



Rapport for

# Bærekraftig forretningspraksis 2021

for Granqvist Sportartiklar AB

***lillSport***





## FNs BÆREKRAFTSMÅL



## Til lesere av rapporten

Næringslivet har stor påvirkning på mennesker, samfunn og miljø og kan både bidra positivt til utvikling, men også medvirke negativt og forårsake skade. Virksomheter har derfor også en nøkkelrolle i å oppnå FNs bærekraftsmål. Alle selskaper, uavhengig av størrelse, er av norske myndigheter forventet å kartlegge, forebygge, begrense og gjøre rede for hvordan de håndterer risiko for negativ påvirkning samt rette opp skade for mennesker, samfunn og miljø – såkalte aktsomhetsvurderinger (due diligence). Dette gjelder både næringsliv, offentlig sektor og organisasjoner. Større virksomheter er fra og med 1.juli 2022, gjennom åpenhetsloven, lovpålagt å utføre dette arbeidet og vise åpenhet om det ved å rapportere offentlig om arbeidet.

Medlemmer i Etisk handel Norge har forpliktet seg til å jobbe med aktsomhetsvurderinger for bærekraftig forretningspraksis. Til grunn for dette arbeidet ligger Etisk handel Norges prinsipper (vår code of conduct), som dekker områdene anstendig arbeid, menneskerettigheter, miljø/klima, antikorrupsjon og dyrevelferd.

Malen for medlemsrapporten er utformet for at virksomheten skal vise åpenhet om sitt arbeid med ansvarlig næringsliv og bærekraftig forretningspraksis, som beskrevet i FNs veilederende prinsipper for næringsliv og menneskerettigheter og OECDs retningslinjer for flernasjonale selskaper. I rapporteringen skal det inngå hvordan virksomheten arbeider med aktsomhetsvurderinger og beskrive hvilke utfordringer virksomheten står overfor, hvilke tiltak som gjennomføres for å håndtere utfordringene samt fremdrift og resultater. Alle medlemsrapportene gjøres offentlig tilgjengelig på Etisk handel Norges hjemmesider.

**Heidi Furustøl**

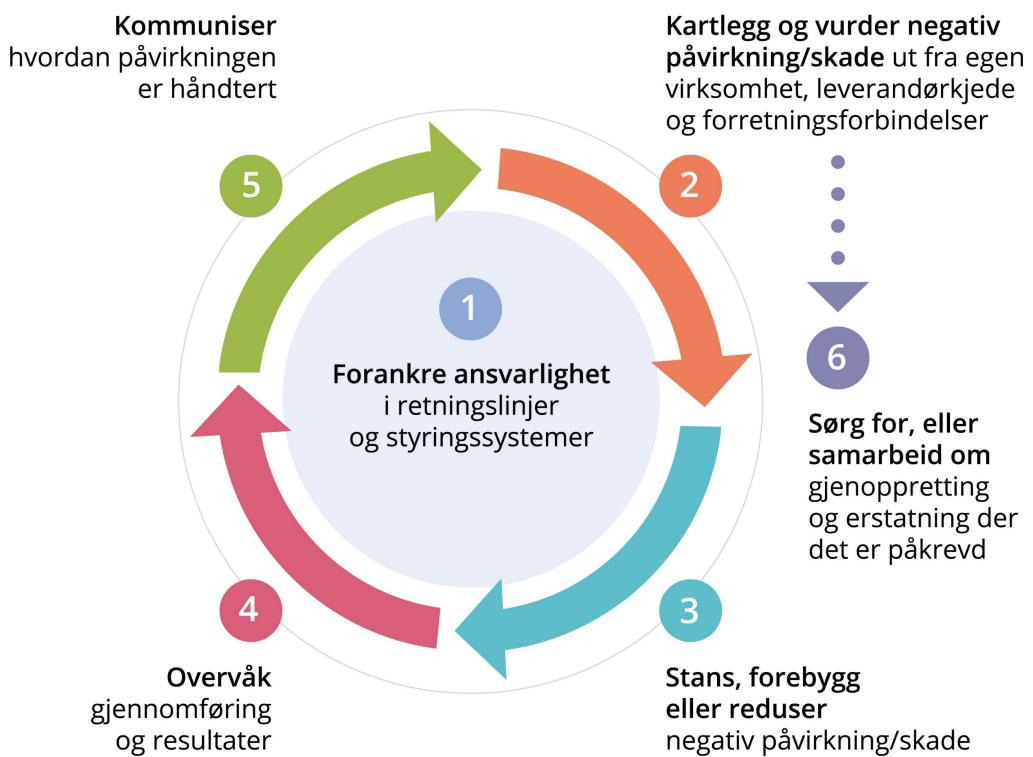
Daglig leder

Etisk handel Norge

# Aktsomhetsvurderinger

Denne rapporten er bygget rundt FNs veilegende prinsipper for næringsliv og menneskerettigheter og OECDs modell for aktsomhetsvurderinger for ansvarlig næringsliv.

Modellen har seks trinn som beskriver hvordan virksomheter kan jobbe for mer ansvarlig og bærekraftig forretningspraksis. Å være god på aktsomhetsvurderinger betyr ikke at en virksomhet ikke har negativ påvirkning på mennesker, samfunn og miljø, men heller at virksomheten er åpen og ærlig om utfordringer og håndterer dette på best mulig måte i samråd med sine interessenter. Denne rapporten er delt inn i kapitler basert på denne modellen.



