

# RESPONSIBILITY REPORT 2021

## Personnel satisfaction

"How satisfied you are for working at Etra":  
2020: 8.17/10  
2021: 8.27/10



2021



2020

## Gender distribution



**Men 632**  
(v. 2020, 591)



**Women 176**  
(v. 2020, 166)

## Age distribution

Average age  
2021: **43v.**

Average age  
2020: **43v.**

## Employment type



**Permanent 793**  
(v. 2020, 748)



**Fixed-term 15**  
(v. 2020, 9)

## Occupational Safety

Sickness absence percentage

**2.6%**

**3.20%**

**3.09%**

2021

2020

2019

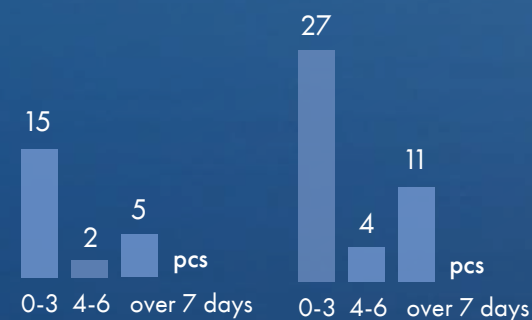
(of all working days)

## Accidents at Etra:

Days of absence

2021

2020\*



## Accident frequency

2021

2020

5.2

11.7

/1 000 000 working hours

## Packaging materials (Logistic Center)

**Cardboard**

2020-2021

**+ 12.7%**

**Plastic**

**+ 40.9%**

**Paper**

**+ 3.1%**

**Tapes and stickers**

**+ 9.3%**



Total packaging material consumption

2019 76656kg/1 M fulfillment lines change -2.73%

2020 72529kg/1 M fulfillment lines change -5.4%

2020 79778kg/1 M fulfillment lines change +10.0%

## Waste (Logistic Center)

	2021	2020
Recycling rate	71%	61.6%
Reuse rate	100%	100%
Total amount	388.09t	340.52t
Total expenses	31 246€	43 154€
Carbon footprint	2.51t	2.99t

\*more accurate calculation



## Electric consumption (Logistic Center)

Electricity used	2021	2020
	<b>1567.68</b>	<b>1515.49 MWh</b>

Electricity produced with solar panels

	2021	2020
	<b>303.12</b>	<b>360.76 MWh</b>

## Heating (Logistic Center)

District heating used for heating	2021	2020
	<b>1044.18</b>	<b>808.08 MWh</b>

## Logistics (Logistic Center and Megacenters)

Total	2021	2020
	534	536 tons

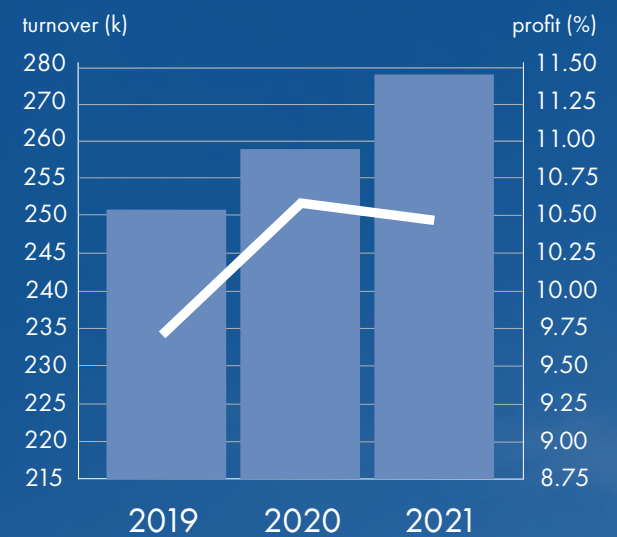
of which compensated

	2021	2020
	<b>424</b>	<b>440 tons</b>

Etra favors logistic solutions with compensated emissions. Emissions are compensated by funding climate initiatives to lower total emissions.

In 2020 we started using Finnish biodiesel in our own transportations, creating a significant decrease in emissions compared to using fossil diesel fuel.

## Etra Oy Turnover & Profit



## Tax footprint

Payable direct taxes

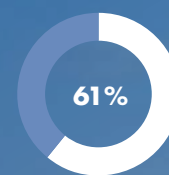
2021	2020
14 380 060 eur	12 240 982 eur

Collected taxes

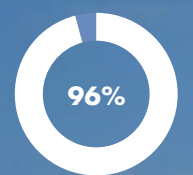
2021	2020
37 275 089 eur	33 177 453 eur

## Procurement from Finland

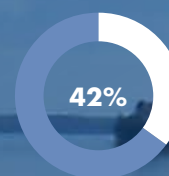
Purchases from Finnish suppliers



Logistic Center



Megacenters



Etra Production

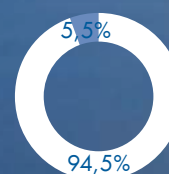


Percentage of Finnish suppliers

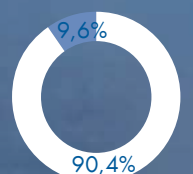
## Duration of Supplier Relationships

2021 2020

2411 suppliers



Under 5-year relationship



Over 5-year relationship

# CARBON FOOTPRINT OF ETRA OPERATIONS 2021

Etra Oy has established our impact on the climate by calculating the carbon footprint of our operations for the year 2021. The calculations were carried out following the GHG protocol.

