg plastics from our packaging. And in 2019 we reduced another 204 kg of plastics. The plastic that remains in our packaging is made of PE-plastic, but at the first part of 2021, the goal is to remove 98% of all plastics from our products and the remaining 2% will be recycled plastic. Starting 2021 we are investing in paper that comes with FSC* certification.

Gender equality

Male, female, non-binary or otherwise - we are all different and at Holdit we believe that it is important to appreciate that fact. As a modern company we have zero tolerance for all kinds of discrimination and we strive for equality in all that we do. The future should hold the same opportunities for all, no matter your gender or origin and we proudly support:

» **UN Women Sweden**

UN Women is the organization dedicated to gender equality and the empowerment of women. As a global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.

UN Sustainable Development Goals

The Global Goals are set in order to make groundbreaking changes in our world by 2030, where we all have a responsibility to engage.

At Holdit, we incorporate the UN Sustainable Development Goals into our overall strategy. We know that we as a company cannot make a contribution on all 17 goals at once. Therefore we decided to focus on 3 key goals where we can make an impact. Within these we have chosen sub-goals to implement in our every day agenda:

- » 5 Gender Equality
- » 12 Responsible Consumption and Production
- » 13 Climate Action

Commitments

» **CSR Västsverige**

CSR Västsverige is Sweden's largest sector-wide sustainability network. The association consists of over 320 activities from the private, public and idea-driven sector as well as the academic world. They are there for both small and large companies.

» **UN Women Sweden**

UN Women is an organization dedicated to gender equality and the empowerment of women. As a global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.

» **Kemikaliegruppen**

Kemikaliegruppen disseminates the latest knowledge in chemical and environmental issues to member companies in the textile and electronics industry. Together, they prevent the presence of unwanted chemicals in goods such as textiles, shoes and electronics.

» **Musikhjälpen**

Musikhjälpen is a fundraising event that broadcasts music around the clock for 144 hours to draw attention to and raise money for various humanitarian conflicts together with Radiohjälpen.

» **PETA**

People for the Ethical Treatment of Animals (PETA) is the largest animal rights organization in the world with more than 6.5 million members and supporters. PETA focuses its attention on the four areas in which the largest numbers of animals suffer the most intensely for the longest periods of time: in laboratories, in the food industry, in the clothing trade, and in the entertainment industry.

Looking forward

The work towards becoming a brand with focus in creating sustainable products for the future is always present in everything we do. We are constantly striving to become the best version of ourselves and are determined to make a difference for the future.

As a company we are constantly looking for new areas to improve and explore our opportunities to create an environment that will last. We want to contribute to a sustainable industry and production with the main goal in becoming sustainable all the way. In order to make a genuine engagement and do the best contribution.

It is important for us to be open and transparent in everything we do. The road towards becoming a sustainable brand is in a constant process and we believe that great communication and a determined mindset will make our dreams and goals come true.

As always, we appreciate your feedback. Send us an email sustainability@holdit.com.