

Essem

Sustainability

report

2025



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About this report

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Our company is not subject to the sustainability reporting requirements under the Annual Accounts Act (ÅRL) or the CSRD. However, we have chosen to be transparent in our sustainability work by preparing this report in accordance with the basic module of VSME (Voluntary Reporting Standard for Small and Medium-Sized Enterprises). VSME is a voluntary EU standard for sustainability reporting, designed for small and medium-sized companies that are not covered by the CSRD.

Essem Design AB 556627-8809 presents its sustainability report for the period 2024.07.01 to 2025.06.30.

We have presented a sustainability report for three years, but this is the first time we are reporting according to the VSME standard.



Company overview

Turnover

47 MSEK

Certified since 2013

ISO 14001 ISO 9001

Legal form

Limited company (AB)

SNI Codes

31090 31011

Products and services

We provide hallway interiors: hat and shoe racks, hooks, mirrors, and benches.

Number of employees

16

Hej

Operating locations
Head office

Nennesmovägen 9, 334 33 Anderstorp

Total assets

24 MSEK

Our Policies

- Sustainability-related policies
- Sustainability Policy (internal)
- Environmental Policy (internal)
- Diversity & Inclusion Policy (internal)
- Work Environment Policy (internal)
- Gender Equality Policy (internal)

A word

from

our CEO



“For me, sustainability is not just a business matter”

The past year has brought both progress and valuable insights. We have continued to grow with our vision of making the hallway the most welcoming room in the home, while deepening our commitment to sustainability. A key milestone was our first delivery to a reuse project – clear proof that our products can be given a second life. We also launched a transparency section on our website, where each product displays its CO₂ footprint, origin, and place of manufacture. This makes our responsibility more visible – and the choices easier for our customers.

At the same time, we have faced a tougher economic climate, with a general downturn affecting many in our industry. Navigating this has challenged us to work even more efficiently and to stand firmly in our values – honesty, design, and a sense of welcome – even when conditions are less favourable.

We have successfully reduced our total emissions across Scope 1, 2, and 3 calculations, and we have intensified our focus on workplace environment and employee well-being, including health check-ups and work-based training aimed at strengthening physical health.

For me, sustainability is not just a business matter – it is about people’s well-being and taking responsibility for the products we put on the market. By thinking circularly, we don’t just create function – we contribute to something greater. That is what drives me, every day.

About us and our history

Essem Design is a family-driven company dedicated to developing, manufacturing, and marketing sustainable, functional, and well-designed hallway interiors for both private and public spaces — on a global market. At Essem, we believe the best way to care for the environment is to create products that are designed and built to last for a long time. We believe in sustainability throughout the entire process — from design to production, delivery, and aftercare.



Vision

Essem Design aims to be synonymous with the first room of the home.



Business Idea

Essem Design is a personal, family-driven company that develops, manufactures, and markets sustainable, functional, and well-designed hallway interiors for private and public environments on a global market.

Historic milestones

1937

Gunnar Bolin had an idea — a hat rack that could easily be made from melted-down scrap aluminium.

Sustainability wasn't a concept people talked about then.

2013

The next generation, Frida and Robert, joined the company and became co-owners, with the ambition to carry the company forward in the same spirit — with a continued focus on the first room of the home.

We become ISO certified.

2002

Former quality manager Sten-Roger Bladh took over the reins and acquired the product rights through a spin-off from the foundry.

2018

We are moving into new premises with LED lighting.

2020

We are installing our first solar panels.

2023

We develop our first greenhouse gas emissions inventory covering Scopes 1, 2 and 3.

2022

We are developing Life Cycle Assessments (LCAs) and Environmental Product Declarations (EPDs) for our three largest products.

2024

We calculate product-level emissions across our entire portfolio based on data from our ERP system, first electric company car introduced, and expand our solar panel installation.

Our values



Welcoming

The hallway is the first room you see when entering someone's home. We are sharing, polite, personal, friendly and open and we always say Hej!



Honest

We aim for clarity. We are humble and down to earth and we are transparent, never giving any false or questionable promises.

Design Driven

We value form and function in everything we do. We carry a legacy of timeless Swedish design classics, while staying relevant for generations to come.





Highlights of the year

1

A sustainability module and emission data per product were developed and are now included in our quotations.