# Forord av daglig leder

I could never sell my used bike in my youth- I was too afraid of hidden failure.

Also I consider myself as a lousy sailer men- I can't convince people to buy things I don't truly believe in myself.

From spending a decade as a professional XC-skier I have learnt how a glove should fit for maximal use. That knowledge have been used to build up the product, production and company from scratch.

The company GSAB is only built on products and production we run ourselves in order to have full insight in the process.

Of course we have sub supplier of raw material -we are not "spinning the yarn."

We are proud that we are quite unique to own and control our own manufacturing unit in Europe, Poland. We are one of the biggest employers in the city of Złotów and it is of highest importance that our staff is happy and want to stay with us.

As a part of Granqvists sustainability work, a glove manufacturing unit has been built also in Ethiopia. The unit has been established through a cooperation between Granqvists, a local tannery that is our biggest supplier and Development Finance Institution of the Swedish state, Swedfund. There is now about 80 operators but there is a vision to grow considerably with a new factory, with the capacity of 200 operators, now under construction.

Thanks to partnership with Ethical trade Norway we have received a tool to describe functions of existing routines in our manufacturing units and where something is missing, act to corrugate.

In relations to sub supplier of raw material we have, thanks to the tools available in Ethical trade Norway, started the journey to the source of everything used in our gloves and with that the hunt of not wanted materials ,chemical substance or unethical working conditions.

## " Production is the heart of our company "

Lasse Granqvist  
*Founder and CEO*

# Nøkkelinformasjon om bedriften og leverandørkjeden

## Nøkkelinformasjon om bedriften

### **Navn på bedriften**

Granqvist Sportartiklar AB

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### **Adresse hovedkontor**

Hynboholm 342, 65591 Karlstad, Sweden

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### **Viktigste merker, produkter og tjenester**

LillSport- Gloves for Cross-Country skiing. Granqvists- Gloves for military, police and firefighting.

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### **Beskrivelse av bedriftens struktur**

Granqvist Sportartiklar AB (GSAB) is the name of the company and we mainly develop and sell gloves. In our fully owned daughter company in Poland, Granqvists manufacturing, we are producing close to all our gloves. GSAB have full insight i everything from production, purchasing, supplier contacts etc and we are controlling all important decision in our daughter company in Poland. In the production in Poland we also sew to other companies.

The production in Poland have today over 300 employes with focus on special gloves (Military 50%, Firefighting 20%, XC-skiing 20%, Police 10%). Over the last decades we have covered approximately 80% of the military gloves for FLO (Norway), FMV (Sweden) and Puolustusvoimien logistiikkalaitos (Finland) with production from this unit.

GSAB, together with the Swedish government (Swedfund), have had a project to help our supplier of leather to build up a glove factory in Ethiopia. This is to help to export a finished product, not only the raw material. We have contributed with education of Sewing ladies and with our knowledges to run a glove factory. This project as been ongoing from 2010 and finished fall 2019. We still have good cooperation and help each other when needed.

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### **Omsetning i rapporteringsåret (NOK)**

99 610 043

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### **Antall ansatte**

320

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### **Vesentlige organisatoriske endringer siden forrige rapportering**

There have not been any major changes to the company this year.

**Navn, titel för kontaktperson för rapporten**

Malin Skystedt CSR responsible and administrator and Linnéa Granqvist CSR responsible and member of the board

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**E-post adresse för kontaktperson för rapporten**

malin@granqvists.se

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## Informasjon om leverandørkjeden

### Generell beskrivelse av bedriftens innkjøpsmodell og leverandørkjede

GSAB have a good insight in purchasing and we are handling it from our production unit in Poland. Most of our raw material supplier is within Europe because we then have better chance to have more insight. We also make important purchasing in Ethiopia and that is because of the outstanding quality of leather. We have had most of the suppliers for a long time and that have resulted in better relations and collaborations. Our special focus on technical gloves (firefighting, military and police) requires that we ensure quality of materials and how they are handled, both in terms of risks of workers but also from a sustainable perspective.

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### Antall leverandører som bedriften har hatt kommersielle relasjoner med i rapporteringsåret

46

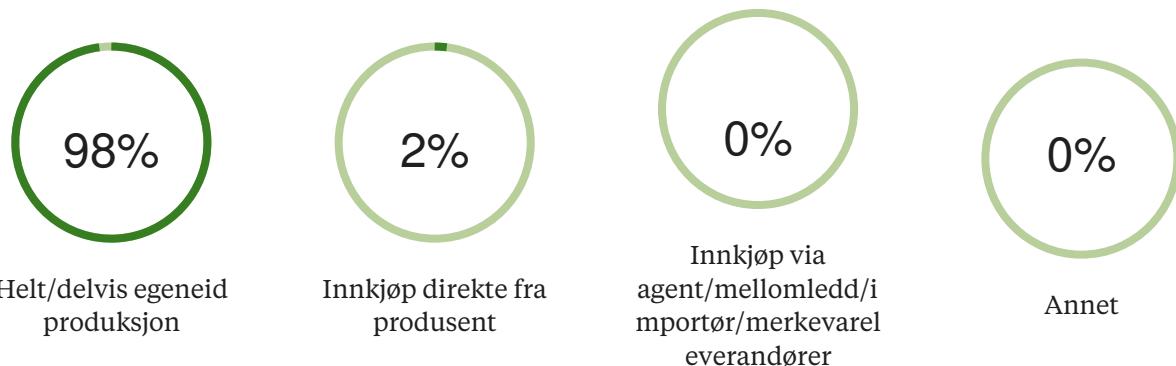
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### Kommentar til antall leverandører

This is all about raw material suppliers. About 40 of them is important/big for us and them we have frequently contact with. 5% of them are outside Europe.

