

Sustainability report 2023

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Year in brief: CEO word

Meka Group's strong commitment to responsibility and innovation has created ground for its position as a leading cable management solutions provider in Finland. The company's decades-long responsible work for its customers, occupational safety, local employment, sustainable development, and ethical business practices have given significant results and achievements.

At Meka we design, manufacture, and deliver tested, safe, durable, and cost-effective cable management solutions to meet our customers' needs. Our commitment to responsibility has its basis from this core activity. Meka's sales ensure that the most suitable and optimal solutions are available for each project from our high-quality products (DPPM < 350). Customers can trust that we provide them with the best-suited and most sustainable solutions. Our excellent delivery accuracy (long term over 96%) ensures that Meka's products are always available. This enhances customer satisfaction and ensures that projects proceed smoothly and on schedule.

As a Finnish family business, ethics are not optional. It is the only way to operate. Meka complies with laws, regulations, and good business and governance practices and demands the same responsible behavior from its suppliers. Meka is committed to being part of and developing an ethical and responsible supply chain in accordance with the UN Global Compact principles and goals. For Meka, sustainable development is a core value guiding its operations. The 100% recyclability of products and over 98% recycling rate of raw materials demonstrate Meka's commitment to sustainable material use. We want to contribute to advancing the green energy transition with our strong expertise and Meka's domestic products. Meka's own solar power plant generates 5.5% of the electricity we need, Meka uses low-carbon aluminum in Instal trunking systems, and we will announce the EPD-certified carbon footprint of all our products and offers later this year. A letter of intent for the adoption of carbon-free steel with SSAB AB starting in 2026 demonstrates Meka's goal of achieving carbon neutrality in its operations by 2030 and in all its products by 2035.

A human-centered approach is important in Meka's operations: safety and local commitment are prioritized. We want to ensure the safety and well-being of our employees. In 2023, the company achieved a historic milestone: zero workplace accidents. This achievement is not accidental, but the result of a continuous commitment to employee safety and health. Over 650 accident-free days and only 3% sick leave are clear indicators of Meka's safe and healthy working environment. Humbly, we know that there is always room for improvement, and this work never ends. Locality and Finnish identity are a source of pride for Meka. We are proud to bear the Key Flag symbol. Meka invests in and pays taxes to Finland. Over 80% of its raw materials are domestic, and the company directly and indirectly employs over 500 people in Finland. Meka is a significant part of the local economy in several areas and actively invests in the local community by supporting sports clubs and other local organizations.

At Meka, we firmly believe that our commitment to high-quality products, customer satisfaction, occupational safety, sustainable development, and ethical business practices has strengthened our position as a leading player in the industry. However, we are not content with what we have achieved, as we know that more will be required from us in the future. That is why we constantly strive to make our operations even more responsible and sustainable. Thanks to our customers and partners for allowing us to do this with you. There is strength in working together, and it will take us far. Now and in the future.



Niklas Skogster
CEO Meka Group

The company: Meka Group

Meka Group is a Finnish family-owned company specializing in the manufacture of long-lasting cable management systems. Our extensive product range includes cable ladders, cable trays, wire mesh trays, lighting support rails, cable trunking, socket poles, lighting tracks, and solar panel systems. Our products are represented in the Nordic and Baltic countries, but we serve around the world. We have delivered our products to partners and customers in more than 80 countries for challenging industrial and power plant projects.

Meka Group operates a production facility, a certified testing laboratory, and its head office in Oulu, Finland. We directly employ approximately 100 professionals across five countries. Our strengths include strong competence in product development, the most modern production technology in the industry, an elevated level of quality, efficient logistics operations, delivery accuracy, and customer-orientation. The lifespan of MEKA® products is long, due to their modular design, which allows them to be adapted, reused, and fully recyclable. For our design processes, we employ the latest design tools and Finite Element Analysis software to ensure precision and innovation. We primarily conduct product testing in our own laboratory, with additional testing at external facilities as needed, ensuring the highest quality standards.

Environmental responsibility is one of the core values at Meka Group and we are committed to continuously enhancing our environmental protection efforts. Our environmental management system complies with ISO 14001 standards and has been certified by the certification facility DNV GL. Our management of environmental aspects is based on recognizing and reducing the environmental impacts of our operations, products, and services. We ensure that our knowledge of environmental perspectives is constantly up to date, and we monitor closely the development of legislation and regulations. Environmental considerations are integrated into every stage of our operations, from the materials used in our products to their packaging. We annually report and monitor our own carbon footprint and have calculated the carbon footprint of our products to help our customers manage theirs.

Meka Group takes great pride in meeting customer needs — it is a matter of honor for us. We consistently uphold our promises in both our products and operations.

