

Sustainability Report

2021



SUSTAINABILITY BY SUNDSTRÖM

Sundström Safety AB has been helping to protect and improve people's health for almost 100 years. Our active approach to sustainability issues has enabled us to reduce our impact on the environment and the climate, provide good working conditions, establish a clean business model and ensure that we respect human rights.

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Sundström Safety AB is part of the Sundström Holding group. This sustainability report relates to Sundström Safety AB and its subsidiaries.

INTRODUCTION

Sundström – a sustainable company with a focus on people and the environment

Sundström's highest priority is people's health. Our goal is to manufacture and supply world-class respiratory protective equipment. Equipment that protects people from harmful contamination and improves their quality of life.

In recent years, our business has been growing and our current annual revenue is almost SEK 350 million. Our aim is to grow even further, but in a sustainable way. One requirement for this is to remain profitable and create added value for our

customers, employees, shareholders and other stakeholders.

There are clear indications from the market that it is important to do business in a sustainable way and to supply sustainable products. These market demands are in line with our aims and our strategic plan to continue developing Sundström as a sustainable company.

Safeguarding people's well-being goes beyond the products we manufacture. We believe that our employees are one of the company's most important resources. We have always put the emphasis on having a human resources policy that offers a safe, high-quality work environment. We want our employees to flourish and to have the opportunity to grow and develop in their roles.

In 2019, we decided that the company should increase its commitment to sustainability. We carried out a feasibility study, prepared our sustainability strategy and established sustainability goals. In this first sustainability report, you can find out about our sustainability activities and where we currently stand in relation to these issues.

Lagan, March 2022



Jonas Dahlman
CEO, Sundström Safety AB

Jonas Dahlman has extensive experience of personal protective equipment. He joined the company in 2011 as Sales and marketing manager and in 2017 he succeeded Ivan Sundström as CEO.



THIS IS SUNDSTRÖM SAFETY AB

We produce high-quality respirators

Sundström Safety AB is a well-known manufacturer of high-quality respiratory protective equipment. During the development of our products, our focus is always on the users. The essential features of our products are highly effective protection, user friendliness, system functionality, good value for money and a unique design.

The company is based in Lagan in southern Sweden, which is where our head office and production plant are located. Sundström has subsidiaries in Germany, the United Kingdom and the USA.

Values

Our three core values – openness, clarity and respect – lie at the heart of our business. These values are reflected

in the work and the approach of the entire organisation and are closely linked to our sustainability activities.

Sundström Safety's internal code of conduct

Sundström's code of conduct is based on the company's ethical guidelines and values and forms the basis for all the work that is done within the organisation. The code of conduct applies to everyone at Sundström, in other words, members of the board, the management team, other managers and employees. It describes how we should act in our day-to-day work and how we should behave towards one another, customers, suppliers, public authorities and other stakeholders.

The purpose of the code of conduct is to promote fair and safe working conditions, protect human rights, respect equality and diversity, take a responsible approach to the environment and apply high ethical standards.

Contaminated air passes through the filter and is purified.

In your work environment you may come into contact with contaminated air.



We make sure that only purified air reaches your lungs.

We keep you breathing.

SUNDSTRÖM SAFETY AB'S BUSINESS CONCEPT

”Sundström Safety AB develops, manufacture and markets technically advanced, user friendly respiratory and eye protection products.”

