

Bærekraftsrapport for ELIT AS

2024



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Kort om ELIT

Hvem vi er

ELIT er et norsk kompetansesenter og totalleverandør som tilbyr produkter og tekniske løsninger til elektro, VVS, industri og infrastrukturbransjene. Vi spesialiserer oss på måleinstrumenter, jordingsmateriell, lynvern og tavlemateriell, og tilbyr service og kalibrering, både på våre egne og andres instrumenter. Gjennom vårt interne kompetansesenter tilbyr vi også produkttilpasning, teknisk support og faglig opplæring. Sortimentet vårt er bredt og tilpasset ulike bransjebehov.

Vår utvikling

Siden oppstarten i 1997 har vi jobbet for å dekke behovene i et nisjemarked for måleteknikk og jording, alltid med et mål om å øke forståelsen for disse produktene i markedet. Med spesialtilpassede løsninger til norske forhold har vi skapt produkter som setter en ny standard. Over tid har vi utvidet produktporteføljen til blant annet dataloggere, varmeprodukter, festemateriell og spesialtilpassede gjennomføringer, i tillegg til andre løsninger som svarer på nye behov i markedet. Innovasjon har alltid vært en del av vår satsing, og vi jobber kontinuerlig for å forbedre og tilpasse produktene våre.

**Omsetning
2024**



92 MNOK

Hvor vi er

**Kontor i
Produksjon i
Kunder i**

2

23

7

LAND

Vår Visjon:

Vi ønsker å være en virksomhet som tar ansvar for miljøet, for samfunnet og for de vi samarbeider med. Vi skal skape verdi på en måte som også gir verdi videre.

Vårt oppdrag:

Vi skal redusere miljøpåvirkningen vår gjennom ansvarlige samarbeid og bevisste valg i måten vi jobber på. Vi skal vokse ansvarlig og utvikle løsninger som varer.



Høydepunkter



 Miljøfyrtårn-sertifisert

Vi jobber systematisk med miljøledelse.

 Medlem av Grønt Punkt Norge

Vi tar produsentansvar for emballasje og bidrar til sirkulær økonomi.

 Medlem av RENAS

Vi tar ansvar for innsamling og gjenvinning av EE-avfall i Norge.

 EcoVadis Sølv-rating

Vi mottok en sølv-rating i vår første vurdering.

 Sertifisering med Scancert

Vi samarbeider med Scancert for å sertifisere våre ledelsessystemer innen ISO 14001, 9001 og 45001.

 EPD-utvikling med One Click LCA

Vi bruker One Click LCA for å lage tredjepartsverifiserte miljødeklarasjoner (EPD-er) på produkter.

Bærekraft i ELIT



Siden starten i 1997 har ELIT vokst fra et nisjefokus innen måleteknikk til å bli en kompetansedrevet totalleverandør med et bredt produktsortiment og sterke fagmiljøer. Med vekst kommer ansvar, og i dag er bærekraft en integrert del av hvordan vi driver virksomheten.

Vi er Miljøfyrtårn-sertifisert og har i 2024 styrket satsingen vår ved å ansette en dedikert bærekraftsansvarlig. Dette markerer starten på et mer systematisk arbeid med miljøledelse, EPD-utvikling og åpen rapportering. Vi ønsker å ta informerte valg, stille høyere krav til oss selv og våre leverandører, og forstå vårt fotavtrykk i verdikjeden.

Som distributør skjer vår største miljøpåvirkning indirekte, gjennom produktene vi tilbyr. Derfor handler bærekraft for oss først og fremst om innsikt og ansvar: *Jo bedre vi forstår vår påvirkning, jo større mulighet har vi til å gjøre en reell forskjell.* Denne rapporten deler våre viktigste resultater og mål, og hvordan vi jobber for å gjøre bærekraft til en naturlig del av hverdagen i ELIT.

Vi i ELIT AS ønsker å være en positiv kraft i samfunnet. Vi støtter gode formål og engasjerer oss i aktiviteter som bidrar til positiv samfunnsutvikling, både lokalt og nasjonalt. Nedenfor kan du se noen av våre bidrag i 2024:



VI STØTTER
KREFTFORENINGEN
BRYSTKREFTFORENINGEN
2024

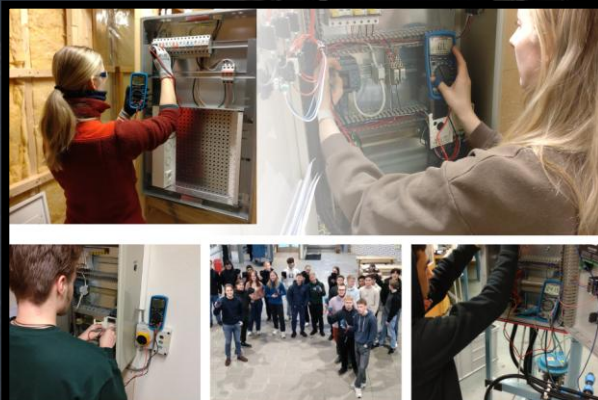
Den komplette installasjonstesteren kommer nå også i rosa design!



LIMITED EDITION

Bestill på www.elit.no

Vi donerer 1 000,- kr for hver solgte rosa Auto EV i hele **oktober**.
Pengene går direkte til støtte av Rosa sløyfe-aksjonen.



Rosa sløyfe-aksjonen

I hele oktober donerer vi **1000 kr** for hver solgte rosa versjon av Auto EV installasjonstester. Vi har satt et mål om å selge **300 stk**, noe som vil gi et samlet bidrag på **300 000 kr** til Rosa sløyfe-aksjonen.

Romerikes Råeste

Vi heier på lokalt engasjement og aktivitet! ELIT er en stolt støttespiller til arrangementet Romerikes Råeste, et løp som samler mennesker i alle aldre til fysisk aktivitet og mestring.

Trafikkland for barna

Vi støtter opp under opplæring i trafiksikkerhet for barn, et viktig tiltak for tryggere lokalsamfunn.

First Lego League: Skandinavisk mesterskap

Vi sponser det skandinaviske mesterskapet i First Lego League, som arrangeres i Trondheim. Dette inspirerer barn og unge til å utforske teknologi og innovasjon på en kreativ og engasjerende måte.



ELIT AS - vårt team

Vi er et godt etablert selskap med ansatte fra Norge og Danmark som deler erfaring, kunnskap og faglig forståelse for å kunne yte det beste overfor våre kunder og samarbeidspartnere. ELIT har to kontorer i Norge, med hovedkontor og lager i Nannestad, og ett kontor i Danmark.



Ingvald Ystgaards
veg 3A
7047 Trondheim,
Norge

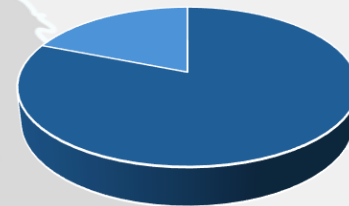
Ulvedalsvegen 2
2030
Nannestad, Norge

Herstedvang 8
2620
Albertslund,
Danmark

Ansatte



26



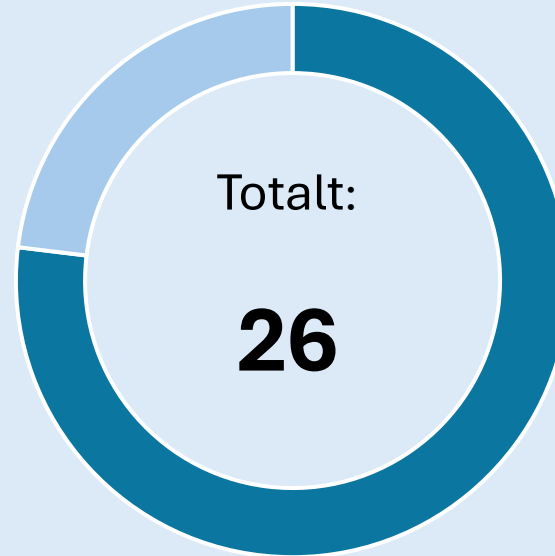
■ Norge ■ Danmark

Vårt arbeidsfellesskap

Mål: Våre ansatte skal trives på jobb!
ELIT AS har som mål å fremme et sunt arbeidsmiljø der alle ansatte føler seg verdsatt, respektert og støttet, og der ingen ansatte skal tvile på sikkerheten rundt sine arbeidsoppgaver.

Mål og målsettinger for arbeidsmiljøet, rettferdighet og inkludering:

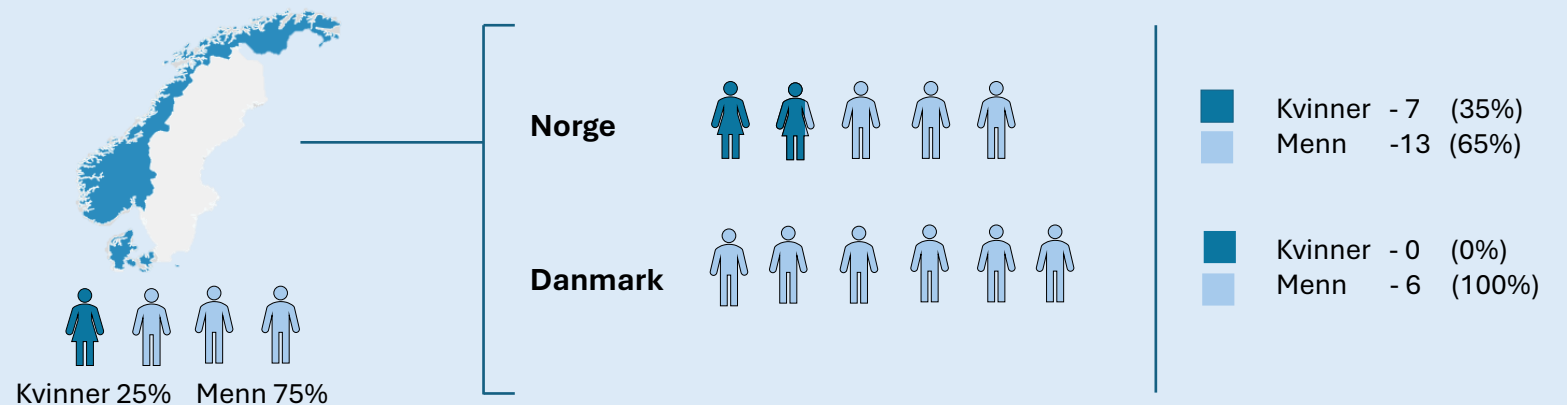
- Vi skal ha **0% arbeidsrelatert sykefravær**
- Vi skal ha maksimalt **5% sykefravær**
- Ansatte skal føle seg **trygge på sine arbeidsoppgaver**
- Ansatte skal føle at de får fullført sine arbeidsoppgaver
- Ansatte skal føle at de får **tilstrekkelig tilbakemelding** på den jobben de gjør.
- Opprettholde en arbeidsplass fri for diskriminering, trakassering og fordommer.
- Gjennomføre årlige medarbeiderundersøkelser for å vurdere oppfatninger av inkludering og tilhørighet, med mål om å oppnå en 100 % score på mål knyttet til inkludering innen de neste to årene.



Antall ansatte i 2024



Ansatte etter kjønn i 2024





Nytt hovedkontor og lager

ELIT har flyttet kontor og lager til en mer energieffektiv bygning i Nannestad. Den nye lokasjonen gir bedre funksjonalitet og er et viktig steg i vårt bærekraftsarbeid. Solcellepaneler på fasaden bidrar med fornybar energi, spesielt om sommeren, og reduserer behovet for strøm fra fossile kilder.

For å fremme grønn transport har vi installert dusjer for ansatte som sykler til jobb. I 2024 planlegger vi også å tilby støtteordning for el-sykkel til ansatte.

Bilde av vårt nye hovedkontor og lager i Nannestad, Norge.

Planetens Tålegrenser

Vårt Løfte:

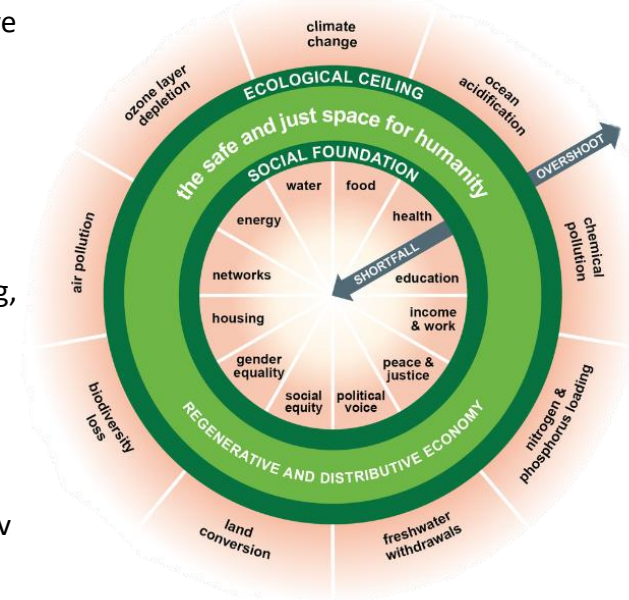
Vi skal ta ansvar. Gjennom kunnskapsbaserte valg og ansvarlige produkter skal vi gjøre vårt for å ta vare på planeten og samfunnet vi er en del av.