2

Emissions per product, as well as material traceability and recycled content, have been published on our website.

3

Our first reuse project was delivered — giving a number of Classic hat racks a new life.

4

We have joined the Sustainability Pledge for Businesses, an initiative led by Länsstyrelsen (the County Administrative Board).

5

We are expanding the Classic family with new products and a new color.

Stakeholder analysis

Below, we have analysed our stakeholders, the requirements they place on us, and how we can meet them.

Stakeholder	Requirements / Needs	Our Impact	Our Management Approach
Consumer Resellers	Image – story, retro appeal, function, design/form, quality, delivery reliability, product information, images/video, maintained price lists, quick response times, short lead times, EDI, spare parts, good packaging and EAN labeling, product passport, CO ₂ footprint, material traceability	Marketing, local suppliers, responsiveness to customer needs, purchasing planning, sustainability profile and development, product development.	Number of customer visits per year, supplier visits per year, MPS system, turnover targets, environmental goals, number of new products, IT systems, customer feedback.
Contract Resellers	Möbelfakta/Svanen certifications, product information, sustainability, flexibility/customisation, images, delivery reliability, BIM objects, design/form, quality, clear price lists, quotations, labelling, product sheets, EPDs, CO ₂ footprint, product passport, ADDA and Kammarkollegiet price lists, reference projects.	Marketing, architect outreach, local suppliers, responsiveness to customer needs, purchasing planning, sustainability profile and development, product development.	Number of customer visits per year, architect outreach, supplier visits per year, MPS system, turnover targets, environmental goals, number of new products, IT systems, customer feedback.
Contract End Customers	Functional hanging solutions adapted for public spaces, product information, sustainability, flexibility/customisation, images, delivery reliability, design/form, quality, product sheets, EPDs, CO ₂ footprint, reference projects.	Marketing, architect outreach, local suppliers, responsiveness to customer needs, purchasing planning, sustainability profile and development, product development.	Number of customer visits per year, architect outreach, supplier visits per year, MPS system, turnover targets, environmental goals, number of new products, IT systems, customer feedback.

Stakeholder	Requirements / Needs	Our Impact	Our Management Approach
Professional Resellers	Byggvarubedömning, short delivery times, delivery reliability, flexibility, competitive pricing, product information, clear price lists, quotations, EDI, simpler/cheaper products, labelling, EPD, CO ₂ footprint.	Marketing, architect outreach, local suppliers, responsiveness to customer needs, purchasing planning, sustainability profile and development, product development.	Number of customer visits per year, architect outreach, supplier visits per year, MPS system, turnover targets, environmental goals, number of new products, IT systems, agreements, customer feedback.
Professional End Customers	Byggvarubedömning, short delivery times, delivery reliability, flexibility, competitive pricing, product information, EPD, CO ₂ footprint.	Marketing, architect outreach, local suppliers, responsiveness to customer needs, purchasing planning, sustainability profile and development, product development.	Number of customer visits per year, architect outreach, supplier visits per year, MPS system, turnover targets, environmental goals, number of new products, IT systems, customer feedback.
Architects	BIM objects, accessibility, customisation, sustainability, quality, function, images, product information, short lead times, architect discount, EPD, CO ₂ footprint, material traceability, circular products, reference projects.	Marketing, architect outreach, local suppliers, responsiveness to customer needs, purchasing planning, sustainability profile and development, product development.	Number of customer visits per year, architect outreach, supplier visits per year, MPS system, turnover targets, environmental goals, number of new products, IT systems, customer feedback.
Influencers	Visibility, financial compensation, free products, image/story, retro appeal, function, design/form, quality, product information, images, sustainability, material traceability, CO ₂ footprint.	Marketing, sustainability profile and development, product development, networking, outreach.	Agreements, social media following, e-commerce purchases, customer feedback.