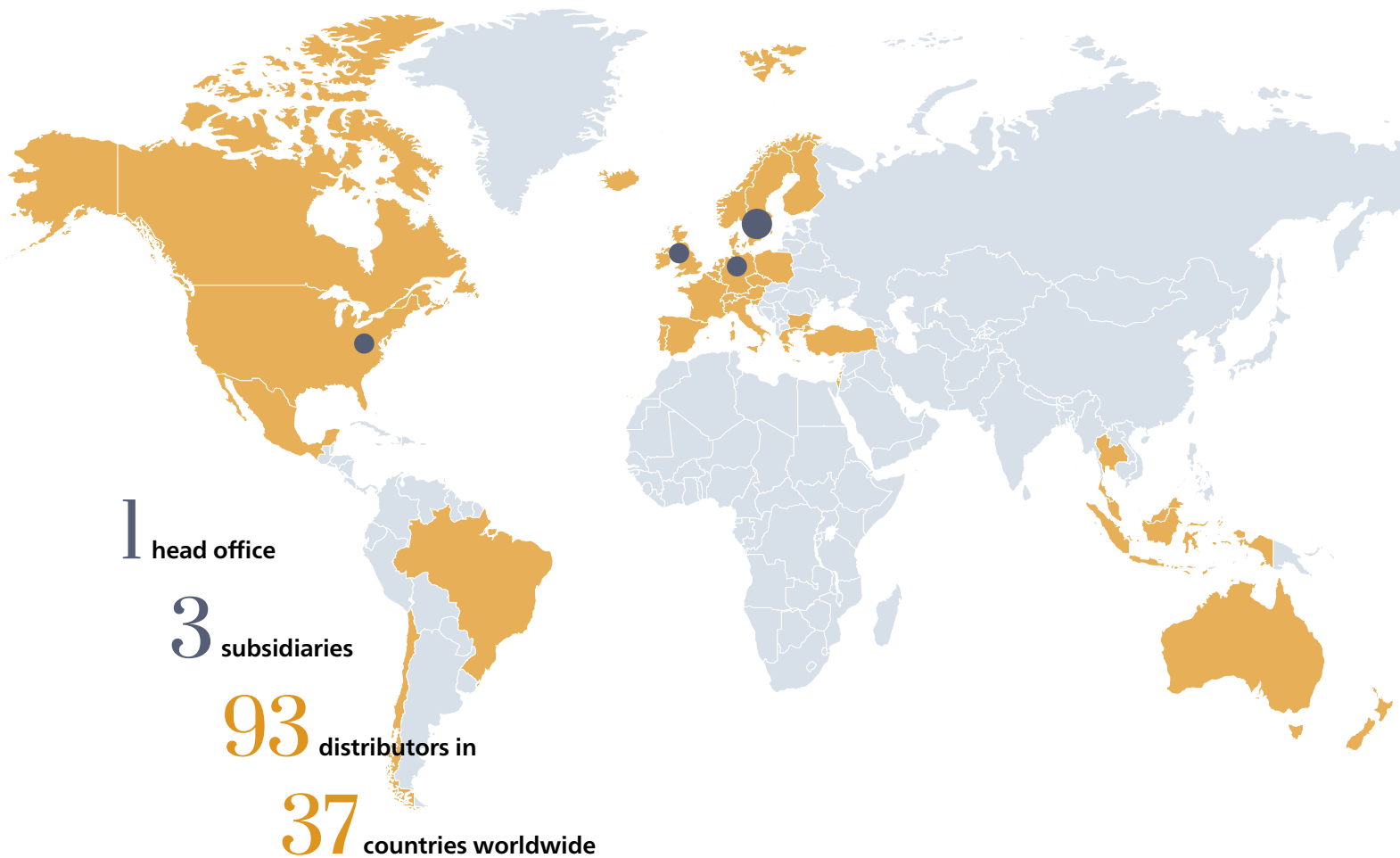


Sundström 

MADE IN SWEDEN SINCE 1926

OUR VISION

To be the leading supplier of advanced respiratory protection systems in specific markets



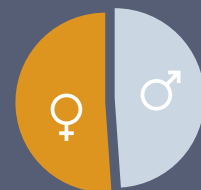
343

Turnover in 2021
in millions of SEK

150

Employees

Breakdown into
women / men



Sundström's flexible systems make work more comfortable, effective and safer.



23

Product certificates

8

Product groups



We have a compatible, modular product range that is flexible and adaptable to provide comfort and convenience for users and meet the requirements of the workplace.