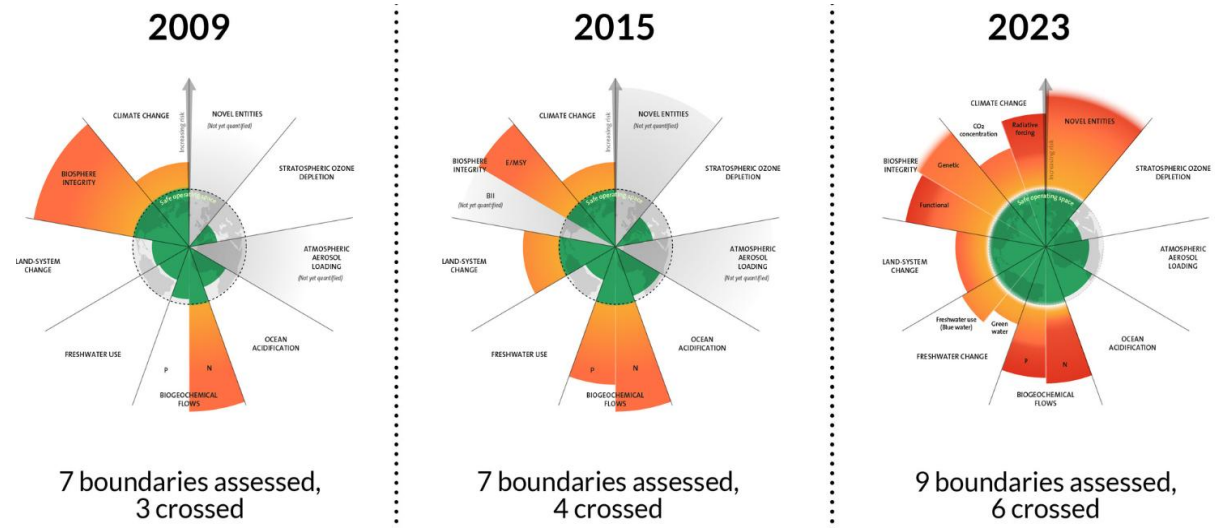
Vi vet at planeten har sine tålegrenser for hvor mye belastning den tåler før naturen mister balansen. Ifølge forskere ved Stockholm Resilience Centre, ledet av Johan Rockström, har vi allerede overskredet flere av disse grensene, blant annet når det gjelder klimaendringer og tap av biologisk mangfold.

Dette tar vi på alvor i ELIT. Vi erkjenner at våre valg, både som mennesker og som virksomhet, har en påvirkning. Derfor jobber vi målrettet med å redusere miljøbelastningen vår, spesielt der vi har størst innvirkning: i produksjonsleddet bak produktene vi tilbyr, og i vår egen daglige drift.

Vi lar oss også inspirere av Doughnut Economics av Kate Raworth, som minner oss på at bærekraft handler om mer enn miljø. Det handler også om mennesker, og å sikre at alle har tilgang til grunnleggende behov som helse, utdanning og like muligheter.



Doughnut-modellen (Raworth, 2017).



Figuren viser utviklingen av planetens tålegrenser fra Stockholm Resilience Centre (2009-2023). Røde og gule soner indikerer økende risiko, og overskridelsene viser behovet for raskere bærekraftige tiltak.

Bærekraftstrategi

Vi tror på å ta beslutninger basert på kunnskap. Første steg mot en mer bærekraftig verdikjede er å forstå den.

Den største miljøpåvirkningen vår skjer indirekte, gjennom produksjonen hos våre leverandører og de produktene vi tilbyr våre kunder. Derfor ligger vår største potensial for bærekraftig utvikling i produksjonsleddet, der ressursbruk, materialvalg og utslipp skjer før produktene når oss. For å ta ansvar der vi har størst påvirkning, må vi først forstå hvor og hvordan denne påvirkningen oppstår.

Vårt hovedfokus fremover er å kartlegge, dokumentere og forbedre miljøpåvirkningen i verdikjeden. Dette gir oss kunnskapsgrunnlag for bedre beslutninger, tydeligere krav til leverandører og mer bærekraftige valg for kundene våre.

Fokusområder

Miljøpåvirkning i verdikjeden

Vår innsats rettes mot kartlegging, dokumentasjon og forbedring av produktenes miljøpåvirkning fra råvareutvinning til utskifting. Dette innebærer:

- Systematisk utvikling av EPD-er (Environmental Product Declarations)
- Bedre innsikt i leverandørers produksjon og materialbruk
- Økt transparens i produktvalg og kommunikasjon med kunder

Internt engasjement og kultur

For å lykkes med bærekraftsarbeidet må hele ELIT være med. Vi vil:

- Aktivere ansatte gjennom små, konkrete initiativ
- Bygge kunnskap og eierskap til bærekraftsmålene
- Skape en kultur for kontinuerlig forbedring

Struktur og rapportering

Vi jobber målrettet med bærekraftig gjennom etablerte ledelsessystemer og konsernstruktur.

Dette innebærer:

- Årlig Miljøfyrtårn og ESG-rapportering i henhold til Lifco-konsernets krav
- Systematisk oppfølging av mål, tiltak og resultater
- ISO-baserte rutiner for miljøstyring og forbedringsarbeid

Two men are shown from the chest up, wearing dark grey zip-up jackets with the ELIT logo on the left chest. They are standing outdoors in a wooded area with green trees in the background. The man on the right has a beard. The image is partially obscured by a white curved overlay on the right side.

Våre mål og forpliktelser

Miljømål (MM):

Vi har satt oss som mål å forstå og dokumentere miljøpåvirkningen i våre produkter. Dette gjør vi gjennom:

- **MM1 – Utvikling av EPD-er:** Minst 3 nye EPD-er årlig. Målet bidrar til å forankre bærekraft i organisasjonskulturen og bygge engasjement internt.
- **MM2 – Ansattengasjement:** 2 miljøinitiativer per ansatt per år
- **MM3 – ESG-rapportering:** Årlig rapportering for Lifco og Miljøfyrtårn av CO₂-utslipp, energiforbruk, avfall og samfunnsansvar fra kontorene og hovedlageret. Dette legger grunnlaget for konsernrapportering og fremtidige bærekraftsrapporter.

Våre forpliktelser:

- Overholde alle relevante miljølover og forskrifter
- Integrere miljøhensyn i alle beslutningsprosesser
 - Involvere ansatte og fremme en grønn bedriftskultur
 - Stille miljøkrav til våre leverandører og samarbeidspartnere
 - Rapportere årlig på måloppnåelse og forbedringstiltak

6 av våre langsiktige forpliktelser

Styrking av **arbeidsmiljø** og trivsel

Ved å kontinuerlig jobbe for å sikre et trygt og inkluderende arbeidsmiljø.

Langsiktig **samarbeid** med bærekraftige leverandører

Ved å samarbeide med leverandører som deler selskapets bærekraftige verdier.

Styrke våre verdier om **tillit**

Ved å opprettholde høye sosiale, etiske og styringsmessige standarder i alt vi gjør, og sikre at våre kunder og partnere alltid kan stole på oss.

Skape like **muligheter**

Ved å sikre at alle ansatte blir unikt verdsatt og jobber i et inkluderende miljø hvor de kan utvikle seg og bidra med sitt beste, uansett bakgrunn eller erfaring.

Opprettholde **transparent** Kommunikasjon

Ved å dele våre fremskritt, utfordringer og resultater med våre interessenter på en ærlig og pålitelig måte.

Sikre **kvalitet og sikkerhet**

Ved å opprettholde høye standarder for kvalitet og sikkerhet i våre produkter og tjenester, slik at våre kunder kan stole på at de får pålitelige og sikre løsninger som møter deres behov.

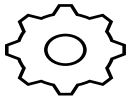
Våre ledelsessystemer

Våre ledelsessystemer er basert på ISO-standarder og støtter våre mål innen kvalitet, miljø, og helse og sikkerhet. Disse systemene fungerer som en integrert del av vår strategi for å levere pålitelige produkter og tjenester, redusere vår miljøpåvirkning, og sikre et trygt og godt arbeidsmiljø.

Kvalitetsstyring

Basert på ISO 9001:

Sikrer høy kvalitet på våre produkter og tjenester gjennom kontinuerlig forbedring.



ISO 9001:2015

Quality Management Systems (QMS)

Miljøstyring

Basert på ISO 14001:

Reduserer miljøpåvirkning med fokus på energi, avfall og bærekraftig drift.



ISO 14001:2015

Environmental Management Systems (EMS)

Helse, Miljø og Sikkerhet

Basert på ISO 45001:

Fremmer sikkerhet og trivsel for ansatte gjennom forebygging og gode arbeidsforhold.



ISO 45001:2018

Occupational Health and Safety (OH&S) management system

Miljøfyrtårn

ELIT er Miljøfyrtårn- sertifisert!

Miljøfyrtårn er Norges mest brukte sertifikat for virksomheter som vil dokumentere sin miljøinnsats og vise samfunnsansvar.

For oss i ELIT var denne sertifiseringsordningen et viktig første steg i å sette bærekraft på vår agenda. Sertifiseringen inneholder også konkrete krav som må oppfylles innen *arbeidsmiljø, avfall/ombruk, energi, innkjøp og transport*. Hvert år innrapporterer vi tall for våre aktiviteter som resulterer i et klimaregnskap, samt resultater og statistikk. Denne informasjonen gir god oversikt over framgang og forbedringspotensial, og gjøres offentlig tilgjengelig.



SERTIFISERT



Ecovadis

Vi i ELIT har gjennomgått vår første evaluering av EcoVadis. EcoVadis er et anerkjent ratingbyrå vi rapporterer til, som kartlegger, evaluerer og følger opp virksomheters status innenfor områder som sosial bærekraft, klima, miljøpåvirkning og virksomhetsstyring. Evalueringen resulterte i en sølvstatus, som plasserer oss i topp 15% av alle vurderte virksomheter. Dette er vi stolte av, og vi jobber videre med å beholde og forbedre ratingen vår.

SILVER | Top 15%

ecovadis

Sustainability Rating

MAY 2024

Åpenhetsloven

I ELIT er vi forpliktet til å sikre ansvarlig forretningspraksis og åpenhet i vår leverandørkjede. I tråd med dette har vi begynt å implementere systematiske prosesser for risikovurdering og revisjon hos våre leverandører. Vi vurderer deres overholdelse av krav knyttet til våre ledelsessystemer (ISO 14001, ISO 9001 og ISO 45001) samt vår Code of Conduct. Ved hjelp av et Supplier Evaluation Form samler vi inn viktig informasjon for å sikre at våre leverandører følger våre etiske og samfunnsansvarlige standarder. Denne prosessen vil bli fulgt opp med fysiske inspeksjoner for å verifisere at praksisen etterleves. Vi er åpne for innsyn, og både kunder og leverandører kan få informasjon om hvordan vi jobber med å etterleve Åpenhetsloven.



Vesentlighetsanalyse

Som en del av vår forpliktelse til bærekraft, har vi gjennomført en vesentlighetsanalyse for å identifisere og prioritere de viktigste bærekrafttemaene som påvirker vår virksomhet og våre interesser. Denne analysen gir oss innsikt i hvilke områder vi bør fokusere på for å sikre at vi oppfyller våre bærekraftsmål og samtidig skaper verdi for våre interesser.

Metodikk for Vesentlighetsanalyse

For å identifisere de mest kritiske bærekrafttemaene for vår virksomhet, gjennomførte vi en vesentlighetsanalyse. Denne prosessen inkluderte involvering av nøkkelinteresser, inkludert ansatte, kunder, og leverandører, for å sikre at vi prioriterer de områdene som er viktigst for både virksomheten og interessentene.

For hvert ledd i verdikjeden ble det identifisert hva som er bedriftens vesentlige bærekraftsaspekter innenfor sosial, miljømessig og økonomisk bærekraft. Hvert av temaene ble så vurdert opp mot graden av påvirkningsmulighet(forbedring) bedriften har på området, og samtidig hvor stor konsekvens temaet eller bedriftens aktivitet har på miljø, sosial bærekraft eller økonomi/selskap.