Stakeholder	Requirements / Needs	Our Impact	Our Management Approach
E-commerce Customers	Image/story, retro appeal, classic products, flexibility, function, design/form, quality, delivery reliability, short delivery times, product information, images/video, sustainability, easy purchasing, customer service/accessibility, alternative delivery options	Marketing, local suppliers, responsiveness to customer needs, purchasing planning, sustainability profile and development, product development, website development.	Digital marketing KPIs, supplier visits per year, MPS system, turnover targets, environmental goals, number of new products, IT systems/PIM, customer feedback.
Designers	Clear brief, involvement in the project, exclusivity, Swedish manufacturing, image/story, retro appeal, function, design/form, quality, sustainability.	Marketing, local suppliers, responsiveness to customer needs, sustainability profile and development, product development, outreach.	Agreements, sales, project plans, product council, customer feedback.
Agents	Good marketing material, clear and accurate price lists, master data files, clear shipping terms, solid product training, samples and display pieces, reliable communication channels, clear agreements, monthly sales reports, information on new products.	Monthly meetings, clear agreements and relationship-building activities, inviting agents to visit us to gain insight and engagement.	Turnover targets, customer activity targets, agreements.
Society (Schools, Municipalities, Associations)	Integrating students into working life, protecting the environment, supporting local community development, creating job opportunities, complying with laws and regulations.	Hosting work-experience students, collaborating with students, supporting local associations, monitoring and complying with laws and regulations, contributing to community wellbeing.	Social sustainability targets, ISO audits.
Competitors	Fair competition, no copying.	Following industry practices and regulations, reviewing competitor products when developing new ones.	Website monitoring, trade fairs, competitor product comparisons during quotations.

Stakeholder	Requirements / Needs	Our Impact	Our Management Approach
Suppliers	Clear documentation, good planning, reliable communication, timely payments, long-term relationships, flexibility.	Updated business systems with correct parameters, appropriate internal organization, relationship-building based on partnership, collaboration, long-term development, openness and honesty	Supplier delivery reliability, inventory turnover rate, supplier evaluations.
Personnel	Good working environment, clear leadership, continuous information about company developments, competitive salary and benefits, opportunities for personal development.	Work environment plan, development discussions, salary reviews, involvement in internal audits, monthly goal-follow-up meetings, compliance with collective agreements.	Safety inspections, OSA survey, wellness benefit usage, staff turnover.
Owners	Clear goals and strategies, compliance with ownership directives.	Strategy group meetings.	Goal programme, business plan, budget.
Bank	Liquidity, repayment of loans and interest, trustworthy customers, anti-corruption and anti-money laundering compliance.	Sales performance, planned investments, compliance with laws and requirements.	Sales plan, budget, audits..
Insurance Companies	Reliable information, customers who comply with laws and regulations.	Fire alarm systems, order and safety routines, electrical inspections, using reputable suppliers for facility and equipment maintenance	Safety inspections, fire alarm checks, ISO audits, 5S audits..
Planet	Responsible resource use, low emissions.	Reducing emissions, offering circular solutions.	Climate calculations, number of refurbished products delivered.



Essential

topics

Environmental
Sustainability

Social
Sustainability

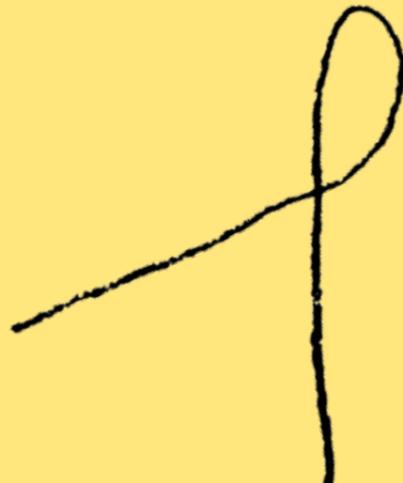
Governance / Economic
Sustainability

Environmental sustainability

During the past financial year, we consumed 187,000 kWh of electricity, while our solar panels produced 144,000 kWh. All electricity we purchase comes from renewable sources such as solar, wind, and hydro power. Our facilities are heated with geothermal energy.

We sorted 1,350 kg of cardboard, 1,911 kg of metal, 44 kg of office paper, and 25 kg of office electronics for recycling. In addition, we sent 1,530 kg of waste to energy recovery. Water used for cleaning the production facilities is collected, and during the year we sent 4,440 kg of wastewater for safe disposal.

Our operations do not require environmental permits and are not located near areas sensitive to biodiversity or areas with high water stress. We use only municipal water, and last year we consumed 116 cubic metres.