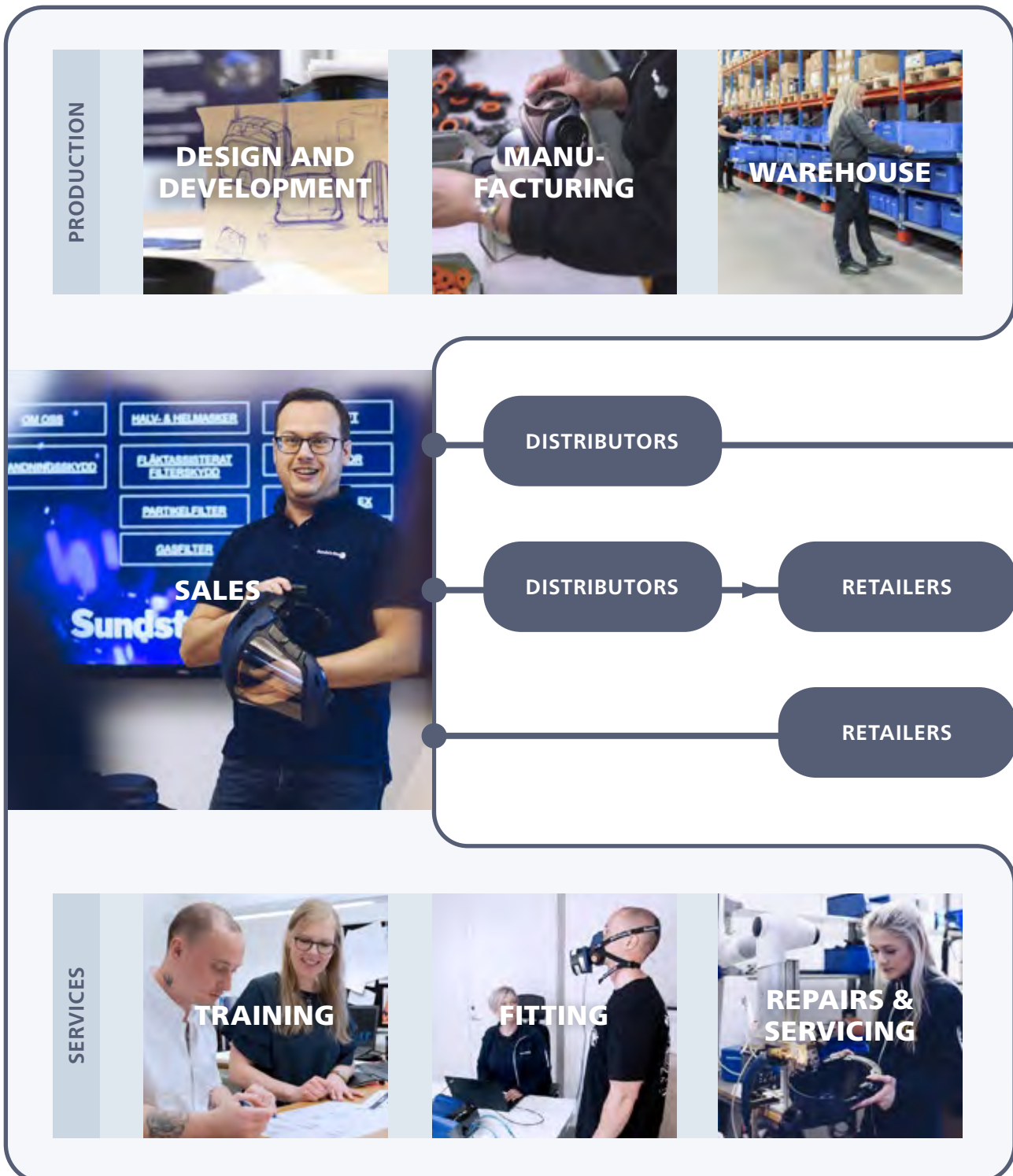
Half masks and full face masks can be worn as they stand or in combination with fan units or compressed air supply tubes. Our helmets, shields and hoods can also be used with fan units and different compressed air solutions.

Our philosophy is that it must be simple for users to choose the right protection.

OUR BUSINESS MODEL

From idea of product to end-user worldwide

Our products are marketed and sold in over 30 countries on the basis of well-established partnerships with distributors. We do not sell directly to end users. Our products are used in most sectors of industry. They are certified in accordance with current product standards. The company has ISO 9001:2015 certification.



We protect people
in their work environment.





Ivan Sundström Sr.
1889-1976



OUR HISTORY

Sundström Safety was founded in 1926 by mining engineer Ivan Sundström

Ivan recognised the need to protect mineworkers' eyes and lungs at an early stage. Because diseases caused by inhaling contaminated air often take a long time to develop, it is easy to ignore the fact that they are serious. This was the beginning of developing high-quality, user friendly respiratory protective equipment.

A good respirator must be simple, comfortable and fit different-shaped faces. Together with his son Per, who was studying at what is now known as the University of Arts, Crafts and Design in Stockholm, Ivan developed his understanding of the anatomy of the face. In the 1960s, Per launched the first anatomical half mask made of rubber and, at the end of the 1980s, the first silicone mask came onto the market.

Sundström Safety's company culture is based on openness, clarity and respect, which are also the company's values. Today, the third generation of the Sundström family is moving the company forward in the same spirit and members of the fourth generation are preparing to become involved.