Relevante bærekraftaspekter

Diagrammet viser hvilke bærekraftaspekter som er relevante for ELIT. Det tar utgangspunkt i hvordan vi påvirker miljømessige, sosiale og økonomiske forhold. Innenfor hvert område har vi identifisert konkrete påvirkningsfaktorer som er vesentlige for vår drift og videre utvikling. Disse danner grunnlaget for våre mål og prioriteringer innen bærekraft.



Vesentlige Temaer

Basert på analysen har vi identifisert følgende temaer som de mest vesentlige for ELIT AS:

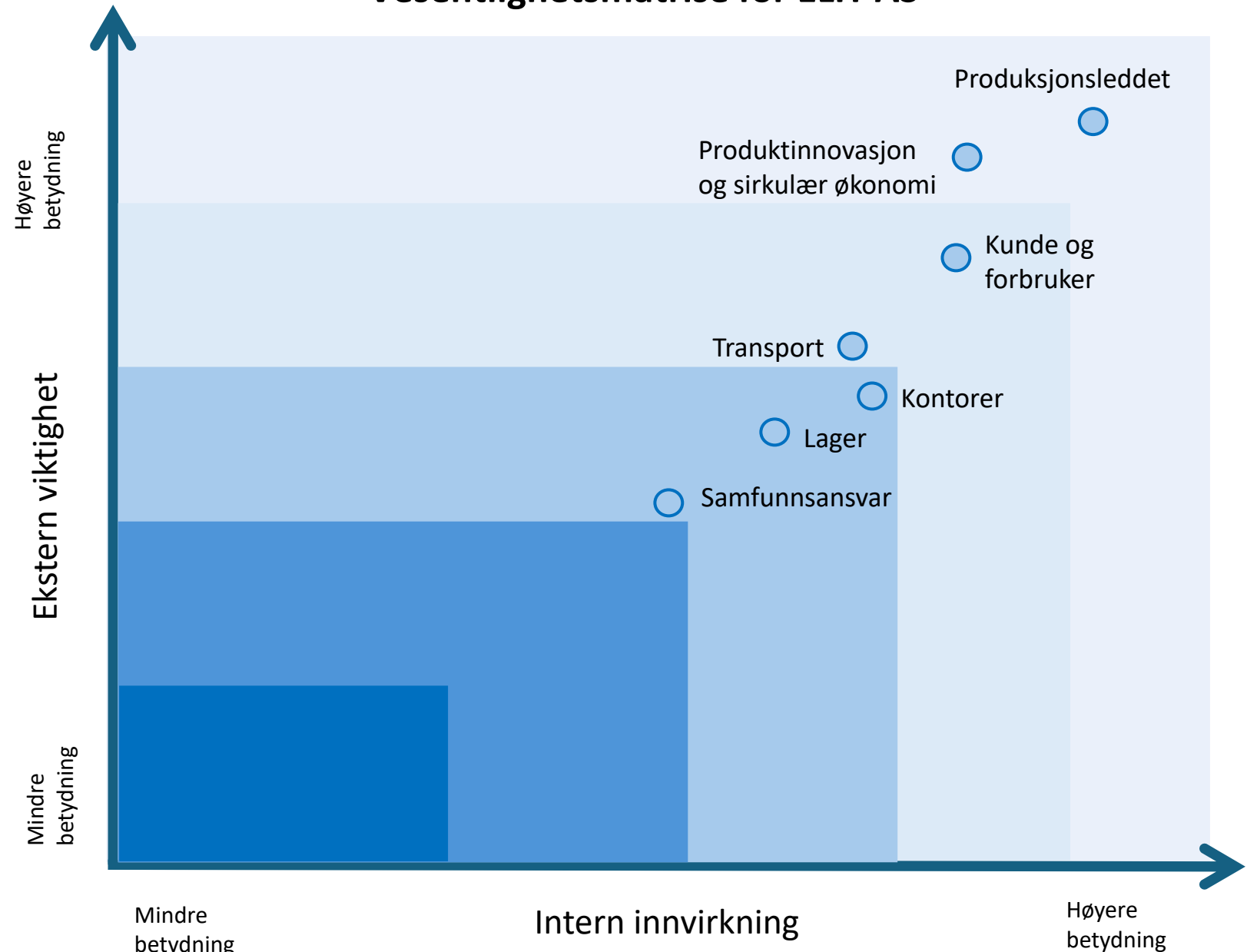
Prioritet	Tema	Beskrivelse
Høy	Produksjonsleddet	Fokus på forbedring av miljøstandarder og arbeidsforhold i produksjonen. Dette er et område med stort forbedringspotensial, og vi er forpliktet til å sikre bærekraftige praksiser gjennom hele produksjonsprosessen.
Høy	Produktinnovasjon og sirkulær økonomi	Vi arbeider kontinuerlig med å utvikle nye produkter og tjenester som støtter en sirkulær økonomi. Dette innebærer å designe produkter for lang levetid, mulighet for reparasjon og gjenbruk, samt å redusere materialbruk.
Middels	Kunde og forbruker	Vi ser på informasjon, kundepleie, og markedsføring som viktige verktøy for å endre forbrukeradferd i retning av mer bærekraftige valg. Dette er avgjørende for å fremme bærekraftig bruk av våre produkter.
Middels	Transport	Vi fokuserer på å redusere utslipp knyttet til transport, samt å sikre at transportprosessen oppfyller både sosiale og økonomiske bærekraftsmål.
Middels	Kontorer	Optimalisering av arbeidsmiljøet i våre kontorer er essensielt for å sikre produktivitet, trivsel og etisk forsvarlige forhold. Dette skaper en sunn, trygg og inspirerende arbeidsplass som støtter både medarbeidernes velvære og vår forpliktelse til miljøvennlige praksiser.
Lav	Lager	Forbedring av standarder i våre lagringsprosesser er viktig for å minimere miljøpåvirkningen. Vi jobber for å optimalisere energibruk og redusere avfall i våre lageroperasjoner.
Lav	Samfunnsansvar	Vi støtter aktivt nærmiljøet og veldedige formål. Dette er en viktig del av vårt samfunnsansvar, og vi ønsker å bidra positivt til lokalsamfunnene vi er en del av.

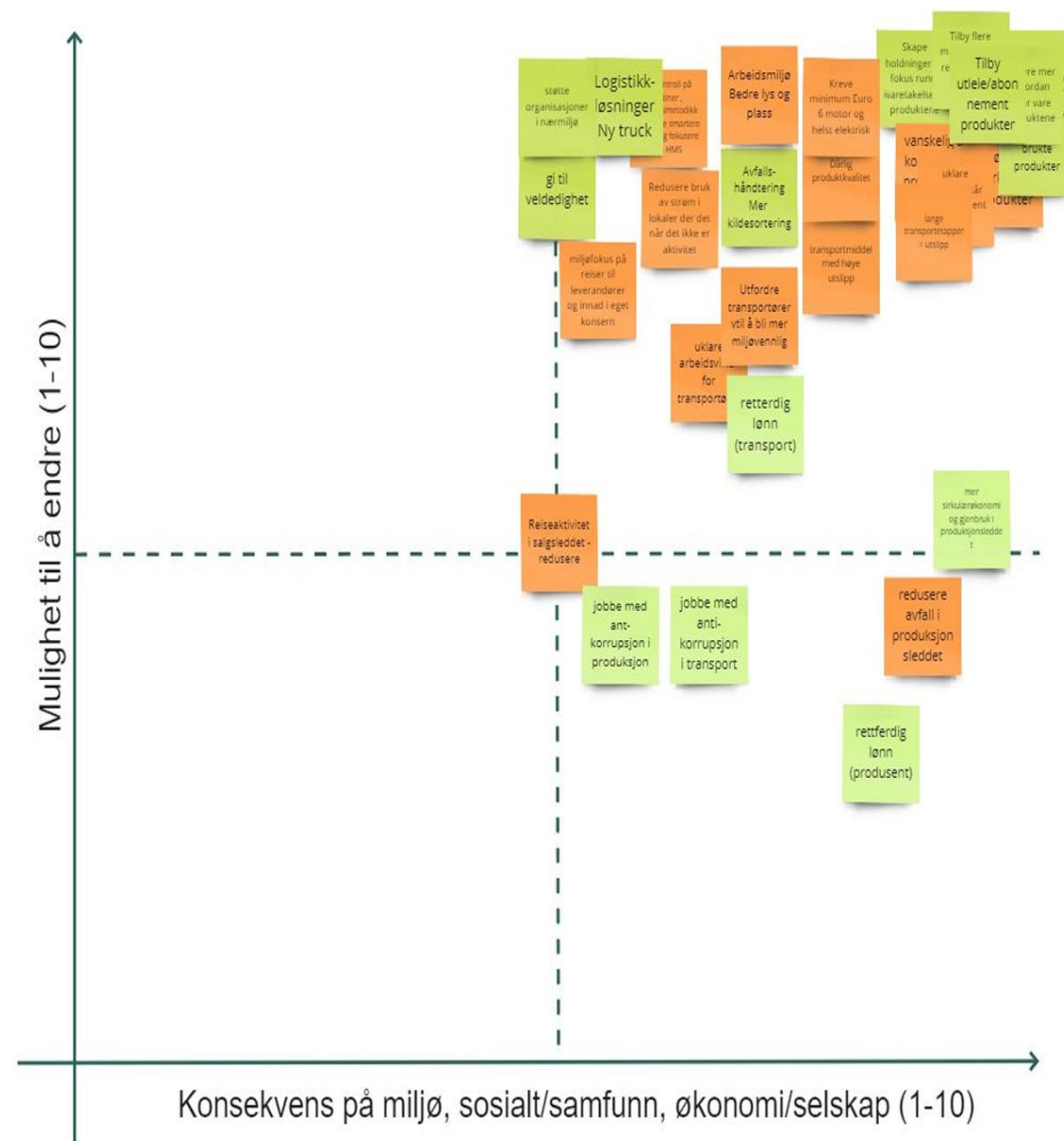
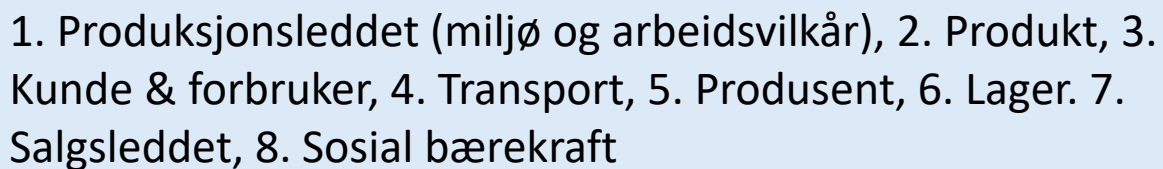
Vesentlighetsmatrise

For å illustrere hvordan disse temaene er prioritert, presenterer vi vår vesentlighetsmatrise, som inkluderes her i form av en grafisk figur, som viser hvordan temaene er prioritert.

Som vist i matrisen, har **produksjonsleddet** og **produktinnovasjon og sirkulær økonomi** høyeste prioritet, da disse temaene er av stor viktighet både for våre interessenter og for vår forretningsstrategi. Temaer som **kunde og forbruker** samt **transport** og **kontorer** har også betydelig innvirkning, mens **lager** og **samfunnsansvar** er identifisert som områder med potensial for forbedring, men med lavere prioritet.

Vesentlighetsmatrise for ELIT AS





I tillegg har vi vurdert hvilke av FN sine bærekraftsmål som er mest vesentlige for oss i forhold til vår bærekraftsstrategi og visjon. Her er noen av de mest relevante målene og hvordan de kan knyttes til ELIT sin virksomhet:

Mål 13: Stoppe klimaendringene

Tiltak som å redusere drivstofforbruk ved økt bruk av elektriske kjøretøy og energieffektivisering av bygninger, bidrar til å redusere klimagassutslipp og støtter målet om å bekjempe klimaendringene.

Mål 7: Ren energi til alle

Ren energi er vesentlig for ELIT da vi jobber aktivt med å redusere energiforbruket og fremme bruk av fornybar energi, i tråd med vår strategi for å minimere miljøavtrykket.

Mål 8: Anstendig arbeid og økonomisk vekst

ELIT sikrer trygge arbeidsforhold og støtter lokal økonomisk vekst gjennom engasjement i lokalsamfunnet. Dette målet er relevant i deres strategi for å sikre et godt arbeidsmiljø og bidra til anstendig arbeid og økonomisk vekst i lokalsamfunnet.

Mål 9: Industri, innovasjon og infrastruktur

Innovasjon og infrastruktur er viktig for ELIT for å forbedre effektiviteten og støtte bærekraftige løsninger i vår virksomhet.

