

Sustainability Report 2025

GLF

Swedish quality
since 1941



About this report

GLF's Sustainability Report 2025 outlines GLF Genarp AB's ongoing journey to meet our responsibility to people and the planet. We operate on the conviction that the quality of our products is inseparable from the integrity of our operations. Built on a foundation of robust governance and certified processes, sustainability is a fundamental principle embedded into our business, from material sourcing to product delivery and beyond. This report details our efforts to uphold high standards of safety, social responsibility, and environmental protection.

The scope of this report covers the operations of GLF Genarp AB, focusing on our environmental, social, and governance (ESG) performance.

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About GLF

With over 80 years of industry expertise, GLF Genarp AB is a trusted partner in packaging and logistics, providing a comprehensive portfolio of high-quality, efficient solutions. Founded on a tradition of excellence, our group has evolved into a modern, innovative enterprise committed to delivering high-quality products and services to customers worldwide. We specialize in a spectrum of products from standard pallets to custom-made wooden crates. Our core mission is to ensure the secure transportation and efficient storage of your goods with durable, reliable products designed for optimal performance.

GLF operates as a strategic partner by developing holistic, system-level solutions that balance critical factors like stability, cost, and weight to identify opportunities for optimization. We deliver tangible gains in both efficiency and cost-effectiveness without compromising on security and quality.

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Our Vision

Our vision for GLF is to be a profitable company where growth is driven by long-term, sustainable commitment to protecting our environment, supporting our society, and respecting people.

Materiality

A double materiality assessment (DMA), conducted in alignment with SDG principles, has highlighted the core sustainability areas most material to GLF's business and stakeholders. These findings have informed our focus.

5 GENDER
EQUALITY



7 AFFORDABLE AND
CLEAN ENERGY



8 DECENT WORK AND
ECONOMIC GROWTH



9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



Label	
Nr.	SDG
1.1	Erradicate extreme poverty
3.4	Reducing the number of deaths from non-communicable diseases and promoting mental health
3.5	Prevention and treatment of drug abuse
3.8	Providing healthcare for all
4.7	Education for sustainable development and global citizenship
5.5	Ensure full participation of women in leadership and decision making
5.B	Promote empowerment of women through technology
5.C	Adopt and strengthen policies and enforceable legislation for gender equality
6.1	Safe and affordable drinking water
6.3	Improve water quality, wastewater treatment, and safe reuse
6.5	Implement integrated water resources management
7.1	Ensure universal access to affordable, reliable, and modern energy services
7.2	Increase substantially the share of renewable energy in the global energy mix
7.3	Double the global rate of improvement in energy efficiency
8.2	Diversify, Innovate, and Upgrade for Economic Productivity
15.2	End deforestation and restore degraded forests
15.1	Conserve and restore terrestrial and freshwater ecosystems



8.4	Improve resource efficiency in consumption and production	12.5	Substantially reduce waste generation
9.1	Develop sustainable, resilient and inclusive infrastructures	12.6	Encourage companies to adopt sustainable practices and sustainability reporting
9.2	Promote inclusive and sustainable industrialization	13.B	Promote mechanisms to enhance the capacity for climate related planning and management
9.4	Upgrade all industries and infrastructures for sustainability		

ESG Targets

Following the outcomes of the DMA, GLF has established clear targets and initiatives aligned with our key SDGs. We aim both to uphold the progress already achieved and introduce measures to drive continuous improvement across all areas of sustainability.

SDG Target	Activities	Goals
SDG 7.2 Increase of global percentage of renewable energy	• Use 100% fossil-free energy • Solar panel and battery storage installation	• Maintain 100% fossil-free electricity • Increase share of self-produced electricity
SDG 8.4 Improve resource efficiency in consumption and production	• Measure waste quantities • Minimize production defects • Quality control for pallets prior to customer deliver	• Achieve less than 2% production waste • Achieve less than 100pcs of defective products per batch
SDG 8.8 Protect labor rights and promote safe working environments	• Adhere to ISO 45000 certification, work environment policies, and collective agreements • Routine safety audits • Employee reviews and meetings	• Maintain zero incidents and accidents • Continue monthly internal meetings

