

MAKING
INDOOR AIR
MORE
SUSTAINABLE

SUSTAINABILITY REPORT 2022





→ INTRODUCTION

This annual report provides an overview of Camfil's sustainability initiatives, and work during 2022 – a year with humanity affected by the aftermath of the COVID-19 pandemic as well as economic and political uncertainty. While the surrounding environment has been challenging, our continuous sustainability journey has continued at a steady and dedicated pace. As a result, we are proud to look back at a year of innovation, expansion, awareness and initiative.

The sustainability focus in 2022 correlates directly to our vision – making clean air a human right. Working towards this keeps impacting every part of our business: we have developed and launched new products and tools, improved our supply chain process, shortened our transports by opening new plants closer to our customers and engaged in initiatives for better health and well-being through cleaner air. At the same time, new global recommendations have raised awareness of the importance of indoor air quality, which has given us possibilities to share our knowledge on this important subject.

This report collects the highlights of our sustainability efforts in 2022 and our vision going forward – where **sustainability should not be something we do, it should be who we are.**

CONTENTS

Introduction	2	Advancing Sustainable Business	8	UN Sustainable Development Goals ...	17	Sustainability Targets and KPIs	24
CEO Letter.....	4	Leading by Example	9	External Environmental Drivers	19	CSR Advocacy	27
Vision, Mission, Goals	5	Sustainable Solution Highlights	10	Camfil's Sustainability Journey	20	Letter from VP of Sustainability.....	28
Core Values	5	Our Innovation Process	14	Handprint & Footprint	20	Final Note	29
This is Camfil	6	Product Sustainability	15	Our Response	21		
Why We Care	7	Our Strategy	16	Our Focus Areas	22		



Looking back at 2022, the words of Charles Dickens come to mind:

**It was the best of times,
it was the worst of times.**

MARK SIMMONS,
PRESIDENT AND CEO OF CAMFIL

The second part of the quote has been apparent through a number of external global challenges: economic headwinds, the aftermath of the COVID-19 pandemic and overall uncertainty and global turbulence. However, when it comes to air filtration, we do actually live in the best of times. The pandemic has impacted our way of life in many ways, and increased awareness of the importance of clear indoor air is one of them.

The high demand for high-quality air filtration solutions has resulted in heavy investments in our manufacturing facilities worldwide. We are now closer to our customers

than ever, leading to shorter transports. At the same time, the development and launch of new, ground-breaking products such as our new Hi-Flo filter range is not only improving indoor air quality for our customers: the reduction in energy consumption also offers unprecedented and market-leading energy savings. This aligns perfectly with our mission: to deliver solutions that combine clean air with energy efficiency in a sustainable and profitable way.

For 60 years, we have been on a journey to help people breathe cleaner air. We are well on our way – and 2022 has shown us the impact of our

work beyond improved indoor air quality itself. While clean air may be invisible to the eye, its benefits on health, sustainability and savings are clearly visible. We strongly believe this report will shed some light on these factors!

Moving forward, we are as committed as ever to our vision, ambitions and innovative spirit – proudly serving and supporting industries and communities all around the world. **So let's take a deep breath and keep going!**



Our Core Values

Vision Statement

→ Our way to raise awareness and create debate is to phrase our vision statement as a question: Clean air – a human right?

Mission Statement

→ Our mission is to deliver solutions that combine clean air with energy efficiency in a sustainable and profitable way.

Goals

→ To achieve organic growth well above market growth with maintained profitability.



Reliability

We are honest, truthful and know our market.



Commitment

We strive for the best possible solutions at the forefront of technological and environmental developments.



Customer Satisfaction

We put our customers first by identifying needs and creating long-lasting value.



Local Presence

Local understanding and presence builds customer relations and satisfaction.



Teamwork

Working together makes us stronger and increases employee satisfaction.

→ OUR COMPANY

This is Camfil

Founded in Sweden in 1963, Camfil has now been helping people breathe cleaner air for more than half a century. We are a family-owned company and manufacturer of premium clean air solutions, and our innovative products and services proudly serve and support customers in a wide variety of industries and communities across the world.

We firmly believe that the best solutions for our customers are the best solutions for our planet, too. From design to delivery and across the product life cycle, we consider the impact of what we do: on people and on the world around us.

Through a fresh approach to problem-solving, innovative design, precise process control and a strong customer focus we aim to conserve more, use less and find better ways – so we can all breathe easier.