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### Type innkjøp/ leverandørforhold



This 2 % we buy from Blue Nile Glove factory in Ethiopia, a production unit that we have helped to build up with help from Swedish government (Swedfund). If we buy something direct from other producer we always do the finish, control and pack it in our own production unit in Poland.

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### Liste over førsteleddsprodusenter per land



We have our own product unit in Poland. We also buy gloves from Blue Nile Glove factory in Ethiopia, that is a production unit that we helped to build up with help from the Swedish government (Swedfund).

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### Oppgi antall arbeidere hos førsteleddsprodusenter som bedriften har oversikt over, og hvor mange produsenter dette er basert på.

**Antall arbeidere**

380

**Antall produsenter dette er basert på**

2

**Antall arbeidere per produsent (kalkulert snitt)**

190

**Kommentar til antall arbeidere**

300 in our own production unit in Poland. 80 in the production unit in Ethiopia.

**Viktigste innsatsfaktorer/råvarer og geografi**

<b>Leather</b>	Etiopia Polen
<b>Technical textile</b>	Tyskland Polen
<b>Insert technical membrane (fire)</b>	Kina Storbritannia

**Er virksomheten leverandør til offentlig sektor?**

Ja

## Mål og fremdrift

### MÅL OG FREMDRIFT I RAPPORTERINGSÅRET

1

**Mål :** Continue to work with sustainable business practice in Poland

**Status :** We have now representative groupmeetings in Poland to enable open dialogue between workers and leading group.

2

**Mål :** The goal is to start the same representative group in Ethiopia as we have in Poland

**Status :**

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### MÅL FOR KOMMENDE ÅR

1

Work to reduce our environmental footprint

A close-up photograph of a woman wearing a traditional Vietnamese conical hat with a pink ribbon. She is smiling and appears to be working in a rice field, with green rice plants visible in the background. The image is partially cut off on the right side.  
1

## Forankring av bærekraft i virksomheten

Forankring av ansvarlighet knyttet til bærekraftig forretningspraksis i virksomheten handler om å ha strategier, planer, relevante policyer\* og retningslinjer for aktksamhetsvurderinger som er vedtatt av ledelsen. Disse bør omfatte hele virksomheten, samt virksomhetens leverandørkjede og forretningsforbindelser. Effektive styringssystemer for implementering er en forutsetning for å lykkes, og arbeidet med aktksamhetsvurderinger bør være en integrert del av virksomhetens forretningsdrift. Tydelige forventninger fra toppledelsen, samt tydelig plassering av ansvar innad i virksomheten for implementering av de ulike delene av aktksamhetsvurderinger er viktig. Alle involverte må vite hva de skal gjøre. Åpenhet om forpliktelser virksomheten har til seg selv, utfordringer de står overfor og hvordan dette håndteres, er vesentlig.

## 1.A Policy\* for egen virksomhet

### 1.A.1 Lenke til offentlig tilgjengelig policy for egen virksomhet

<https://granqvists.se/corporate-social-responsibility/>

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### 1.A.2 Hva sier bedriften offentlig om sine forpliktelser til å respektere mennesker, samfunn og miljø?

Granqvist AB use to say that our production is our heart in the company and it is extremely important that the workers are feeling well, safe and are treated in the best way. Our goal is to make as little impact as possible on the environment and we work actively to find solutions to reduce negative impact. We want to work for a sustainable development and we try to do so.

See more information on our website:

<https://granqvists.se/corporate-social-responsibility/>

<https://granqvists.se/about-us/>

(We will also add this information at our new Lillsport website we are working on right now)

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### 1.A.3 Hvordan er policy for egen virksomhet blitt utviklet og forankret?

Working with Ethical Trade is a wish from the board. It is the board that leads the work with ethical trade and has developed the policy together with Ethical Trade Norway. We work to communicate the work with a sustainable development to everyone in the organization but also externally to the stakeholders

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## 1.B Organisering og internkommunikasjon

### 1.B.1 Hvordan er arbeidet med aktsomhetsvurderinger organisert i bedriften, og hvorfor?

We are from 2021 two persons working with the ethical trade work. Linnéa Granqvist is both on the board of the company and conducts the work all the way up the organization. Linnéa has the most contact with the suppliers and also the purchaser in Poland. We also keep a close contact with the HR responsible in Poland and with the responsible communicator with Ethiopia. Newly hired 2021 is Malin Skystedt who is now a part of the daily work with ethical trade and has an education containing a lot of CSR-work with her.