Mål 12: Ansvarlig forbruk og produksjon

ELITs forpliktelse til å tilby holdbare produkter, korrekt håndtering av EE-avfall, og deres deltakelse i returordninger, viser deres bidrag til ansvarlig forbruk og produksjon. Dette inkluderer også reduksjon av avfall og miljøpåvirkning fra produktets livssyklus.

Mål 5: Likestilling mellom kjønnene

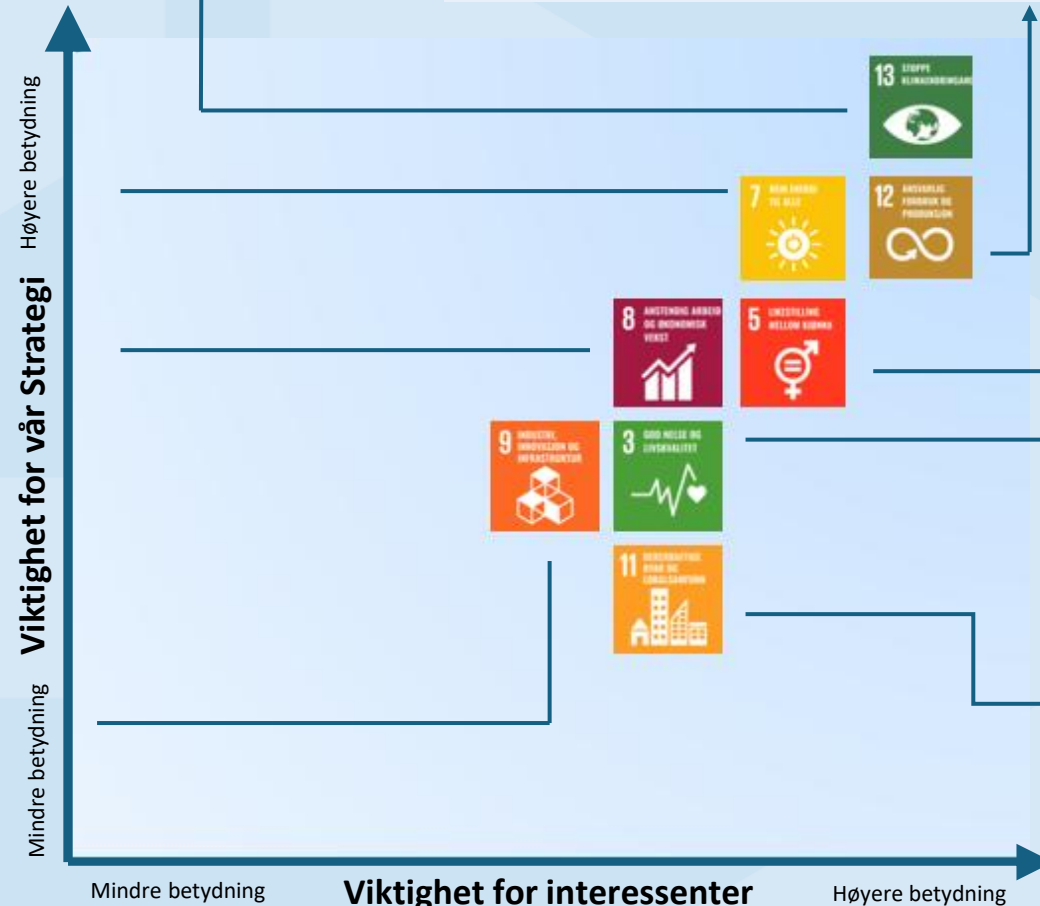
Likestilling mellom kjønnene er vesentlig for ELIT da vi er forpliktet til å sikre en arbeidsplass som fremmer likestilling og like muligheter for alle ansatte, i tråd med vår **Code of Conduct**. Dette inkluderer tiltak for å hindre diskriminering og støtte mangfold, som beskrevet i våre retningslinjer.

Mål 3: God helse og livskvalitet

God helse og livskvalitet er også vesentlig for ELIT, da vi i vår **Code of Conduct** legger vekt på å tilby et trygt og helsefremmende arbeidsmiljø. Vi er dedikert til å beskytte våre ansattes helse og sikkerhet gjennom forebyggende tiltak og trivselstiltak som en del av vår daglige drift.

Mål 11: Bærekraftige byer og lokalsamfunn

Bærekraftige byer og lokalsamfunn er viktig for ELIT, da våre produkter og tjenester støtter utviklingen av trygg og motstandsdyktig infrastruktur i våre lokalsamfunn.



Våre prosesser

ELIT har kartlagt våre interne prosesser som en del av arbeidet med ISO 9001 (kvalitet), ISO 14001 (miljø) og ISO 45001 (arbeidsmiljø). Dette gir oss bedre styring, tydelig ansvarsfordeling og mulighet for kontinuerlig forbedring.

Prosessene er delt i **kjerneprosesser** (som direkte påvirker våre leveranser) og **støtteprosesser** (som støtter opp under kjerneaktivitetene og bærekraftsmålene våre).

Kjerneprosesser

Innkjøp & Leverandørstyring → Sikre kvalitet og bærekraftige valg

Lager & Logistikk → Effektiv håndtering og trygg lagring

Salg & Kundeservice → Oppfølging av kundeforespørsler og tilbud

Teknisk Support & Service → Kalibrering, vedlikehold, og teknisk rådgivning

Leveranse & Ettermarked → Kvalitetssikring og kundetilfredshet

Støtteprosesser

Ledelse & Strategi → Styring, målsetting, og risikostyring

HMS & Bærekraft → Overholdelse av krav, sikkerhet, og miljøtiltak

Kvalitetsstyring → ISO 9001-prosesser og kontinuerlig forbedring

IT & Infrastruktur → Systemer for datahåndtering og drift

Kompetanseutvikling → Opplæring, rekruttering og arbeidsmiljø

Økonomi & Administrasjon → Budsjettstyring og rapportering

■ = kjerneprosesser

● = støtteprosesser



Figur 1: En oversikt over våre kjerne og støtteprosesser.



ELIT sin verdikjede: vårt arbeid for ansvarlighet i hele kjeden

Denne oversikten viser de viktigste stegene i ELIT sin verdikjede, fra produktene blir produsert hos leverandører, til de til slutt enten gjenbrukes, resirkuleres eller blir avfall.

Vi jobber for at hele verdikjeden skal bli mer bærekraftig. Det betyr for eksempel å velge leverandører med miljøfokus, planlegge effektiv transport, redusere avfall, tilby service og reparasjon, og legge til rette for resirkulering. Ved å se hele verdikjeden under ett, får vi et bedre grunnlag for å redusere miljøpåvirkningen og gjøre mer ansvarlige valg i alle ledd.

Våre Produkter:
Produksjonsland
Fordelt på
Verdensdeler

2024

(1,62%)

Oseania

(69,02%)

Europa

(18,05%)

Asia

(11,17%)

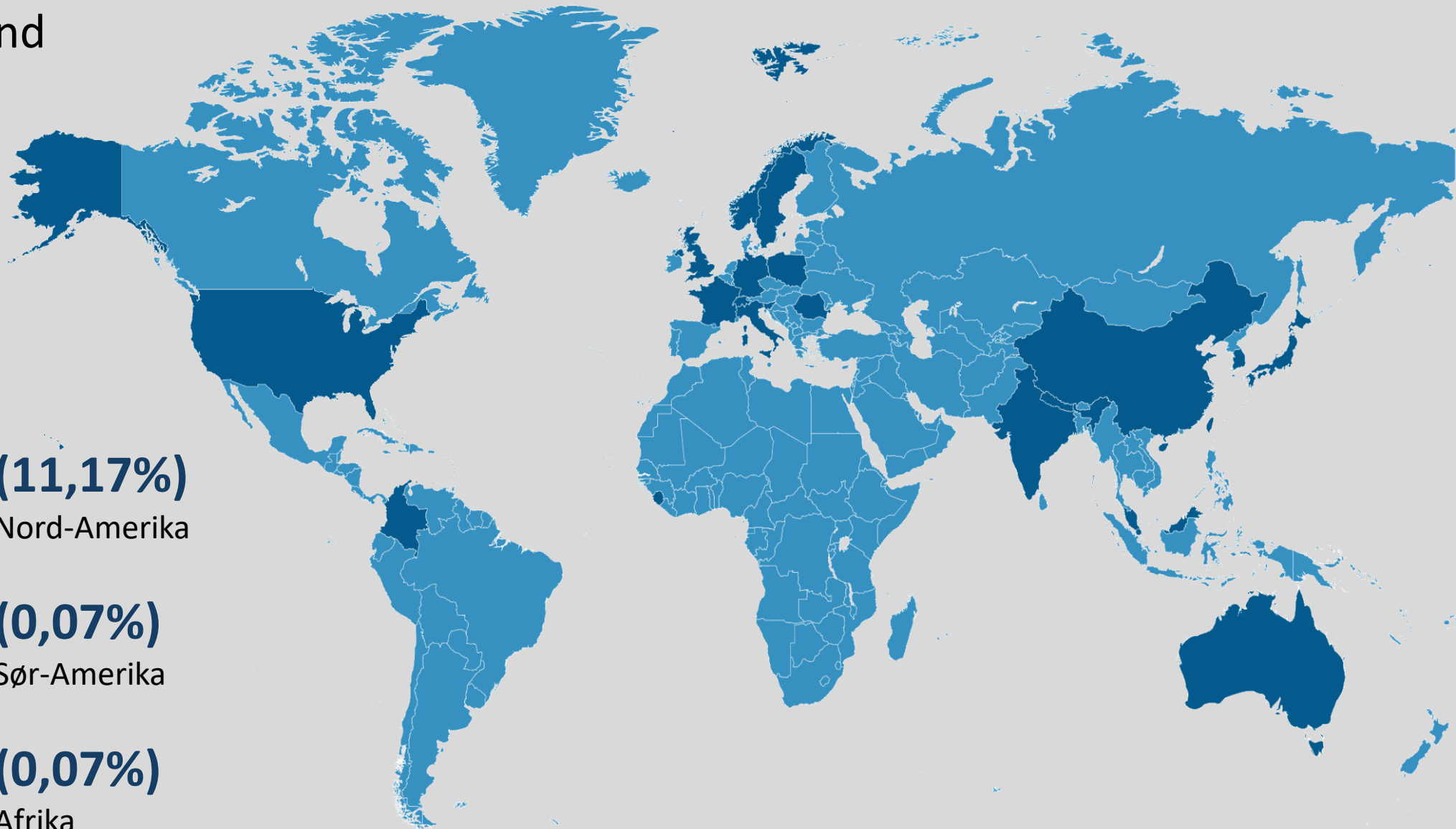
Nord-Amerika

(0,07%)

Sør-Amerika

(0,07%)

Afrika

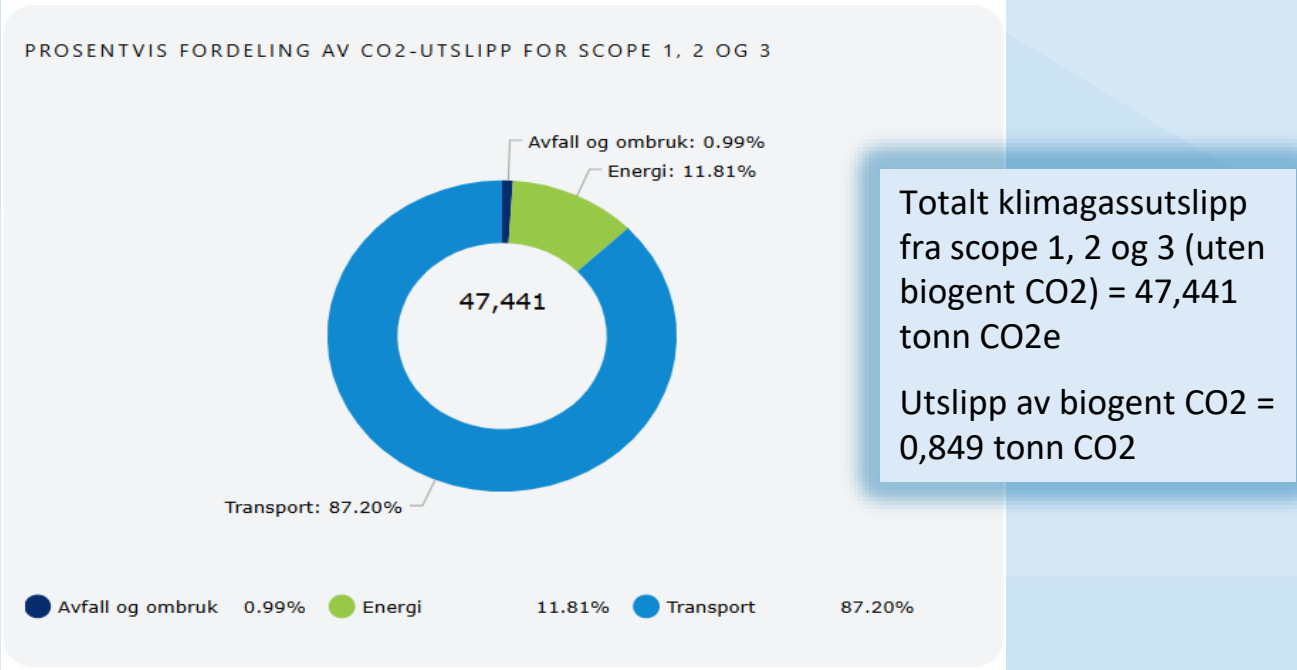


Lokasjonsbasert metode

Miljøfyrtårn

Utslippskilde	Forbruk	Utslippsfaktor	Utslipp
Scope 2			
Energibruk - Elektrisitet	169710,61 kWh	0,015 Kg CO2e/kWh	2,546 tonn CO2e
Drivstofforbruk i virksomhetens kjøretøy	7591,3 kWh	0,019 Kg CO2e/kWh	0,144 tonn CO2e