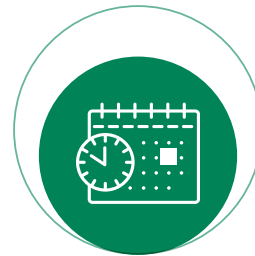
**Headquarters in
Stockholm, Sweden**



**5.600 employees
worldwide**



**12.350 Million SEK
net sales**



**60 years of
Clean Air Solutions**



**35+ countries
with sales offices**



**30 manufacturing
sites**



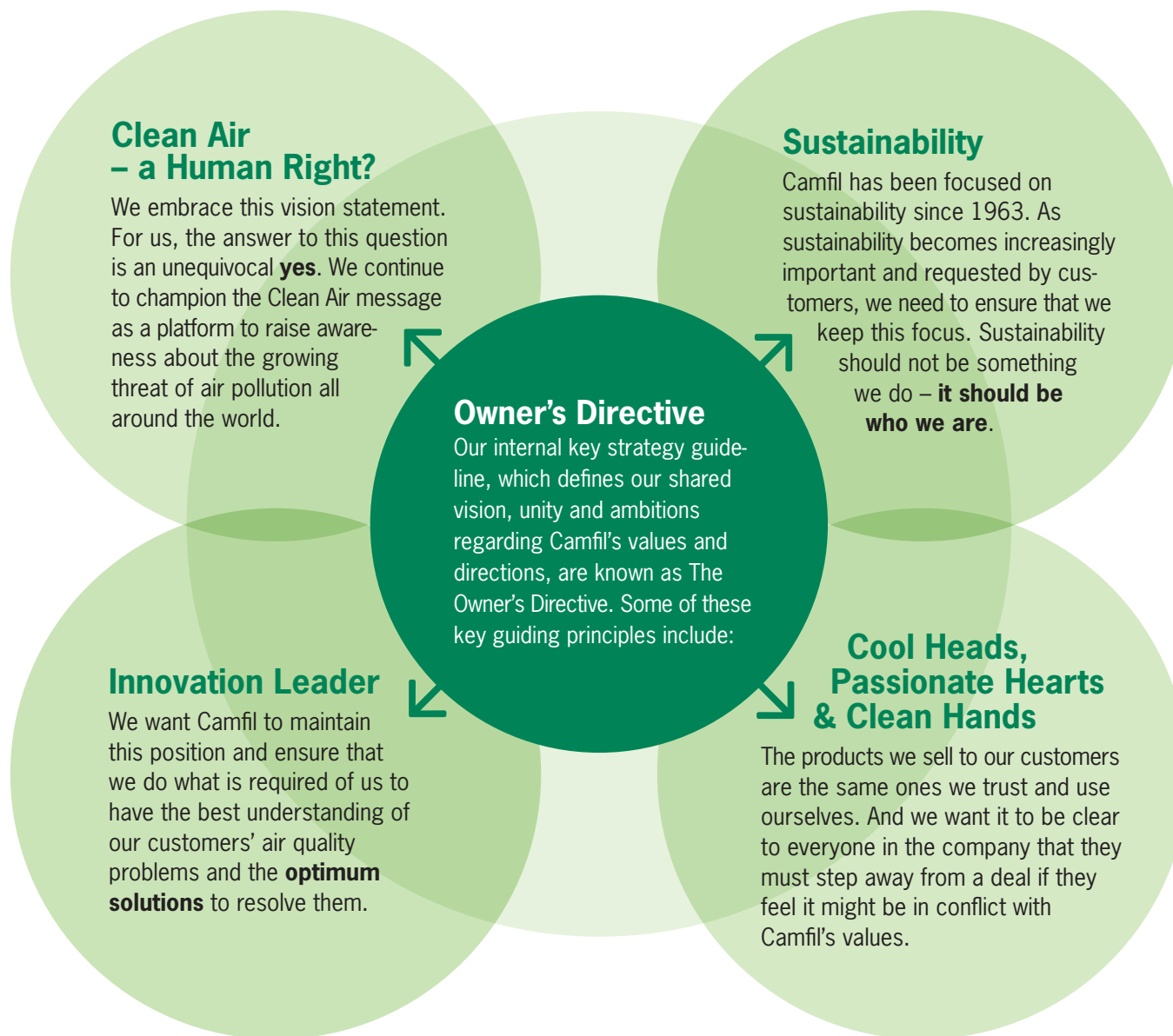
**6 R&D
centres**

Based on 2022 reported figures

→ OUR COMMITMENT

Why We Care

Indoor Air Quality can substantially influence our health – which is why we constantly work to make indoor air safer to breathe. Advocating for clean air is part of our way of sharing our leading knowledge. A testament of this is the Chief Aironomics Officer initiative launched in 2022 to give “Clean Air a Voice”. Reducing energy consumption for a better tomorrow is key for us at Camfil. As an example, our next generation Hi-Flo bag filters have reduced energy consumption by 12% compared to the previous Hi-Flo generation and by 30% compared to the industry average.



Advancing Sustainable Business

At Camfil, we are dedicated to the journey of reducing environmental impact through our business operations. We are constantly advancing sustainable business through a variety of initiatives, which are taking place in different stages of the life cycle of our products.



→ RESEARCH

To begin with, we invest thoroughly in the research and development needed to create new, sustainable products and solutions.



→ MANUFACTURING

In the manufacturing stage, we are continuously improving our energy efficiency as well as developing and using increasingly sustainable materials.



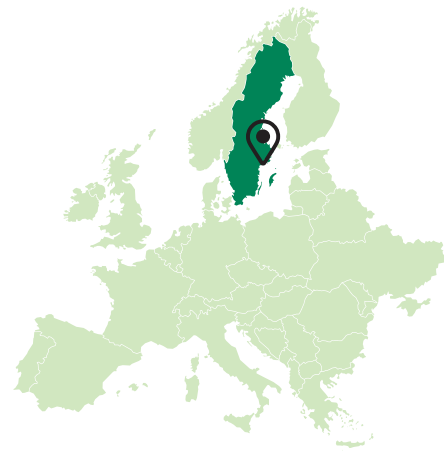
→ TRANSPORTATION

When it comes to transportation and logistics, we are reducing our carbon footprint by opening new plants closer to our customers – resulting in shorter transports.



→ RECYCLING

At the end of filter life, we place efforts on minimizing general waste, whenever possible ensuring that the waste can be easily separated into recyclable or reusable fractions.



→ LEAD BY EXAMPLE

New ISO Accreditation for Testing Laboratory

Our laboratory in Trosa, Sweden, has successfully been accredited to ISO/IEC 17025:2017 standard, which is the main international standard for general requirements when it comes to testing and calibration laboratories. The purpose of this accreditation is to ensure certification, control and testing are done with high quality and accuracy for the good of life, health and the environment. The Trosa laboratory tests particle filter, gas turbine filter, high efficiency particulate air (HEPA) filters and molecular filters.

Sustainable Solution Highlights of 2022

The sustainability initiatives of today are much more complex than those of yesterday – and they will be even more challenging tomorrow. We are constantly striving to refine and advance our offer through our cornerstones of sustainability, energy efficiency, productivity and health. These are a few sustainable solution highlights of the past year:

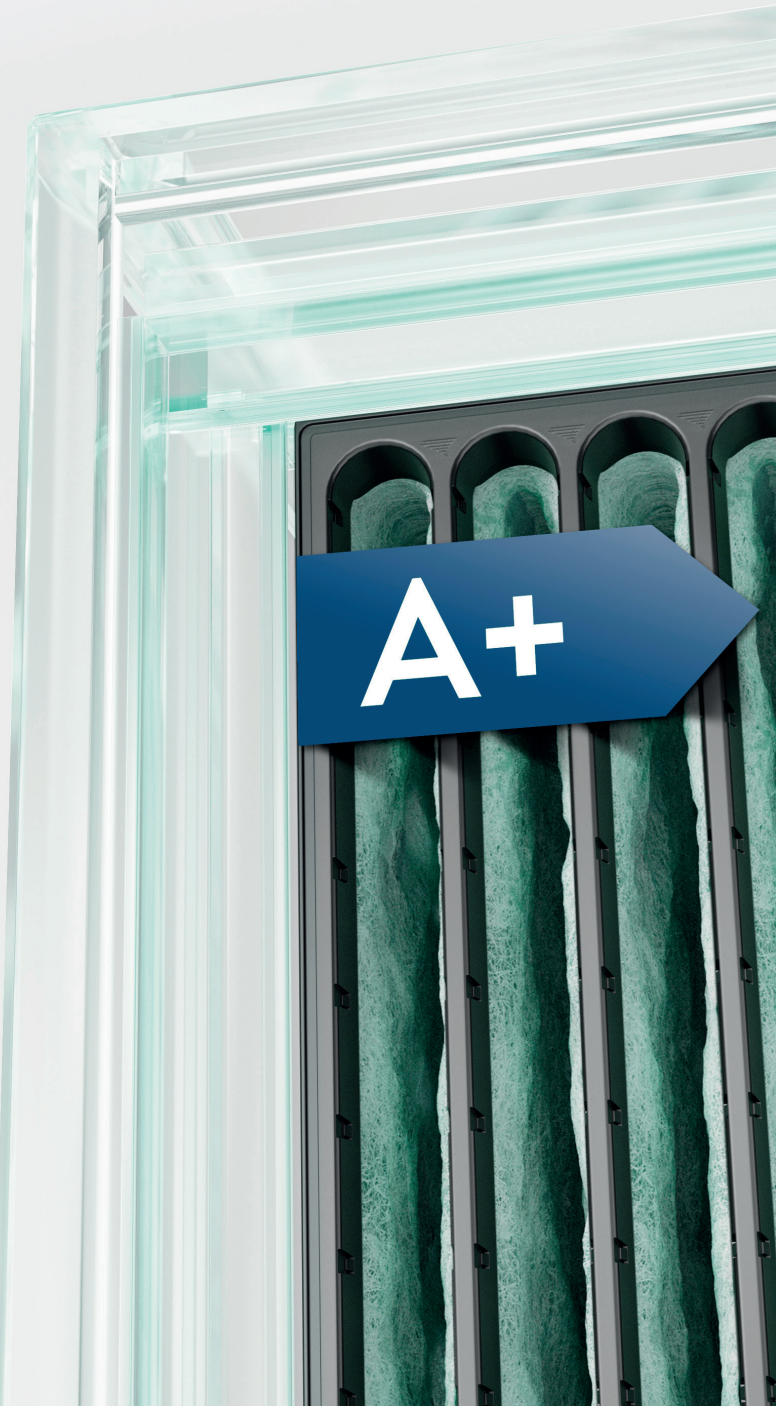
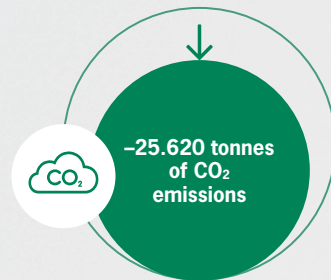
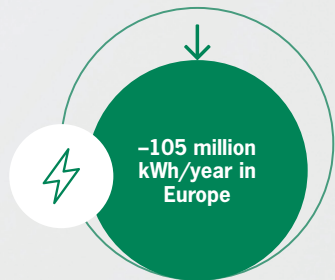
Hi-Flo Next Generation Air Filters

The Hi-Flo bag filters were launched in 1969 as a response to the need for high quality filters for the European market. We never compromise on performance and we always have Total Cost of Ownership (TCO) in mind when designing, developing and producing our air filters. Over the years we have continually improved the product performance and in 2022

we launched the Hi-Flo Next Generation air filters. The new generation of Hi-Flo air filters reduce energy consumption by over 105 million kWh per annum in Europe, and CO₂ emissions by 25.620 tonnes.

The performance of the Hi-Flo is not the only element that has been optimised. With this new generation we have also upgraded the packaging solution and by doing that we have been able to reduce the CO₂ emissions by 50 tonnes annually in Europe.

The Next Generation of Hi-Flo air filters have Environmental Product Declarations (EPDs) available. An EPD is a transparent, objective report that communicates what a product is made of and how it impacts the environment across its entire life cycle.





Solar Panels Installed in Spain

Camfil Spain now generates its own electricity using solar panels – a measure that is not only impressive, but also very timely given the current critical situation of the energy market.

The project involves the installation of 456 solar panels at the plant in Cabanillas del Campo (Guadalajara), which will provide more than 179 megawatts per year and 59.6% of the total energy consumed by the facility. The measure is also estimated to lead to a reduction in CO₂ emissions by generating clean energy equivalent to more than 3 990 tonnes over the next 25 years.

First ISO Standard for Molecular filters

ISO 10121-3 is the first standard for Molecular filters used in general ventilation supply air for commercial buildings. It contains comprehensive filter classes for the most common air pollutants in outdoor and indoor air. This facilitates the selection of the correct molecular filter, depending on the local air quality.

A number of studies have shown that hazardous gases such as ozone (O₃), nitrogen dioxide (NO₂), sulphur dioxide (SO₂) and toluene (C₇H₈) often are present in air pollutants, and can be associated with numerous negative health effects. With the clear and easy-to-understand filter classes from ISO 10121-3, it is now quick and easy to select the right molecular air filter for a particular supply air application based on how efficient molecular filters are at removing the four gases. The selection is similar to the

selection of a suitable particle filter according to ISO 16890.

As the WHO decided to tighten its recommendations on human exposure to ozone and nitrogen dioxide, the new ISO 10121-3 standard for gaseous contaminants is set to become a cornerstone for the entire HVAC industry.



EUROVENT 4/23 - 2022

SELECTION OF EN ISO 16890 RATED AIR FILTER CLASSES FOR GENERAL VENTILATION APPLICATIONS

FOURTH EDITION

Published on 14 January 2022 by
Eurovent, 80 Bd A, Reyers Ln, 1030 Brussels, Belgium
secretariat@eurovent.eu

Eurovent 4/23-2022

The purpose of the Eurovent 4/23 recommendation is to provide guidelines on the selection of EN ISO 16890 rated air filter classes, outline differences between the EN 779 and EN ISO 16890 classification and increase awareness on the energy efficiency of air filters. The recommendation could also constitute a contribution to the next revision of EN 16798-3 regarding consideration of EN ISO 16890.

The new Eurovent recommendation increases awareness about Indoor Air Quality as well as providing comprehensive guidance, insights and knowledge.

New Turbomachinery Air Intake Filter Water Performance Standard

Air filters may not be performing well in wet and humid conditions due to fouling, corrosion or high pressure drop spikes. Developed in response, the ISO 29461-2:2022 is the first international standard for reporting an air intake filter's endurance in fog and mist environments, as well as its resistance to water penetration. Using the data provided by ISO 29461-2, turbomachinery operators have the information needed to select the filter that would perform the best in wet environments.

In September 2021, the ISO committee also released the first international standard for rating the efficiency of turbomachinery air intake filters, ISO 29461-1. Using a combination of both the ISO 29461-1 and ISO 29461-2 standards, turbomachinery operators can better select filters that will best protect their assets from part and output degradation. With appropriate filtration, gas turbines will run more efficiently and produce less carbon emissions.