ESG Targets

SDG Target	Activities	Goals
SDG 9.4 Upgrade all industries and infrastructure for sustainability	- Proactive, innovative, and customizable sales solutions for customers - Sustainable procurement processes	- One new strategic partner per year - Two new sustainably optimized products per year - Generate carbon footprint metrics for products
SDG 12.5 Substantially reduce waste generation	- Waste sorting practices at operations - Repair defective pallets and incorporate less waste-intensive material inputs	100% repair rate for defective pallets - Increase proportion of shorter nail use
SDG 12.6 Encourage companies to adopt sustainable practices and sustainability reporting	- Prioritize sustainable procurement methods - Require PEFC certifications and FSC certified plywood	- Maximize amount of supplier signatures for Supplier Code of Conduct by December 31, 2025 - Buy 100% FSC or PEFC certified wood materials by 2025
SDG 13.B Promote mechanisms to raise capacity for climate planning and management	- Develop carbon accounting processes - Expand internal capacity for environmental management - Collaborate with freight operations to reduce carbon emissions	- Begin reporting scope 3 emissions by the end of 2026 - Calculate and set reduction goals for CO2 emissions per pallet

Environment

At GLF, we embrace our responsibility to do our part for the environment. From greenhouse gas emissions to waste management to sustainable procurement, we are committed to continuous improvement of our systems.



Carbon Emissions

At GLF, we care about our impacts on the environment. Through carbon accounting processes aligned with the Greenhouse Gas Protocol, we have measured our scope 1 and 2 emissions.

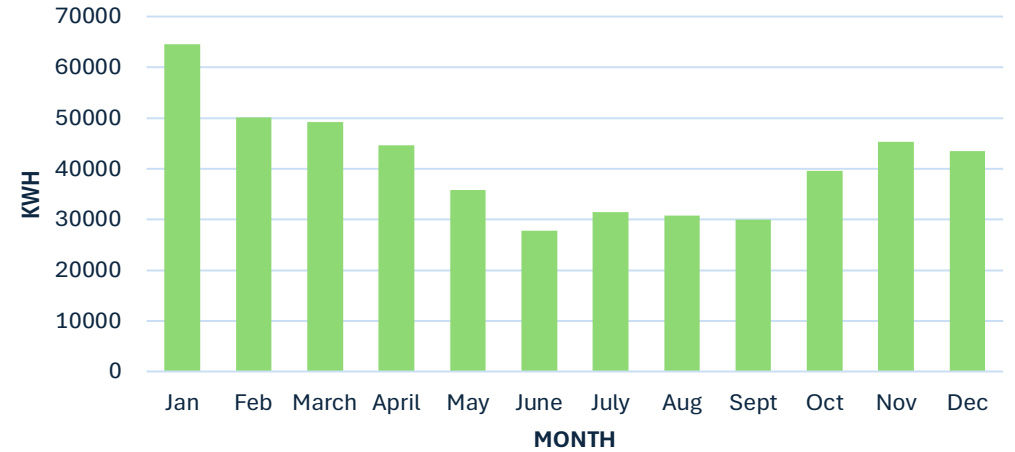
**At GLF, there are 0 CO₂eq emissions
for both Scope 1 and Scope 2.**

We are currently mapping our emissions for Scope 3, which cover indirect emissions across the whole value chain. Upon finalizing this figure, emission reduction strategies can be identified and implemented.

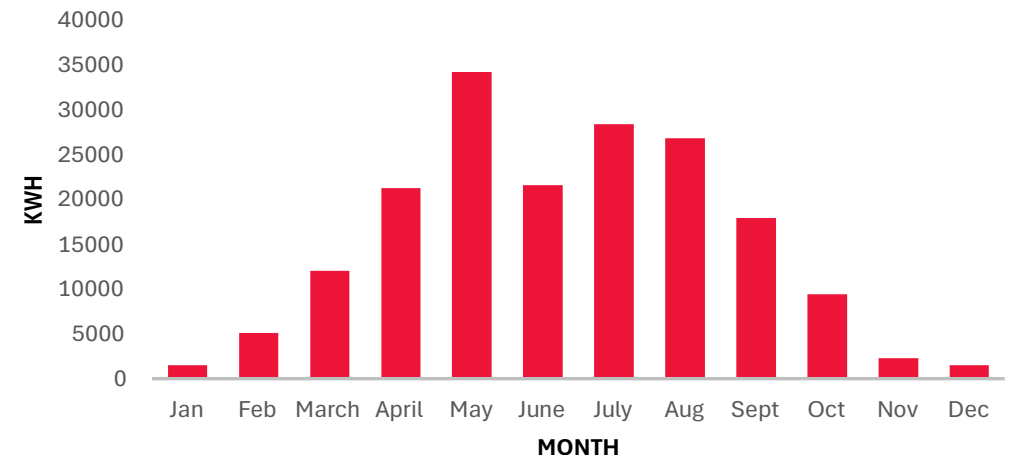
Energy Production & Consumption

All purchased energy at GLF is 100% renewable and continues to advance toward increased energy self-sufficiency. To support this goal, we installed solar panels on-site in 2024 and introduced battery storage systems in 2025, allowing us to store and utilize renewable energy more efficiently while reducing reliance on external energy sources.