Targets

Outcome

Climate impact – products and services

Measure the company’s emissions across all scopes.

See on page 30–37 →

Scope 1: from 3,918 tonnes to 3,526 tonnes CO₂-eq
 Scope 2: from 5,124 tonnes to 4,608 tonnes CO₂-eq
 Scope 3 (relative to turnover): from 12,27 tonnes CO₂-eq per MSEK to 11,04 tonnes CO₂-eq per MSEK

Material and resource use linked to products and services

Monitor the company’s energy use and work with energy efficiency (energy measurement carried out during the autumn).

We increase the share of recycled materials.

Influence our suppliers to reduce their own emissions.

We minimise waste through smart design.

Our products are made to last, and we offer a 10-year warranty.

Our packaging is designed to protect products during transport and to be easy to recycle.

Circularity and reuse

Reuse: deliver to 1 project.

We managed to deliver to 1 project.

Increase the share of recycled materials.

We continue to increase the share of reused materials in products sold by taking back end-of-life products for refurbishment.

We support second-hand sales through our collaboration with Tradera.

We offer spare parts and timeless design.



Climate report

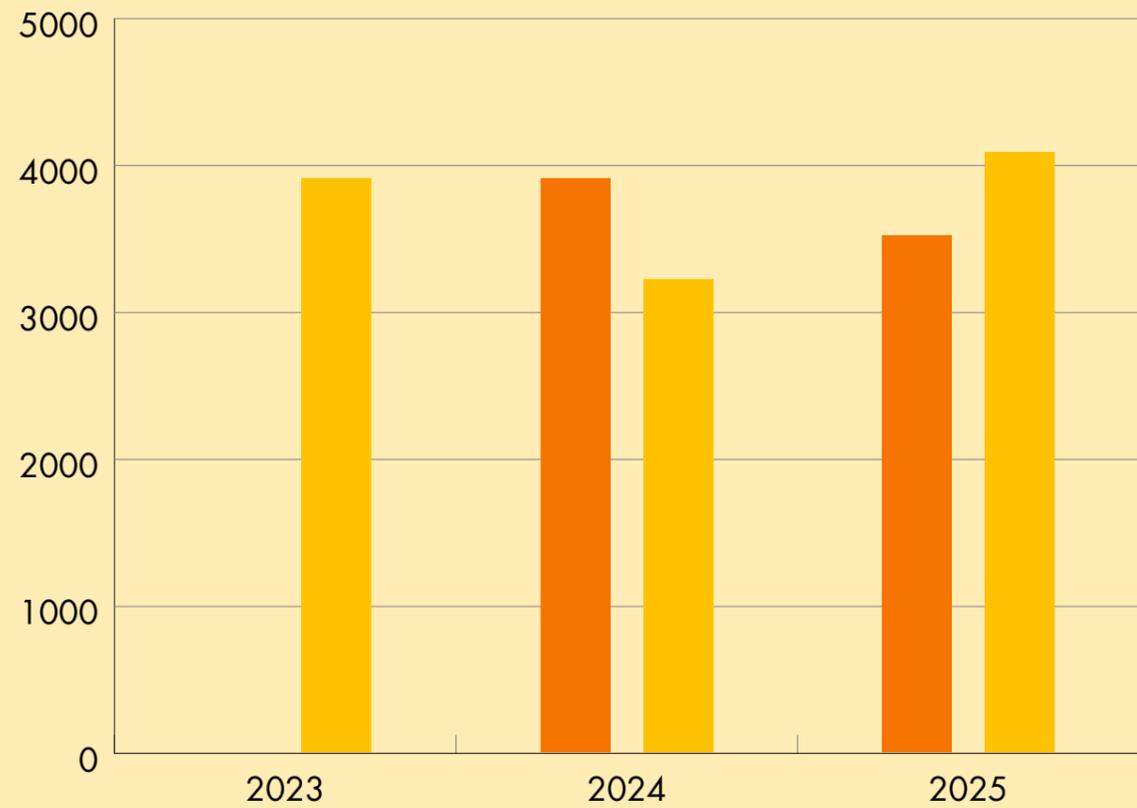
Scope 1, 2 and 3

Our goal is to reduce the company's emissions across all scopes. Our first full measurement was carried out for the 2022–2023 financial year, which now serves as our baseline. The target for 2023–2024 was to keep emissions at baseline level, with the long-term ambition to gradually reduce them and reach climate neutrality by 2045. All measurements are based on the GHG Protocol.