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### 1.B.2 Hvordan blir betydningen av virksomhetens aktsomhetsvurderinger konkretisert og tydeliggjort for de ansatte gjennom stillingsbeskrivelse, arbeidsoppgaver og incentivordninger?

We have dialogues and regular meetings. For new employees in the Swedish office, the work and expectations are carefully explained so that everyone has common goals with the work towards more sustainability. Everyone should know the work related to ethical trade. New employees who, as mentioned, will become aware of the work and expectations.

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### 1.B.3 Hvordan sikres det at relevante ansatte har tilstrekkelig kompetanse til å gjennomføre arbeidet med aktsomhetsvurderinger?

We make sure to educate not only the persons that work with the task of ethical trade but also that everyone has knowledge of the work. We have contact with our adviser in Ethical Trade Norway and attending courses in their regime to make sure to be updated and learn more.

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## 1.C. Planer og ressurser

### 1.C.1 Hvordan er virksomhetens forpliktelser til å respektere mennesker, samfunn og miljø forankret i virksomhetens strategier og handlingsplaner?

We are passionate about working for improvement and challenging ourselves with how we can work more sustainably. By permeating the entire organization from the board, it creates a natural work ethic in the workplace. We want to continue to work with developing better work conditions and freedom associations in both Poland and Ethiopia. We also aiming to improve our environmental footprints, both to reduce pollutions and chemicals.

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### 1.C.2 Hvordan følges virksomhetens strategier og planer for å være ansvarlig og bærekraftig opp av ledelse og styre?

It is a standing point on the agenda every board meeting and we also have organisation meeting with the employees in Sweden every month where ethical trade is one of the points on the agenda. Since we are more people working with it now the more we can have discussions and keep evolving the work. We have realized which working methods that work's best for us in order to be able to get the most out of the work as possible. That includes the open communication of the work and how we can bounce ideas about improvements and things to work more with.

On the board meetings we are discussing the most important things at the time. In some cases, it may involve individual risks or in some cases the work in general.

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## 1.D Partnerskap og samarbeid med forretningsforbindelser, spesielt leverandører

### 1.D.1 Hvordan tydeliggjør virksomheten viktigheten av ansvarlighet og bærekraft i møte med forretningspartnere, spesielt i leverandørkjeden?

We have like last year sent out a SAQ to our suppliers. The chosen once for this year were new supliers, some that didn't answer last year and the once we think we need to have some more knowledge of.

Just like before we have as a routine when starting up a collaboration with a new supplier to read and sign our Policy responsible business conduct.

We have also been mapping our suppliers to evaluate if there are any risk we can see.

We will continue to aim for close relationships with the suppliers as much as possible because we believe that it contributes to better collaborations and longer relationships.

Since we invest in maintaining relationships with our suppliers for a longer period, we try to have as close a contact as is needed to make it work. SAQ will be a first step but it is our intention to continue contact so it can result in longer and more sustainable relationships. We also visit and them visiting us to improve relationships and nurture them.

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## 1.E Erfaringer og endringer

### 1.E.1 Hvilke erfaringer har virksomheten gjort seg om arbeidet med bærekraftig forretningspraksis i rapporteringsåret, og hva har endret seg som et resultat av dette?

We have always have had this questions on agenda from the start of our company but after being member of Ethical Trade Norway we have even more focus on ethical trade both in our daily work, in our work with organization and in our policy documents.

We are today very happy that we have mainly our suppliers within Europe, we have had a good flow with fabric even though it has been a pandemic in the world.

Of course, the pandemic has affected us to the extent that we have been adopted to more digital solutions. However, it has been shown that we can benefit from this when we talk, for example, with the employees in Poland in a more natural way via teams.



2

Fastsette fokus for rapporten

## Kartlegging av virksomhetens påvirkning på mennesker, samfunn og miljø

Kartlegging handler om å identifisere virksomhetens risiko for, og faktiske negative påvirkning eller skade på mennesker, samfunn og miljø, inkludert i leverandørkjeden og gjennom forretningsforbindelser. Det handler om å først danne seg et overordnet risikobilde, for så å prioritere mest vesentlige risikoområder for grundigere kartlegging og håndtering av funn. Hvordan virksomheten er involvert i eventuell negativ påvirkning på mennesker, samfunn og miljø, er sentralt for å avgjøre riktig respons og tiltak. Involvering av interesser, spesielt påvirkede parter, er sentralt i kartleggingsarbeidet, så vel som i tiltak for å håndtere utfordringene på en god måte.

## 2.A Kartlegging og prioritering

### PRIORITERT NEGATIV PÅVIRKNING/SKADE FOR MENNESKER, SAMFUNN OG MILJØ

Å prioritere en eller flere risikoområder på bakgrunn av alvorlighetsgrad, betyr ikke at noen risiko er viktigere enn andre, eller at virksomheter ikke gjør noen med annen risiko, men at det som har størst negativ påvirkning prioriteres først. Kartlegging og prioritering er en kontinuerlig prosess.

