

Sustainability Report 2021



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About this report

This sustainability report is delivered in accordance with the Annual Accounts Act and covers the parent company TePe Oral Hygiene Products and its subsidiaries unless otherwise noted. It covers the fiscal year 2021 and it is separate from TePe's Annual Report 2021. This sustainability report has been approved by the Board of Directors of TePe Oral Hygiene Products on 19 April 2022, and TePe's auditors confirm that it complies with the requirements in the Annual Accounts Act, as expressed in the Auditor's Statement.

The report is available for download at www.tepe.com

Highlights 2021



TePe's Pink Ribbon initiatives, including the markets of TePe Nordic, Italy, Benelux, USA, France, Serbia, Portugal and Greece, contributed to over €100,000 to cancer research globally.



We produced almost 3 million toothbrushes using energy from our rooftop solar power plant in 2021.



3,413 kg CO₂-eq was saved at the Malmö site through Atea GOITLOOP, a system for reusing and recycling IT equipment.



TePe team members worldwide participated in the Feel GOOD February challenge, resulting in 3,500 workouts equal to going around the world.



TePe is a founding member of "[Die Grüne Praxis](#)", an initiative promoting sustainable dentistry in Germany and hosting the annual "Green practice" competition.



The TePe UK team cycled 92 km to raise over £1,200 in support of [Somerset Wildlife Trust](#), which works to protect and manage the biodiversity of our local environment.



TePe Share Clinical Symposium offered news and best practice in topics such as periodontics, implants, and diabetes to more than 2,000 participants in over 50 countries.



In the summer of 2021, two beehives with over 100,000 bees were installed on the moss sedum roof of TePe's new production building in Malmö, contributing to internal sustainability engagement and awareness.



For colleagues and curious peers, we organised "TePe Trash Talks" in Singapore, Sydney, and Malmö – picking up trash along the shorelines and discussing circular solutions and responsible waste disposal.



In August, team members from the TePe Group participated in a digital edition of [the Midnight Run](#).



TePe won the [2021 Energy Australia Sustainability Award](#) by the Australian Dental Industry Association and is a finalist also in 2022.



As part of [Mouth Cancer Action Month 2021](#), TePe UK climbed Bla Bheinn on the Isle of Skye, contributing to in total £45,000 to raising awareness about the role of self-checking for mouth cancer.





TePe Group Management Team: Sustainability is our priority

Looking back, 2021 was a year of both challenge and opportunity in terms of sustainable development. As concluded by the COP26 in Glasgow, the urgent call for climate action is indisputable, and at TePe, we want to make a difference. Committing to the UN SDGs, we continue promoting health and wellbeing and reducing our effects on the environment, for the good of people and planet. We've made it our priority.

Our teams have put tremendous efforts into reducing the carbon footprint of our products and packaging by means of continuous improvements, the ongoing transition to renewable sources, and our sustained use of green energy. The next challenge is reaching overall carbon neutrality of our operations, including several actions already underway. With a firm belief that collaborations, science, and creativity are essential for sustainable

development, we have extended our prioritised SDGs by adding SDG 17, Partnerships for the goals. During the year, we have initiated and developed several projects with academia and professional networks, highlighted in this report.

Though still affected by the pandemic, 2021 was a year of progress and growth at the TePe Group. Through enhanced digital and cross-functional collaboration skills, TePe's team members focused on supporting our partners all over the world in their efforts for health development. In March, we opened our new regional support office in Singapore, aiming to serve our business creators and dental professionals in the Asian region. Besides developing our support systems to deliver the best service possible, we have invested even more in educational activities and competence development for our team members, customers and partners.

TePe also had the pleasure of welcoming Proxident AB to the TePe Family. Proxident offers a wide range of products for dry mouth and special needs as well as mouth-rinse and toothpaste for adults and children. Through this acquisition, we are able to broaden our consumer offer and extend our services within healthcare on a global scale, thus contributing to even healthier smiles world-wide. As of February 2022, Proxident will be fully integrated within TePe and encompassed in our strategy for sustainable development.

Despite the unusual circumstances of a pandemic, our dedicated team members, customers, and partners have proven it possible to continue the sustainability journey and enter 2022 with confidence.

