

# Sustainability Review 2024

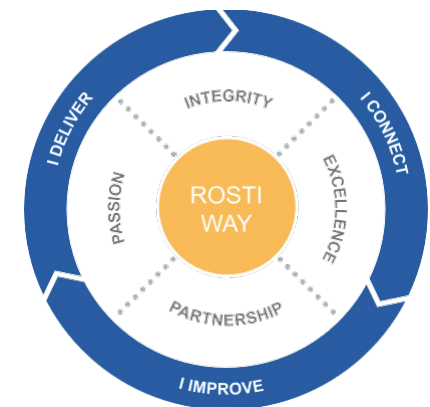


# Welcome

The Rosti way is our foundation and the key reason why Rosti continues to be one of the most successful injection moulding and contract manufacturing partners in the market.

With precision injection moulding at our core, we deliver sustainable, optimised supply chain solutions. This is achieved through our commitment to building long-term partnerships, with both our customers and with our ever-expanding network of suppliers, designers, toolmakers and scientists.

We want to be the most reliable and consistent partner possible, whatever your needs and challenges and fully understand our impact on the environment; from concept to reality.





## A message from our **CEO**

As Rosti's CEO I am proud to lead a responsible business with the values of Passion, Integrity, Partnership and Excellence at its core. This has seen us pass 80 years of manufacturing products from the heart of the supply chain. We act responsibly in a changing world to support global sustainability goals.

We know the world is looking at us as a key member of the plastics industry supply chain to act responsibly and build sustainable products from Concept to Reality, but also fully understand the end-of-life management of these products and how the choices we make through the process affects the CO2 impact on the planet.

Everyone in Rosti, at every point of the value chain, understands what we are doing and should be doing to reduce our and our customers' global impacts.

As a leadership team we will continually measure our performance from Concept to Reality and always strive to improve in order to support our ambitions as a responsible business within the community and value chains in which we operate.

**Jonas Persson**  
CEO Rosti





A woman wearing a yellow protective suit, blue gloves, and a blue hairnet is working in a laboratory. She is holding a small white object in her gloved hands. The background is a blurred laboratory setting with various equipment and structures. The image has a warm, orange-yellow tint.

**The Rosti Way**

# Values

Our values and behaviours have been created and shaped by everyone within our family and provide the foundation by which we interact with customers, suppliers, our community and each other.

This is reflected in our core values:

**Passion, Integrity, Partnership and Excellence.**



# 80 Years

Founded in Denmark by Rolf Fahrenholtz and Stig Jørgensen, Rosti began with the production of buttons by means of injection moulding, shortly after the second World War.

This innovative and relatively new method provided increased production at a lower cost compared to conventional press moulding. Since 2010, Rosti has been wholly owned by Nordstjernan, the Swedish family-controlled investment group. This ownership structure benefits Rosti, with unique resources, financial stability and the solid reputation the group brings. In turn, this provides our customers with security and peace of mind.

It is through our values and behaviours that our success has been built -and continues to be the foundation to our future.

Rosti has a history of precision **plastic injection moulding** solutions dating back to 1944.







# Rosti in Numbers

# Locations

With twelve factories across Europe, Asia & US, Rosti is a technology driven group with global presence that serves our customers on every level.

## Headquarters

- Sweden, Malmö

## Sites

- Sweden, Gislaved
- UK, Stamford Bridge
- Germany, Dresden
- Poland, Bialystok
- Romania, Ploiesti
- Turkey, Istanbul
- Malaysia, Senai
- China, Suzhou
- US

- Germantown (WI) x2
- Cary (NC)
- Clearfield (UT)