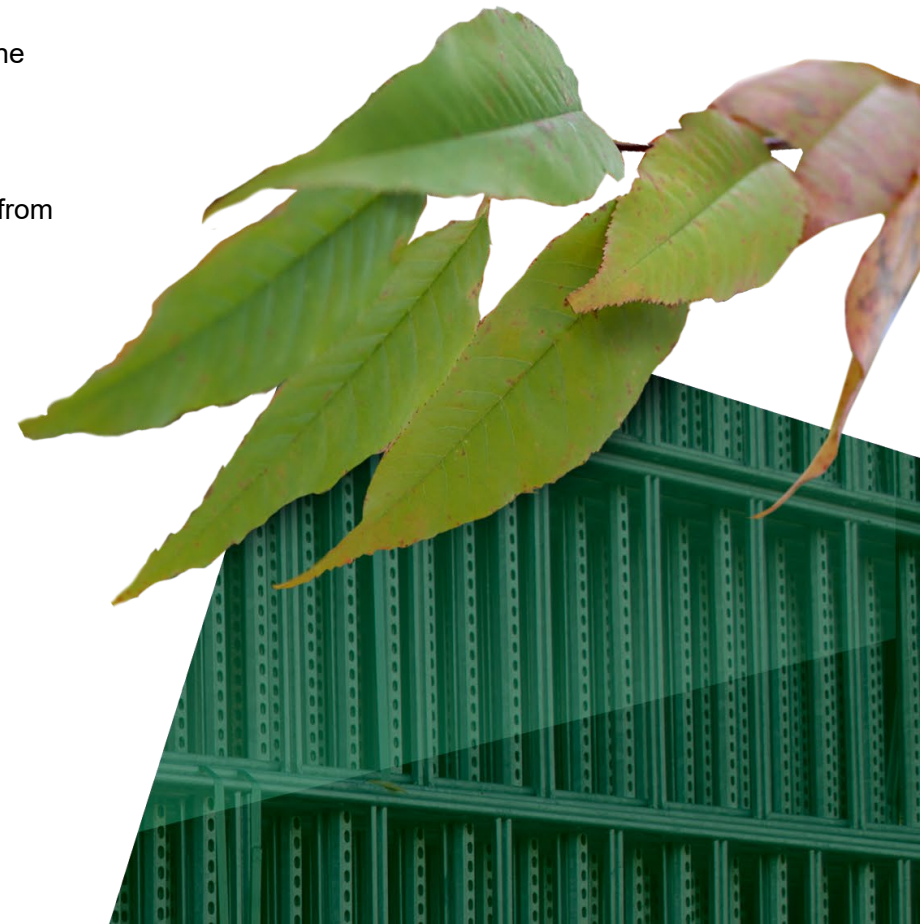


Sustainability at Meka Group

At Meka Group sustainability isn't just a goal; it's a reflection of our core values. As a Finnish family-owned business, we have always relied on making positive impact in society and personnel. By aligning with environmental, social, and economic considerations, we aim to not only reduce our environmental impact but also enhance our social responsibility and economic resilience.

Sustainability is a broad topic and work is made throughout the organization to improve the company sustainability performance and continuously improving every day. Everything starts with responsible business practices, which is the fundament for all sustainability work.

Meka Group is part of CDP (Carbon Disclosure Project) as well as Ecovadis sustainability reporting. We are working together with industry leading EPD (Environmental Product Declaration) generator One Click LCA to develop EPD's from all Meka's product families. Target is to have all third party veriflicated EPD's published during 2024.



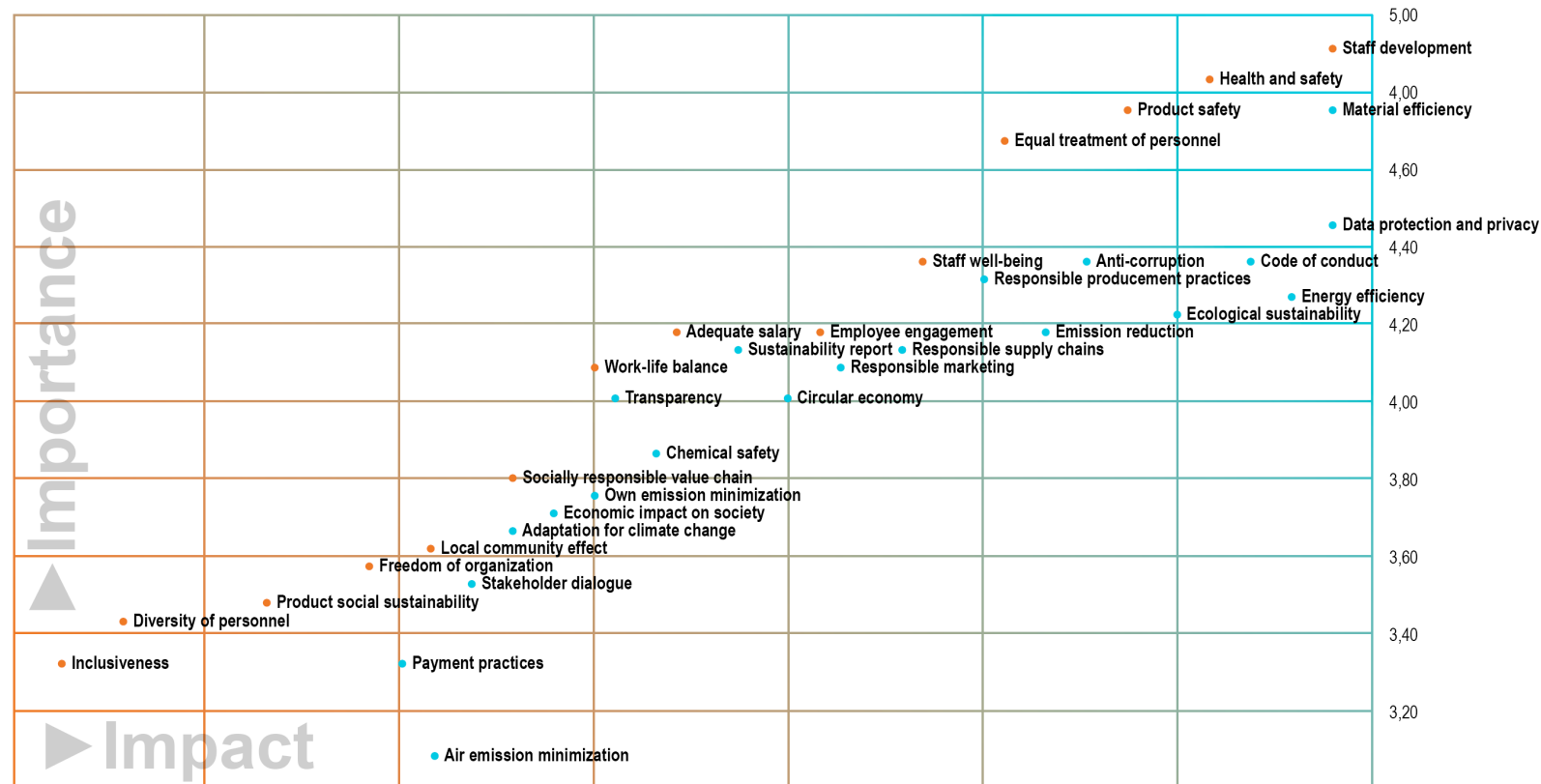
From materiality matrix to sustainable development goals

In May 2024, we conducted a materiality assessment to verify most important material sustainability topics.

The key stakeholders in the assessment were employees, board of directors and owners. The result of the analysis is visualized in a materiality matrix. The topics have been evaluated on a scale from significant to crucial, which highlights that only important topics have been taken into consideration.

In 2025 we will expand the assessment to customers and suppliers. The objective is to perform a double-materiality assessment latest during the year of 2026.

MATERIALITY MATRIX MEKA GROUP 2024



Sustainable development goals

We have build our sustainability goals to align with UN Global Goals for Sustainable development SDG's.