EcoVadis Gold Rating

This year, Camfil decided to partner with EcoVadis, one of the world's largest and most trusted providers of business sustainability ratings, to get a professional and independent appraisal of our sustainability level. After a thorough assessment process, EcoVadis awarded Camfil Svenska AB with Gold Rating in the business category "Manufacturer of Special-Purpose Machinery Industry". Camfil is also in the top 1% of companies rated in this category – both in average score and in the *Environment* subcategory.

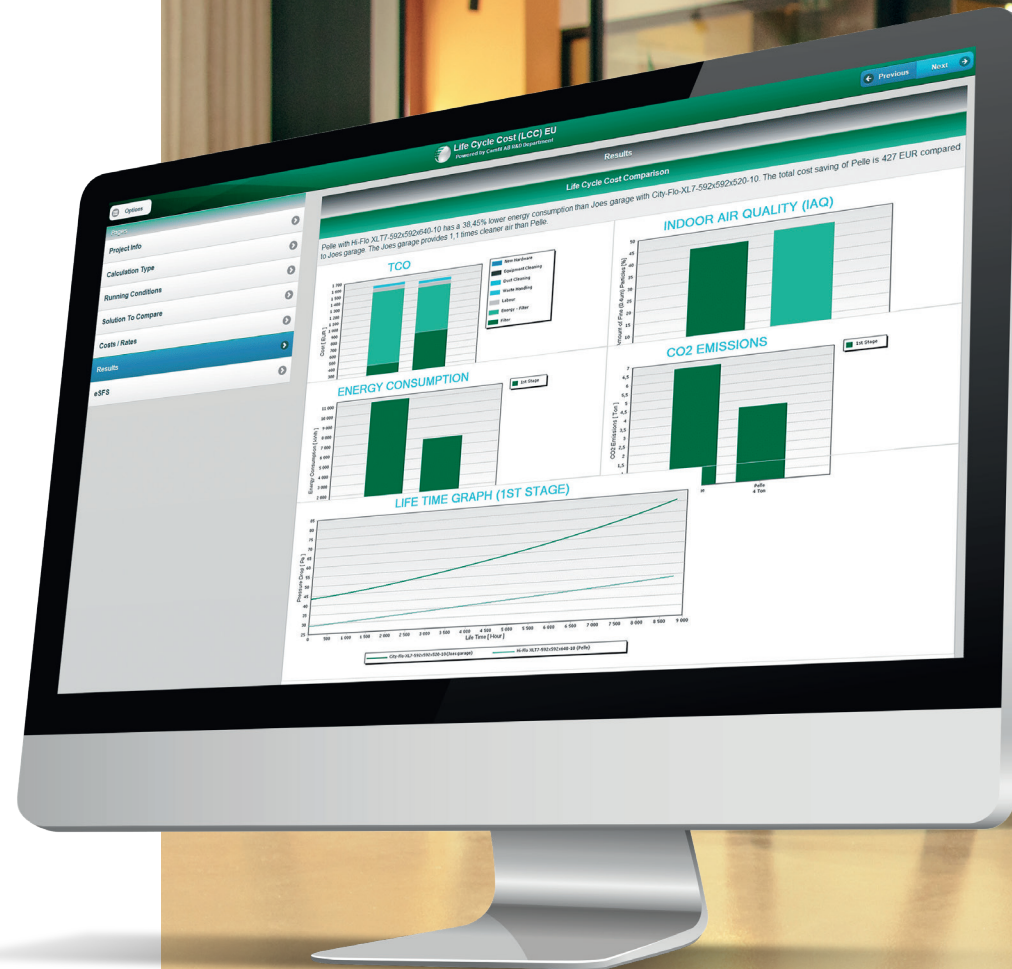
"We are very pleased with the EcoVadis rating, especially since it confirms our commitment to sustainability and that we as a company are developing in the right direction." says Åsa Lindström, Director Sustainability & Quality, Camfil Svenska AB.



Life Cycle Cost Analysis Help Customers Save Energy

The life of the filter is crucial for the filter's environmental impact. The amount of energy the fan uses to draw the air through an air filter accounts for about 75–80% of the filter's total climate impact. The most important measure to reduce the environmental impact from the use of air filters is thus to reduce the average pressure drop across the filter as it affects energy use.

We have developed a tool for calculating and analysing the Life Cycle Cost (LCC) of our filters. The in-depth analysis considers all relevant variables of filter costs from installation to disposal, as well as the customer's specific environment and yearly production disruptions. It helps us educate our customers in the importance of choosing an air filter that is optimised for sustainability – despite a higher initial cost, the life cycle of the filter is longer and thus lower in costs when considering all aspects.



An aerial photograph of a vast, dense forest. A dirt road winds through the trees, curving from the upper left towards the lower right. In the far distance, a body of water is visible under a bright, hazy sky. The lighting suggests early morning or late afternoon, with long shadows and a warm glow.

Our Innovation Process

At Camfil, our main focus is to stay at the forefront of our industry in order to meet our customers' need for efficient, reliable and sustainable air filtration products. However, the forefront of sustainability is endlessly evolving – and so are we, in our aim to constantly refine and advance our offer.

The foundation of product development at Camfil is sustainability, energy efficiency, productivity and health. All testing and development is performed in our six R&D centers around the world. The focus of our R&D teams is to look holistically at the product to ensure the highest possible air quality and overall performance – with the lowest possible energy consumption and overall environmental aggregated handprint and footprint. In order to achieve this, we work with innovation in raw material development, fluid dynamics modeling and wind tunnel testing for optimum aerodynamics of the filter construction. Additionally, we work with ensuring efficiency and sustainability throughout the supply chain.

We know that every development decision, big or small, can have an impact on the environmental footprint of a new product during their life cycle. Therefore, we use LCC: Life Cycle Cost analysis modeling to look into every life cycle stage of a product – from production stage to resource recovery stage.

Product Sustainability with LCA and EPD

Since the 90s, Camfil has worked with Life Cycle Assessments (LCAs) in our continuous endeavour towards even more sustainable business. It provides a deeper insight into the business and entails how resource-intensive phases of product manufacturing impacts the overall target. The work done towards this analysis benefits us in developing and reducing the product's environmental impact. To become more circular and sustainable, it is important to review the complete process and its flows along with the focus on the fundamental material. Reuse of waste materials and improved manufacturing processes are crucial, but it is also important to increase cooperation with other stakeholders outside the company to exchange ideas, find new materials, better transport routes, and new workflows that can contribute to improved environmental benefits.