Energy Consumption per Month



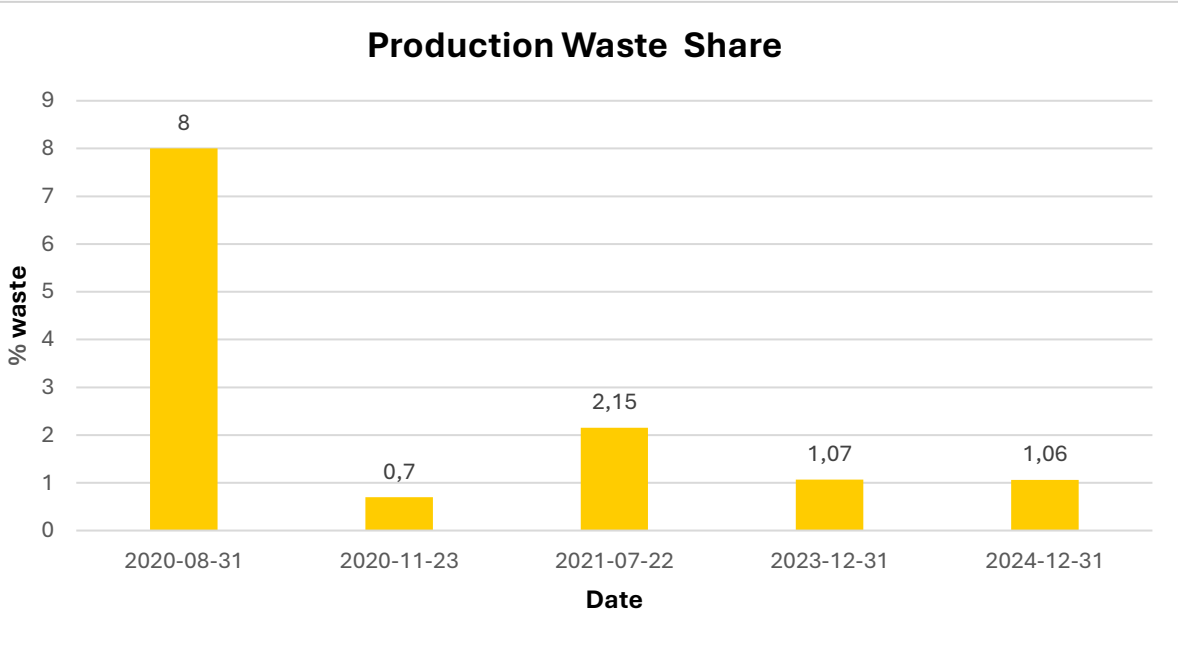
Produced Electricity Per Month





Waste

Since 2020, GLF has continuously worked to reduce waste generated in production processes, successfully lowering waste quantities from 8% to less than 2%. This achievement has been driven by optimized process design and the development of product options that minimize material waste.