Scope 1&2 reduction to zero by 2030 ► **UN goal 13**

- We aim to decrease our own emissions. We aim to increase the environmental knowledge and competence of our own employees.

Zero accident target ► **UN goal 8**

- We take care of our employees by developing a healthy and safe working environment.

Training of all personnel to employee ethics and sustainability ► **UN goal 8**

- We manage human and labor rights risks in our own operations and in our supply chain. We work closely with our suppliers to increase quality and environmental awareness.

Increase share of solar system sales ► **UN goal 7**

- We offer opportunities to use locally manufactured, long-life cycle solar systems as a sustainable choice

Innovation and R&D to promote sustainability ► **UN goal 9**

- Optimized solution to meet customer demands as well as sustainability targets

Governance local suppliers ► **UN goal 17**

- Minimize carbon footprint with Nordic partners



THE GLOBAL GOALS



Sustainability steering team

In 2024 a sustainability steering team was created to emphasize the importance of sustainability development. Team consist of experts from sourcing, HR, finance, R&D and operations together with CEO and one board member of the Meka Group. The team is responsible for developing and refining the organization's sustainability strategy.

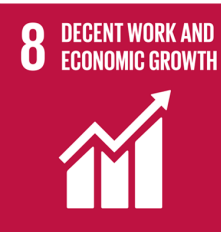

This involves setting goals, defining priorities, and identifying key initiatives to integrate sustainability into the company's operations and culture. The steering team develops detailed plans for implementing sustainability initiatives across various departments and functions within the organization. This includes setting timelines, allocating resources, and establishing metrics for tracking progress.

The team identifies and assesses potential sustainability-related risks to the organization, such as regulatory changes, supply chain disruptions, or reputational risks. They develop strategies to mitigate these risks and ensure the organization remains resilient in the face of sustainability challenges.



Key sustainability commitments

Results of 2023:

Theme	Target	Measure	SDG
Taking care of employees	Zero accidents	2023 result: 0	
	Employee satisfaction >4	2023 result: 4,6	
Positive environment actions	Decrease CO2 emissions per manufactured kg's	CO2 emissions 2023 vs 2024 per kg's -20%	

Environment

Meka has been conducting carbon footprint study since 2021. In 2023 results were converted from company level to product level. This has given valuable information for customers in need to calculate their project total carbon footprint. All Meka offers have included total carbon footprint since 2023.

ISO 14001 serves as the foundation of our environmental stewardship efforts, providing a systematic framework for identifying, managing, and improving our environmental performance. As such, our ISO 14001 certification is an integral component of our sustainability reporting. ISO 14001 emphasizes a culture of continuous improvement, encouraging organizations to set ambitious environmental objectives and targets and regularly evaluate their effectiveness.

In our sustainability report, we detail our efforts to continuously improve our environmental performance, highlighting initiatives undertaken to reduce our environmental footprint and enhance resource efficiency.



Environmental Performance

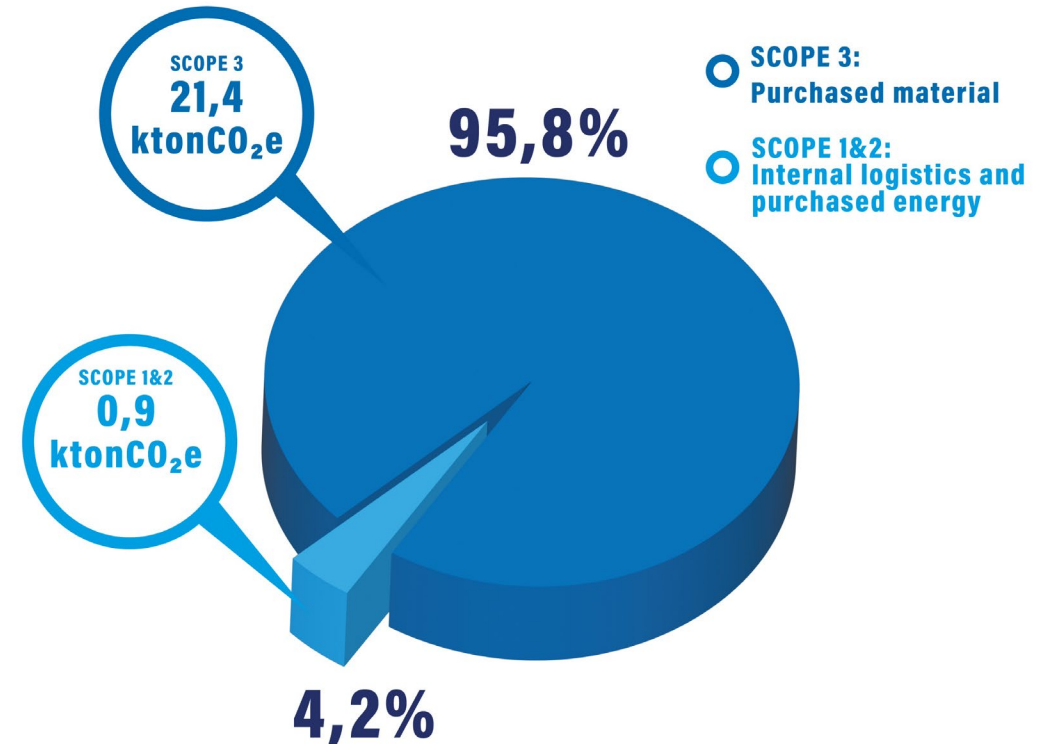
Calculation has been done by applying the GHG Protocol Corporate Accounting and Reporting Standard.

Scope 1 emissions consisted of emissions from fuel used in own vehicles. Total emissions were 36 tCO₂e which was 0,2% of the total carbon footprint.

Scope 2 emissions were 887 tCO₂ (market-based calculation) and it includes emissions from purchased electricity and district heat. This represented 4,0% of the total carbon footprint.

Scope 3 total emission were 21 391 tCO₂e. Which represented 96% of the total carbon footprint.

In 2022 total emission per production ton was 3,3CO₂e and in 2023 it was 2,7CO₂e so there was a significant decrease of 20% in per ton emissions. This was mainly due to low carbon aluminium Meka started to use in the end of 2022. But also due to increased own production with lower carbon footprint.