Scope 1

Includes direct emissions from the company's own facilities as well as emissions from owned or leased vehicles.

Scope 1 kg CO₂-eq



■ Target scope 1
 ■ Scope 1.2: Use of company-owned and leased vehicles



Scope 2

Includes indirect greenhouse gas emissions from purchased or consumed electricity, steam, or heating.

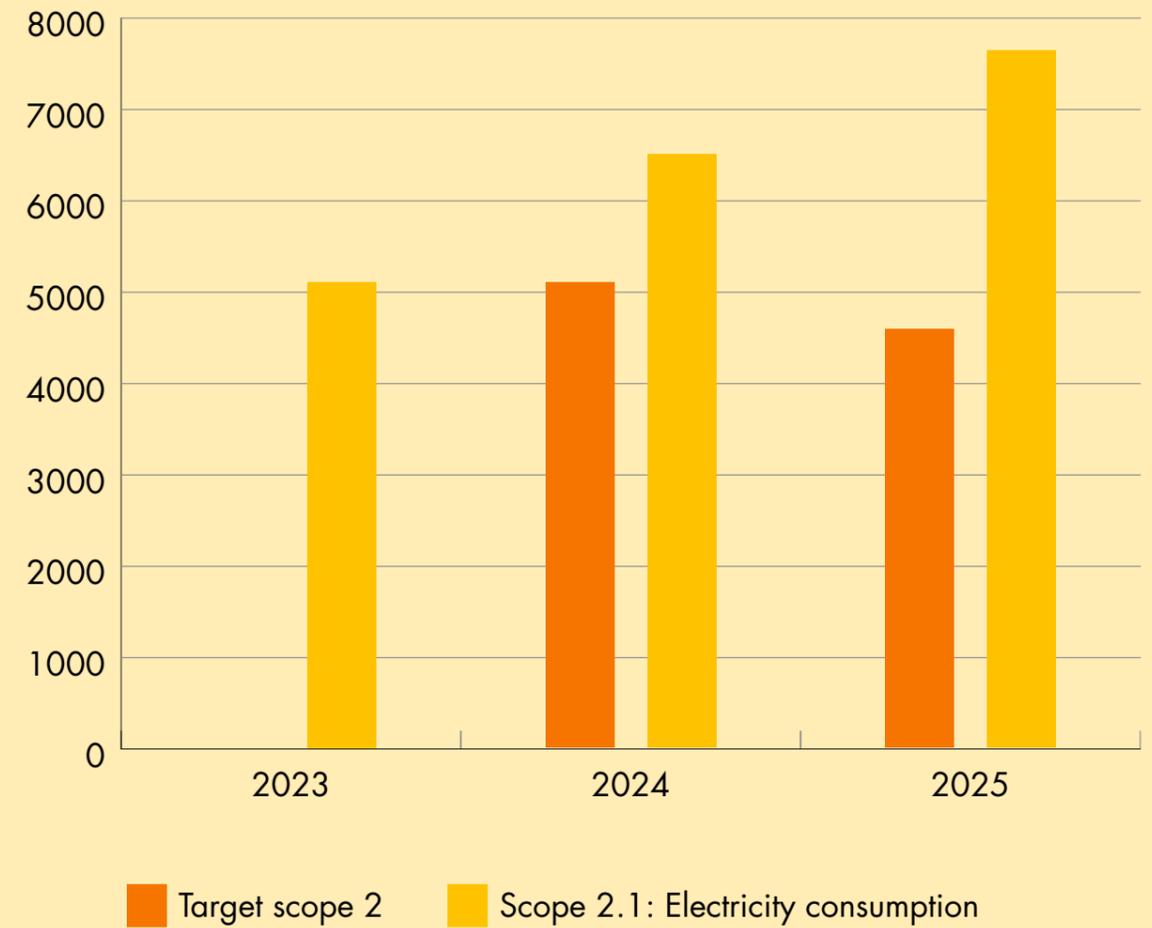
During 2024, we installed additional solar panels at our facility, which reduced the amount of electricity we needed to purchase. In the coming year, we will continue monitoring consumption in different parts of the operations to maximise the use of the electricity we produce ourselves.