Sum scope 2 = 2,690 tonn CO2e



Sum scope 3 = 44,751 tonn CO2e

Utslippskilde	Forbruk	Utslippsfaktor	Utslipp
Scope 3			
Avfallsmengder - Restavfall	970 kg	0,0157 CO2e/Kg	0,015 tonn CO2e
Tjenestereiser - Taxi (rapportere i NOK) (frivillig)	36491,38 NOK	0,005 Kg CO2e/reiser	0,182 tonn CO2e
Tjenestereiser - Flyreiser, Verden (rapportere i antall reiser)	93 antall reiser (én vei)	402 Kg CO2e/reiser	37,386 tonn CO2e
Tjenestereiser - Togreiser (frivillig)	10 antall reiser (én vei)	5,49 Kg CO2e/reiser	0,055 tonn CO2e
Tjenestereiser - Bussreiser (frivillig)	1,1 antall reiser (én vei)	50,46 Kg CO2e/reiser	0,056 tonn CO2e
Tjenestereiser - Hurtigbåt (frivillig)	2 antall reiser (én vei)	9,912 Kg CO2e/reiser	
Avfallsmengder - Treavfall	3337	0,02 CO2e/Kg	0,020 tonn CO2e
Avfallsmengder - Organisk avfall (matavfall med mer)			0,067 tonn CO2e
Avfallsmengder - Papir, papp og kartong	250	0,015 CO2e/Kg	0,004 tonn CO2e
Avfallsmengder - Metall (ikke emballasje)	3741	0,061 CO2e/Kg	0,228 tonn CO2e
Avfallsmengder - Plast	1000	0,031 CO2e/Kg	0,031 tonn CO2e
Avfallsmengder - EE-avfall	1667	0,05 CO2e/Kg	0,083 tonn CO2e
Avfallsmengder - Farlig avfall	575	0,068 CO2e/Kg	0,039 tonn CO2e
Tjenestereiser - Kjøregodtgjørelse, elbil	25	0,0227 CO2e/Kg	0,001 tonn CO2e
Produksjonsutslipp og overføringstap fra elektrisitet	37956,5 km	0,093 kg CO2e/km	3,530 tonn CO2e
	169710,61 kWh	0,018 Kg CO2e/kWh	3,055 tonn CO2e

ESG-rapportering

Som en del av Lifco-konsernet er ELIT forpliktet til å følge kravene om ESG-rapportering (miljø, sosialt ansvar og eierstyring). Dette sikrer transparens og ansvarlighet i vår virksomhet.

Ved å rapportere separat for ELIT AS, ELIT Scandinavia ApS og ELIT Scandinavia AB, oppnår vi en oversikt over vår innsats og forvedringsområder innen ESG på tvers av markedene vi operer i.

Nedenfor presenteres tabeller som gir en oversikt over ESG-data for ELIT AS, ELIT Scandinavia ApS og ELIT Scandinavia AB.

Report ESRS KPIs - 2024 (Elit AS)

Area	Topic	KPI Level 1					KPI Level 2					KPI Level 3											
Name	Name	Name				To be reported	ESRS	Period	Period	Outcome	Name	To be reported	ESRS	Period	Period	Outcome	Name	To be reported	ESRS	Period	Period	Outcome	
Environment	E4 Biodiver:	Sites located in or near biodiversity-sensitive areas					To be reported	E4-5 Impact	Year	2024	0 no												
Environment	E4 Biodiver:	Size (area in hectares) of sites owned, leased, or managed in or near protected areas or key biodiversity areas					To be reported	E4-5 Impact	Year	2024	0 hectares												
Social	S1 Own work	S1-6 Employees (FTE)						S1-6 Charac	Year	2024	S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Male e	To be reported	S1-6 Charac	Year	2024		12 FTE	
Social	S1 Own work	S1-6 Employees (FTE)						S1-6 Charac	Year	2024	S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Female	To be reported	S1-6 Charac	Year	2024		8 FTE	
Social	S1 Own work	S1-6 Employees (FTE)						S1-6 Charac	Year	2024	S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Other e	To be reported	S1-6 Charac	Year	2024		0 FTE	
Social	S1 Own work	S1-6 Employees (FTE)						S1-6 Charac	Year	2024	S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Not reg.	To be reported	S1-6 Charac	Year	2024		0 FTE	
Social	S1 Own work	S1-6 and SBM-1 Employees (headcount)						S1-6 Charac	Year	2024	21	S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Male e	To be reported	S1-6 Charac	Year	2024	13
Social	S1 Own work	S1-6 and SBM-1 Employees (headcount)						S1-6 Charac	Year	2024	21	S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Female	To be reported	S1-6 Charac	Year	2024	8
Social	S1 Own work	S1-6 and SBM-1 Employees (headcount)						S1-6 Charac	Year	2024	21	S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Other e	To be reported	S1-6 Charac	Year	2024	0
Social	S1 Own work	S1-6 and SBM-1 Employees (headcount)						S1-6 Charac	Year	2024	21	S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Not reg.	To be reported	S1-6 Charac	Year	2024	0
Social	S1 Own work	S1-7 Non-employees (headcount and FTE)						S1-7 Charac	Year	2024		S1-7 Non-e	To be reported	S1-7 Charac	2024	Year	0						
Social	S1 Own work	S1-7 Non-employees (headcount and FTE)						S1-7 Charac	Year	2024		S1-7 Non-e	To be reported	S1-7 Charac	2024	Year	0						
Social	S1 Own work	S1-9 Age distribution (FTE)					To be reported	S1-9 Diversi	Year	2024	7												
Social	S1 Own work	S1-6 Employee turnover (FTE)						S1-6 Charac	Year	2024		S1-6 Employ	To be reported	S1-6 Charac	2024	Year	2	FTE					
Social	S1 Own work	S1-6 Employee turnover (FTE)						S1-6 Charac	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Male e	To be reported	S1-6 Charac	Year	2024	12 FTE	
Social	S1 Own work	S1-6 Employee turnover (FTE)						S1-6 Charac	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Female	To be reported	S1-6 Charac	Year	2024	8 FTE	
Social	S1 Own work	S1-6 Employee turnover (FTE)						S1-6 Charac	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Other e	To be reported	S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work	S1-6 Employee turnover (FTE)						S1-6 Charac	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	S1-6 Not reg.	To be reported	S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Male e	To be reported	S1-6 Charac	Year	2024	12 FTE
Social	S1 Own work	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Female	To be reported	S1-6 Charac	Year	2024	8 FTE
Social	S1 Own work	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Other e	To be reported	S1-6 Charac	Year	2024	0 FTE
Social	S1 Own work	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Not reg.	To be reported	S1-6 Charac	Year	2024	0 FTE
Social	S1 Own work	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)						S1-8 Collec	Year	2024		S1-8 Employ	To be reported	S1-8 Collec	2024	Year	0						
Social	S1 Own work	S1-8 Global percentage of employees covered by workers' representatives						S1-8 Collec	Year	2024		S1-8 Worker	To be reported	S1-8 Collec	2024	Year	0	FTE					
Social	S1 Own work	S1-8 Global percentage of employees covered by workers' representatives						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Male e	To be reported	S1-6 Charac	Year	2024	12 FTE
Social	S1 Own work	S1-8 Global percentage of employees covered by workers' representatives						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Female	To be reported	S1-6 Charac	Year	2024	8 FTE
Social	S1 Own work	S1-8 Global percentage of employees covered by workers' representatives						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Other e	To be reported	S1-6 Charac	Year	2024	0 FTE
Social	S1 Own work	S1-8 Global percentage of employees covered by workers' representatives						S1-8 Collec	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	20	FTE	S1-6 Not reg.	To be reported	S1-6 Charac	Year	2024	0 FTE
Social	S1 Own work	S1-8 Agreement with a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works					To be reported	S1-8 Collec	Year	2024	No												
Social	S1 Own work	S1-10 Adequate wages					To be reported	S1-10 Adeq	Year	2024	Yes												
Social	S1 Own work	S1-11 Social protection against loss of income					To be reported	S1-11 Social	Year	2024	Yes												
Social	S1 Own work	S1-12 Employees with disabilities						S1-12 Perso	Year	2024		S1-12 Numb	To be reported	S1-12 Perso	2024	Year	0						
Social	S1 Own work	S1-12 Employees with disabilities						S1-12 Perso	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Male e	To be reported	S1-6 Charac	Year	2024	13
Social	S1 Own work	S1-12 Employees with disabilities						S1-12 Perso	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Female	To be reported	S1-6 Charac	Year	2024	8
Social	S1 Own work	S1-12 Employees with disabilities						S1-12 Perso	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Other e	To be reported	S1-6 Charac	Year	2024	0
Social	S1 Own work	S1-12 Employees with disabilities						S1-12 Perso	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Not reg.	To be reported	S1-6 Charac	Year	2024	0
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-13 Regul	To be reported	S1-13 Traini	2024	Year	13						
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-13 Regul	To be reported	S1-13 Traini	2024	Year	7						
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-13 Regul	To be reported	S1-13 Traini	2024	Year	0						
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-13 Regul	To be reported	S1-13 Traini	2024	Year	0						
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Male e	To be reported	S1-6 Charac	Year	2024	13
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Female	To be reported	S1-6 Charac	Year	2024	8
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Other e	To be reported	S1-6 Charac	Year	2024	0
Social	S1 Own work	S1-13 Regular performance and career development reviews, by gender (headcount)						S1-13 Traini	Year	2024		S1-6 Employ	S1-6 Charac	2024	Year	21	Headcount	S1-6 Not reg.	To be reported	S1-6 Charac	Year	2024	0
Social	S1 Own work	S1-13 Agreed number of reviews					To be reported	S1-13 Traini	Year	2024	1												
Social	S1 Own work	S1-13 Training hours per employee by gender (headcount)						S1-13 Traini	Year	2024		S1-13 Traini	To be reported	S1-13 Traini	2024	Year	3						

Report ESRS KPIs - 2024 (Elit AS)