1926 The company was officially founded by Mr. Ivan Sundström Sr.



1950s Mr. Per Sundström was appointed as CEO

Per Sundström
1920-2004



1972 The SR 62 half mask is launched with unique anatomic design

1976 Factory moves from Lidingö (Stockholm) to Lagan (Småland)

1984 Change names; "Sundströms Respiratorer" to "Sundström Safety AB"



1986
Opening of new factory in Lagan



1989 Launch of half mask SR 90 (silicone)

1993 Sundström is one of the first in the PPE business with ISO 9001

1999 Launch of Full Face mask SR 200



2001 Mr Ivan Sundström Jr. was appointed as CEO



2003
Launch of SR 500

2015 Launch of SR 900 SYSTEM



2020 Expansion of office, R & D and the factory in Lagan

SUSTAINABILITY

Prerequisite for long-term profitability

Our aim is to ensure that we have a highly ethical and responsible supply chain. A chain where people and the environment are respected and valued and money is spent appropriately. For this reason, a focus on sustainability issues is a natural part of Sundström's business.

In recent years, our stakeholders have shown an increased interest in sustainability. Many of our customers have procurement processes where sustainability is a factor of growing importance. Our customers expect their suppliers to provide high-quality products and, at the same time, to take responsibility for the environment, human rights and costs.

Our employees expect the company to act in a responsible way. They want a workplace that is safe and inclusive, with fair employment terms. They also want Sundström

to demonstrate its corporate social responsibility. Taking an active approach to sustainability issues is not only an important way of retaining staff, but also a key factor in attracting new employees.

Sustainability activities are essential to Sundström's long-term growth and profitability. They create added value for customers, employees, shareholders and other stakeholders.

Sundström aims to be the customers' first choice when it comes to respirators.



Sustainable management

Our sustainability journey

A feasibility study regarding sustainability was undertaken in 2020. The purpose of the study was to understand how our business affects people, the environment and the costs in the supply chain. An analysis of the existing situation was carried out on the basis of the UN Global Compact*. The study enabled us to identify the most important sustainability issues and to establish a framework for our sustainability strategy.

Sustainable management

The company's values of openness, clarity and respect and its code of conduct are the main starting points for our sustainable approach to management. Together, they form the foundation for our sustainability activities. Our policies and management documents and the requirements of legislation and customers also play an important role in guiding our work. A project group put together suggestions for sustainability goals and these were then approved by the company's management team. Action plans were drawn up on the basis of the goals with the help of other people in the organisation.

Sundström and Agenda 2030

Agenda 2030 is the UN's plan of action for sustainable development and consists of 17 goals with subgoals. The global agenda focuses on the social, environmental and economic challenges facing global society, which must be met by 2030. The framework makes it clear that both governments and businesses have important roles to play. We have chosen to work with five of the global goals where we believe that we can make the greatest difference. The goals that are relevant to us are in line with the company's values and business concept. By clarifying the meaning of the goals in the context of our business, we can link them to our focus areas in different ways. When we work within our focus areas, we influence the development of the global goals.

* The UN Global Compact includes the UN Universal Declaration of Human Rights and the accompanying UN conventions, the ILO conventions and the OECD Guidelines for Multinational Enterprises.

The global goals relevant to us



Healthy lives and well-being

Sundström Safety's goal is to help reduce the number of cases of illness and death caused by harmful chemicals and contamination by supplying safe, high-quality products.



Equality

Sundström Safety's goal is that everyone should feel safe and included regardless of their gender. We are working towards a more even distribution of men and women in our organisation, across all the departments and in different roles.

Our sponsorship is intended to help women and girls to play a greater role in society, for example by actively promoting equality plans and carrying out regular follow-ups.



Decent work and economic growth

Sundström Safety's code of conduct calls for decent working conditions, both in our own organisation and among our suppliers.



Sustainable consumption and production

Sundström Safety works to create products on the basis of a circular approach, where design, choice of materials, repairability and ease of use are important starting points.



Reduced environmental impact

Sundström Safety helps to reduce its environmental impact by making effective use of resources.



Sundström's focus areas

Our sustainability activities are based on five areas of strategic sustainability that we call our focus areas. These cover the entire supply chain from our suppliers to our customers, with a focus on our impact on people and the environment. By clearly delimiting and defining these areas, we have established a framework for our strategic sustainability activities, which allows us to set goals and follow up on them.

Our five focus areas are:

- Staff & health
- Sustainable purchasing
- Sustainable products
- Reducing environmental impact
- Our social responsibility

We have chosen to present these in our sustainability wheel with our values in the centre. Our focus areas are also linked to the five global goals.



STAFF & HEALTH

Our corporate culture shall ensure that we have motivated employees and a work environment which promotes safety, health and equality.



SUSTAINABILITY GOAL FOR 2021

Provide all employees with training in sustainability.

Completed



One workplace for all

Our employees are one of the company's most important resources and play a key role in the company's growth and success. It is important for us that our employees feel secure and appreciated.