In total, the company generated emissions of 11,758 kg CO₂-eq in Scope 1 and 2 combined, corresponding to 249 kg CO₂-eq per million SEK in turnover for these two scopes.



Scope 2

kg CO₂-eq



Scope 3

Includes all other indirect emissions occurring upstream and downstream in the company's value chain. In our calculations, we have identified that the majority of emissions come from the purchase of materials and services. Additional categories included are all transport of goods to and from the company, waste management, business travel, and employee commuting.

During 2025, we reduced emissions across all Scope 3 categories except employee commuting, which increased slightly. The largest reduction came from goods transportation, which decreased by 25 tonnes CO₂-eq. This was mainly due to our transport partners increasingly switching to fossil-free fuels such as HVO and biogas.

The majority of our Scope 3 emissions come from the purchase of materials. During the year, we purchased 93 tonnes of steel, 35 tonnes of solid wood, 23 tonnes of cardboard, and 22 tonnes of aluminium. A large share of the materials we buy already consists of recycled raw material, and we continue to work actively to increase this proportion.

Purchases of surface treatment services also contribute significantly to our emissions. In this area, we choose to collaborate with suppliers who prioritise environmental, social, and economic sustainability.

We aim to reduce our consumption of consumables and select options with a lower climate impact wherever possible.

Overall, we reduced Scope 3 emissions from 12.27 tonnes to 9.63 tonnes CO₂-eq per million SEK in turnover. In total, our emissions for 2025 amounted to 475 tonnes, a reduction of 190 tonnes compared with the baseline year — putting us firmly on track toward our long-term targets.

CO₂-eq in Scope 1 and 2 combined, corresponding to 249 kg CO₂-eq per million SEK in turnover for these two scopes.