Area	Topic	KPI Level 1					KPI Level 2					KPI Level 3								
Name	Name	Name	To be reported	ESRS	Period	Period	Outcome	Name	To be reported	ESRS	Period	Period	Outcome	Name	To be reported	ESRS	Period	Period	Outcome	
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Training	Year	2024	S1-13 Training	To be reported	S1-13 Training	2024	Year	3							
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Training	Year	2024	S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Male employees	To be reported	S1-6 Character	Year	2024	13	
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Training	Year	2024	S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Female employees	To be reported	S1-6 Character	Year	2024	8	
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Training	Year	2024	S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Other employees	To be reported	S1-6 Character	Year	2024	0	
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Training	Year	2024	S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Not reported	To be reported	S1-6 Character	Year	2024	0	
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health	Year	2024		S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Male employees	To be reported	S1-6 Character	Year	2024	13	
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health	Year	2024		S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Female employees	To be reported	S1-6 Character	Year	2024	8	
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health	Year	2024		S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Other employees	To be reported	S1-6 Character	Year	2024	0	
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health	Year	2024		S1-6 Employment		S1-6 Character	2024	Year	21 Headcount	S1-6 Not reported	To be reported	S1-6 Character	Year	2024	0	
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health	Year	2024		S1-7 Non-employees	To be reported	S1-7 Character	2024	Year	0							
Social	S1Own work	S1-14 Number of fatalities as a result of work-related injuries and work-related ill health among employees, non-employees and others working on or off the premises	To be reported	S1-14 Health	Year	2024		0												
Social	S1Own work	S1-14 Number of cases of recordable work-related ill health among employees	To be reported	S1-14 Health	Year	2024		0 no												
Social	S1Own work	S1-14 Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health among employees	To be reported	S1-14 Health	Year	2024		0												
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Worked hours	To be reported	S1-14 Health	2024	Year	36307,5							
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Worked hours	To be reported	S1-14 Health	2024	Year	0							
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Number of fatalities	To be reported	S1-14 Health	2024	Year								
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Number of fatalities	To be reported	S1-14 Health	2024	Year	0							
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work	Year	2024	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Male employees	To be reported	S1-15 Work	Year	2024	13 FTE	
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work	Year	2024	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Female employees	To be reported	S1-15 Work	Year	2024	8 FTE	
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work	Year	2024	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Other employees	To be reported	S1-15 Work	Year	2024	0 FTE	
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work	Year	2024	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Not reported	To be reported	S1-15 Work	Year	2024	0 FTE	
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	3 FTE	Male employees	To be reported	S1-15 Work	Year	2024	2 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	3 FTE	Female employees	To be reported	S1-15 Work	Year	2024	1 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	3 FTE	Other employees	To be reported	S1-15 Work	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	3 FTE	Not reported	To be reported	S1-15 Work	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Male employees	To be reported	S1-15 Work	Year	2024	13 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Female employees	To be reported	S1-15 Work	Year	2024	8 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Other employees	To be reported	S1-15 Work	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work	Year	2024	14,28571 %	S1-15 Number		S1-15 Work	2024	Year	21 FTE	Not reported	To be reported	S1-15 Work	Year	2024	0 FTE
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average gross		S1-16 Comp	2024	Year		Total gross pay	To be reported	S1-16 Comp	Year	2024	9247304 SEK	
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average gross		S1-16 Comp	2024	Year		Total gross pay	To be reported	S1-16 Comp	Year	2024	3855274 SEK	
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average gross		S1-16 Comp	2024	Year		Hours worked	To be reported	S1-16 Comp	Year	2024	22207,5	
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average gross		S1-16 Comp	2024	Year		Hours worked	To be reported	S1-16 Comp	Year	2024	14100	
Social	S1Own work	S1-17 Number of incidents of discrimination, including harassment	To be reported	S1-17 Incide	Year	2024		0												
Social	S1Own work	S1-17 Number of complaints filed through channels for own workers to raise concerns	To be reported	S1-17 Incide	Year	2024		0												
Social	S1Own work	S1-17 Total amount of fines, penalties, and compensation for damages as a result of violations related to incidents of discrimination, including harassment	To be reported	S1-17 Incide	Year	2024		0 SEK												
Social	S1Own work	S1-17 Number of severe human rights incidents and related amount of fines, penalties and compensation			S1-17 Incide	Year	2024	S1-17 Number	To be reported	S1-17 Incide	2024	Year	0 no							
Social	S1Own work	S1-17 Number of severe human rights incidents and related amount of fines, penalties and compensation			S1-17 Incide	Year	2024	S1-17 Total	To be reported	S1-17 Incide	2024	Year	0 SEK							
Governance	G1Business	G1-3 Anti-corruption and anti-bribery programmes	To be reported	G1-3 Prever	Year	2024	No													
Governance	G1Business	G1-3 Functions-at-risks covered by anti-corruption and anti-bribery training programmes			G1-3 Prever	Year	2024	Functions-at-risks	To be reported	G1-3 Prever	2024	Year	0							
Governance	G1Business	G1-3 Functions-at-risks covered by anti-corruption and anti-bribery training programmes			G1-3 Prever	Year	2024	Functions-at-risks	To be reported	G1-3 Prever	2024	Year	0							
Governance	G1Business	G1-4 Number and nature of confirmed incidents of corruption or bribery	To be reported	G1-4 Confir	Year	2024		0												
Governance	G1Business	G1-4 Number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws			G1-4 Confir	Year	2024	G1-4 Number	To be reported	G1-4 Confir	2024	Year	0							
Governance	G1Business	G1-4 Number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws			G1-4 Confir	Year	2024	G1-4 Amount	To be reported	G1-4 Confir	2024	Year	0 SEK							
Governance	G1Business	G1-4 Number of confirmed corruption or bribery incidents in which own employees were dismissed or disciplined	To be reported	G1-4 Confir	Year	2024		0 no												
Governance	G1Business	G1-4 Number of confirmed corruption or bribery incidents relating to contracts with business partners	To be reported	G1-4 Confir	Year	2024		0 no												
Governance	G1Business	G1-6 Average time to pay an invoice from due date			G1-6 Payme	Year	2024	Average time	To be reported	G1-6 Payme	2024	Year	2,5							
Governance	G1Business	G1-6 Number of legal proceedings for late payments	To be reported	G1-6 Payme	Year	2024		0 no												

Area			Topic			KPI Level 1			KPI Level 2			KPI Level 3							
Name	Name	Name	To be reported	ESRS	Periodicity	Period	Outcome	Name	To be reported	ESRS	Periodicity	Period	Outcome	Name	To be reported	ESRS	Periodicity	Period	Outcome
Environment	E4 Biodiversity and ecos	Sites located in or near biodiversity-sensitive areas	To be reported	E4-5 Impact me	Year	2024	0 no												
Environment	E4 Biodiversity and ecos	Size (area in hectares) of sites owned, leased, or managed in or near protected areas or key biodiversity areas	To be reported	E4-5 Impact me	Year	2024	0 hectares												
Social	S1 Own workforce	S1-6 Employees (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Male empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-6 Employees (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Female em	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-6 Employees (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Other empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-6 Employees (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Not reporte	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-6 and SEM-1 Employees (headcount)		S1-6 Characteri	Year	2024	0 S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Male empl	To be reported	S1-6 Characteri	Year	2024		0
Social	S1 Own workforce	S1-6 and SEM-1 Employees (headcount)		S1-6 Characteri	Year	2024	0 S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Female em	To be reported	S1-6 Characteri	Year	2024		0
Social	S1 Own workforce	S1-6 and SEM-1 Employees (headcount)		S1-6 Characteri	Year	2024	0 S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Other empl	To be reported	S1-6 Characteri	Year	2024		0
Social	S1 Own workforce	S1-6 and SEM-1 Employees (headcount)		S1-6 Characteri	Year	2024	0 S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Not reporte	To be reported	S1-6 Characteri	Year	2024		0
Social	S1 Own workforce	S1-7 Non-employees (headcount and FTE)		S1-7 Characteri	Year	2024		S1-7 Non-empl	To be reported	S1-7 Characteri	2024	Year		0					
Social	S1 Own workforce	S1-7 Non-employees (headcount and FTE)		S1-7 Characteri	Year	2024		S1-7 Non-empl	To be reported	S1-7 Characteri	2024	Year		0					
Social	S1 Own workforce	S1-9 Age distribution (FTE)	To be reported	S1-9 Diversity in	Year	2024	0												
Social	S1 Own workforce	S1-6 Employee turnover (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees	To be reported	S1-6 Characteri	2024	Year		0 FTE					
Social	S1 Own workforce	S1-6 Employee turnover (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Male empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-6 Employee turnover (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Female em	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-6 Employee turnover (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Other empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-6 Employee turnover (FTE)		S1-6 Characteri	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 S1-6 Not reporte	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collective t	Year	2024		S1-8 Employees		S1-8 Characteri	2024	Year		0 FTE S1-8 Male empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collective t	Year	2024		S1-8 Employees		S1-6 Characteri	2024	Year		0 FTE S1-6 Female em	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collective t	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 FTE S1-6 Other empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collective t	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 FTE S1-6 Not reporte	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collective t	Year	2024		S1-8 Employees	To be reported	S1-8 Collective t	2024	Year		0					
Social	S1 Own workforce	S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collective t	Year	2024		S1-8 Workers' re	To be reported	S1-8 Collective t	2024	Year		0 FTE					
Social	S1 Own workforce	S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collective t	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 FTE S1-6 Male empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collective t	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 FTE S1-6 Female em	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collective t	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 FTE S1-6 Other empl	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collective t	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 FTE S1-6 Not reporte	To be reported	S1-6 Characteri	Year	2024	0 FTE
Social	S1 Own workforce	S1-8 Agreement with a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works Council	To be reported	S1-8 Collective t	Year	2024	No												
Social	S1 Own workforce	S1-10 Adequate wages	To be reported	S1-10 Adequate	Year	2024	Yes												
Social	S1 Own workforce	S1-11 Social protection against loss of income	To be reported	S1-11 Social prot	Year	2024	Yes												
Social	S1 Own workforce	S1-12 Employees with disabilities		S1-12 Persons w	Year	2024		S1-12 Number of	To be reported	S1-12 Persons w	2024	Year		0					
Social	S1 Own workforce	S1-12 Employees with disabilities		S1-12 Persons w	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Male empl	To be reported	S1-6 Characteri	Year	2024	0
Social	S1 Own workforce	S1-12 Employees with disabilities		S1-12 Persons w	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Female em	To be reported	S1-6 Characteri	Year	2024	0
Social	S1 Own workforce	S1-12 Employees with disabilities		S1-12 Persons w	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Other empl	To be reported	S1-6 Characteri	Year	2024	0
Social	S1 Own workforce	S1-12 Employees with disabilities		S1-12 Persons w	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Not reporte	To be reported	S1-6 Characteri	Year	2024	0
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-13 Regular p	To be reported	S1-13 Training a	2024	Year		0					
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-13 Regular p	To be reported	S1-13 Training a	2024	Year		0					
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-13 Regular p	To be reported	S1-13 Training a	2024	Year		0					
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-13 Regular p	To be reported	S1-13 Training a	2024	Year		0					
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Male empl	To be reported	S1-6 Characteri	Year	2024	0
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Female em	To be reported	S1-6 Characteri	Year	2024	0
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Other empl	To be reported	S1-6 Characteri	Year	2024	0
Social	S1 Own workforce	S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Training a	Year	2024		S1-6 Employees		S1-6 Characteri	2024	Year		0 Headcount S1-6 Not reporte	To be reported	S1-6 Characteri	Year	2024	0

Report ESRS KPIs - 2024 (Elit Scandinavian AB)