Electricity and heating

To reach our carbon neutrality 2030 target, Meka Group is tackling the GHG emissions in its own operations through energy efficiency measures, utilizing renewable energy sources, and by moving towards implementing green electricity solutions in the future. A large part of our planned emission reduction measures is focused on increasing the portion of carbon neutral energy in our Scope 2.

Energy efficiency is at the centre of our climate work

We continue to systematically implement energy efficiency projects meant to reduce our use of purchased energy and GHG emissions. We intend to apply the best solutions from across the market and to find new innovative methods to further improve energy efficiency. In 2023, there were several successfully implemented projects to improve energy efficiency and reduce emissions.



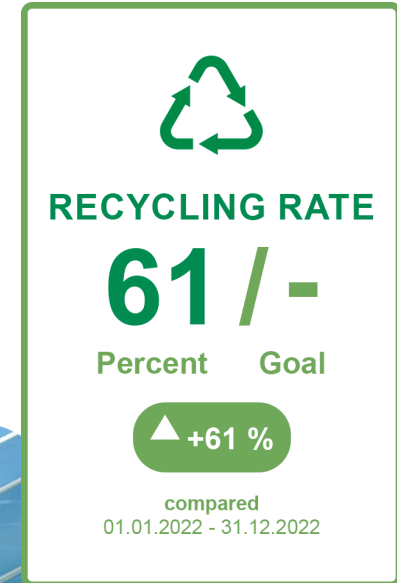
Material and waste management

Material efficiency is about maximizing the value from the materials we use while minimizing waste to achieve a sustainable future. At Meka, our decision-making process begins at the drawing board. We aim to design products that are as lightweight as possible for their intended use, whether through incorporating holes or using thinner materials. This way we are not only measuring manufactured scrap kg's but actually trying to minimize carbon footprint in all lifecycle steps.

At Meka Group, our aim is to reduce waste and promote circularity. In 2023 we implemented new waste management operator to support us with more detail data and information about our waste carbon footprint.

We have increased the shear, or recycling, reusing, recovering in our overall waste generation and have been able to reduce the landfill and energy waste part. Overall, waste generation has decreased well across the years.

We are part of the Rinki sustainable packaging recycling. Companies that pack products or import packed products to Finland are obliged to take care of their producer responsibility. Alongside with producer organisations, Rinki offer companies efficient and sustainable solutions for handling their producer responsibility. Companies only need one contract to handle their producer responsibility for packaging.

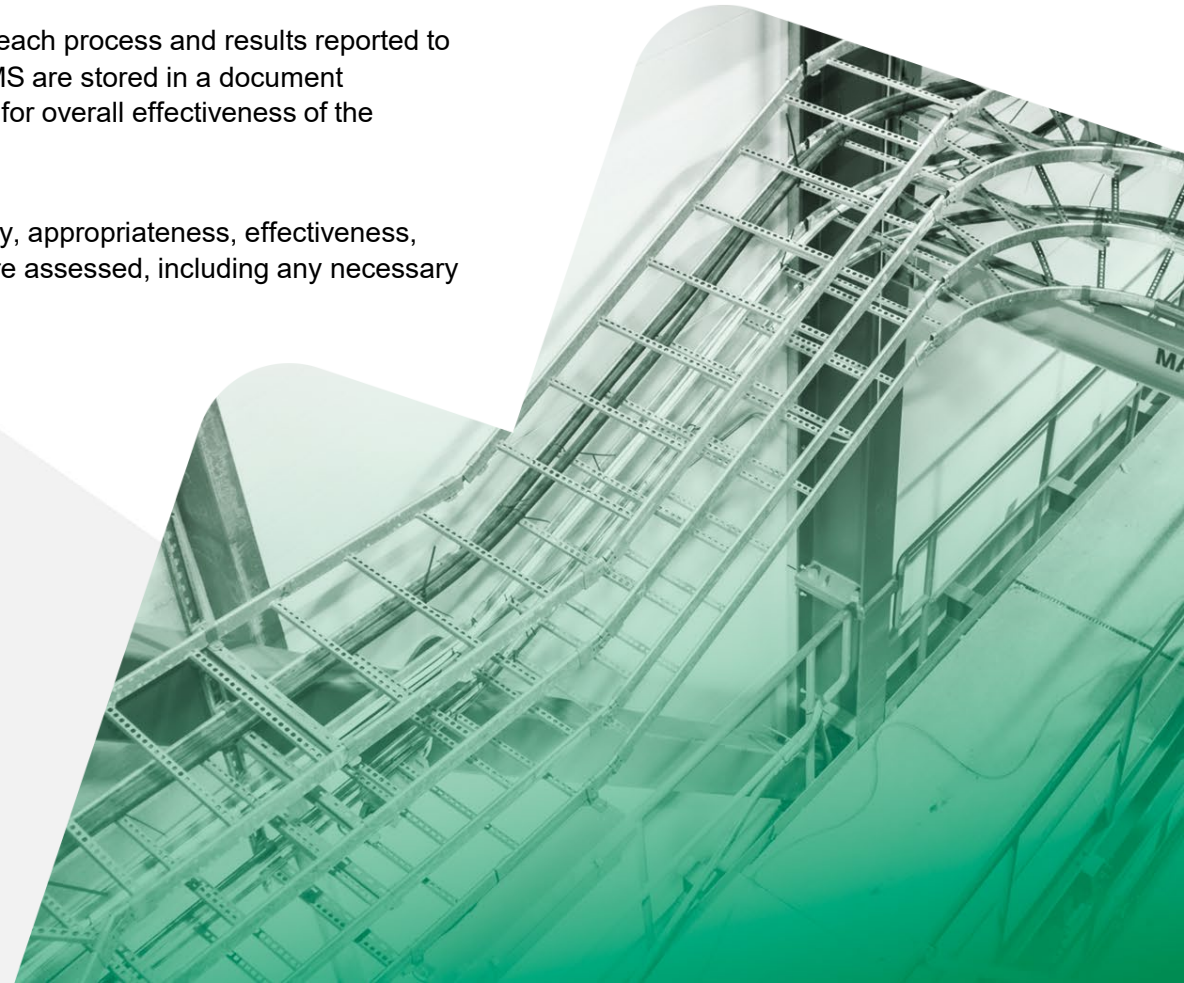


Quality management

Quality management framework is based on ISO 9001 standard. Everything is based on step by step continuous improvement to fulfill needs of customers, owners, employees and other key stakeholders. We have titled actions to address and mitigate risks and opportunities.