It is in Sundström's interests to promote diversity and make effective use of employees' skills and experience at all times. The employment terms and development opportunities of our employees will not be dependent on gender, sexual orientation, ethnicity, age or other similar factors. We ensure this with the help of our code of conduct, policies, management documents and action plans for staff and equality/equal treatment.

Sundström Safety works to actively and systematically prevent discrimination and promote equality on the basis of the seven grounds for discrimination: gender, transgender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation and age. An equality plan is drawn up every two years and will include measures to ensure that this is the case.

"We must be an attractive employer with a safe workplace that offers equal opportunities."

A safe and secure workplace

Our work environment policy and our systematic work environment activities are important tools for creating a safe and secure workplace. Safety inspections are carried out several times a year and work environment risks are documented and followed up at safety committee meetings. If we identify any risks, we draw up action plans.



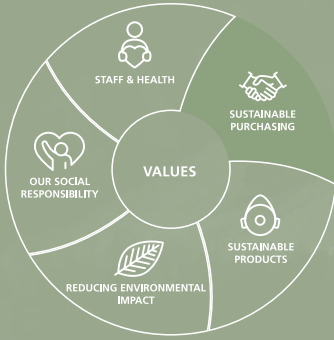
We have an external occupational health service that regularly carries out health checks and workplace measurements and monitors the ergonomics of the work environment.

We rotate jobs so that our production employees have a break from monotonous tasks. We have also installed height-adjustable tables and are working to improve the lighting in our production buildings.

Training and skills

Sundström values its employees' skills. We set annual targets for skills development activities for our employees. One of our sustainability goals for 2021 was that all employees should take part in sustainability training. The aim was to raise employees' awareness of the concept of sustainability and what it means for Sundström.

The training course has been made a mandatory part of our introduction plan for new employees.



SUSTAINABLE PURCHASING

All of Sundström's purchasing shall be based on expertise, environmental awareness, objectivity, a business-like approach and partnership.



Long-term relationships and shared values

Our aim is to establish close, long-term relationships with our suppliers. It is important to us that our suppliers understand our stakeholders' requirements and expectations and apply the same approach to them.

We visit our suppliers' premises to gain an understanding of how their businesses' work. Our suppliers must share our values and this enables us to work together to establish a sustainable supply chain. Many of our suppliers are based not far from us. The benefit of this is that we are governed by the same legislation relating to employment terms, the work environment, the environment and economic issues, among other things. In the case of suppliers that are located in other countries, it is important for us to have clear processes for communicating and following up our requirements and expectations.

Code of conduct for suppliers

One of our tools for achieving this is our Code of Conduct, which is aimed at our suppliers. Sundström's goal is to have supply chains with good employment and working conditions, a limited impact on the environment and an ethical approach to doing business. To ensure that this becomes a reality, we must make our requirements clear and monitor our suppliers' compliance with international guidelines relating to ethics, social responsibility and the environment.

SUSTAINABILITY GOAL FOR 2021

Update our Code of Conduct for our suppliers

Completed

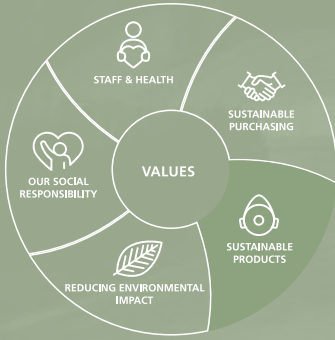




In 2021, we revised our external Code of Conduct so that we could communicate more clearly our requirements and expectations of our suppliers.

Would you like to find out more about our external Code of Conduct? Visit our website www.srsafety.com

”Our supply chains should have good employment and working conditions, and limited environmental impact.”



SUSTAINABLE PRODUCTS

From the very beginning, Sundström’s goal has been to supply products that protect people’s lives and health.



SUSTAINABILITY GOAL FOR 2021

No goal was set for 2021.



Product development philosophy

“We gain our customers’ trust by developing products that offer highly effective protection, personal comfort, system functionality, good value for money and a unique design and therefore offer the best possible benefits for customers.”

Product design

The fundamental basis of our product design process is to develop products that can be combined in different ways, such as systems with filter protection or compressed air. This enables us to meet users’ needs with a small number of products.

Our message “Buy a product – get a system” explains this in a simple way.

Designing sustainable products with a long service life that provide the highest possible level of protection has always been our greatest priority. For this reason, we have ensured that our range of filters remain the same size, so that newly designed filters fit in our older masks.

To enable customers to get the maximum use from our products, we supply spare parts and accessories long after the products have been discontinued.