We know that our filtration solutions make a real difference. But we also believe that any environmental claims must be backed up by transparent and independent analysis. This is why we have developed Environmental Product Declarations (EPDs) and conduct Life Cycle Assessments (LCAs) for key products. These play a major role in our efforts to reduce our carbon footprint and respond to customer interest in sustainability. All this work is also directly linked to the UN's global goal number 12, Responsible Consumption and Production.





→ OUR STRATEGY

An Introduction

The strategy for our sustainability journey is tightly linked to our vision: making clean air a human right. We know how much Indoor Air Quality impacts our health, and the apparent way for us to make a difference is through our products: clean air solutions for commercial and industrial air filtration, air pollution control and turbomachinery applications.

But the bigger picture is our aim to conserve more, use less and find better ways – so we can all breathe healthier air indoors. Day to day, across 35 countries, our teams are working to protect people, processes and the environment through knowledge and research, with the end goal of combining clean air with energy efficiency in a sustainable and profitable way.

The United Nations Global Compact was established to encourage businesses around the world to embed responsibility into their activities. Camfil is a member of the Compact and supports its ten principles and four overarching areas – **human rights, labour, the environment and anticorruption**. In fact, our own defined vision is to help make clean air a human right. We comply with and promote these principles throughout the company, and we report on their progress in this sustainability report.

United Nations Sustainable Development Goals



In creating sustainable business, we are working with the Agenda 2030

Sustainable Development Goals set by the UN (UNSDG). These goals are a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity. These are the four main Sustainable Development Goals we have committed to.



**UNSDG Goal 3
Good Health and Well-being**

This goal calls for actions to address determinants of health – such as air pollution.

Our entire business revolves around helping our customers to ensure health and well-being. Our high-efficiency air filters and air-pollution control systems help to protect people, equipment, processes and the air we all breathe indoors.



**UNSDG Goal 8
Decent Work and Economic Growth**

This goal calls for promoting safe, secure working environments in order to create decent work opportunities.

Camfil has nearly 5.600 employees working in offices and manufacturing sites worldwide. We provide satisfactory working conditions by strong human-resource management practices as well as local employee healthcare programmes and the governance provided in our Code of Business Ethics, Code of Conduct and Health & Safety Handbook. These practices are also passed on to companies we acquire and integrate – and our global workforce helps us steadily to support economic growth in more than 35 countries.



11 SUSTAINABLE CITIES AND COMMUNITIES



**UNSDG Goal 11
Sustainable Cities
and Communities**

This goal aims to reduce the adverse environmental impact of cities by 2030 – which includes paying special attention to air quality. According to the World Health Organisation, more than 90% of the world's population live in places exceeding WHO air quality guidelines.

Our air filters and clean air solutions help by purifying the indoor air and creating more sustainable buildings where people live, study and work – all while being among the most energy-efficient on the market. We actively engage our employees in local sustainability and corporate social responsibility actions through our global program CamfilCairing. This global initiative integrates sustainability and good corporate citizenship into our business strategy, as well as placing a special focus on community outreach events related to our business of promoting health and well-being through clean air.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



**UNSDG Goal 12
Sustainable Consumption
and Production**

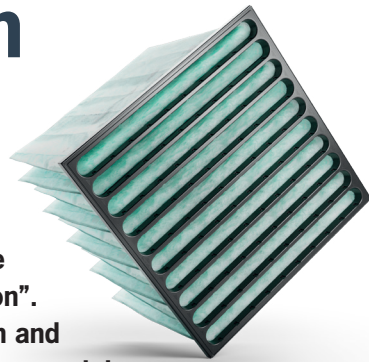
This goal calls for actions to improve resource efficiency, reduce waste and general sustainability practices. One of its sub-targets is to ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles.

As with most manufacturing companies, Camfil's own operations generate emissions that may have negative impacts in relation to SDG 12. Camfil is committed to reducing such impacts. Each year, we have been improving on production and consumption impacts through our management systems, sustainability targets, green initiatives and best available technologies. We educate consumers about energy efficiency and provide information by clearly displaying Eurovent's energy efficiency label on the product packaging of our comfort filters.

We also offer filter schools, testing labs and learning experiences at various Camfil academies and universities worldwide to raise awareness of air quality issues.

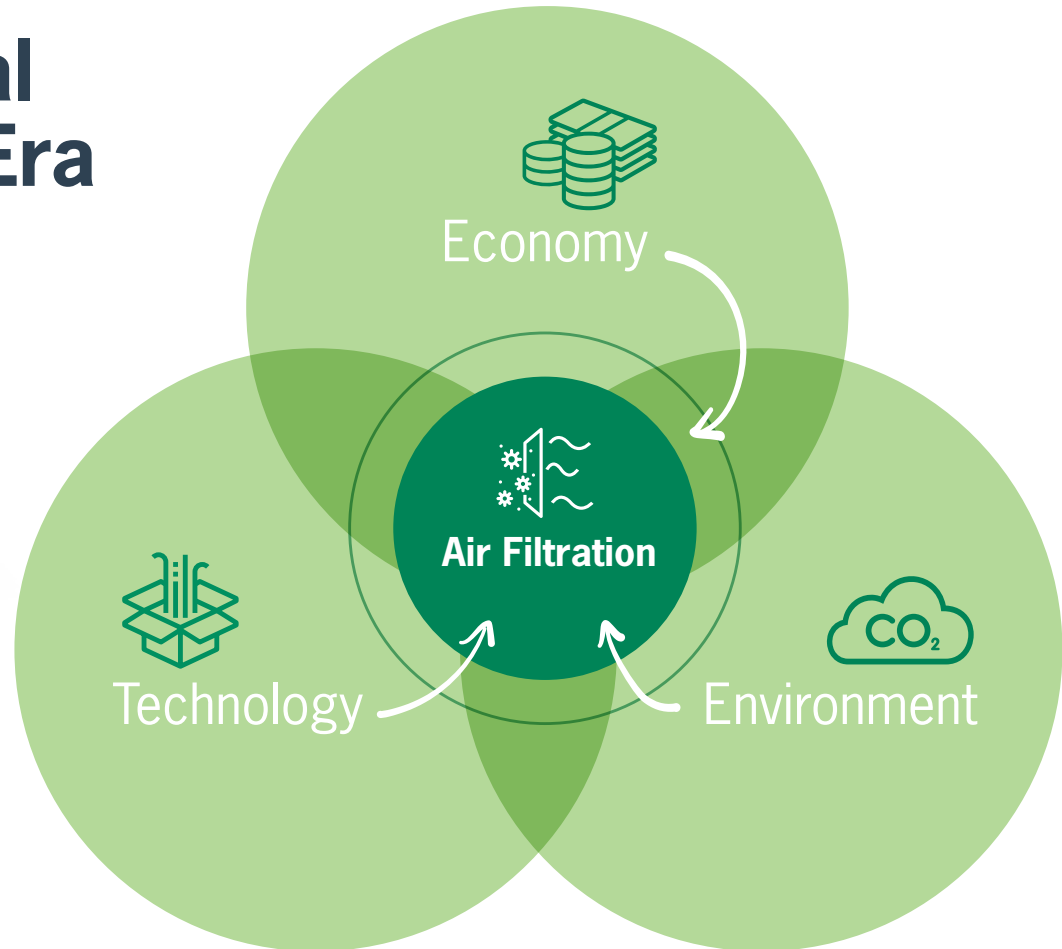
The environmental impact of Camfil's production plants is being continuously reduced each year through in-house improvement measures and green initiatives to conserve energy, water and reduce landfill waste. This ambition will never end, and we will continue to improve our own operations and, in addition, work on minimising the environmental impact of our products during their lifetime. There are also SDGs where Camfil can contribute positively with our knowledge and expertise.