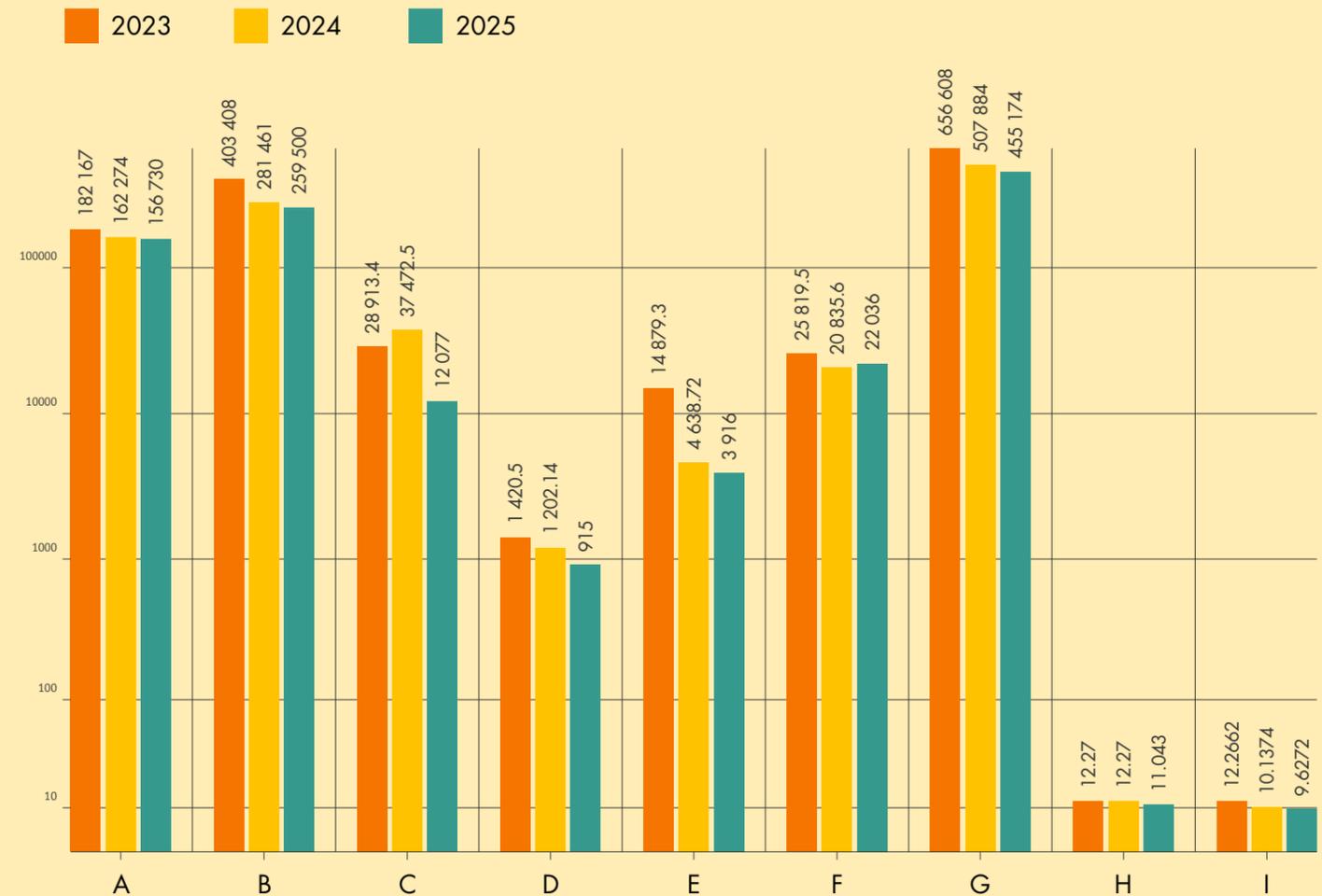
A reduction of

190

tonnes compared with the baseline year

Scope 3

kg CO₂-eq



- A: Scope 3.1: Purchases of products and services by SEK
- B: Scope 3.1: Purchases of products and services based on weight
- C: Scope 3.4: Transport and distribution by a third party (upstream)
- D: Scope 3.5: Waste management
- E: Scope 3.6: Business travel
- F: Scope 3.7: Commuting to and from work
- G: Total scope 3
- H: Scope 3 target: tons per SEK 1 million
- I: Scope 3 outcome: tons of CO₂ per SEK 1 million