Service and maintenance

Another important aspect of our product development process is to design products that are very comfortable to wear and easy to maintain and service. Repairing a product instead of discarding it saves money, resources and reduces waste. A product that is correctly maintained and cleaned can be used for many years. Together with selected distributors, we offer servicing and a supply of spare parts, which increases the service life of our products.

Sundström’s product design and the easy maintenance and servicing of our products helps to reduce our environmental impact and leads to increased circularity.



”We will supply circular products.”

Product training

Our sales organisation currently spends almost 80 percent of its time training our customers to become better users of our respirators. Some of the courses cover the subject of fit tests for half masks and full face masks to ensure that our customers have the best possible protection and understand how our products should be used.

We did not set any sustainability goals in the focus area Sustainable products for 2021. The feasibility study confirmed the fact that our products have many good sustainable features.

In 2022, we will set goals to make our products even more sustainable.



REDUCING ENVIRONMENTAL IMPACT

Sundström strives to continuously reduce its environmental impact and consumption of raw materials and energy.



SUSTAINABILITY GOAL FOR 2021

Carry out a survey of Sundström Safety's waste management

Completed



Carry out a survey of Sundström Safety's energy use

Completed



Sundström takes active measures to decrease its impact on the climate. By setting long-term goals and making our processes more efficient, we can use energy and materials in a way that has a reduced effect on the environment. The feasibility study identified a number of areas for improvement, for example waste management and energy use.

Electricity use

Our production unit is heated with locally generated district heating. The heat from our compressor is recovered and used to heat parts of our warehouse. We use green electricity. Sundström's machinery is modern and all of our machines and equipment are connected to an operation and monitoring system.

Despite the fact that we use only electricity which has a low environmental impact, in 2021 we opted to carry out an energy survey in order to understand how we consume energy. Our factory building has been gradually extended since 1986.

This has presented challenges in terms of the efficiency of both our electricity use and our heating. The results of the energy survey were largely positive, but also highlighted improvements that we could make.

Improvement measures

During the year we have introduced energy-saving measures in our production unit, which included replacing older fluorescent light fittings and installing motion detectors. We have replaced a total of 230 older lights, which has led to an energy saving of around 30,000 kWh per year. We identified equipment that was permanently in operation outside our working hours and we have now connected it to our operation and monitoring system.

More energy-saving measures are planned for 2022.



Waste survey

The feasibility study highlighted the fact that we can reduce our environmental impact by improving our waste management. One of our goals in 2021 was to carry out a waste survey. The purpose was to identify the types of waste that we produce and how they can be managed. By sorting our waste more thoroughly and recycling more of the materials, we can reduce our environmental impact. The waste becomes a useful resource, rather than being incinerated.

During the year, we have improved our management of waste carbon which is the result of spills from our gas filters during production. At the start of next year, we will introduce more measures to improve and increase our recycling of materials.

“We must have a resource efficient and climate-smart production with limited climate impact.”



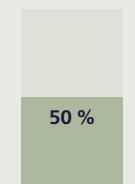
OUR SOCIAL RESPONSIBILITY

Our commitment to our community goes beyond protecting people with our products.



SUSTAINABILITY GOAL FOR 2021

Review our sponsorship policy.



Safeguarding people’s lives and health has always been the main driving force behind Sundström’s business. Therefore, there is a clear, natural link between the company’s sustainability activities and active community engagement.

Sponsorship and support for charities

Our social engagement includes sponsorship in the form of products, financial support and measures to improve knowledge on a local, regional, national and international level. As things currently stand, our sponsorship goes mainly to Swedish organisations in areas such as sport, culture, research and to schools.

Every year, Sundström organises a moustache competition to support research into prostate cancer. The company contributes a specific amount for each person who takes part. We also donate an equivalent amount to research into breast cancer. As we manufacture and sell respirators that protect users from harmful airborne contamination, it is natural for us to support research into lung diseases. Sundström also makes donations to charities and aid organisations that provide humanitarian support in areas such as children’s rights, food aid and healthcare in challenging environments.

The organisations we sponsor must have clear values that correspond with our own.

“We are a company that helps society to develop in a sustainable and positive way”

Schools and scholarships

As a means of attracting future employees and increasing young people’s interest in the technology industry, we sponsor a number of schools by providing funding, work experience opportunities and awareness-raising events.



We give students at Sunnerbo secondary school the chance to visit the Berzelius Days and award scholarships to students in their final year at the school.

Each year, Sundström awards scholarships to students studying science and technology who are in their final year at Sunnerbo secondary school. We also provide small grants to a number of students to give them the opportunity to take part in the Berzelius Days. This is the largest event in Sweden for students who want to study chemistry at university. Sundström also sponsors the Chalmers Formula Student team. It takes part in a competition for students from universities all over the world that involves designing, building and competing in a Formula 1 car.