The TePe Group Management Team

To bring healthy smiles for life

Building on our vision to bring healthy smiles for life by inspiring good oral health, we want to support people in their everyday lives. Everything we offer is designed to help prevent disease and maintain healthy mouths, essential for speech, smile and self-expression – and overall health and wellbeing.

Ever since The Eklund family founded TePe in 1965, we have maintained a close partnership with specialists and scholars, ensuring that quality, innovation, and clinical expertise are always part of the development process. That is why dental and healthcare professionals collaborate with TePe and recommend us to their patients.

Our products and services are marketed by our subsidiaries and business creators worldwide and offered through dental clinics, pharmacies, e-tail, and retail.

Headquarters and production in Malmö, Sweden



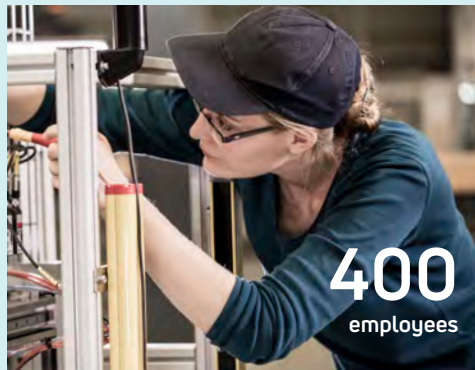
80

Distribution in 80 countries worldwide

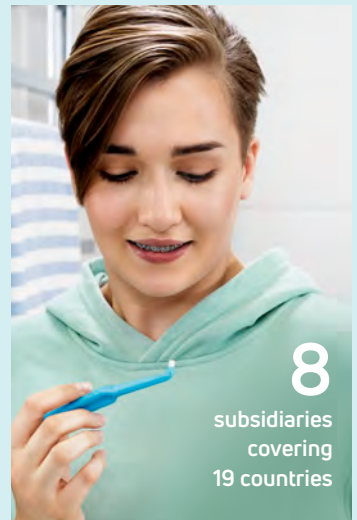


914 MSEK

Turnover 2021

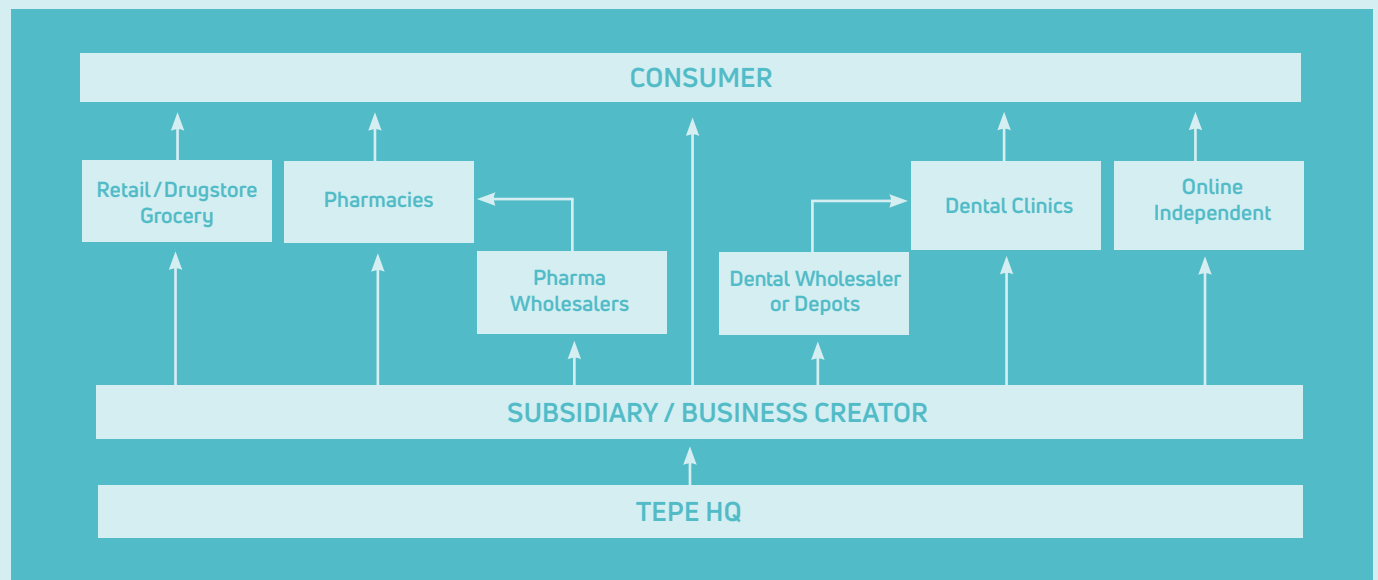


400 employees



8

subsidiaries covering 19 countries



Our values serve as a compass for our day-to-day work and form the foundation for our strategic development towards long-term sustainable growth.

RESPECT

We respect our colleagues and our customers and the work they do, their differences, and their views – there is a reason why we are all here.

DEDICATION

We support TePe, our colleagues, customers, and partners with dedication, flexibility, and willingness to give that bit extra.

COST-EFFECTIVENESS

We assess our resources in the short and long term and manage the company's money and our colleagues' time with consideration.

RESPONSIBILITY

We build trust and create opportunities by taking responsibility for our tasks, work environment, and surroundings.

Sustainability at TePe

Our business strategy puts focus on integrating sustainability in all that we do and growing profitably to enable future investments. We commit to taking social responsibility through outstanding business ethics and the promotion of health and wellbeing. Through our products and services, we aim to create long-term value for our customers and consumers, thereby contributing value to society.

In 2019 and 2020, our sustainability framework was outlined through three main areas – good people, good practice, and good product – based on materiality analysis and stakeholder dialogue, which deepened in 2021. Across TePe, we are working together to define goals and targets for our efforts in alignment with the UN SDGs. We also added SDG 17 to our prioritised goals. The conclusions in this report reflect the socioeconomic and environmental context in which we currently operate and are based on our knowledge today. Seeing that research, innovation, and collaborations are crucial in the transition to a circular economy, we engage in activities with our stakeholders worldwide.