External Environmental Drivers in the Golden Era of Filtration



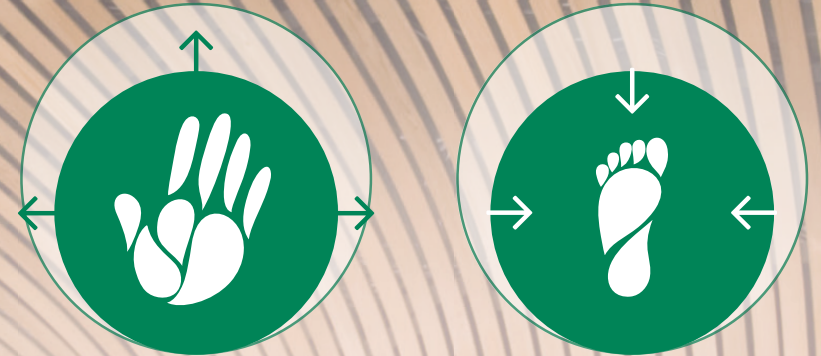
Despite global challenges and changes impacting businesses (including us), we believe that we are in the “golden era of filtration”. We are committed to our mission and focused on making clean air a human right.

Our approach is to work with important external drivers of change – economic, technological and environmental – with an innovative and dynamic mindset to contribute to this new era. In order to do this, we engage global expert teams to understand and respond to these complex drivers and their impacts on business and people.



Camfil's Sustainability Journey

Our sustainability journey continued at a steady pace in 2022. Together with external experts we mapped our sustainability work and associated processes in workshop across our business units at Camfil, which helped us by developing a sustainability business framework that will guide us along the path.



Handprint & Footprint

We are adopting a holistic approach towards sustainability. This means constant focus on reducing our negative environmental impact, known as "footprint", while at the same time working on creating a positive impact, such as delivering clean air and energy reductions – known as the "handprint".



Our Response

Due to the COVID-19 pandemic and an overall uncertain world market, the past years have presented multiple supply chain challenges. Only days after the WHO declared COVID-19 “a Public Health Emergency of International Concern” in 2020, we set up our own multidisciplinary supply chain task force made up of representatives from key areas within Camfil. The main focus of the task force has been to combat and mitigate disturbances in our global supply chain with a proactive approach – and during 2022, the task force has continued working to secure shipments of raw materials from our suppliers to our 30 factories worldwide.

Furthermore, in addition to improving our supply chain process, we are now closer to our customers thanks to our expansion of manufacturing plants. During 2022, the expansions of plants in Ipoh, Malaysia and Kilgore, United States were initiated, which will result in shorter transports of products and a reduced carbon footprint.

→ OUR FOCUS AREAS

Supporting the Environmental Goals of Our Customers

Camfil and our customers are part of the same ecosystem. Through our products and solutions, we help our customers reach their environmental goals. Buildings contribute to 35% of CO₂ emissions (Prof. Joseph Allen, Associate Professor, Harvard) and thus, by supporting our customers in creating healthier buildings, our work has a big environmental impact.

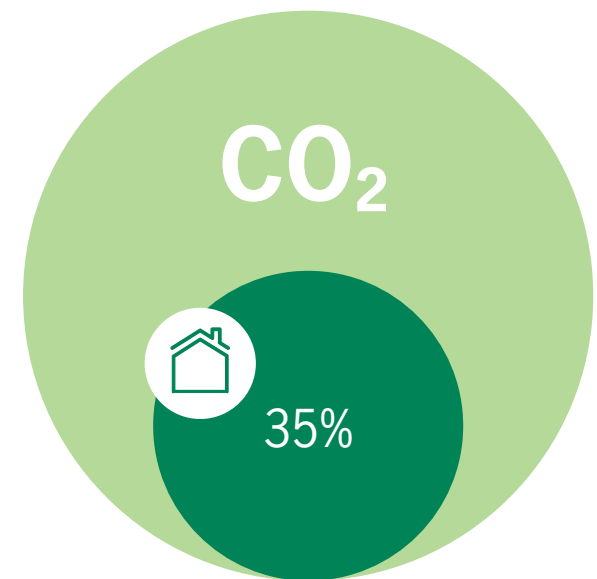
Engaging in Local Sustainability Initiatives

We believe in being an active corporate citizen – and that includes integrating sustainability initiatives in our business strategy. Every year, through our program CamfilCairing, we engage our employees in local sustainability and corporate social responsibility actions.

As a part of the program, our companies host a yearly Cairing Week which is focused on promoting health and wellbeing through clean air. Read more about the CamfilCairing theme and actions of 2022 on p. 27.