Area	Topic	KPI Level 1						KPI Level 2						KPI Level 3					
Name	Name	Name	To be reported	ESRS	Periodicity	Period	Outcome	Name	To be reported	ESRS	Period	Periodicity	Outcome	Name	To be reported	ESRS	Periodicity	Period	Outcome
Social	S1 Own workforce	S1-13 Agreed number of reviews	To be reported	S1-13 Training a Year	2024		0	S1-13 Training h	To be reported	S1-13 Training a	2024	Year	0	S1-6 Male empl	To be reported	S1-6 Character: Year	2024		0
Social	S1 Own workforce	S1-13 Training hours per employee by gender (headcount)		S1-13 Training a Year	2024			S1-6 Employees	S1-6 Character: 2024	Year	0 Headcount	S1-6 Female em	To be reported	S1-6 Character: Year	2024				0
Social	S1 Own workforce	S1-13 Training hours per employee by gender (headcount)		S1-13 Training a Year	2024			S1-6 Employees	S1-6 Character: 2024	Year	0 Headcount	S1-6 Other empl	To be reported	S1-6 Character: Year	2024				0
Social	S1 Own workforce	S1-13 Training hours per employee by gender (headcount)		S1-13 Training a Year	2024			S1-6 Employees	S1-6 Character: 2024	Year	0 Headcount	S1-6 Not reporte	To be reported	S1-6 Character: Year	2024				0
Social	S1 Own workforce	S1-13 Training hours per employee by gender (headcount)		S1-13 Training a Year	2024			S1-6 Employees	S1-6 Character: 2024	Year	0 Headcount	S1-6 Male empl	To be reported	S1-6 Character: Year	2024				0
Social	S1 Own workforce	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health an Year	2024			S1-6 Employees	S1-6 Character: 2024	Year	0 Headcount	S1-6 Female em	To be reported	S1-6 Character: Year	2024				0
Social	S1 Own workforce	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health an Year	2024			S1-6 Employees	S1-6 Character: 2024	Year	0 Headcount	S1-6 Other empl	To be reported	S1-6 Character: Year	2024				0
Social	S1 Own workforce	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health an Year	2024			S1-6 Employees	S1-6 Character: 2024	Year	0 Headcount	S1-6 Not reporte	To be reported	S1-6 Character: Year	2024				0
Social	S1 Own workforce	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)	To be reported	S1-14 Health an Year	2024			S1-7 Non-empl	To be reported	S1-7 Character: 2024	Year	0							
Social	S1 Own workforce	S1-14 Number of fatalities as a result of work-related injuries and work-related ill health among employees, non-employees and others working on our premises	To be reported	S1-14 Health an Year	2024		0												
Social	S1 Own workforce	S1-14 Number of cases of recordable work-related ill health among employees	To be reported	S1-14 Health an Year	2024		0 no												
Social	S1 Own workforce	S1-14 Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health among employees	To be reported	S1-14 Health an Year	2024		0												
Social	S1 Own workforce	S1-14 Number and rate of recordable work-related accidents among employees and non-employees		S1-14 Health an Year	2024		Worked hours, e	To be reported	S1-14 Health an 2024	Year	0								
Social	S1 Own workforce	S1-14 Number and rate of recordable work-related accidents among employees and non-employees		S1-14 Health an Year	2024		Worked hours, n	To be reported	S1-14 Health an 2024	Year	0								
Social	S1 Own workforce	S1-14 Number and rate of recordable work-related accidents among employees and non-employees		S1-14 Health an Year	2024		Number of recor	To be reported	S1-14 Health an 2024	Year									
Social	S1 Own workforce	S1-14 Number and rate of recordable work-related accidents among employees and non-employees		S1-14 Health an Year	2024		Number of recor	To be reported	S1-14 Health an 2024	Year	0								
Social	S1 Own workforce	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Male employees	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Female employee	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Other employee	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Not reported em	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Male employees	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Female employee	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Other employee	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Not reported em	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Male employees	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Female employee	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Other employee	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-15 Percentage of entitled employees that took family-related leave, by gender		S1-15 Work-life l Year	2024		S1-15 Number ol	S1-15 Work-life l 2024	Year		0FTE	Not reported em	To be reported	S1-15 Work-life l Year	2024				0FTE
Social	S1 Own workforce	S1-16 Male-female pay gap		S1-16 Compens Year	2024		Average gross p	S1-16 Compens 2024	Year		Total gross pay i	To be reported	S1-16 Compens Year	2024					0SEK
Social	S1 Own workforce	S1-16 Male-female pay gap		S1-16 Compens Year	2024		Average gross p	S1-16 Compens 2024	Year		Total gross pay i	To be reported	S1-16 Compens Year	2024					0SEK
Social	S1 Own workforce	S1-16 Male-female pay gap		S1-16 Compens Year	2024		Average gross p	S1-16 Compens 2024	Year		Hours schedule	To be reported	S1-16 Compens Year	2024					0
Social	S1 Own workforce	S1-16 Male-female pay gap		S1-16 Compens Year	2024		Average gross p	S1-16 Compens 2024	Year		Hours schedule	To be reported	S1-16 Compens Year	2024					0
Social	S1 Own workforce	S1-17 Number of incidents of discrimination, including harassment	To be reported	S1-17 Incidents, Year	2024		0												
Social	S1 Own workforce	S1-17 Number of complaints filed through channels for own workers to raise concerns	To be reported	S1-17 Incidents, Year	2024		0												
Social	S1 Own workforce	S1-17 Total amount of fines, penalties, and compensation for damages as a result of violations related to incidents of discrimination, including harassment	To be reported	S1-17 Incidents, Year	2024		0 SEK												
Social	S1 Own workforce	S1-17 Number of severe human rights incidents and related amount of fines, penalties and compensation		S1-17 Incidents, Year	2024		S1-17 Number ol	To be reported	S1-17 Incidents 2024	Year	0 no								
Social	S1 Own workforce	S1-17 Number of severe human rights incidents and related amount of fines, penalties and compensation		S1-17 Incidents, Year	2024		S1-17 Total amo	To be reported	S1-17 Incidents 2024	Year	0 SEK								
Governance	G1 Business conduct	G1-3 Anti-corruption and anti-bribery programmes	To be reported	G1-3 Prevention Year	2024		No												
Governance	G1 Business conduct	G1-3 Functions-at-risks covered by anti-corruption and anti-bribery training programmes		G1-3 Prevention Year	2024		Functions-at-ris	To be reported	G1-3 Prevention 2024	Year	0								
Governance	G1 Business conduct	G1-3 Functions-at-risks covered by anti-corruption and anti-bribery training programmes		G1-3 Prevention Year	2024		Functions-at-ris	To be reported	G1-3 Prevention 2024	Year	0								
Governance	G1 Business conduct	G1-4 Number and nature of confirmed incidents of corruption or bribery	To be reported	G1-4 Confirmed Year	2024		0												
Governance	G1 Business conduct	G1-4 Number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws		G1-4 Confirmed Year	2024		G1-4 Number of	To be reported	G1-4 Confirmed 2024	Year	0								
Governance	G1 Business conduct	G1-4 Number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws		G1-4 Confirmed Year	2024		G1-4 Amount of	To be reported	G1-4 Confirmed 2024	Year	0 SEK								
Governance	G1 Business conduct	G1-4 Number of confirmed corruption or bribery incidents in which own employees were dismissed or disciplined	To be reported	G1-4 Confirmed Year	2024		0 no												
Governance	G1 Business conduct	G1-4 Number of confirmed corruption or bribery incidents relating to contracts with business partners	To be reported	G1-4 Confirmed Year	2024		0 no												
Governance	G1 Business conduct	G1-6 Average time to pay an invoice from due date		G1-6 Payment p Year	2024		Average time to	To be reported	G1-6 Payment p 2024	Year	30								
Governance	G1 Business conduct	G1-6 Number of legal proceedings for late payments	To be reported	G1-6 Payment p Year	2024		0 no												

Area	Topic	KPI Level 1	KPI Level 2				KPI Level 3										
Name	Name	Name	To be rep: ESRS	Periodicity	Period	Outcome	Name	To be rep: ESRS	Periodicity	Period	Outcome	Name	To be rep: ESRS	Periodicity	Period	Outcome	
Environment	E4 Biodiver: Sites located in or near biodiversity-sensitive areas		To be report E4-5 Impact	Year	2024	0 no											
Environment	E4 Biodiver: Size (area in hectares) of sites owned, leased, or managed in or near protected areas or key biodiversity areas		To be report E4-5 Impact	Year	2024	0 hectares											
Social	S1 Own work: S1-6 Employees (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Male e	To be report S1-6 Charac	Year	2024	6 FTE	
Social	S1 Own work: S1-6 Employees (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Female	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-6 Employees (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Other i	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-6 Employees (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Not reg	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-6 and SBM-1 Employees (headcount)		S1-6 Charac	Year	2024	6	S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Male e	To be report S1-6 Charac	Year	2024	6
Social	S1 Own work: S1-6 and SBM-1 Employees (headcount)		S1-6 Charac	Year	2024	6	S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Female	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-6 and SBM-1 Employees (headcount)		S1-6 Charac	Year	2024	6	S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Other i	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-6 and SBM-1 Employees (headcount)		S1-6 Charac	Year	2024	6	S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Not reg	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-7 Non-employees (headcount and FTE)		S1-7 Charac	Year	2024		S1-7 Non-e	To be report S1-7 Charac	2024	Year	0						
Social	S1 Own work: S1-7 Non-employees (headcount and FTE)		S1-7 Charac	Year	2024		S1-7 Non-e	To be report S1-7 Charac	2024	Year	0						
Social	S1 Own work: S1-9 Age distribution (FTE)		To be report S1-9 Diversi	Year	2024												
Social	S1 Own work: S1-6 Employee turnover (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	To be report S1-6 Charac	2024	Year	0 FTE						
Social	S1 Own work: S1-6 Employee turnover (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Male e	To be report S1-6 Charac	Year	2024	6 FTE	
Social	S1 Own work: S1-6 Employee turnover (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Female	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-6 Employee turnover (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Other i	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-6 Employee turnover (FTE)		S1-6 Charac	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	S1-6 Not reg	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Male e	To be report S1-6 Charac	Year	2024	6 FTE	
Social	S1 Own work: S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Female	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Other i	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Not reg	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-8 Number and percentage of total employees covered by collective bargaining agreements (FTE)		S1-8 Collect	Year	2024		S1-8 Emplo	To be report S1-8 Collect	2024	Year	0						
Social	S1 Own work: S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collect	Year	2024		S1-8 Worker	To be report S1-8 Collect	2024	Year	0 FTE						
Social	S1 Own work: S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Male e	To be report S1-6 Charac	Year	2024	6 FTE	
Social	S1 Own work: S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Female	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Other i	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-8 Global percentage of employees covered by workers' representatives		S1-8 Collect	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6 FTE	S1-6 Not reg	To be report S1-6 Charac	Year	2024	0 FTE	
Social	S1 Own work: S1-8 Agreement with a European Works Council (EWC), a Societas Europaea (SE) Works Council, or a Societas Cooperativa Europaea (SCE) Works		To be report S1-8 Collect	Year	2024	No											
Social	S1 Own work: S1-10 Adequate wages		To be report S1-10 Adequ	Year	2024	Yes											
Social	S1 Own work: S1-11 Social protection against loss of income		To be report S1-11 Social	Year	2024	Yes											
Social	S1 Own work: S1-12 Employees with disabilities		S1-12 Perso	Year	2024		S1-12 Numb	To be report S1-12 Perso	2024	Year	0						
Social	S1 Own work: S1-12 Employees with disabilities		S1-12 Perso	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Male e	To be report S1-6 Charac	Year	2024	6
Social	S1 Own work: S1-12 Employees with disabilities		S1-12 Perso	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Female	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-12 Employees with disabilities		S1-12 Perso	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Other i	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-12 Employees with disabilities		S1-12 Perso	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Not reg	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-13 Regul	To be report S1-13 Traini	2024	Year	6						
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-13 Regul	To be report S1-13 Traini	2024	Year	0						
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-13 Regul	To be report S1-13 Traini	2024	Year	0						
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-13 Regul	To be report S1-13 Traini	2024	Year	0						
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Male e	To be report S1-6 Charac	Year	2024	6
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Female	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Other i	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-13 Regular performance and career development reviews, by gender (headcount)		S1-13 Traini	Year	2024		S1-6 Emplo	S1-6 Charac	2024	Year	6	Headcount	S1-6 Not reg	To be report S1-6 Charac	Year	2024	0
Social	S1 Own work: S1-13 Agreed number of reviews		To be report S1-13 Traini	Year	2024	1											
Social	S1 Own work: S1-13 Training hours per employee by gender (headcount)		S1-13 Traini	Year	2024		S1-13 Traini	To be report S1-13 Traini	2024	Year	3						