An innovative mindset helps us execute our business strategy and support customers and consumers in the best way possible, creating opportunities and mitigating potential risks throughout our operations. Combining the perspectives of market insights, clinical experience, and scientific progress, we will continuously develop and refine our offer and ways of working across our value chain.

GOOD PEOPLE	GOOD PRACTICE	GOOD PRODUCT
MATERIAL ISSUES	MATERIAL ISSUES	MATERIAL ISSUES
<ul style="list-style-type: none"> • Inclusive and safe workplace • Diversity and gender equality • Internal communication and engagement 	<ul style="list-style-type: none"> • Anti-corruption and transparency • A conscious choice • Education for good health and wellbeing 	<ul style="list-style-type: none"> • Carbon footprint • Product and packaging end of life • Sustainable innovation • Optimised packaging • Resource efficiency
HOW WE ADDRESS THEM	HOW WE ADDRESS THEM	HOW WE ADDRESS THEM
<ul style="list-style-type: none"> • Internal education and communication • Encouraging internal ambassadorship • Clear targets for sustainable development • Cross-organisational collaboration 	<ul style="list-style-type: none"> • Law and regulation compliance and reporting • Safeguarding whistleblowers • Supplier dialogue and audits • Risk management • Knowledge sharing and dialogue • Understanding and acting on customer and consumer needs • Educational efforts through TePe Share 	<ul style="list-style-type: none"> • Research and development • Investing in renewable materials and sustainable production processes • Networking and collaboration • Calculating carbon emissions • Continuous improvements
STAKEHOLDERS	STAKEHOLDERS	STAKEHOLDERS
<ul style="list-style-type: none"> • TePe Group team members • Suppliers and partners • Sustainability group 	<ul style="list-style-type: none"> • Local and global authorities • TePe Group team members • Customers and partners • Dental and healthcare professionals • Consumers 	<ul style="list-style-type: none"> • Society as a whole • TePe Group team members • Partners, customers, and consumers



TePe and the Sustainable Development Goals

The UN Sustainable Development Goals provide the global community with a roadmap on how to achieve long-term sustainable development from an economic, social, and environmental perspective. Based on our materiality analysis and continuous stakeholder dialogue, we have analysed the global goals from two standpoints: How relevant they are for TePe's business and our potential to impact their achievement. It has resulted in the choice of seven prioritised SDGs.