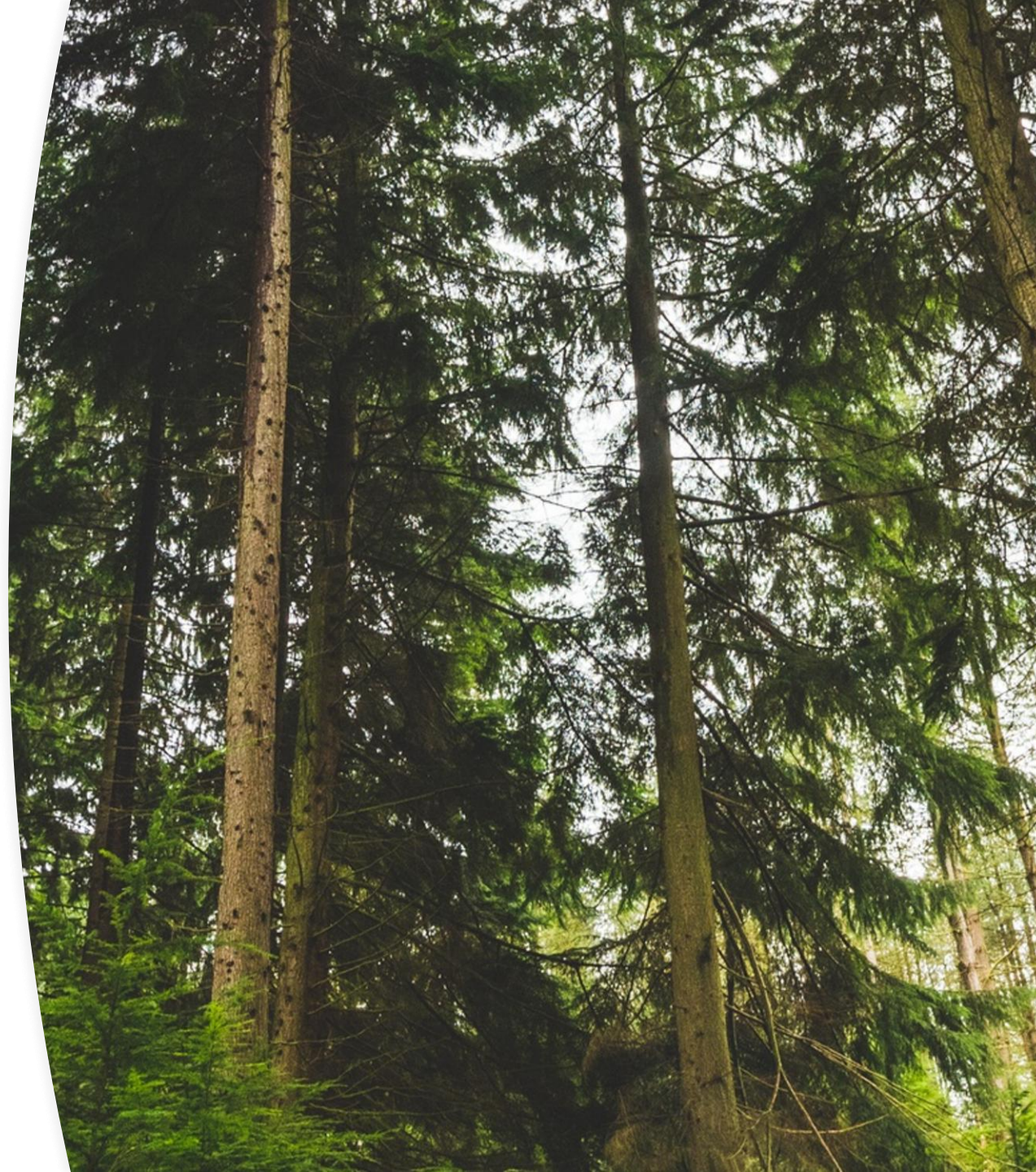
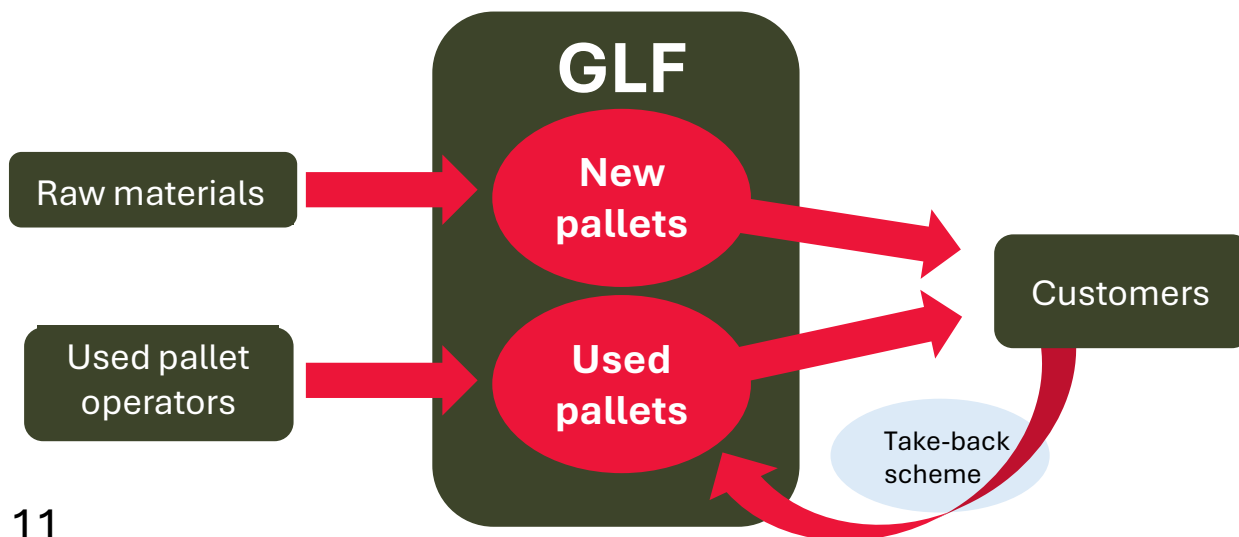


Circularity

Circularity is incorporated into waste management and within our business model.