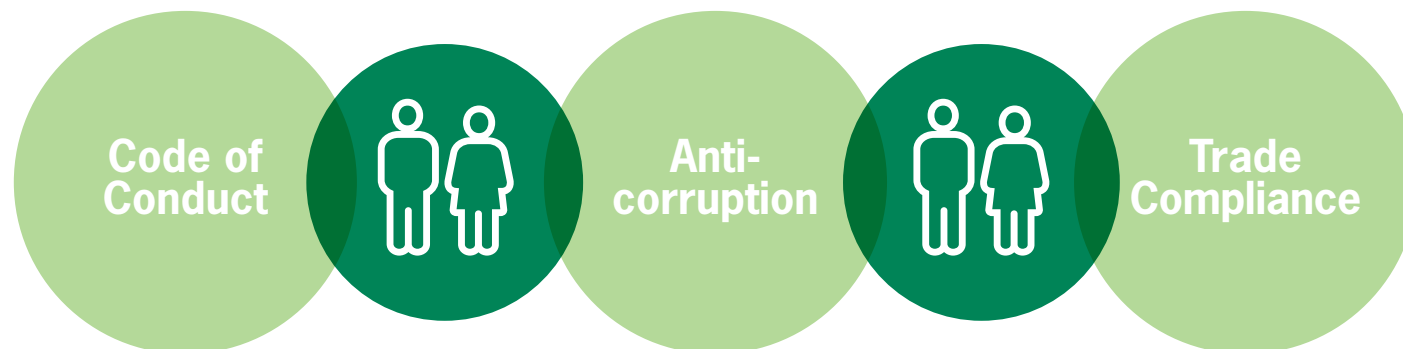
Doing Business in an Ethical Way

Another aspect of being a good corporate citizen is ethical and sustainable business practices, which is a top priority for Camfil. In 2021, we updated our Employee Code of Conduct (also called the **CamfilCairing Code**) to include more information about our whistleblowing process and our governance model. Our employees are trained in the code through an e-learning course, which is also a part of our global onboarding process for new hires.



Buildings contribute to 35% of global CO₂ emissions

→ OUR FOCUS AREAS



Anti-Corruption

Our Owner's Directive and Code of Conduct as well as our Anti-corruption and Trade Compliance policies are all important governance tools against corruption. In previous years and for 2022 we have reported our code of conduct training separately from our Anti-Corruption training and our Anti-Corruption training has focused on trade compliance. For 2023 we will provide three separate training programs related to Code of Conduct, Anti-Corruption and Trade Compliance, providing a more extensive and thorough training for relevant employees.

Trade Compliance

We are committed to fully complying with all applicable laws and regulations in the many markets we operate in. Awareness and understanding of trade compliance is a priority to us. The Camfil Academy learning platform has a specific e-learning course on our Trade Compliance policy. If a possible business deal does not align with our moral and ethical values, as set out in our Trade Compliance policy, we are obliged to retreat. This is integrated in our values based approach across the organisation around the globe.





At the Annual General Meeting it was decided in March to discontinue all business with Russia after the Russian invasion of Ukraine. All new business was stopped and already signed contracts have only been delivered








upon if insisted upon by the customers and after determination that there were no risks of breaching any laws/sanctions on trade compliance.





In Dubai we have been evaluating a screening tool for internal use to be able to screen all customers and strengthen our trade compliance control. The tests have so far been positive and we intend to continue using this system in Dubai and to expand it initially to additional countries in EMEA.

2022 was a difficult year from a trade compliance perspective due to the Russian invasion, but the processes and policies set in place many years ago have proved to work even under these difficult conditions.

Our Sustainability Targets and KPIs

Sustainability Area	Goal	Target 2023	Result 2021	Result 2022	Status	UN SDG	Risk	Governance
Sustainable Products and Innovation	Reduced energy consumption for Camfil's customers.	5% increase in filters with Eurovent classification A or A+ per year.	7% increase	8% increase	Energy consumption remains a key competitive factor.		Increased energy consumption by the end user, resulting in increased CO ₂ emissions.	The products are certified by Eurovent. Educate and inform the sales community and end users about lifecycle cost tools.
Sustainable Production	Reduced energy consumption, increased utilisation rate of raw materials and reduced production waste.	2% reduced in energy consumption relative to production volume.	5% decrease	25% decrease	Production volume is defined as COGS, but with all price increases during 2022 COGS is not related to volume as it has been in the past. The target will be reviewed during 2023.	  	Increased CO ₂ emissions, unnecessary consumption of natural resources and an increased cost for the Group.	Camfil's global production scorecard is used to report and analyse key performance indicators in these areas on a monthly basis.
		One factory per year where the Group's software for measuring recycling rates is put into operation	5 factories	5 factories	Implementation ongoing in 3 factories during 2023.			
		1% reduction in production waste relative to production volume.	1% increase	27% decrease	Production volume is defined as COGS, but with all price increases during 2022 COGS is not related to volume as it has been in the past. The target will be reviewed during 2023.			

Sustainability Area	Goal	Target 2023	Result 2021	Result 2022	Status	UN SDG	Risk	Governance
Human Rights	Be an employer that supports equal opportunities.	Under revision	70%	93% (Target 2022 100% of Camfil's larger production units will be GEEIS certified by the end of 2023)	Not achieved. 13 units are GEEIS certified.	 	More difficult to find and retain staff.	Owner's directive and a global policy on diversity and equal opportunities. Locally implemented and available in 15 languages.
Work	A safe and healthy workplace	2,5% Sick leave 2,5 OSHA ratio 50 accidents/ incidents	3,4% Sick leave 3,7 OSHA ratio 100 accidents/ incidents	2,7% Sick leave 3,2 OSHA ratio 95 accidents/ incidents	Beginning of 2022, some increased sick leave due to COVID-19.	 	Increased risk of workplace-related illnesses or workplace accidents. In the long run, the Group's reputation as an employer.	The Global Health and Safety Handbook is implemented locally and is available in several languages. Camfil's global production scorecard measures the monthly number of OSHA incidents.
Anti-Corruption	Zero tolerance for bribery and corruption and zero tolerance for breaches of the trade compliance policy.	100% of all appointed trade compliance officers will participate in annual training on trade compliance and 100% of all sales managers, managing directors, finance managers and all members of the Group Finance Forum will participate in annual training on anti- corruption.	87%	84% participated	84% of all appointed trade compliance officers completed the TC training during the last two years.		Risk of damage to brand image, criminal liability and significant financial consequences (including contractual liability and financing issues).	Owner's Directive, Trade Compliance policy and code of conduct. Third-party whistle- blowing function to ensure anonymity, available in 15 languages.
An Ethical Corporate Culture	High level of ethics and business conduct.	100% of new hires should participate in online code of conduct training.	60%	63% participated	Not achieved, ongoing training efforts.	 	Risk to image and reputation. Impact on the brand, more difficult to recruit and retain staff.	The code of conduct describes our shared corporate culture and clarifies how goals and values affect everyday actions.