Our objective for the first calculation was to get a clear picture of the emission sources at Etra Oy in order to direct the corrective measures for most efficient impact.

## Scope of the calculations

All emissions caused by our operations in the entire value chain (Scope 1, 2 & 3) were included in the calculations, including the following emission sources:

- Emissions from the use of own transport vehicles
- Own energy production

Scope 1

- Electricity
- District heating

Scope 2

- Materials in own production
- Packaging materials
- Transport
- Commuting & business travel
- Waste management and water consumption
- Acquired goods and services
- Fuel production

Scope 3

## Emissions in numbers

9490

t CO<sub>2</sub>e

Total annual emissions

12

t CO<sub>2</sub>e

Emissions / M €

34

t CO<sub>2</sub>e

Emissions / person

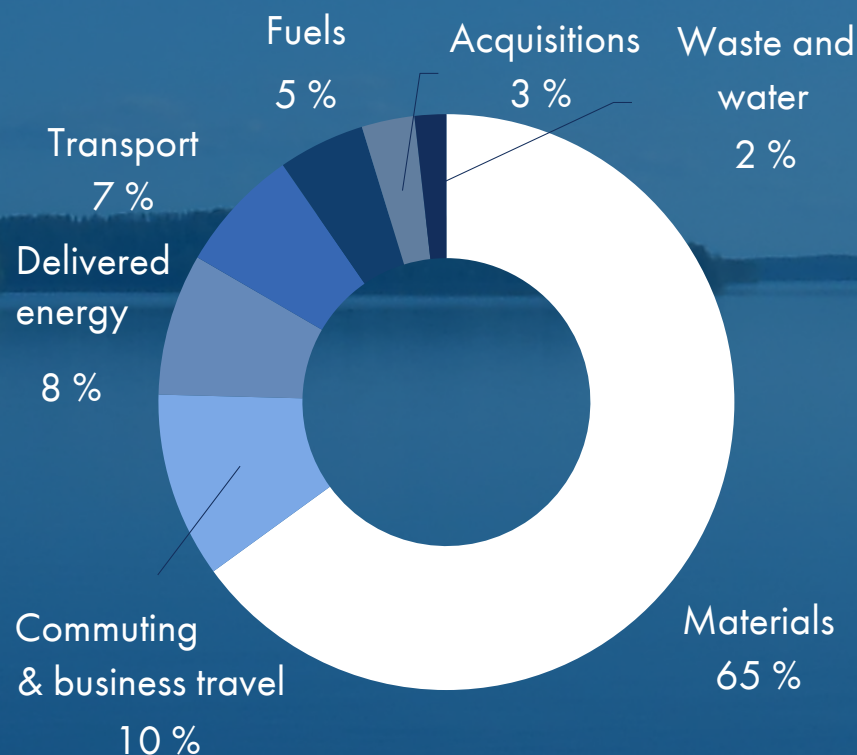
## How much is one ton of CO<sub>2</sub>e emissions?

1 ton of CO<sub>2</sub>e emissions equals approx. 6798km travel with a car.\*

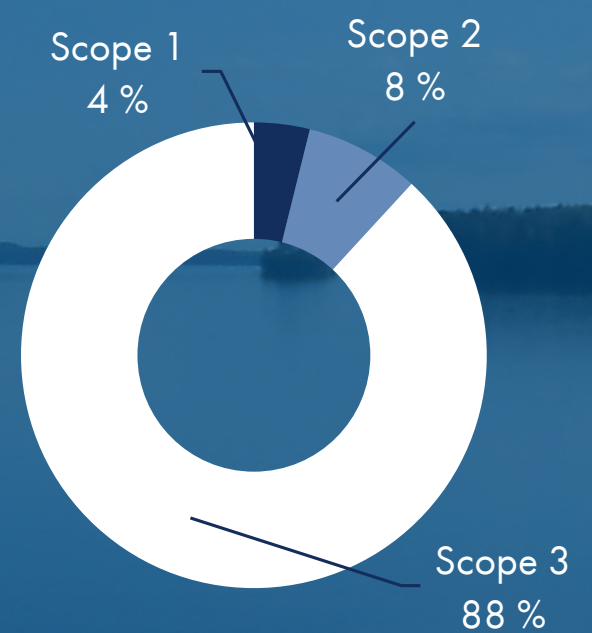
The average emissions of a Finn is approx. 10 tons CO<sub>2</sub>e. \*\*

Sources: \* Liikenne fakta, 2021 \*\* Sitra, 2018

## Emissions / emission source



## Emissions / scope



## Measures towards more climate-friendly Etra Oy

Using Finnish biodiesel in Etra transport

Phasing out oil-powered heating

Expanding the emission calculations