Sundström also works with local colleges and provides mentoring for students during their courses that consists of a combination of theoretical and practical elements.

Sport

Taking part in sport has a positive impact on people's physical and mental health. This means that it is natural for us to sponsor a variety of Swedish sports associations and clubs. We have partnerships with skiing, athletics, football and ice hockey organisations, among others.

The associations that Sundström enters into sponsorship agreements with must have a good balance between elite and grassroots sport. It is also important that they have put in place and implemented an equality plan. They must also have a plan to combat discrimination and bullying.

Equality and female leadership

In 2019, Sundström Safety and the Swedish Athletics Association started a project network for women leaders. The goal of the network is to increase the number of female coaches at elite level and encourage more female junior trainers to continue their leadership roles at senior level.

During 2021, several associations in different areas of sport joined the project, which is now known as EPOS (Equality in memory of Per O Sundström). The purpose of the network is to provide inspiration, increase skill levels and offer opportunities for sharing experiences.

In 2021, our goal is to review our sponsorship policy.



RISK MANAGEMENT

Managing sustainability risks

Sundström's management of sustainability risks

To be able to have a long and successful future, we must constantly adapt to changes in our surroundings. From the perspective of sustainability, we have opted to focus on the risks caused by economic, environmental and social conditions.

Management

Sundström has customers and suppliers in a variety of countries where the legislation, expectations and culture are different. Because we do business on the global market, we are affected by changes happening around us. These can be political shifts, economic measures or differences in customers' requirements, for example, which can ultimately influence our results. By monitoring the legislation, we can track changes and new requirements. We see it as a challenge to stay up-to-date with the national legislation in different countries.

In our strategy plan, we analyse and identify different factors and risks that could have an impact on our business. The strategy plan helps us to adapt our organisation to withstand risks and threats and also to highlight

opportunities and strengths. By holding a dialogue with our customers and entering into agreements with them, we can understand their expectations and requirements. Changes that affect Sundström's business are communicated and implemented.

We are also affected by how our suppliers run their businesses. A poor-quality work environment or a failure to respect human rights risks damaging our reputation and can make it necessary for us to change suppliers. This in turn can lead to delays in delivering to our customers. Our supply chain is complex and involves many different suppliers. Our external code of conduct is an important tool for ensuring that employment conditions are acceptable. We do not tolerate child labour, forced labour, discrimination or unethical business practices.

The environment

We use many different types of material to manufacture our products. Some are of biological origin and some are made from fossil and finite resources. Access to raw materials of biological origin can be affected by climate change, which represents a risk to our supply chain.



The materials that we choose and the way that our suppliers run their businesses also affect our climate footprint. Our suppliers' use of energy, waste management and emissions and the quality of the components they provide influence our impact on the climate.

Environmental legislation places limitations on the use of chemical substances and materials. This can involve the substances being banned or restricted. There is also a trend for products to be recyclable or to contain a certain amount of recycled material. If chemical substances that are necessary for a product's function are banned, this can affect our product range.

To manage this risk, we monitor environmental legislation and maintain a dialogue with our suppliers. In our product development process, we make an active effort to find the right materials and chemical substances.

People

A good work environment and high staff attendance levels are high priorities. A poor work environment increases the risk of injuries and ill health, which in turn can lead to a higher staff turnover, lower productivity

and increased costs. A poor work environment can also damage our branding as an attractive employer.

To ensure that we have a good work environment, we yearly carry out several safety inspections and risk analyses. We also have processes in place for reporting incidents and accidents. In addition, we hold regular health checks and employee appraisals which help to identify any faults or problems in the work environment.

To maintain a high standard of service and to ensure that our product development process is reliable, it is important that our employees have the right skills. We have an annual training plan and a process goal that are linked to skills development. We follow up and evaluate the training courses we hold to ensure that they have the right impact.

WHAT DOES SUSTAINABILITY MEAN FOR US IN PRACTICE?

Every small action we take is important. Every individual and every company must identify how they can make a difference.

Caroline Martinsson, Project Leader for Sustainability



How did you become interested in environmental and sustainability issues?

– I have been interested in the environment and nature since I was a child. When I was growing up, there were a lot of reports in the media about the destruction of the rainforests and the holes in the ozone layer. I began to understand that human activity can have a major negative impact on the natural world, wildlife and the atmosphere. I did not think that this was right and therefore it seemed natural to me to learn more about it and to work in this area so that I could make a difference.