Sustainability Area	Goal	Target 2023	Result 2021	Result 2022	Status	UN SDG	Risk	Governance
Sustainable Transport	Reduce the climate impact of transport; environmental requirements are included in all requests for quotations, code of conduct signed by all freight forwarders.	Use more energy efficient transport (road to rail) resulting in 100 tonnes CO ₂ reduction.	Emission reduction of 130 tonnes CO ₂	Initial evaluation done, minor improvements made by implementing more right-sized boxes. (Target 2022: Evaluate packaging solutions for bag and panel filters in a factory to reduce freight volume by 15%.)	Continued work on reducing climate impact from transport through review of freight volumes and shipping methods.	  	Increased CO ₂ emissions, unnecessary consumption of natural resources and an increased cost for the Group.	Procurement requirements for freight forwarders and code of conduct for partner companies.
		Conduct 3 group-wide procurement procedures including environmental requirements.	Included in request for quotations	One tender completed with environmental requirements part of selection criterias.				
		Collect emissions reports from all group-wide freight forwarders in Europe.	Group-wide freight forwarders have signed code of conduct	Accomplished.				
IT Security and Data Protection	Increase awareness of cybersecurity.	90% participation of active users in the IT security training programme.	90% participated	84 % participated	Not achieved, ongoing training efforts		Untrained staff can result in data breaches, business interruptions and increased costs for the Group.	Information security policies and guidelines.

→ CSR ADVOCACY

Corporate Social Responsibility Advocacies

This past year, Camfil has engaged in and supported many different CSR initiatives. Read more about a selected few here:

Chief Aironomics Officer Initiative

We are initiators of the Chief Aironomics Officer Initiative, which prompts organisations worldwide to take accountability for Indoor Air Quality (IAQ) by appointing Chief Aironomics Officers (CAOs) who will be “the Voice of Clean Air” at their workplaces. Our recent 2022 survey found that 6 in 10 either do not know who is in charge of IAQ at their workplace, or their organisation does not have anyone accountable over this invisible issue – which is why we are leading the way by having appointed our own global CAO and providing information, support and training programs for individuals seeking to become certified CAOs. Read more about the Chief Aironomics Officer Initiative at: [chiefaironomicsofficer.com](https://www.chiefaironomicsofficer.com)



Healthy Indoors Alliance

We are proud to be a founding partner of the newly formed Healthy Indoors Alliance, where we have teamed up with the companies Condair, Fagerhult and Swegon to raise awareness of the importance of a healthy indoor environment. The Healthy Indoors website, www.healthyindoors.eu, features comprehensive information about creating sustainable, healthy indoor environments as well as insights about health benefits and the impact on productivity.

CamfilCairing 2022

The theme of the 2022 CamfilCairing initiative was Clean Air Everywhere, which was focused around the donation of 100 City M air purifiers to community organisations in need of better indoor air quality. Our employees made a difference in protecting people’s health and wellbeing by sharing their expertise, measuring the air quality and making the installations. The results are astounding: a Malaysian rehabilitation centre had an 82% reduction of harmful air particles



and the air quality in the operating room of a Brazilian hospital improved significantly.

Eurovent Board

Camfil Norway’s Managing Director Jan-Erik Kleven joined the board of Eurovent, Europe’s Industry Association for Indoor Climate (HVAC), Process Cooling, and Food Cold Chain Technologies, during the 66th annual Eurovent meeting in June 2022. Eurovent represents over 1000 companies and Kleven is committed to contribute to sustainable solution development through communication and collaboration.



→ LOOKING FORWARD

“We all play an important role – and I invite you to follow our journey.”

**ANNE-MARIE VON SALIS,
VICE PRESIDENT OF SUSTAINABILITY**

My name is Anne-Marie von Salis and I have been working in the ventilation and air quality business my entire career. My Camfil journey began 12 years ago when I was appointed Technical Manager for the Nordic countries, and throughout the years I have had the opportunity to work in different product-centered roles in several Camfil departments – from R&D to marketing. Now, as Camfil’s new Vice President of Sustainability, I cannot imagine a more meaningful issue to work with than the future of our planet.

When I started at Camfil, it was obvious to me that we focused a lot on sustainability. We have worked with Life Cycle Assessments since the 1990s, which provide a better understanding of the environmental impact of the product’s life cycle including reducing a product’s environmental impact. Furthermore, I was already part of key projects ten years ago to find more environmentally friendly materials.

The most impactful way of lowering CO₂ emissions is to reduce the ventilation system and associated filter energy consumption. Therefore, we will continue focusing on developing energy efficient products. We put a lot of effort into R&D and product development to optimize the product for the best performance when it comes to energy and filtration efficiency.

During 2022, we have mapped the sustainability work at Camfil. This is a good foundation and we now have a clearer picture of what needs to be done to take our sustainability focus to the next level.

We have to start in our own backyard, meaning that we will ensure control of our own emissions and set carbon reduction targets according to the greenhouse gas protocol. In order to reach the Paris agreement, everyone has to contribute; countries, communities and industries, as well as you and me. We all play an important role – and I invite you to follow our journey.

→ A FINAL NOTE

Camfil Sustainability Report 2022

Camfil's sustainability efforts in 2022 span over our entire business: research and development, manufacturing, logistics, recycling and raising awareness of the benefits of indoor air quality. We are proud of the work we have done – but we are not content. Today's sustainability solutions are more complex than those of yesterday. We can expect them to be even more challenging tomorrow.

Therefore, we conclude this report with a promise: our journey towards sustainability continues going into 2023. As the forefront of sustainability is endlessly evolving, we continue to set new goals for environmental, social and economic sustainability – and keep innovating in order to reach them. The time to make clean air a human right is now.

“The time to make clean air a human right is now.”





Camfil – a Global Leader in Air Filters and Clean Air Solutions.

For more than half a century, Camfil has been helping people breathe cleaner air. As a leading manufacturer of premium clean air solutions, we provide commercial and industrial systems for air filtration and air pollution control that improve worker and equipment productivity, minimize energy use, and benefit human health and the environment.

We firmly believe that the best solutions for our customers are the best solutions for our planet, too. That's why every step of the way – from design to delivery and across the product life cycle – we consider the impact of what we do on people and on the world around us. Through a fresh approach to problem-solving, innovative design, precise process control and a strong customer focus we aim to conserve more, use less and find better ways – so we can all breathe easier.

The Camfil Group is headquartered in Stockholm, Sweden, and has 30 manufacturing sites, six R&D centres, local sales offices in 35+ countries, and about 5.600 employees and growing. We proudly serve and support customers in a wide variety of industries and in communities across the world. To discover how Camfil can help you to protect people, processes and the environment, visit us at www.camfil.com.

www.camfil.com



camfil



camfilgroup



camfilgroup



camfil



camfilgroup