

Conaxess Trade’s Environment, Social and Governance approach

Conaxess Trade is one of Europe’s leading independent marketing, sales and distribution companies within FMCG. Conaxess Trade works in six countries: Denmark, Finland, Norway, Sweden, Austria, and Switzerland, with the head office based in Denmark. The Conaxess Trade Group distributes nearly 300 brands across its markets, reaching more than 40 million consumers.

Conaxess Trade Group has embedded environment, social, and corporate governance (ESG) values firmly within its corporate strategy. The company has established a value-oriented corporate culture in which its corporate objectives and commitment to the community are strategically linked.

The Conaxess Trade Group believes that focusing on sustainability is an important part of building lasting value. It plays a vital role in combining business success with ESG factors. Therefore, Conaxess incorporates ESG topics in its business activities on an ongoing basis and embeds sustainability into its core offering. The Group CFO, Jacob Schilling, is in charge of ESG for the Conaxess Trade Group.

Alignment with UN Global Compact

An important component of Conaxess Trade’s sustainability orientation is its adherence to the UN Global Compact framework, the world’s largest corporate sustainability initiative. The UN Global Compact is a challenge to companies to align their strategies and operating activities along globally valid principles of human and labour rights, environmental sustainability, and anti-corruption initiatives.

Material ESG topics

In February 2022 Conaxess Trade conducted a new ESG materiality analysis. Through this analysis they identified the main environmental, social, and governance topics and are working on implementing them into Conaxess Trade Group. Please find their focus topics in the following diagram.



Environment: Energy consumption and GHG emission

Conaxess Trade aims to reduce the impact of its business activities on the environment through ecologically responsible actions and careful processes.

Central targets for the company are the reduction of greenhouse gas emissions (mitigation) and adaptation to the already existing and incoming effects of climate change, derived from the first two EU taxonomy environmental goals (“climate protection” and “adaptation to climate change”). Conaxess Trade seeks to actively contribute towards limiting global warming and achieving the goals set out in the Paris Climate Agreement.

Environmentally friendly mobility is, besides supporting the supply chain to reduce non-renewable energy consumption, an area in which Conaxess Trade contributes to the efforts against global warming. Conaxess Trade introduced several measures to reduce GHG emission in the fields of goods transportation, flight reduction, and using public transport.

Supporting supply chain by complying with environmental protection laws

Conaxess Trade’s most important environmental ESG impact is to encourage its suppliers to keep or to strengthen their ecological friendly production and to comply with environmental protection laws. Therefore, the company will implement a new suppliers’ code of conduct in 2022.

Circular Economy

Transitioning to a circular economy is vital to preserving and protecting Earth’s natural resources. Conaxess Trade commits itself to the responsible use of natural resources and to the reduction of its resource consumption. At Conaxess Trade, resource conservation measures are regularly reviewed and implemented. In particular, the further reduction of packing material remains high on Conaxess Trade’s agenda.

Green Goods

Conaxess Trade makes efforts to refrain from goods that cause undue negative effects to the environment. According to Conaxess Trade’s guidelines they abstain from selected foods with excessive GHG emission footprint, such as pangasius in their fish products segment. Conaxess Trade strives to choose ‘green products’ versus less ecological and social valuable products. Progress is being made here especially in the pasta products segment, and Conaxess Trade is in extensive discussions with its suppliers and customers to make further changes in this area.

Social: Material social topics are supply chain, employees, and product quality

At Conaxess Trade, Corporate Social Responsibility (CSR) is a core element of its corporate philosophy. That means contributing to society at large beyond the confines of their company and anchoring their contributions strategically.

Conaxess Trade’s main ESG topics in social, derived from its material analysis, are supply chain, employees (employee development, employer attractiveness, diversity & equal opportunities), and product quality.

Conaxess Trade’s most important social ESG impact is to encourage its suppliers to keep or to strengthen employees’ rights, their working conditions, and their safety for their staff. Therefore they will implement a new suppliers’ code of conduct in 2022.

Social responsibility for employees

The company is responsible for more than 420 employees, all of whom play a key role in the success of the Group. Conaxess Trade therefore wants to offer all its employees a framework that enables them to develop personally and professionally in a way that is most in line with their ideas and goals.

Conaxess Trade expects all employees to treat each other with respect, openness, and fairness. Managers act as role models and bear special responsibility for maintaining a fair corporate culture. To secure Conaxess Trade's high requirements concerning diversity and equal opportunities, they will form a diversity committee to manage the topic at the board level. Conaxess Trade makes clear statements and commits to promoting diversity in all of its dimensions: age, ethnicity and nationality, gender and gender identity, physical and mental abilities, religion and belief, and sexual orientation and social background.

The demands placed on employers, especially by young recruits, are changing and topics such as work-life balance, flexible working, and job satisfaction are becoming increasingly important. Through various measures, Conaxess Trade ensures a good work-life balance, including flexible working time models and mobile working. Employees are offered an open corporate culture geared to teamwork and receive additional benefits such as health insurance. Conaxess Trade also supports the professional development and upskilling of its employees.

Product quality & security

The company complies with all local standards regarding the quality and security of products they trade. Conaxess only deals with products which fulfil all standards of the food and health authorities. Conaxess Trade is in close contact with the responsible authorities in the Nordics as well as in Austria and Switzerland.

Governance: Data protection & security key governance topic

Conaxess Trade has established a comprehensive code of conduct covering topics like data protection, anti-money laundering, fair competition, insider information, anti-corruption, receiving gifts, and conflict of interests.

The company's material governance topics are anti-corruption and data protection and security. Conaxess Trade undertakes to respect any applicable national data protection legislation, including the EU General Data Protection Regulation (GDPR, Regulation 2016/679). Conaxess Trade has introduced a huge set of data protection and security guidelines to protect its customers, suppliers, employees, and the company, as well as guidelines for procedures that must be followed in case of personal data breaches.

Anti-corruption, prohibition of gifts

Conaxess Trade is committed to the international fight against anti-corruption, money laundering & terrorism financing. As part of this effort, Conaxess Trade respects the 4th Anti-Money Laundering Directive.

Conaxess Trade does not accept, offer or receive gifts, payments, invitations or services, which could reasonably be assumed to influence business related transactions beyond the scope of usual business hospitality or are forbidden by law.

Lobbying and political party donations

Conaxess Trade advocates that its employees do not engage in political lobbying on behalf of the individual companies in the Group, either in the country where they are located or abroad. Furthermore, no persons or organizations are commissioned to lobby government representatives, authorities, or political organizations. The company supports the introduction of transparency rules (e.g., lobbying registers) in the political systems in which companies pursue their interests.

Conaxess Trade does not make any donations to political parties, politicians, or candidates for political office.

Conaxess Trade's ESG roadmap

The company has started initiatives to improve the ESG setup in all its sustainability areas (environment, social, and governance). The main focus is on strengthening the company's supply chain approach. A new code of conduct for suppliers is under development and should be introduced in 2022.

Moreover, employer attractiveness and diversity are key focus areas where new guidelines should be implemented in 2022. This supports Conaxess Trade's approach of remaining an attractive employer for all people, regardless of origin, gender, age, or religion.

Conaxess Trade seeks to actively contribute towards limiting global warming and reaching the goals set out in Paris Climate Agreement. A risk assessment based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) is planned for Conaxess Trade to capture the impact of climate change. This includes the risks emerging from climate change (physical risks), as well as risks resulting from the transition to a climate-friendly economy (transitory risks).

To find out more, visit www.conaxesstrade.com/esg/