Processes are guided with company strategy. Targets and measures are updated regularly for each process and results reported to management team. Corrective measures are taken if targets are not met. Documents for EHQMS are stored in a document management system to allow easy access for all employees. Management team is responsible for overall effectiveness of the processes and resources.

Management team regularly reviews the management system, ensuring its continuous suitability, appropriateness, effectiveness, and alignment with the organization's strategy. During the review, development opportunities are assessed, including any necessary changes related to management system policies and objectives.



Internal audits

Internal audits are systematic evaluations conducted within an organization to assess processes, compliance, and efficiency. Their purpose is to identify areas for improvement, enhance controls, and ensure alignment with standards and regulations.

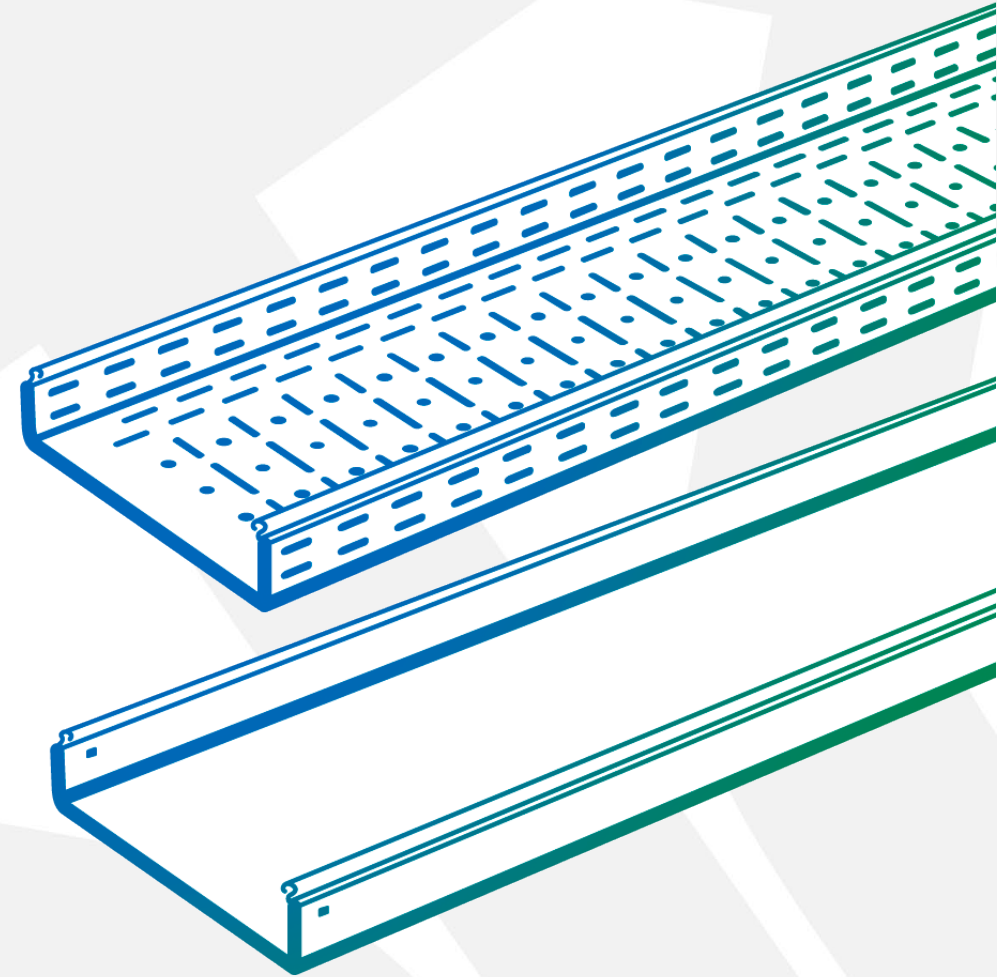
By providing valuable insights, internal audits contribute to organizational success and continuous improvement. In 2023 four internal audits were done for customer service, purchasing, production planning and logistics.



R&D

Meka Group minimizes all risks of new, or updated, products, incl. material risks, by carrying out projects in accordance with R&D process. Failure Mode & Effects Analysis (FMEA) is the essential part of R&D process. All functions are engaged to FMEA to find out and solve all potential risks in the beginning of project to minimize risks in the future. In addition of risks, also future opportunities are considered in FMEA to make improvements in the future.

Another essential part of R&D process is to define safety working loads (SWL) of all load-bearing structures in accordance with the standard IEC 61537. In Meka Group's product portfolio load-bearing structures are for example cable ladders, cable trays, wire-mesh trays, lighting support rails, many brackets and supports. The standard IEC 61537 sets clear instructions how to measure SWL and other important product data parameters.



Product testing

Meka Group has certified the test machine and the test process used to measure SWL in accordance with IEC 61537. The third-party certification body has gone through the test process, documentation, and accuracy of the test machine. Therefore, Meka Group can declare certified test results for its products. This kind of, accurate product data, is crucial information to designers, engineers, consumers and end-users to avoid component damages and injuries.

All product data, including safe working load (SWL), product weight, dimension, carbon dioxide emission etc. are communicated to consumers and end-users in many channels. The two most important channels to communicate the product information to customers and end-users are www.meka.eu and product catalogues, which are published at least in Finnish, English and Swedish.

In addition of webpage and product catalogues, also data sheets, brochures, YouTube channel, 3D-product models and installation instructions are shared to consumers and end-users, so that they can get enough information to do quality installation work safely. In addition of own channels, Meka Group provides needed product data in many external channels like wholesaler's databases, Sähkönumerot.fi service and Sveriges elgrossister service.



Meka Group's certified test machine to define SWL of load-bearing structures.



Social responsibility

Own workforce

The Meka Group responsibility towards our own workforce is guided not only by applicable legislation but also by the ethical principles (Code of Conduct) approved by the Group Board of Directors.

The Group's human resources management is directed by the Group's HR guidelines. All operational principles cover our own staff and, as a general rule, also temporary workers. The most essential occupational safety trainings cover both our own staff and temporary workers.



Equality and Equity

Equality means treating everyone equally regardless of any personal characteristic.