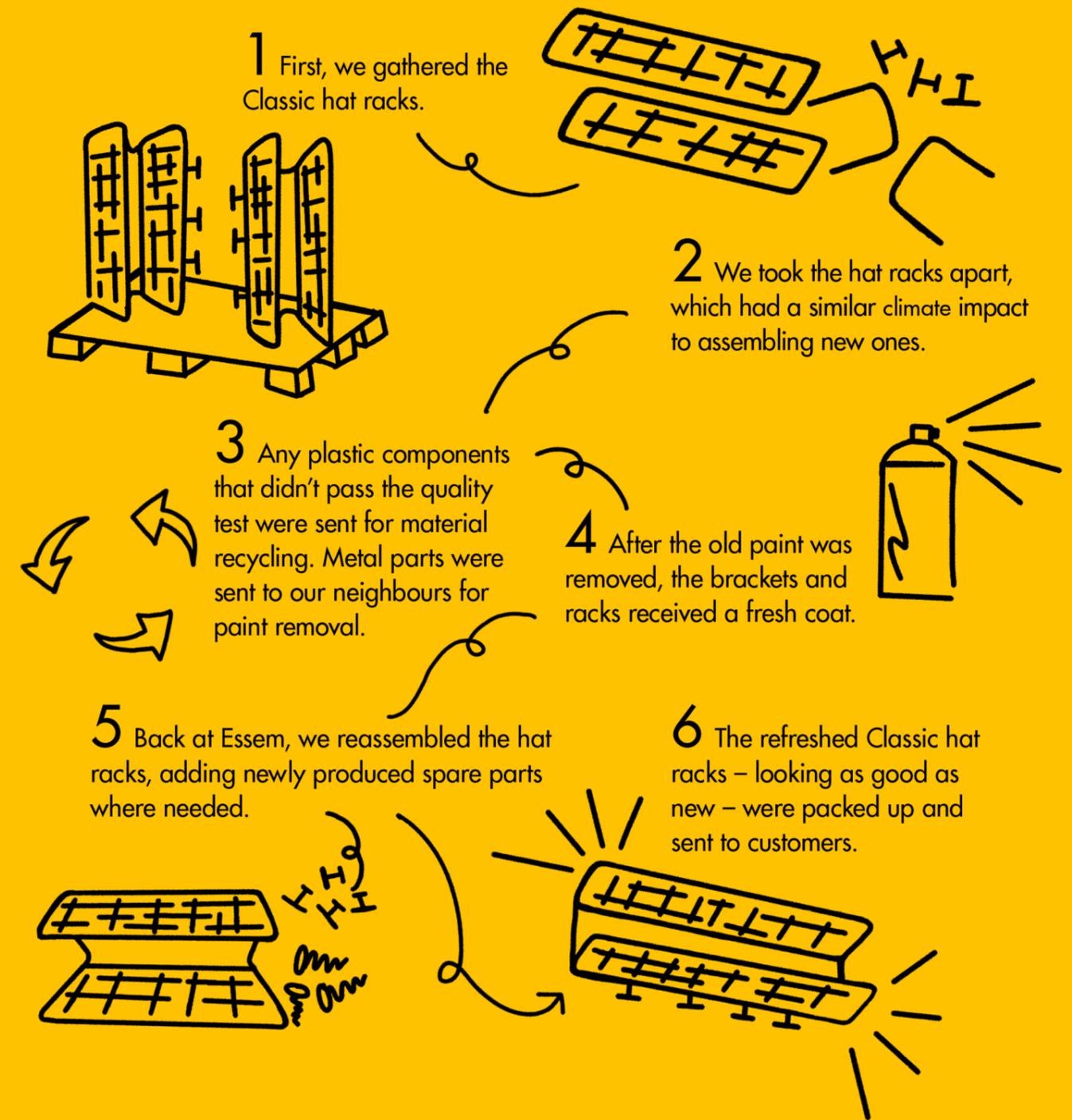
Classic reloved

At Essem, we believe that the best way to be sustainable is to make products that are made to last. This makes it possible to work with circularity, to reuse, repair and restore to give them an even longer life span.

In 2024 we had the opportunity to carry out our first reuse project, for a real estate company in Gothenburg. We rescued 25 pieces of 50-year-old Classic hat racks from being thrown away and instead we restored them to like-new condition – possible because our products are made with high-quality and carefully selected materials.



A conventionally produced Classic shelf has a total climate impact of 12 kg CO₂-eq. The refurbished Reused Classic? Just 3.4 kg CO₂-eq – a 71% reduction in lifecycle emissions.





Social sustainability

The company has an equal gender distribution with



During the year, our staff turnover was



We have a total of 16 employees, all permanently employed and based in Sweden. We are covered by collective agreements with IF Metall and Unionen and follow the conditions set out in these agreements.





Own Workforce – Health and Safety

We have conducted an employee survey/OSA assessment

We have increased the share of employees using their well-ness allowance to 92% (89% in 2024).

We have carried out the “cycle/walk in September” activity with donations to charity.

As of November 2024, all employees are offered 30 minutes of paid physical activity per week during working hours.

During the year, we recorded one work-related accident, resulting in an LTIFR of 35*.

Total sick leave was 1%*.

Workers in the Value Chain – Working Conditions

We started to evaluate the EcoVadis certification process and conducted risk assessments of our top 10 suppliers in line with the standard.

Economic, Social and Cultural Rights in the Community

We sponsored at least one organisation that works to improve public health, with a particular focus on children and equality.

We participated in Industrinatten and welcomed two ninth-grade classes to give them insight into what it’s like to work at an industrial company.

* LTIFR – Lost Time Injury Frequency Rate – LTIFR measures the number of work-related injuries resulting in time off per one million hours worked. * Sick leave – Sick leave is measured as a percentage of total regular working hours and includes both long-term (more than 60 days) and short-term absence.

Governance / Economic sustainability

Responsible supplier relationships

Our goal is to maintain responsible supplier relationships. Next year, we will begin the EcoVadis certification process and carry out risk assessments of our top 10 suppliers according to the standard. We will continue to follow our Code of Conduct and communicate it to our key suppliers. We are committed to preventing corruption and bribery in all business relationships.

In the coming year, we will also continue developing our circular offering to customers, including taking back and refurbishing end-of-life products.



The Art of Welcoming

Essem

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