Area	Topic	KPI Level 1					KPI Level 2					KPI Level 3								
Name	Name	Name		To be rep	ESRS	Periodicit	Period	Outcome	Name	To be rep	ESRS	Period	Periodicit	Outcome	Name	To be rep	ESRS	Periodicit	Period	Outcome
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Traini	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Male e	To be report	S1-6 Charac	Year	2024	6
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Traini	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Female	To be report	S1-6 Charac	Year	2024	0
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Traini	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Other e	To be report	S1-6 Charac	Year	2024	0
Social	S1Own work	S1-13 Training hours per employee by gender (headcount)			S1-13 Traini	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Not rep	To be report	S1-6 Charac	Year	2024	0
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)		To be report	S1-14 Health	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Male e	To be report	S1-6 Charac	Year	2024	6
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)		To be report	S1-14 Health	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Female	To be report	S1-6 Charac	Year	2024	0
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)		To be report	S1-14 Health	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Other e	To be report	S1-6 Charac	Year	2024	0
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)		To be report	S1-14 Health	Year	2024		S1-6 Emplo		S1-6 Charac	2024	Year	6 Headcount	S1-6 Not rep	To be report	S1-6 Charac	Year	2024	0
Social	S1Own work	S1-14 Percentage of employees and non-employees covered by the undertaking's health and safety management system (headcount)		To be report	S1-14 Health	Year	2024		S1-7 Non-e	To be report	S1-7 Charac	2024	Year	0						
Social	S1Own work	S1-14 Number of fatalities as a result of work-related injuries and work-related ill health among employees, non-employees and others working on ou		To be report	S1-14 Health	Year	2024	0												
Social	S1Own work	S1-14 Number of cases of recordable work-related ill health among employees		To be report	S1-14 Health	Year	2024	0 no												
Social	S1Own work	S1-14 Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health among		To be report	S1-14 Health	Year	2024	0												
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Worked hou	To be report	S1-14 Health	2024	Year	10575							
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Worked hou	To be report	S1-14 Health	2024	Year	0							
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Number of ri	To be report	S1-14 Health	2024	Year	0							
Social	S1Own work	S1-14 Number and rate of recordable work-related accidents among employees and non-employees			S1-14 Health	Year	2024	Number of ri	To be report	S1-14 Health	2024	Year	0							
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work-	Year	2024	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Male employ	To be report	S1-15 Work-	Year	2024	6 FTE	
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work-	Year	2024	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Female emp	To be report	S1-15 Work-	Year	2024	0 FTE	
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work-	Year	2024	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Other empl	To be report	S1-15 Work-	Year	2024	0 FTE	
Social	S1Own work	S1-15 Number and percentage of employees entitled to take family-related leave (FTE)			S1-15 Work-	Year	2024	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Not reporte	To be report	S1-15 Work-	Year	2024	0 FTE	
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	0 FTE	Male employ	To be report	S1-15 Work-	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	0 FTE	Female emp	To be report	S1-15 Work-	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	0 FTE	Other empl	To be report	S1-15 Work-	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	0 FTE	Not reporte	To be report	S1-15 Work-	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Male employ	To be report	S1-15 Work-	Year	2024	6 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Female emp	To be report	S1-15 Work-	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Other empl	To be report	S1-15 Work-	Year	2024	0 FTE
Social	S1Own work	S1-15 Percentage of entitled employees that took family-related leave, by gender			S1-15 Work-	Year	2024	0 %	S1-15 Numb		S1-15 Work-	2024	Year	6 FTE	Not reporte	To be report	S1-15 Work-	Year	2024	0 FTE
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average grc		S1-16 Comp	2024	Year		Total gross p	To be report	S1-16 Comp	Year	2024	3348710 SEK	
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average grc		S1-16 Comp	2024	Year		Total gross p	To be report	S1-16 Comp	Year	2024	35771 SEK	
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average grc		S1-16 Comp	2024	Year		Hours schec	To be report	S1-16 Comp	Year	2024	10575	
Social	S1Own work	S1-16 Male-female pay gap			S1-16 Comp	Year	2024	Average grc		S1-16 Comp	2024	Year		Hours schec	To be report	S1-16 Comp	Year	2024	0	
Social	S1Own work	S1-17 Number of incidents of discrimination, including harassment		To be report	S1-17 Incide	Year	2024	0												
Social	S1Own work	S1-17 Number of complaints filed through channels for own workers to raise concerns		To be report	S1-17 Incide	Year	2024	0												
Social	S1Own work	S1-17 Total amount of fines, penalties, and compensation for damages as a result of violations related to incidents of discrimination, including harass		To be report	S1-17 Incide	Year	2024	0 SEK												
Social	S1Own work	S1-17 Number of severe human rights incidents and related amount of fines, penalties and compensation			S1-17 Incide	Year	2024	S1-17 Numb	To be report	S1-17 Incide	2024	Year	0 no							
Social	S1Own work	S1-17 Number of severe human rights incidents and related amount of fines, penalties and compensation			S1-17 Incide	Year	2024	S1-17 Total	To be report	S1-17 Incide	2024	Year	0 SEK							
Governanc	G1Business	G1-3 Anti-corruption and anti-bribery programmes		To be report	G1-3 Prever	Year	2024	No												
Governanc	G1Business	G1-3 Functions-at-risks covered by anti-corruption and anti-bribery training programmes			G1-3 Prever	Year	2024	Functions-i	To be report	G1-3 Prever	2024	Year	0							
Governanc	G1Business	G1-3 Functions-at-risks covered by anti-corruption and anti-bribery training programmes			G1-3 Prever	Year	2024	Functions-i	To be report	G1-3 Prever	2024	Year	0							
Governanc	G1Business	G1-4 Number and nature of confirmed incidents of corruption or bribery		To be report	G1-4 Confir	Year	2024	0												
Governanc	G1Business	G1-4 Number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws			G1-4 Confir	Year	2024	G1-4 Numb	To be report	G1-4 Confir	2024	Year	0							
Governanc	G1Business	G1-4 Number of convictions and the amount of fines for violation of anti-corruption and anti-bribery laws			G1-4 Confir	Year	2024	G1-4 Amour	To be report	G1-4 Confir	2024	Year	0 SEK							
Governanc	G1Business	G1-4 Number of confirmed corruption or bribery incidents in which own employees were dismissed or disciplined		To be report	G1-4 Confir	Year	2024	0 no												
Governanc	G1Business	G1-4 Number of confirmed corruption or bribery incidents relating to contracts with business partners		To be report	G1-4 Confir	Year	2024	0 no												
Governanc	G1Business	G1-6 Average time to pay an invoice from due date			G1-6 Payme	Year	2024	Average tim	To be report	G1-6 Payme	2024	Year	10							
Governanc	G1Business	G1-6 Number of legal proceedings for late payments		To be report	G1-6 Payme	Year	2024	0 no												

Report sustainability KPIs - 2024 (Elit AS)

Area	KPI	Sub-KPI													
		Name	To be report	Ansvarig	Periodicit	Period	Outcome	Description	Measure	Name	To be report	Ansvarig	Periodicit	Period	Outcome
Environment	Compliance with laws and regulations in the environmental area				Year	2024		Number of	If an	Number of ir	To be report		Year	2024	0 no
Environment	Compliance with laws and regulations in the environmental area				Year	2024		Number of	If an	Environment	To be report		Year	2024	0 SEK
Social	Sick leave				Year	2024	3,62083 %	Number of	Non-	Days of abs	To be report		Year	2024	173,8
Social	Sick leave				Year	2024	3,62083 %	Number of	Non-	Total days s	To be report		Year	2024	4800 days
Social	New employees by gender and age (headcount)				Year	2024		Number of		New employ	To be report		Year	2024	4 no
Social	New employees by gender and age (headcount)				Year	2024		Number of		New employ	To be report		Year	2024	4 no
Social	Wage-setting managers by gender (headcount)		To be report		Year	2024	0 no	Number					Year	2024	4 no
Social	Pay gap analyses		To be report		Year	2024	No	Have you							
Governance	Code of Conduct within the organisation		To be report		Year	2024	Yes	Has all	If no,						
Governance	Signatories of the Code of Conduct among suppliers		To be report		Year	2024	Yes	Have all	If no,						
Governance	Incidents, fines and penalties concerning the impact of products and services on health and safety				Year	2024		incidents of	If you report	Number of ir	To be report		Year	2024	0
Governance	Incidents, fines and penalties concerning the impact of products and services on health and safety				Year	2024		incidents of	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Incidents, fines and penalties of non-compliance concerning product and service information and labeling				Year	2024		Number of	If you report	Incidents of	To be report		Year	2024	0
Governance	Incidents, fines and penalties of non-compliance concerning product and service information and labeling				Year	2024		Number of	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Incidents, fines and penalties concerning marketing communications				Year	2024		Total	If you report	Number of ir	To be report		Year	2024	0
Governance	Incidents, fines and penalties concerning marketing communications				Year	2024		Total	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Complaints received from outside parties concerning breaches of customer privacy and/or of customer data		To be report		Year	2024	0 no	Number of	If you report				Year	2024	
Governance	Complaints, fines and penalties received from regulatory bodies concerning breaches of customer privacy and/or loss of custom				Year	2024		Number of	If you report	Number of c	To be report		Year	2024	0
Governance	Complaints, fines and penalties received from regulatory bodies concerning breaches of customer privacy and/or loss of custom				Year	2024		Number of	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Membership associations		To be report		Year	2024	Yes	Do you	If yes,						

Report sustainability KPIs - 2024 (Elit Scandinavian AB)

Area	KPI	Sub-KPI									
		Name	To be report	Ansvarig	Periodicit	Period	Outcome	Description	Measure	Name	To be report
Environment	Compliance with laws and regulations in the environmental area				Year	2024		Number of	If an	Number of ir	To be report
Environment	Compliance with laws and regulations in the environmental area				Year	2024		Number of	If an	Environment	To be report
Social	Sick leave				Year	2024	0 %	Number of	Non-	Days of abs	To be report
Social	Sick leave				Year	2024	0 %	Number of	Non-	Total days s	To be report
Social	New employees by gender and age (headcount)				Year	2024		Number of		New employ	To be report
Social	New employees by gender and age (headcount)				Year	2024		Number of		New employ	To be report
Social	Wage-setting managers by gender (headcount)		To be report		Year	2024	0 no	Number			
Social	Pay gap analyses		To be report		Year	2024	No	Have you			
Governance	Code of Conduct within the organisation		To be report		Year	2024	Yes	Has all	If no,		
Governance	Signatories of the Code of Conduct among suppliers		To be report		Year	2024	Yes	Have all	If no,		
Governance	Incidents, fines and penalties concerning the impact of products and services on health and safety				Year	2024		incidents of	If you report	Number of ir	To be report
Governance	Incidents, fines and penalties concerning the impact of products and services on health and safety				Year	2024		incidents of	If you report	Fines and p	To be report
Governance	Incidents, fines and penalties of non-compliance concerning product and service information and labeling				Year	2024		Number of	If you report	Incidents of	To be report
Governance	Incidents, fines and penalties of non-compliance concerning product and service information and labeling				Year	2024		Number of	If you report	Fines and p	To be report
Governance	Incidents, fines and penalties concerning marketing communications				Year	2024		Total	If you report	Number of ir	To be report
Governance	Incidents, fines and penalties concerning marketing communications				Year	2024		Total	If you report	Fines and p	To be report
Governance	Complaints received from outside parties concerning breaches of customer privacy and/or of customer data		To be report		Year	2024	0 no	Number of	If you report		
Governance	Complaints, fines and penalties received from regulatory bodies concerning breaches of customer privacy and/or loss of custom				Year	2024		Number of	If you report	Number of c	To be report
Governance	Complaints, fines and penalties received from regulatory bodies concerning breaches of customer privacy and/or loss of custom				Year	2024		Number of	If you report	Fines and p	To be report
Governance	Membership associations		To be report		Year	2024	No	Do you	If yes,		

Report sustainability KPIs - 2024 (Elit Scandinavian ApS)

Area Name	KPI Name	Sub-KPI												
		To be rep	Ansvarig	Periodicit	Period	Outcome	Descriptive Measurem		Name	To be rep	Ansvarig	Periodicit	Period	Outcome
Environment	Compliance with laws and regulations in the environmental area			Year	2024		Number of	If an	Number of ir	To be report		Year	2024	0 no
Environment	Compliance with laws and regulations in the environmental area			Year	2024		Number of	If an	Environmen	To be report		Year	2024	0 SEK
Social	Sick leave			Year	2024	0,42553 %	Number of	Non-	Days of abs	To be report		Year	2024	6
Social	Sick leave			Year	2024	0,42553 %	Number of	Non-	Total days s	To be report		Year	2024	1410 days
Social	New employees by gender and age (headcount)			Year	2024		Number of		New employ	To be report		Year	2024	0 no
Social	New employees by gender and age (headcount)			Year	2024		Number of		New employ	To be report		Year	2024	1 no
Social	Wage-setting managers by gender (headcount)	To be report		Year	2024	0 no	Number							
Social	Pay gap analyses	To be report		Year	2024	No	Have you							
Governance	Code of Conduct within the organisation	To be report		Year	2024	Yes	Has all	If no,						
Governance	Signatories of the Code of Conduct among suppliers	To be report		Year	2024	Yes	Have all	If no,						
Governance	Incidents, fines and penalties concerning the impact of products and services on health and safety			Year	2024		incidents of	If you report	Number of ir	To be report		Year	2024	0
Governance	Incidents, fines and penalties concerning the impact of products and services on health and safety			Year	2024		incidents of	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Incidents, fines and penalties of non-compliance concerning product and service information and labeling			Year	2024		Number of	If you report	Incidents of	To be report		Year	2024	0
Governance	Incidents, fines and penalties of non-compliance concerning product and service information and labeling			Year	2024		Number of	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Incidents, fines and penalties concerning marketing communications			Year	2024		Total	If you report	Number of ir	To be report		Year	2024	0
Governance	Incidents, fines and penalties concerning marketing communications			Year	2024		Total	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Complaints received from outside parties concerning breaches of customer privacy and/or of customer data	To be report		Year	2024	0 no	Number of	If you report						
Governance	Complaints, fines and penalties received from regulatory bodies concerning breaches of customer privacy and/or loss of custorr			Year	2024		Number of	If you report	Number of c	To be report		Year	2024	0
Governance	Complaints, fines and penalties received from regulatory bodies concerning breaches of customer privacy and/or loss of custorr			Year	2024		Number of	If you report	Fines and p	To be report		Year	2024	0 SEK
Governance	Membership associations	To be report		Year	2024	Yes	Do you	If yes,						

Veien Videre: Våre Bærekraftsplaner for 2025

Vi er opptatt av å gjøre en forskjell og fortsette å forbedre vår innsats for bærekraft. Vi vil holde dere oppdatert på fremgangen vår og tilpasse oss nye utfordringer og muligheter som dukker opp. Sammen med One Click LCA jobber vi med å utvikle miljødeklarasjoner (EPDer) for produktene våre, og med Scancert tar vi sikte på å ISO-sertifisere ledelsessystemene våre innen miljø, kvalitet og arbeidsmiljø. Dette er viktige steg på vår reise mot å bli enda mer bærekraftige og ansvarlige for våre kunder, våre ansatte og miljøet.





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