## Innovation & Tech Centres

- UK, Birmingham
- Poland, Bialystok
- China, Suzhou
- NA, Germantown

\*under construction



Manufacturing sites

**12**

4 Sustainability & Innovation Centres



IMM

**550**circa



Employees

**2500**circa



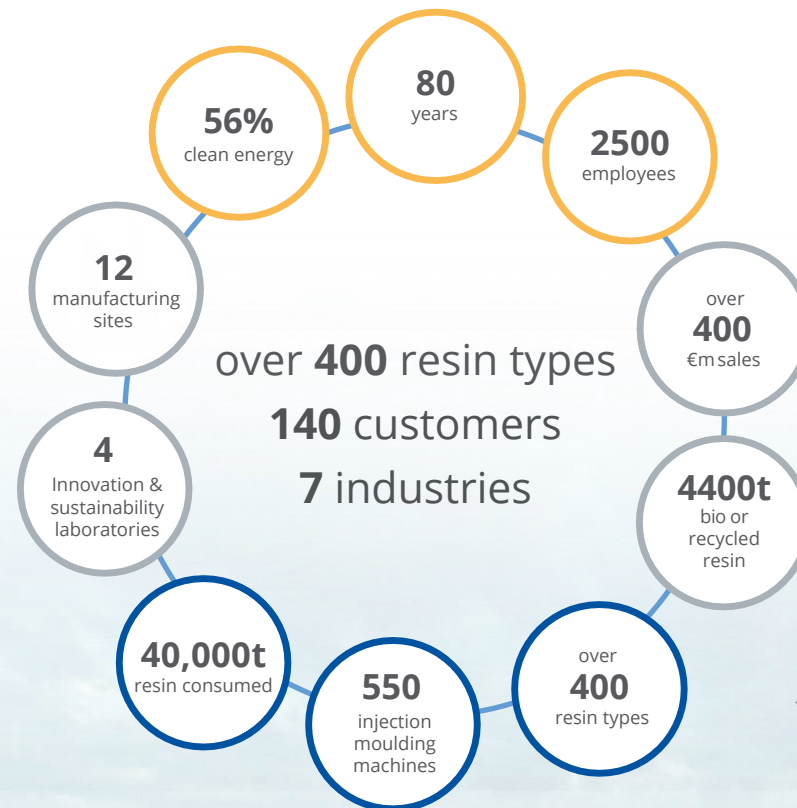
Turnover

**€400M+**  
euro



# Market

Our position in the supply chain drives our **pursuit of excellence** with the complexity of our customer base, products and technology ensuring we balance the physical resources we have within our control **today** and in the **future**.



# Customer Care Centre



Our Strategy

# Sustainable

We can directly affect product design, material selection and waste handling, and we have influence throughout the entire supply chain from raw materials to finished goods and beyond. This is why we put our commitment to creating sustainable solutions at the heart of everything we do, and it is why we give careful consideration to our choices at every step in the process.

As a plastic moulding company and contract manufacturer, Rosti sits at the **centre of the supply chain** and has a duty and an opportunity to make a **positive environmental impact** on the plastics industry.

*“Be the preferred partner to bring Sustainability from ‘Concept to Reality’ by innovating circular sustainable solutions”*





# Trends

Globally, **sustainability** trends are redefining the landscape for all industries and as a minimum **we have a responsibility** to effectively play our part by following them and have committed to do so.

## Plastic Revolution

Pollution levels in sea and on land have allowed for the plastic-free-world movement to gain momentum.



## Circular Economy

Growing shift from the take-make-waste linear economy to a circular economy by reusing materials and products.



## Biodiversity Protection

Growing threat to biodiversity from increasing pollution on land and in sea.



## Resource scarcity

Mounting pressure on businesses for more sustainable re-use and resource utilization.



## Technological Advancements

Increasing traceability, product life monitoring and data analytics through Industry 4.0 technology innovation.



## End-to-end transparency

Growing sophistication in the digitization of supply chain data, advancing end-to-end transparency.



# Our Commitments





# Our 2030 commitments

50%



*Reduce emissions* we control  
(Scope 1 & 2),  
& *enable* customer choices  
(Scope 3 - Material & Design)

100%



Always use *clean energy*

100%



Always have a *green*  
*material* alternative to offer

100%



Always have a *recyclable*  
*design* option to offer

Zero



Waste to landfill -  
*Leave no trace*

25%



Improved energy efficiency -  
*More with less*



# Committed to *sustainability* based concept development & operations

## Renewable Materials

- Offer a range of renewable & recycled materials
- Help our customers find a green alternative solution
- De-risk material qualification & benefit quantification