#### 2.A.1 List opp virksomhetens prioriterte risiko for negativ påvirkning/skade på mennesker, samfunn og miljø.

Prioritert negativ påvirkning / skade	Relatert tema	Geografi
PFOS/PFOA impregnations	Helse, miljø og sikkerhet Miljø	Kina Sør-Korea Polen
Low wage	Tvangsarbeid Barnearbeid Lønn Arbeidstid	Etiopia
Chemicals in leather	Helse, miljø og sikkerhet Miljø	Etiopia Polen
Freedom of association and collective bargaining	Fagorganisering og kollektive forhandlinger	Etiopia Polen
Reduce transport pollution	Miljø Utslipp	Etiopia Polen
Waste disposal	Miljø Energi Avfall	Etiopia Polen

## BEGRUNNELSE FOR HVORFOR DISSE UTFORDRINGENE ER PRIORITERT SOM MEST VESENTLIGE FOR MENNESKER, SAMFUNN OG MILJØ

**2.A.2 Beskriv kort virksomhetens rutiner for kartlegging og identifisering av risiko og vis til hvordan den negative påvirkningen/skaden ble identifisert og prioritert i denne perioden. Beskriv hvordan informasjon ble hentet inn, hvilke kilder som er benyttet og hvilke interessenter som er involvert/dere har snakket med. Beskriv videre også om det er identifisert områder eller tema hvor det er manglende informasjon for å danne seg et helhetlig bilde, og hvordan dere planlegger å gå frem for å få mer informasjon/håndtere dette.**

When assessing risks and mapping them, we primarily start from Ethical Trade's own risk tool "Risiko". That is the starting point and gives us an overall picture of risk factors.

The risk in our branch is very high. Many of the risks are "classic" in factories. For example, the management of chemicals and waste and emissions management. The most important action we have done is to build a more direct sourcing model and own our own production in Europe. This give us better control and possibilities to influence. This means that we can focus more on our risk in raw materials. We have done a general analysis of our branch and the countries we are located in.

Employee and the CEO regular visit our production in Poland every month. Our responsible for contact to Ethiopia is visiting the tannery and glove factory every quarter. However, it has been difficult this year, which has also been a pandemic-year and unrest in the country.

We have been supported by SwedFund – a part of SIDA (Swedish International Development Agency) to build up the glove factory and organization out from the ethical directives in Ethiopia. In this project there is a very well documented analyses of all risks in all respects –ethical, human, environmental, economic.

Fully Documentation can be found under Swedfund project 1-16-25 (in Swedish).

When visiting Ethiopia, we always have a checklist of what to look for and which subject to run forward.

Regarding Ethiopia we have talked to other tanneries that is own by people in UK how they do with collective bargaining and got information from them how to proceed. We have also looked on internet sources like Difi where you can search of products that has high risks. One of them i leather industry because of chemicals. We have also uses different internet sources to identify risks by countries.

<https://www.anskaffelser.no/samfunnsansvar/sosialt-ansvar/hoyrisikoproduktlisten/tekstiler-arbeidsklaer-og-fottoy>

<https://www.state.gov/reports-bureau-of-democracy-human-rights-and-labor/country-reports-on-human-rights-practices/>

<https://www.ituc-csi.org/ituc-global-rights-index-2018?lang=en>

<https://2009-2017.state.gov/j/drl/rls/hrrpt/humanrightsreport/index.htm#wrapper>

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## ANNEN NEGATIV PÅVIRKNING/SKADE

**2.A.3 Beskriv annen negativ påvirkning/skade på mennesker, samfunn og miljø som ble identifisert i kartleggingen i egen virksomhet, leverandørkjeden eller hos forretningsforbindelser i rapporteringsåret og hvordan disse er håndtert.**

Just like everyone else during Covid-19, we have had to adapt to the situation. This has resulted in us offering our seamstresses in Poland to work at home. Therefore, we have offered them removable sewing machines to take with them home, if they of various reasons have not been able to get to work. In this way, we have tried to contribute to reduced spread of infection in production and simplified the work for several of our employees.

A photograph showing several workers in a factory or laboratory setting. They are wearing blue protective suits and caps. One worker in the foreground is looking down at a task. The background is blurred, showing more workers and industrial equipment.

### 3

### Håndtering av prioritert påvirkning

## Stanse, forebygge eller redusere negativ påvirkning

Stanse, forebygge eller redusere handler om å håndtere funn fra kartleggingen på en god måte. Virksomhetens mest vesentlige negative påvirkning på mennesker, samfunn og miljø prioriteres først. Dette betyr ikke at annen risiko er uvesentlig eller at det ikke håndteres. Hvordan virksomheten er involvert, er sentralt for å treffen riktige tiltak. Faktisk negativ påvirkning/skade som virksomheten forårsaker eller bidrar til må stanses, forebygges og reduseres. Virksomheter som er direkte forbundet med negativ påvirkning må bruke sin innflytelse til å få forretningsforbindelser (f.eks. leverandører) til å stanse, forebygge og redusere dette. Dette innebærer å utvikle og iverksettes planer og rutiner for å håndtere risiko, og kan kreve endringer i egne policyer og styringssystemer. Virksomheters vellykkede håndtering av negativ påvirkning på mennesker, samfunn og miljø er et avgjørende bidrag til FNs bærekraftsmål.