Goal	Targets	Our contribution	Pages in the report
 <p>Ensure healthy lives and promote well-being for all at all ages</p>	<p>3.4: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p>	<p>As scientific support for a connection between oral and general health grows stronger, TePe's vision of healthy smiles for life is more relevant than ever. Within the framework of TePe Share, we aim to educate and inspire, working across the globe to raise awareness of healthy habits and the importance of good oral health.</p>	12-18, 24-25
 <p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>7.2: By 2030, increase substantially the share of renewable energy in the global energy mix</p> <p>7.3: By 2030, double the global rate of improvement in energy efficiency</p>	<p>TePe uses renewable energy throughout production and has invested in own solar power facilities in Malmö and Wells.</p> <p>We put a special emphasis on increasing our energy efficiency to minimise our carbon footprint.</p>	13, 19-22, 27
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>8.2: Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors</p> <p>8.4: Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead</p> <p>8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants and those in precarious employment</p>	<p>Our long-term sustainability commitments are based on financial growth, research, innovation, and partnerships, which foster further business opportunities.</p> <p>We focus on resource efficiency by constantly investigating and implementing renewable or recycled materials in our products and packaging.</p> <p>TePe aims for diversity and gender equality at all levels, striving for a safe and inclusive workplace at TePe and our partners.</p> <p>A safe and secure work environment is of utmost importance for TePe. Our suppliers are required to sign TePe's Code of conduct, which follows the UN Global Compact ten principles.</p>	12-15, 19-22, 24-27

Goal	Targets	Our contribution	Pages in the report
 <p>Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p>	<p>9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p>We continuously improve our own efficient use of resources and reduce carbon emissions to reach overall carbon neutrality. Reducing the carbon footprint and shifting to sustainable materials and technology is integrated in our innovation process.</p>	13, 16-17, 19-21, 25-27
	<p>9.5: Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending</p>	<p>We work close to academia, for example by supporting theses and case studies within economic, social, and environmental sustainability, and by joining networks and collaborations for sustainable innovation. We also promote the Eklund Foundation which supports research in dentistry.</p>	
 <p>Ensure sustainable consumption and production patterns</p>	<p>12.2: By 2030, achieve the sustainable management and efficient use of natural resources</p>	<p>We aim to reduce our resource intensity, while minimising potential degradation and pollution of natural resources throughout the life cycle of our products.</p>	16, 18-22, 25-26
	<p>12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>We focus on responsible waste management throughout production. Our packaging is recyclable, and we strive to reduce the use of virgin materials by increasing the amount of renewable and recycled materials in products and packaging. We also reuse and recycle office furnishing and IT-equipment.</p>	
	<p>12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>Through our annual Sustainability Report, we contribute to transparency regarding our continuous efforts and development with regards to the environment, social issues, and governance.</p>	
	<p>12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature</p>	<p>We constantly make efforts to educate our team members, customers and consumers on sustainable consumption and lifestyle options to facilitate conscious everyday choices.</p>	
 <p>Take urgent action to combat climate change and its impacts</p>	<p>13.1: Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>	<p>We take responsibility by striving towards carbon neutrality, using renewable energy in our production, shifting to renewable or recycled raw materials where possible, and striving to reduce the potentially adverse environmental effects of our products, services, and transport.</p>	12,13, 17, 19-22, 24-27
	<p>13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning</p>	<p>We aim to contribute to sustainable development and awareness by communicating today's challenges and possibilities and act according to our commitments for sustainable development.</p>	
 <p>Strengthen the means of implementation and revitalize the global partnership for sustainable development</p>	<p>17.16: Enhance the global partnership for sustainable development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries</p>	<p>With our partners within science, innovation, health, and society, we engage in the development of sustainable solutions for people and planet – globally and locally.</p>	16-18, 20-21, 25-26
	<p>17.17: Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships</p>	<p>Our long-term engagements include initiatives bringing together industry, academia, and society, such as UNOPS S3i, FDI World Dental Federation, the STEPS research programme, the Pink Ribbon initiative, and Björkman & Zelmerlöv Foundation with the Kenswed project.</p>	