## Zero Waste

- Recover & Reuse of scrap material
- Offer Circular Solutions & services
- Support customers to find a chain of recycling
- Operation Clean Sweep

## Sustainable Design

- Product light weighting & simplification
- Design for recyclability
- Offer life cycle assessment



## Emission Reduction

- Close customer collaboration
- Design for minimum emissions
- Reduce energy consumption
- Carbon offsetting engagement

## Renewable Energy

- Use 'green' clean energy
- Reduce our carbon footprint
- Direct investment

## Energy Efficiency

- Community of practice across all Rosti sites
- Energy expert assessment
- Continuous energy reduction improvements

# Circular

Throughout our industry we are seeing a shift from a linear economy to a circular economy, with material selection and end-of-life product recycling becoming critical considerations.

At Rosti, we make detailed analyses of new products at the concept design stage, so that they better fit the circular economy model. These analyses look at material selection, tooling management, production technology, and the products' potential for repair or end of life recycling.



Rosti are committed to **supporting** the need to improve the **environment** for future generations.





# Carbon

Sustainability of design and process optimisation are critical to **reduce** our and our customer's carbon (**CO2**) footprint whilst working to create a sustainable business.



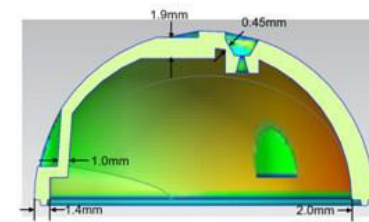


# Design

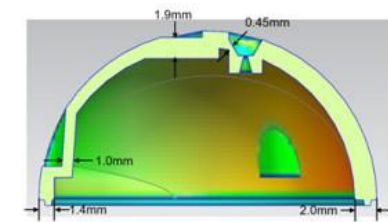
Life cycle assessment tools used to understand the product and process **CO2 impact**.

## Weight reduction

Weight reduction is possible through design optimisation using the latest digital design tools and partner collaboration.



Previous design **1.6g**



Optimised design **1.2g**

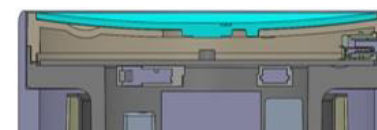


## Component reduction

Modular design reducing component count to aid assembly and repair.

## Elimination of secondary process.

Painting, printing and sealants have been eliminated in tool to reduce our manufacturing impact.



Previous design



Optimised design

# Operations

By closely monitoring and controlling our inputs and outputs in all aspects of our operations, we aim to remove waste and take action to address our environmental impact.

We use lean tools and techniques to understand the current state performance and create improvement activity that takes the long-term view developing a sustainable business.

With manufacturing sites across the globe, it's our ambition to **Leave No Trace**.



# Footprint

As an active member in this programme, we strive to eliminate resin pellet, flake and powder loss. We raise awareness of resin pellets getting into the water course through escapes into surface water drains and ultimately to the sea.

Zero pellet loss is an ambitious goal, but we recognise the damage that plastic can cause in the natural environment and we are committed to handling resin pellets responsibly.



Operation Clean Sweep (OCS) is trade marked by SPI (The Society of Plastic Industry)

Rosti Group is signatory to **Operation Clean Sweep (OCS)**.





# Measurement & Control

Plastification of Fossil and BIO resins to produce components consumes high levels of energy and natural resources generating CO2.

We have committed to focus our operational and technical expertise to reduce our impact through better material, product and process choices to deliver customer and end consumer needs.



Across our manufacturing sites operational KPI's are focused on reducing our environmental impact and improving performance

| SUBJECT       | METRIC                             |
|---------------|------------------------------------|
| Energy        | KwH/€ Sales                        |
|               | KwH/Kg Resin Converted             |
|               | Energy from Fossil Free Production |
| CO2 Emissions | KgCO2/€ Sales                      |
|               | KgCO2/Kg Resin Converted           |
| Materials     | % of Renewable Feedstock Material  |
| Water         | Cum/€ Sales                        |
| Waste         | Kg/€ Sales                         |



# Our People and **Health & Safety**

# People

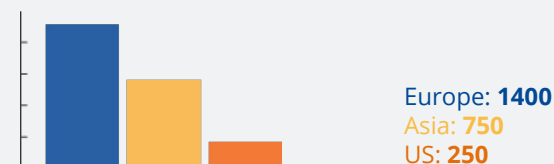
We are proud of Rosti's Scandinavian heritage, but we are also glad to be a part of a diverse global community.