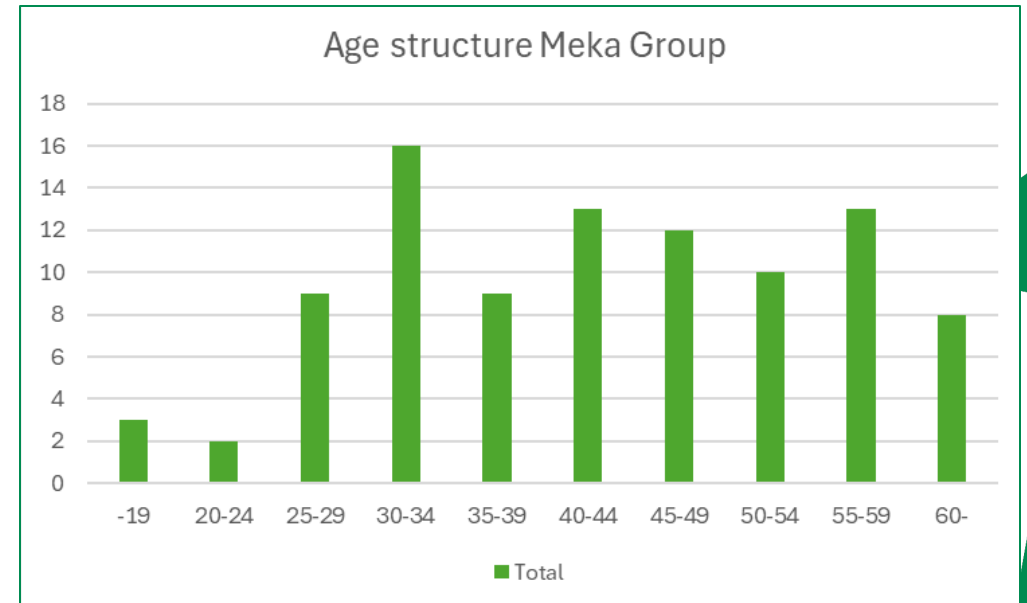
Meka Pro Group is committed to promoting gender equality and equity in all its activities. Our ethical principles prohibit discrimination based on gender, age, origin, race, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, pregnancy, health condition, disability, sexual orientation, or any other characteristic related to a person's identity. All employees are responsible for upholding these principles.

Recruitment

Meka Pro Group requires that recruitment processes are conducted with equality and fairness. The aim is to find the right person for the right position, regardless of gender, age, or ethnic background. Job descriptions and selection criteria are clearly defined in advance. An external neutral expert is involved in selecting interviewees and assessing the suitability of candidates progressing to the next stage, ensuring equal treatment of applicants and objectivity in decision-making. The final selection decision is based on predefined criteria and is well justified.

Family leaves

The employer applies the current local laws and collective agreements regarding family leaves. Taking parental leave is enabled regardless of gender.



Employee development programs

Employee development is integral to the employer's responsibility. Employees are provided opportunities to grow within their roles, enhancing job satisfaction. Knowledge and skills are shared among colleagues.

All group companies in Finland maintain an updated workplace development plan at least annually. Employee skills are systematically developed in alignment with the group's strategy and objectives.

Meka Pro Group employee development plan is updated quarterly through dialogues with employee representatives. Many individuals are currently undergoing training related to their personal development and job responsibilities.

The entire group's personnel participate in annual personal development discussions with their immediate supervisors. For the Finnish personnel, these discussions are documented in the HR system, including jointly agreed-upon goals and their monitoring. For personnel outside Finland, discussions and goals are documented by their immediate supervisors.

Every new employee entering the group, including temporary staff, undergoes comprehensive onboarding tailored to their role based on an established onboarding program. Onboarding sessions for Finnish employees are documented in the HR system, while for others, documentation is managed by the immediate supervisors through signed documents from both the supervisor and the new employee. Immediate supervisors are responsible for both the onboarding process and its documentation.

Training days	Employees (average)	Training days	Training days / employee
2021	80	22	0,28
2022	82	45	0,55
2023	82	169	2,06