What is your role in Sundström's sustainability activities?

– As project leader for Sundström's sustainability measures, I am responsible for taking the project forward. My role is very wide-ranging. It includes performing inventories, documenting activities and compiling reports, among other things. In addition, I have to coordinate and train all the different departments in the company and get them involved in sustainability issues. Without everyone's involvement and commitment, our sustainability activities will not be successful.

What do you think are the main sustainability challenges that the company is facing?

– The global differences from an economic, technical and legislative perspective. To achieve our global goals, we need to introduce new measures and make changes all over the world. If you follow the political discussions in this area, you will discover that opinions differ and that the necessary determination is often lacking. This can give the impression that it is impossible to achieve these goals, but we must not let ourselves be distracted by that. Every small action we take is important. Every individual and every company must identify how they can make a difference.

What is your role at Sundström?

– I joined the company as a Key Account Manager in 2013 and I am now the manager of Sundström’s Nordic sales team. My job involves not just selling Sundström’s products but also training customers. Because the products protect people’s lives, it is important that our customers get the best possible advice.

How did you start working in the respiratory protection sector?

– I have always been interested in chemistry and my background is in chemical engineering and business administration. It seemed a natural choice to work with protective equipment, because it gives me the opportunity to make use of everything I have learned. My aim is to improve people’s knowledge of respirators and explain the importance of using the right protection in the right environment.

From a sustainability perspective, what requirements do you think our customers will have in future?

– We are already seeing an increasing number of questions about our products’ composition and impact on the environment. A code of conduct now is not the same as it was just five years ago. In the past we only had specifications for human requirements. Now we are seeing a lot of additional product requirements that go beyond traditional quality assurance.

I see Sundström as a knowledge company that shares its knowledge to promote users’ health and well-being.

YOUR BREATHING. OUR EXPERTISE.
is important to me.

Erik Timén, Sales Manager Nordic



There are many benefits to working at Sundström: freedom with responsibility, a good work environment, great colleagues and a caring employer. This is important to me.

Mevlida Ahmic, Team Coordinator



What is your role at Sundström?

– I joined the company as a production assembler in 2004 and now I am a team coordinator in one of our production areas. Around 30 people work in the team.

How would you describe Sundström

– It is obvious that Sundström cares about its employees and their work environment. Safety in the workplace is important and we have access to the equipment we need including ergonomic mats and height-adjustable tables. We rotate our jobs, which means that the work does not get monotonous. Also we have a lot of breaks and pauses. The work is relatively flexible and we can help decide how the rotation system operates.

What do you think is good about Sundström?

– There are many benefits to working at Sundström: freedom with responsibility, a good work environment, great colleagues and a caring employer. This is important to me. We focus on producing high-quality products with a long service life. It is obvious to me that the company is growing because it is investing in equipment, the work environment and the staff.

It is really great to be involved in this project and to help ensure that there are more female leaders at an elite level.

Karin Torneklint, Director of EPOS



In 2019, Sundström Safety and the Swedish Athletics Association started a project with the aim of attracting more female elite trainers into sport.

This project later became the EPOS network. EPOS stands for Equality in memory of Per O Sundström. He was the son of our founder Ivan Sundström. He was also the driving force behind the company for many years and was passionate about equality issues.

Several associations and clubs have joined the project. It currently includes the Swedish Ski Association (Cross Country), the Malmö Redhawks ice hockey team, the IFK Gothenburg football team and the Djurgården ice hockey and football teams. Karin Torneklint (former head of the Swedish national athletics team) has played a prominent role right from the start and is now the director of the network.

What is the goal and the purpose of the network?

– The network will help to create clear career paths for female leaders in the world of sport. The more female elite trainers we have, the more elite athletes there will be. We have too few female elite trainers at the moment. It's as simple as that.


How do you create the right conditions?

– EPOS will focus on enabling female leaders in sport to develop their skills, find inspiration and share experiences, with the aim of helping them continue their journey to senior and elite level. The associations and the clubs will work together to run the project and hold network meetings and training courses on a national and local level in order to increase equality among trainers in Swedish sport.

What are you looking forward to most about the project?

– I am really looking forward to working with the different associations and clubs and understanding their challenges and ideas. It will be exciting to see how we can come together to bring in more women leaders at an elite level and increase equality in the world of sport.

Read more about the network at www.epos-srsafety.com



”Sundström’s highest priority is people’s health. Our goal is to manufacture and supply world-class respiratory protective equipment every day to protect people from harmful contamination and improve their quality of life”

Jonas Dahlman, CEO, Sundström Safety AB



Read more about our
sustainability activities



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