### 3.A Stanse, forebygge eller redusere

**3.A.1 Legg til mål, status på fremdrift, og beskriv tiltak dere har iverksatt for å håndtere virksomhetens prioriterte negative påvirkning/skade på mennesker, samfunn og miljø**

Prioritert negativ påvirkning/skade	<b>PFOS/PFOA impregnations</b>
Overordnet mål :	Have all our products free from flour carbon impregnations.
Status :	In Q4 2021-Q1 2022 identify the products containing it
Mål i rapporteringsaret :	Reduce PFOS/PFOA in our products

Uførte tiltak og begrunnelse :

This is a work in progress and it will remain until we no longer have it in our products. We try to reduce the content of flourcarbones in our products constantly. We are going to contact our supplier with flour carbon textile and see what they can offer us instead or maby look for other supplier. Collect more information and knowledge of what to use instead of flour carbon. During this year we will take contact with the suppliers it concerns and start the conversation to developing other options.

Prioritert negativ påvirkning/skade	<b>Low wage</b>
Overordnet mål :	Every employed in our supply chain shall earn so much money so they can provide themselves and also be a part of providing the family.
Status :	We make sure that we pay minimum wage or more.
Mål i rapporteringsaret :	We will still work for higher wages both in the Glove factory and in the tannery in Ethiopia. We also want to make sure that we are as attractive as a workplace as possible and meet the needs of our employees. This year has meant ensuring work and wages despite the fact that the country has been subjected to unrest. This is important for increasing confidence and stability in the region and among our employees.

#### Utforte tiltak og begrunnelse :

We work continuously to develop the factory and above all develop the knowledge of the workers. We want to show appreciation and maintain continuous communication even in difficult circumstances that this year has offered. It has been both in the form of COVID-19 and the country's unrest. For us, it is important to show appreciation of the work they do and that we can continue to offer them a workplace where they can continue to develop.

Prioritert negativ påvirkning/skade	<b>Chemicals in leather</b>
Overordnet mål :	We want to have a raw material that have as few chemicals as possible, both for people working with it but also for our costumers health and safety.
Status :	We have leather free from Chrome 6 and with PH minimum 3,5 and maximum 9,5. All leather is according to EU regulations.
Mål i rapporteringsaret :	Investigate the chemicals and search for what is preferable and what we can do to minimize the use of chemicals.

**Utforte tiltak og begrunnelse :**

This year has put the supply of various raw materials to its peak. This has contributed to even greater communication with suppliers about alternative materials and approaches. It have resulted to greater transparency in the search for new materials.

Prioritert negativ påvirkning/skade	<b>Freedom of association and collective bargaining</b>
Overordnet mål :	To have collective bargaining in glove manufacturing in Ethiopia.
Status :	In Ethiopia they have work international council but not in our factory yet.
Mål i rapporteringsaret :	To have collective bargaining in glove manufacturing in Ethiopia.

Utforte tiltak og begrunnelse :

Take contact with Ethiopia embassy and also contact the tannery that is owned by people from UK to get their expertise. Find a solution that fits both us and our partner in Ethiopia and the culture. The goal focuses primarily on Ethiopia, but of course there is work to work for also in Poland. We have progressed further by having a representative group that can be involved in influencing. This group is replaced and gives more opportunities to participate and influence.

Prioritert negativ påvirkning/skade	<b>Reduce transport pollution</b>
Overordnet mål :	Continue to reduce transport pollution
Status :	We are now only deliver full shipments
Mål i rapporteringsaret :	Keep working with more sustainable transports ways

Utforte tiltak og begrunnelse :

We strive to only deliver full shipments so that we maximize the transport that goes. We are also working more on shipping transport to choose a better alternative to aviation for longer shipment.

Prioritert negativ påvirkning/skade	<b>Waste disposial</b>
Overordnet mål :	Minimise waste disposial
Status :	We have highlighted that it is a problem and worked out a plan with leftover material
Mål i rapporteringsaret :	Develop our waste disposal and sell left over material

**Utforte tiltak og begrunnelse :**

By highlighting the problem of waste disposial we place more emphasis on helping to plan material availability and more reliably count on expected sales to avoid having to stand with too much material that is at risk of becoming in abundance and not being used.

## Tverrgående tiltak for å håndtere negativ påvirkning/skade:

**Beskriv virksomhetens tverrgående tiltak for å stanse, forebygge eller redusere negativ påvirkning/ skade på mennesker, samfunn og miljø i leverandørkjeden**

### **3.B.1 Reduksjon av miljø- og klimafotavtrykk**

Last year we installed solar cells in Ethiopia and this year we did the same on the factory in Poland. Development towards renewable electricity and energy felt like a matter of course and we want to try to reduce our environmental footprint to the extent that we can

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### **3.B.2 Tilpasning av egen innkjøpspraksis (sourcing)**

Since joining Ethical trade Norway, we have included our guidelines to always have an ethical approach on the agenda at the start of a collaboration with a new supplier. They should sign our Policy Responsible Business Conduct or at least send us theirs so we can see that they coporate in the same gudelines as we do. We also look for suppliers that can offer us environmentally friendly alternative.

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### **3.B.3 Valg av produkter og sertifiseringer**

Our own production in Poland have both ISO 14001 and ISO 9001.

Tannery in Ethiopia have ISO 14001 and ISO 9001.

We have OEKO-TEX of textile fabrics and thred.