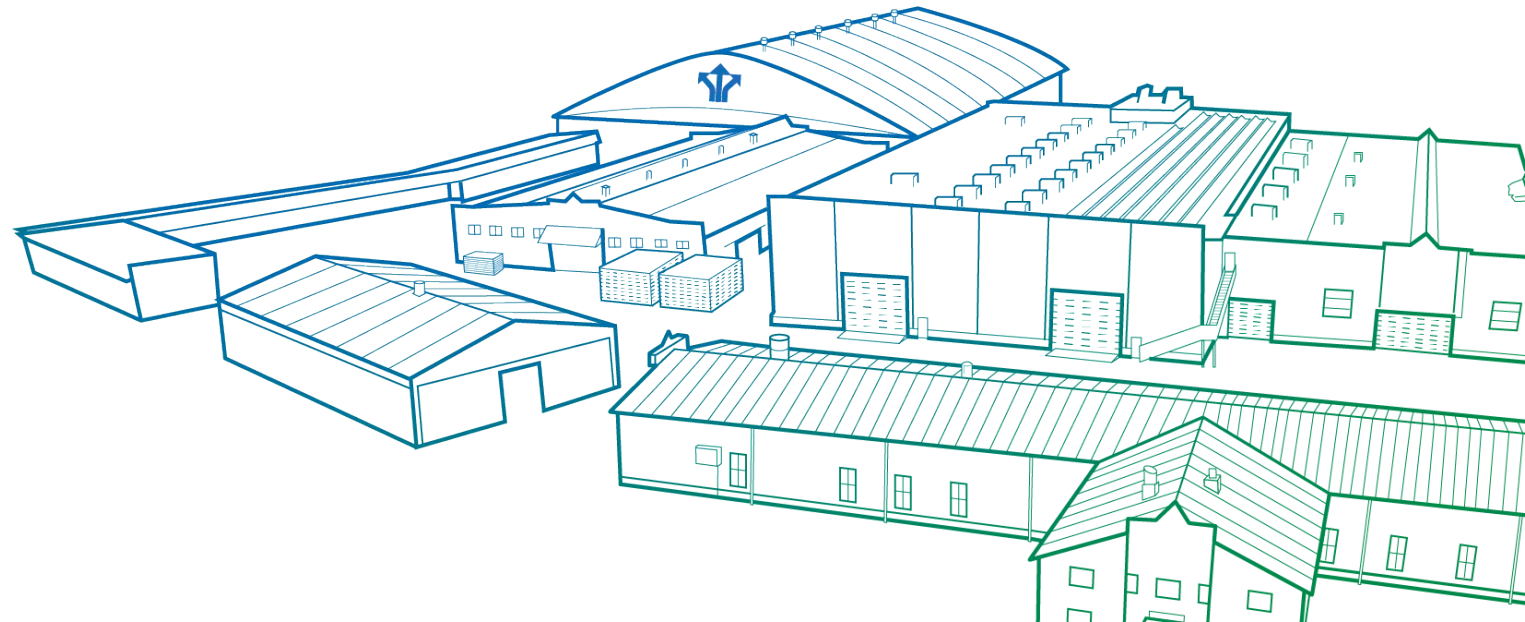
Working conditions

Meka Group operates in countries where the statutory requirements for working conditions, including working hours, annual leave, parental leave, and part-time work, are of a high standard. Fair employment conditions are written in our ethical principles. In addition to complying with local legislation and social security provisions, the Group follows the prevailing employment practices in its operations. Temporary employees are treated according to the same standards as permanent staff members.

For the personnel in Finland, the group adheres to the collective agreements of the Technology Industries, based on their general applicability. In Sweden, the personnel adhere to the collective agreement of TGA (Teknikgrossisternas Arbetsgivareförening).

The group ensures compliance with local laws and requirements by partnering with local skilled experts for drafting employment contracts and managing payroll.

Development needs and risks of working conditions are identified through regular and systematic risk assessments, conducted whenever work methods or legislation change.



Occupational Safety

Meka Group implements the ISO 45001 standard for occupational health and safety. We prioritize both physical and mental wellbeing, with all employees sharing responsibility for monitoring conditions, especially immediate supervisors.

Group occupational health and safety principles, roles, and responsibilities are outlined in a regularly updated action plan. Focus lies in maintaining employee health and preventing accidents and illnesses. Internal inspections and safety rounds contribute to monitoring occupational health and safety. Safety card training is mandatory for all employees. 6S rounds enhance continuous safety improvements. Safety observations are reported and addressed immediately to supervisors. All observations are also discussed in operational meetings, with thorough investigations into incidents and near-misses in order to take preventive actions.

Sickleave %	2021	2022	2023
Finland	3,23 %	3,24 %	3,10 %
Sweden	0,53 %	0,17 %	0,79 %
Baltics		4,12 %	4,91 %
All			3,07 %

Finland	2021	2022	2023
Accidents	2	3	0

Occupational health and work ability

The group ensures healthcare services are provided according to local practices and laws in each country. In Finland, employees receive occupational health services through an external provider under an extended contract managed by a biennial occupational health action plan. This collaboration aims to educate and empower individuals to manage their physical and mental well-being and work capacity.

Healthcare professionals play a key role in planning, implementing, and improving occupational health services. The company conducts work ability negotiations with occupational health services as needed. Health assessments during check-ups evaluate individuals' health in relation to job demands and exposures. Early intervention thresholds, return-to-work strategies after extended sick leaves (rehabilitation), and substance abuse programs are in place. Health services for temporary employees are managed by their respective employers.

Efforts are made to maintain healthy working conditions, including cleanliness, lighting, noise control, ventilation, and providing appropriate safety equipment tailored to job requirements. Emphasis is placed on ergonomic design of work environments and workstations to minimize work-related health risks, supported by the expertise of a work physiotherapist.

Salaried employees benefit from flexible working hours and a hybrid work model allowing remote work, depending on job requirements. Long-term career support is provided through job rotation and various shift arrangements for workers. Employee well-being is further enhanced through collective wellness events and benefits such as recreational, meal, and bicycle allowances.

Employee satisfaction is annually assessed through a survey managed by HR, with senior management ensuring survey results guide decision-making. Results are reviewed across organizational levels and with employee representatives. HR professionals assist supervisors and teams in interpreting results and formulating development plans. Action plans based on survey findings are implemented and progress monitored at unit and business area levels. Employee satisfaction has consistently been on a good level over several years.

Metrics:

Response rate of the personnel questionnaire in 2023 66%

NPS of Meka products 57 (2022 63, 2021 52), result 57 is excellent

eNPS of Meka as an employee 20 (2022 19, 2021 9) result 20 is good



Corporate Social Responsibility

The Group aims to be socially responsible towards all its stakeholders. Meka Group is a significant regional employer in Oulu. In 2023 Meka Group employed an average of 82 permanent employees and approximately 10 temporary employees.

Direct payroll costs for the fiscal year 2023 amounted to €4.3 million, and the value of subcontracted work directly related to production was approximately €0.5 million. Additionally, the group employed several subcontracting companies, with the majority located in Northern Ostrobothnia.

Charity projects

Meka Group takes part in selected charity events (such as All Stars Charity Golf)), sponsors the local ice hockey club, supports local sports teams and Paimio electricity museum.



Consumers and End-users

Meka Group's consumers and end-users are contractors and construction workers who make electrical installations in new constructions or renovation sites. They may be entrepreneurs or employees in large companies. Normally they purchase Meka Group's products from wholesalers, who are Meka Group's direct customers in most of cases.

The goal of all Meka Group's activities is a satisfied consumer and end-user. The primary communication channels between Meka Group and consumers are area sales and order handling. Both are easy and fast to reach by phone and e-mail. All needed contact information is given in www.meka.eu, product catalogues and other marketing materials.

Meka Group's area sales managers regularly visit consumers and end-users. Meka Group is also participating many activities and trade fairs to meet consumers and end-users. Both consumers and end-users can raise concerns to area sales managers, order handling or to quality manager. All concerns related to quality are handled in accordance with Meka Group's quality policy by engaging both parties to solve all concerns carefully.