At Rosti, we consider our employees to be our most valuable asset, and we are committed to enhancing employee engagement. Our efforts have consistently yielded positive results year after year. In 2024, we achieved an impressive 79% employee engagement score, significantly surpassing the industry average of 67%.



Our **people** and the way we all live the Rosti values with demonstrated behaviour is at the heart of our **commitments** and **growth**.

People by region



People by function



20%

18% of production employees are enrolled to our internal technical academy

HSE

Targeted HSE training locally

8

ROLAP

Modules within the Rosti Leadership Acceleration Program



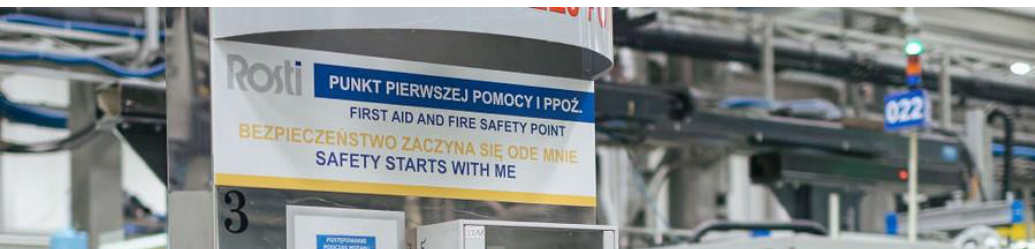
# Committed

Since the beginning of 2016 we have had a renewed focus on Health and Safety concentrating on:

- Removing hazards from the workplace
- Training at all levels
- Sharing best practice and incidents
- Behavioural Safety Audits

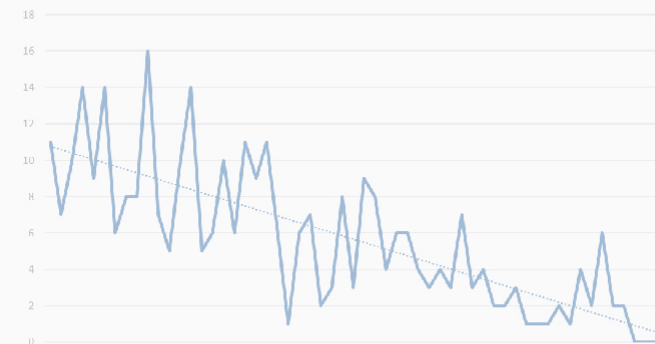
Our leadership teams continually review safety and act...

**SAFETY STARTS WITH ME.**



Health and Safety performance **improved** year on year since 2016 underpinned by the use of our **SAFER** system to identify and **eliminate** hazards.

## Accident Reduction Performance\*



\*total accidents per 1 million hours worked

# Success

We internally recognise individuals and teams **living our values** and continually **improving**. We annually award for the most improved site, teamwork and breakthrough event.

Our continuous improvement culture is underpinned through Health and Safety and people involvement including:

- Lean training from Day 1 in the organisation.
- Improvement ideas from the floor.
- Lean Projects used to solve business issues.
- One Rosti operational standards to promote our Values and Behaviours.
- Cross functional kaizen activity to create step change performance.



# Accreditations

Our policy is to hold accreditations that ensure business continuity from the ISO suite complimented by sustainability and targeted industry standards to provide guaranteed service across different industry sectors.



## Recognition

All sites are ISO9001 compliant. All European & Asian businesses are ISO45001 & ISO14001 compliant, with North American businesses working toward certification. Sites are now starting to achieve ISO50001 certification in recognition of Energy Management efforts.







Rosti Group. Big enough to **cope**, small enough to **care**.

UK | China | Germany | Malaysia | Poland | Romania | Sweden | Turkey | USA | India

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We would **love** to hear from **you**:



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[www.rosti.com](http://www.rosti.com)



Rosti Group