Leather must be free from crome 6 and Ph minimum 3,5 and maximum 9,5.

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### **3.B.4 Støtte aktivt opp om fri fagorganisering og kollektive forhandlinger, eller der lovverket ikke tillater dette, støtte aktivt opp om andre former for demokratisk valgt arbeiderrepresentasjon**

In our production unit in Poland we have our group of representative. We have this box with suggestions that workers can put in anonymously or with name.

We are starting the work in the same way in Ethiopia to try to implement the same representative group as we currently have in Poland.

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### **3.B.5 Bidrag til utvikling, kompetanseheving og opplæring internt og av leverandører og arbeidere i leverandørkjeden**

As written above we have, together with Swedish government (Swedfund), invested and helped our supplier of leather to build a glove factory. We educate the sewing staff in Ethiopia and we try help and give our knowledge of running a glove factory. Here we also try to influence by point out the importance of ethical trade. Together with customers, we have also developed and gained knowledge and working methods to jointly develop our supply chain.

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### **3.B.6 Annen relevant informasjon for hvordan dere arbeider med å redusere, forhindre og håndtere negativ innvirkning på mennesker, samfunn og miljø.**

## 4

# Overvåking av gjennomføring og resultater

Overvåkning av gjennomføring og resultater handler om å måle effekten av systematikken og eget arbeid i hvert trinn i aktsomhetsvurderingene, og viser hvorvidt virksomheten gjør gode aktsomhetsvurderinger. Virksomheten må ha systematikk og rutiner på plass for å kunne fange opp og kritisk vurdere egne konklusjoner, prioriteringer og tiltak som er gjort som en del av aktsomhetsvurderinger. Eksempelvis: Er kartlegging og prioritering av mest negativ påvirkning gjort på en faglig god og troverdig måte, og som reflekterer de faktiske forholdene? Virker tiltakene for å stanse, forebygge og/eller redusere virksomhetens negative påvirkning/skade etter hensikten? Er skade gjenopprettet der det er relevant? Dette kan gjelde tiltak virksomheten gjør selv og som utføres av eller i samarbeid med andre. Erfaringene virksomheten gjør seg med arbeidet med aktsomhetsvurderinger brukes for å forbedre prosesser og resultater i fremtiden.



## 4.A Overvåkning og evaluering

### 4.A.1 Beskriv hvem som har ansvar for å overvåke effekten av tiltak iverksatt for å håndtere virksomhetens vesentlige risiko for skade/negativ påvirkning på mennesker, samfunn og miljø, og hvordan overvåkingen gjennomføres i praksis

We believe that the SAQ gives us a tool to identify risks. When we receive the answers we evaluate the eventual risk. If we believe that the answers to the SAQ are a bit concerning and can be a chance of risk we will take it further and try to see what we can do. Employee in our company that visit our suppliers also have on agenda to discuss this.

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### 4.A.2 Beskriv hvordan dere sannsynliggjør at virksomhetens tiltak for å identifisere, forebygge og redusere negativ påvirkning faktisk fungerer

To report to Ethical Trade Norway, attend courses and post our annual report on our websites, we do to increase both our own and our stakeholders' knowledge and show transparency.

Regarding Ethiopia we have good insights in what's working and what is not working but with our other raw material suppliers we work with new routines to get better insight. Many of our suppliers we have worked with in a long time and know each other well.

Due to Covid-19 it has not been any fairs or other natural meeting points this year. Otherwise we used to meet our suppliers on different exhibitions during the year. Travel restriction have also led to less meetings with suppliers. During 2021 we have had email conversations and phone conversations with our suppliers in different matters instead. Some we have met in the production unit in Poland as well. But mostly the communication have been over Teams this year as well.

## 5

# Kommunikasjon av hvordan negativ påvirkning/skade er håndtert

Forutsetningen for god ekstern kommunikasjon om arbeidet knyttet til virksomheters aktksamhetsvurderinger for bærekraftig forretningspraksis er at den bygger på konkrete aktiviteter og resultater. Virksomheter skal kommunisere offentlig om relevante styringsdokumentet knyttet til aktksamhetsvurderinger, eksempelvis policyer, retningslinjer, prosesser og aktiviteter knyttet til å identifisere og håndtere bedriftens faktiske og potensielle negative påvirkning på mennesker, samfunn og miljø. Kommunikasjonen bør inkludere hvordan risikoen er avdekket og håndtert, samt hvilke effekter man oppnådde av tiltakene/aktivitetene. Etter åpenhetslovens §4 skal virksomheter som er omfattet årlig offentliggjøre en redegjørelse for aktksamhetsvurderinger.



## 5.A. Kommunisere eksternt

### **5.A.1 Beskriv hvordan virksomheten kommuniserer med berørte interesser om håndteringen av negativ påvirkning/skade**

In our production unit in Poland we have our group of representative that we communicate with if we need to inform all our workers. We also work close with the management in our production unit if it is some salient issue that need to be worked out. We have this box with suggestions that workers can put in anonymously or with name. We also have close contact to the people managing the glove production in Ethiopia.

We are trying to work as concrete and direct as possible to both customers and suppliers. If there are a problem in some how we try to get to talk with them at once and discuss the matter with those involved. Since we are communicating on the website with document of our work it gives the stakeholders a way of reading and find contact information for us.