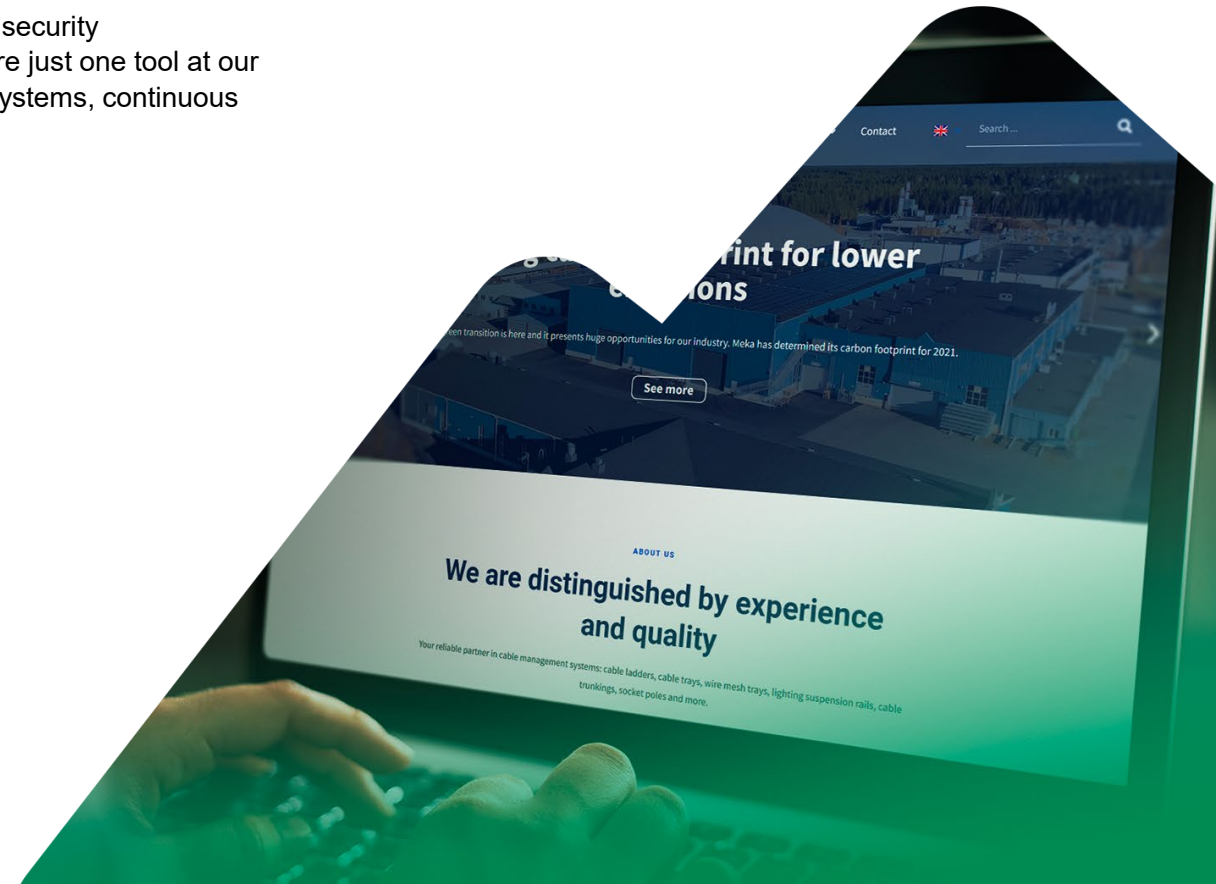


Governance

Information security

Meka Group takes information security very seriously and has won the best upgrader in information security from its supplier in 2023. Meka Pro has implemented automatic security alarms for all of its key network assets and systems. The goal is to keep everyone's data safe and to ensure uninterrupted operating environment.

Meka Pro is continuously improving its readiness to face the ever-increasing threat of cyber security harassment. Regular data security surveys based on the various aspects of data security are just one tool at our disposal. Other tools include raising personnel awareness, automatic and manual security systems, continuous updates and quarterly checkups of all the assets.



Code of conduct

Confidentiality

Meka Group and its employees respect confidentiality and its business partners' trust and keep the information they receive from its customers and other partners confidential, and they do not disclose it to other parties without prior authorizations from concerned parties (e.g., agreed references). Meka employees do not either discuss its own business or any company internal information with other parties nor in public (including social or other media) without a written authorization from the company in advance.

Conflicts of interest

Meka Group expects full loyalty from its employees and that all its employees act and behave in the best interest of the company. Employees must avoid situations where their personal interests may conflict with those of Meka. This means, for instance, that employees are not allowed to accept gifts or entertainment from a stakeholder, except for a gift or entertainment of a minor value given on an occasional basis, providing it does not create a legal or ethical trespassing, a conflict-of-interest situation or an undue reciprocity obligation.

Anti-corruption

No Meka company or any of its employees may, directly or indirectly, promise, offer, pay, solicit, or accept bribes or kickbacks of any kind, including money, benefits, services or anything of value. Such payments and favours may be considered bribery, which violates local legislation and internationally recognized principles for combating corruption and bribery.

Responsible procurement

Responsible procurement at Meka Pro means considering the environment, people, and the surrounding society. Reducing the environmental impacts and climate emissions of supply chains is one of the company's key development areas. The majority of the company's carbon dioxide emissions arise from procurement activities, making Scope-3 an important metric for developing environmentally responsible procurement operations. Meka Pro has transitioned to using low-carbon aluminum in Instal cable channels, is exploring the use of low-carbon zinc in hot-dip galvanizing and has signed a letter of intent with SSAB for the use of Zero and Hybrit carbon-neutral steel in the upcoming years.

Green procurement principles can be integrated into all procurement processes, from raw material acquisition and production planning to the utilization of waste generated during production. Steel and mixed waste handlers are carefully selected with waste utilization in mind.

Meka Pro regularly assesses its environmental impacts as part of its ISO 14001 certified environmental management system and continuously strives to reduce the negative environmental impacts of its product range, operations, and supply chain.

Supplier audits are conducted annually, based on dozens of questions from four different organizational areas, creating a numerical score for the company's current state. Audits aim to develop the supplier's production capacity, quality and worker safety.

A Code of Conduct has been established to advance responsibility work in procurements. Meka Pro requires suppliers to adhere to this ethical guidance directed at them.

Developing supplier management and selection is crucial for the effective implementation of green procurement practices. Meka Pro emphasizes domestic suppliers whenever possible; in 2023, 80% of suppliers were domestic. For foreign suppliers, transport volumes are optimized towards full sea containers/truckloads.

Regarding procurement risks, Meka Pro aims to minimize supplier risk by diversifying its supplier base. Supplier risk assessments are conducted annually, based on which future needs are defined and implemented actions recorded. Risk assessments consider single source, environmental, and geopolitical risks, among others.

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