Sustainability and risk management

According to the Swedish Companies Act, the Board of Directors is responsible for the company's management and organisation and assessing the company's financial position. TePe's Group Management Team, representing our four divisions, is ultimately responsible for ensuring effective risk management, strategic work, and continuous improvements, and regularly conducts a high-level assessment of sustainability issues, opportunities, and risks as well as mitigation strategies as part of Management Review.

TePe's sustainability working group is a cross-functional team of TePe representatives with the mission to create awareness, drive changes, and follow up sustainability matters across the TePe Group. The group has monthly meetings and reports progress and issues to the Group Management Team in connection with the quarterly Management Review.

Risks and opportunities

Sustainability risks and opportunities are continuously analysed and prioritised by the Group Management Team and the working group. The TePe Risk Management Policy and Standard Operating Procedure for Risk Management cover risk management for the TePe value chain and include the choice of materials, manufacturing methods, the behaviour of employees, and the conduct of suppliers. The policy also addresses business continuity and potential environmental risks on a business level.

The statistics in <https://ourworldindata.org/human-rights> guide our yearly supplier review and risk assessment to prevent risks for corruption and violation of human rights and work rights, which could cause suffering of the individual and fines for the company. Should the review show a risk of breach or a breach of TePe's Code of Conduct, we will discuss the matter with the supplier. If a breach is confirmed and not addressed, the supplier will be disqualified.

Environmental risks include negative impact through carbon emissions and pollution in our value chain. Therefore, our supplier risk

analysis comprises Environmental impact of production, Industry environment, and Usage of applicable regulations. Scarcity of sustainable raw materials could affect our environmental goals; mitigation is carried out by a close dialogue with our suppliers.

Safety during production includes the risk of injury causing permanent grief, trauma, impaired work ability, and costs for rehabilitation, damages, and fines for non-compliance. Risks are removed or mitigated as far as possible in accordance with local laws and regulations.

Risks regarding product safety and the quality of our products, which could cause physical harm and affect our reputation, are managed by quality control and preventive risk management following the guidelines and principles in ISO 14971 (medical devices). Throughout manufacture, meticulous quality controls are conducted. Complaints are handled and reported according to a clear complaint management process. In 2021, the TePe Group's complaint frequency was a mere 3PPM, sustaining the low complaints levels of previous years.

To continuously secure relevant competence for business continuity and profitability, an aligned recruitment process for the TePe Group and active work with leadership and development of our team members are part of our talent retention and attraction efforts.

To monitor the development of COVID-19, TePe's Crisis management team confers on a regular basis. We follow authorities' recommendations wherever we operate to ensure our team members' health and safety.

Certifications

Our policies support our sustainability work and guarantee high-quality production and safe working conditions across the supply chain. We secure customer satisfaction and improvement through systematic environmental and quality efforts according to ISO 14001 and ISO 9001. Our Quality policy prescribes the way we work to meet the expectations of our customers and stakeholders, including continuous improvements with the aim to be a leader in our field. Our Environmental policy refers to our goal of including environmental matters in all aspects of our production.

TePe's Sustainability policy covers the whole TePe Group and includes guidelines on business ethics, conflict of interest, confidentiality, gift/bribe/corruption, representation, responsibility and whistleblowing, production, supply, transport and energy, and code of conduct.

TePe's Code of Conduct is founded on TePe being run with good business ethics based on transparency, responsibility, and dedication, following UN Global Compact principles. In addition, local policies regulating the work environment, visitors, crisis, and communication guide our daily work.

In 2021, we prepared the introduction of a new Whistle-blowing policy. It was delayed due to new regulations but will be communicated early in 2022 instead. We also introduced Employee guidelines during the year, to ensure a good workplace based on our values.