Waste is recycled and incinerated with energy recovery at local facilities. This diverts waste from going to a landfill and contributes to the energy grid.

We also engage in used pallet trading and offer take-back schemes to customers



Sustainable Procurement

Sustainability further drives our approach to material procurement.
All incoming wood has been FSC and PEFC certified

PEFC

The Programme for the Endorsement of Forest Certification (PEFC) promotes sustainable forest management through independent certification. The Chain of Custody certification ensures traceability and sustainable practices from cradle to gate operations



FSC®

The Forest Stewardship Council (FSC) certifies responsibly managed forests to ensure environmental, social, and economic sustainability.



The mark of
responsible forestry

Environmental Scoring

At GLF, we are committed to maintaining and continually improving our strong environmental performance.

GLF has submit Scope 1 and 2 (GHG) emissions data for approval through the Science-Based Targets initiative (SBTi) and are preparing to set Scope 3 reduction targets as our reporting expands.

In recognition of our sustainability practices, GLF received a **B score** from the CDP, reflecting solid performance in environmental transparency and action.

With the SAQ 5.0 Assessment, GLF earned a score of **B81**, underscoring our commitment to responsible and sustainable business operations.



ecovadis



Society & Governance

Beyond environmental commitments, we integrate socially responsible practices and strategies into our everyday activities.

Our governance approach is proactive, enabling compliance with current regulation and preparedness for future changes, such as the EUDR.

We also conduct internal audits by externally trained auditors, the last of which occurred in January 2025



Work Environment

Our company culture is built upon the foundation of our Internal Code of Conducts and Ethics Policy, which outlines the legal and ethical obligations for every member of the organization. The principles of human rights, labor fairness, and ethical business practices that guide our external relationships are deeply embedded within our own operations.

These policies provide clear guidelines to foster a respectful, inclusive, and equitable workplace, explicitly prohibiting discrimination, harassment, bribery, and conflicts of interest, to name a few. All employees undergo training on these policies, and we actively uphold our employees' rights to freedom of association and collective bargaining.

Supplier code of conduct

We believe our responsibility extends throughout our value chain. To uphold this commitment, we have established a robust Supplier Code of Conduct, built upon the foundational principles of leading international frameworks such as the UN Guiding Principles on Business and Human Rights, the ILO Conventions, and the OECD Due Diligence Guidelines.

This code formalizes our expectations for ethical conduct, human rights, and fair labor practices. We are proud that nearly 100% of our supply partners have formally aligned with these principles by signing the code. Furthermore, we validate commitment with in-person audits, ensuring that our shared standards are not just documented but actively practiced.

Management Systems

ISO Certifications



The International Organization for Standardization (ISO) provides the foundational framework for our operational excellence and accountability at GLF. Our certified management systems for Quality (ISO 9001), Environment (ISO 14001), and Health and Safety (45001) are integrated into the fabric of GLF's governance approach. Together, these systems create a model of governance that balances economic contributions (quality) with environmental and social integrity (environment & health and safety). Responsibility is embedded in every decision and action we take.

Quality Products

As part of our commitment to global ecological stewardship, GLF incorporates ISPM 15 international standards to our wooden packaging. This involves kiln-drying our pallets to eliminate pests, a critical measure that prevents the spread of invasive insects and plant diseases through global supply chains. This practice goes beyond delivering the strong, high-quality pallets our customers rely on; It is a direct contribution to protecting global biodiversity and forest health, aligning with our core values of environmental responsibility.



KD/ISPM 15

Gender Equality

We stand firm in our commitment to gender equality. While women only represent 14% of our workforce, we are dedicated to developing recruitment strategies that encourage women applicants.

The focus on gender is a critical component of our broader non-discrimination policy, which ensures equal treatment of all employees, irrespective of individual characteristics.

Community Presence

At GLF, we believe that businesses play an important role in society, through operations but also contributing to a better future. We care about people, community, and long-term sustainability. We are honored to sponsor and support sports teams and organizations that create positive change in society.

Through our commitment, we want to give more children and young people the chance to build a stronger and more inclusive community where everyone has the opportunity to succeed.

We proudly sponsor nine organizations, from local sports clubs to organizations contributing to cancer research and related support.



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Find us on LinkedIn for more updates [here](#):



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