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### **5.A.2 Beskriv hvordan virksomheten kommuniserer offentlig rundt eget arbeid med kartlegging og håndtering av negativ påvirkning/skade**

We describe our work on our website. We do also publish our Policy responsible business conduct together with this report from Ethical Trade Norway.

We also send this report together with other information to public tenders.

<https://granqvists.se/corporate-social-responsibility/>

<https://granqvists.se/about-us/>

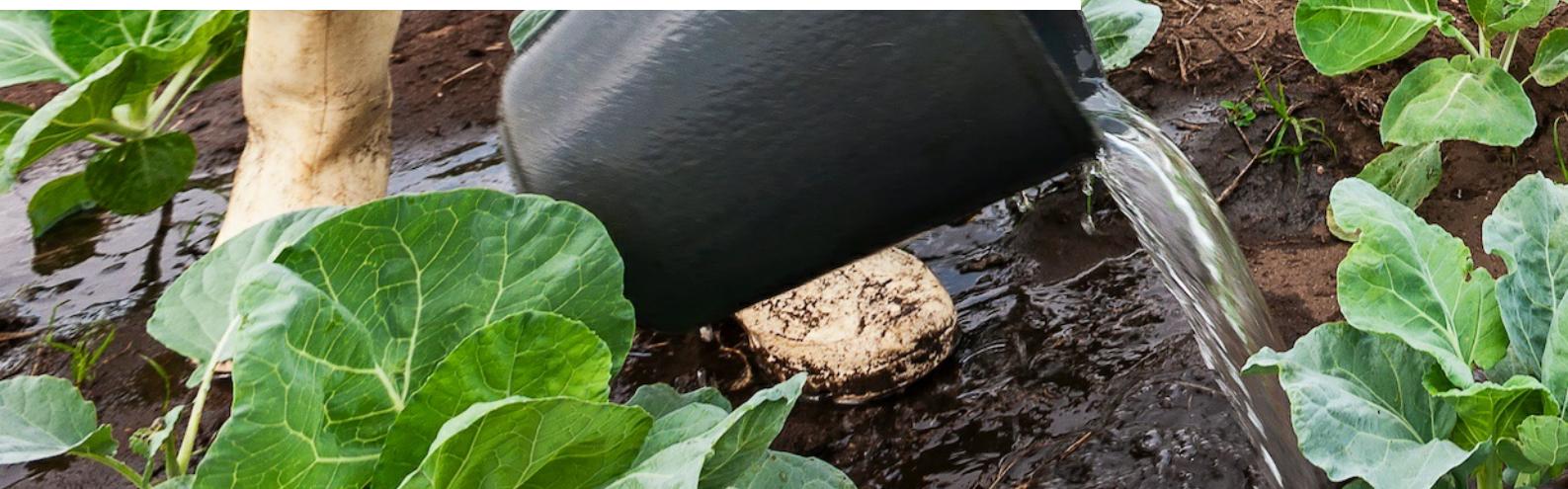
In addition to Granqvist's website, we will renew our Lillsport website and then the same information will also be available on this page for stakeholders.



## 6

### Gjenoppretting der dette er påkrevd

Når en virksomhet har identifisert at den har forårsaket eller bidratt til skade på mennesker eller samfunn, håndteres skaden gjennom å sørge for gjenoppretting, eller samarbeide om gjenoppretting. Gjenoppretting kan innebære økonomisk erstatning eller kompensasjon, en offentlig beklagelse, eller at skaden på annet vis rettes opp. Det handler også om å sørge for tilgang til klageordninger for arbeidere og/eller lokalsamfunn slik at de kan få sin sak hørt og håndtert.



## 6.A Gjenoppretting

### **6.A.1 Beskriv virksomhetens policy for gjenoppretting ved negative konsekvenser for mennesker, samfunn og miljø**

In the event of a breach of the Policy responsible business conduct, GSAB and the supplier will jointly prepare a contingency plan for remedying the breach. Remediation shall take place within a reasonable period of time, as mutually agreed. The business relationship will only be terminated if the supplier shows unwillingness to remedy the breach following repeated enquiries.

The supplier shall have an effective management system for handling complaints relating to human rights, workers' rights, environmental issues and corruption. The supplier shall ensure that both workers and external parties, such as local communities and civil society organisations, are able to submit complaints.

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#### **Beskriv eventuelle tilfeller av gjenoppretting i rapporteringsperioden**

An example we have done: When the new glove factory in Ethiopia was ready they did not connect running water into the building. We brought it up with our contact several times and put a deadline for them to fix it. Next time when our CEO were in Ethiopia we arranged a meeting with our contact and the water department to solve this problem.

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## 6.B Tilgang til mekanismer for gjenoppretting

### 6.B.1 Beskriv hva selskapet gjør for å sikre at påvirkede arbeidere og lokalsamfunn har tilgang til effektive mekanismer for gjenoppretting, når det er aktuelt

We have our representative group that meets every week to discuss matters from the employee in the production unit in Poland. We also have a anonymous box that the employees can put notes in that they wish to discuss or highlight. In Ethiopia we have on our agenda to arrange remediation mechanisms in the glove factory as we have in Poland.

**Kontaktinformasjon:**

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