Late 2020, we introduced a mass balance approach based on tall oil or other biomass polymers being added to the mix during polymer production – a vital carbon reduction factor. The ISCC Certificate guarantee total traceability of the material and its sources throughout the value chain.



Safety and work environment

The range of professions, skills, and experience within the organisation creates a dynamism that is vital for maintaining steady growth. This diversity is a strength, which also requires great respect for everyone's tasks, differences, and views. Therefore, we strive to treat others fair and with integrity, honesty, courtesy, consideration, respect, and dignity, regardless of gender, gender identity or expression, race, nationality, age, sexual orientation, or other forms of diversity. We follow, monitor, and respect local legislation when it comes to discrimination, harassment, and/or equal opportunity.

We work to maintain diversity and levels of gender representation throughout the TePe Group. Thus, we make decisions about recruitment, hiring, reward, development, and promotion based only on ability, experience, behaviour, work performance, and demonstrated potential in relation to the job. Our recruitment tool supports a competency-based recruitment process by allowing for anonymisation of applicants. During 2021, this tool was implemented throughout the TePe Group, supporting our managers in the process of finding new TePe team members worldwide.

A cross-functional project to improve OHS, Occupational Health and Safety, with a vision of zero work-related accidents was implemented in 2021. We also took efforts to enhance information and education on harassment in Operations. At the facilities in Sweden, four safety inspections and follow-ups are performed during the year, where statistics on attendance, accidents, work-related injuries, and near miss incidents are reviewed. Every TePe subsidiary has a person responsible for OHS, and we are investigating ways of further aligning work environment standards across the TePe Group. During 2022 we will put even more focus on health and wellbeing for our people, supporting a sustainable worklife over time.

Risk assessment is conducted at the production level before any accident or incident arises and at every incident, including cases of near miss, to investigate possible risk mitigations as a preventative action. In addition, health and wellbeing are continuously discussed at team meetings and one-on-ones and monitored through Puls surveys, covering the whole TePe Group. Regarding attendance rates in Sweden, long-term sick leave was in level with the previous year, while there was a small decrease in short-term sick leave.

We also put a focus on our partners' and suppliers' safety and work environment with SDG 8 as a guiding principle. The TePe Supplier Code of Conduct covers environmental protection, respect for human rights, fair employment and safe working conditions as well as anti-corruption. We perform onsite supplier audits as part of our dialogue. Due to COVID-19 restrictions, no on-site audit was performed during 2021, instead remote auditing was used. We continuously review and update our supplier base management procedures to make sure that changes in legal requirements, global standards, and customer demands are fulfilled, as well as TePe's high standards for CSR (Corporate Social Responsibility) and environmental quality targets. In 2021, classification of suppliers changed and audits have been performed according to the updated plan. In 2022, we will therefore revise the way we report on our supplier development to align it to our current ways of working.

Anti-corruption and transparency

Regarding our internal organisation as well as all markets where we conduct our business, our risk assessment is based on the corruption perception index data from Transparency International. In 2021, there were no fines or other sanctions for non-compliance with regulations related to anti-corruption. However, we reinforced the awareness of corruption risks in relevant areas and functions – an issue highlighted in our materiality analysis. We have taken measures to improve our external Whistleblowing policy and procedure, implemented in 2022, serving the TePe Group as well as stakeholders of our value chain. We expect our suppliers to follow the laws and regulations related to human rights and anti-corruption, and they are required to follow TePe's Code of Conduct.

In 2021, TePe initiated a plan to ensure that at least 98% of all new contract-based cooperations with direct customers shall have signed TePe or equivalent Code of Conduct by end 2025. A process for audits to be executed was also initiated.





Communication and engagement

Keeping up engagement, knowledge exchange, and collaboration is essential, not the least during the special circumstances of a pandemic. By means of digital resources, communication was intensified across the organisation and its extended family, the business creators, in all areas where we operate.



Internally, the Puls survey, usually conducted three times a year, indicates current satisfaction and well-being levels. 2021 was the first whole year

with Puls. The tool supports managers and team members in making continuous improvements for increased engagement and wellbeing and links this to measurable results. Managers are encouraged to follow up on the results and feedback of their department or team regularly.

17 PARTNERSHIPS FOR THE GOALS



we acknowledge the importance of collaborations and partnerships, such as UNOPS S3i, STEPS, and FDI, to inspire change and achieve the global goals.

Significant for TePe's community engagement is the span from local to global issues. By adding SDG 17 to our prioritised goals,



The [STEPS research programme](#) is led by Lund University and brings together researchers from various disciplines as well as industrial partners who represent the entire value chain in plastics, from raw materials to finished products. STEPS' vision is a society where plastics are sustainably produced, used, and recycled in a circular economy. TePe is part of the programme's second phase, running from 2020 to 2024.



Across our network of offices, we carry out in-house education sessions. All new team members take part in introductory training to get familiar with TePe's vision, values, and Code of Conduct. We also offer continuous workshops and lectures in material sustainability matters.



UNOPS' entity [S3i Innovation](#) works to achieve the SDGs and turn global challenges into innovation opportunities through startups, investors, and the private sector. TePe became a local member of UNOPS S3i Innovation Centre in Sweden in 2021, participating in several workshops and co-hosting an event on Circular economy at the UN City in Copenhagen, featuring keynote speeches from Ellen MacArthur Foundation and Ingka Group.



We are actively involved in the work of standardising oral hygiene products as representatives for Sweden in the [ISO Dental Care Committee](#) which contributes with two standards to UN SDGs 3 and 9.



We continuously communicate and endorse the [Eklund Foundation for Odontological Research and Education](#) through our world-wide networks. The Eklund Foundation was created through a donation of €5.5 million to support high-quality research in dentistry. The Eklund family, owners of TePe, established the Foundation in celebration of their long-standing relationship with the professional dental community, in line with the family's vision of good oral health for life. Since 2016, the Foundation has distributed around €140,000-240,000 annually, supporting prominent research teams in Italy, France, The Netherlands, Serbia, Spain, Sweden, the UK, and the USA. The Eklund Foundation operates entirely separate from TePe, and the company does not influence the selection process or distribution of grants.



In respect of major aid efforts and donations, we collaborate with established international non-profit organisations as specified in our Charity and sponsorship policy, such as UNESCO, the Red Cross, Save the Children, Doctors Without Borders, Dentists Without Borders, and Engineers Without Borders. TePe also collaborates with non-profit organisation Zelmerlow & Bjorkman Foundation (ZBF) to promote good oral health for young people in Kenya by establishing [Kenswed Dental Clinic](#) outside Nairobi. Additional initiatives are frequently actioned by TePe's subsidiaries, business creators, and collaboration partners in different parts of the world, such as dental hygienist and dental student associations.



The FDI World Dental Federation [Sustainability in Dentistry initiative](#) unites major eco-conscious dental industry partners around a common aim – to map out strategies and implement solutions to help reduce the environmental impact of dentistry and the dental industry.



Through [TePe Share](#), we support professional development for dental care and pharmacy personnel and reinforce the relationship between oral health and general health to consumers. In addition, our [sustainability platform](#) serves as a communication tool for creating awareness and engagement, conveying our commitments and challenges on the journey forward globally.

Education for good health and wellbeing

Our education and health awareness initiatives are consolidated within the framework of TePe Share. Through our digital platform, we aim to inspire, educate, and share knowledge based on research and clinical experience, supporting professional development and facilitating conscious everyday choices for consumers. We are currently working to establish baseline KPIs in the field of education to ensure a positive development of our actions.

Across the TePe Group, our dental professionals and experts work in various ways to strengthen the role of preventative dentistry and reinforce oral health as a central part of general health, wellbeing, and quality of life. In 2021, The global TePe odontological team held 300 lectures (online and on-site), reaching around 24,000 participants worldwide. For the first time, we organised the TePe Share Clinical Symposium with 2,000 participants from more than 50 countries.

Other efforts include Odont News, a newsletter summarising new relevant research, and articles targeting dental and health professionals as well as consumers. Social media channels LinkedIn, Facebook, and Instagram enable communication and interaction with thousands of followers globally. TePe also supports final theses and study projects related to oral hygiene, sustainable development, and finance.





Carbon footprint and circular thinking

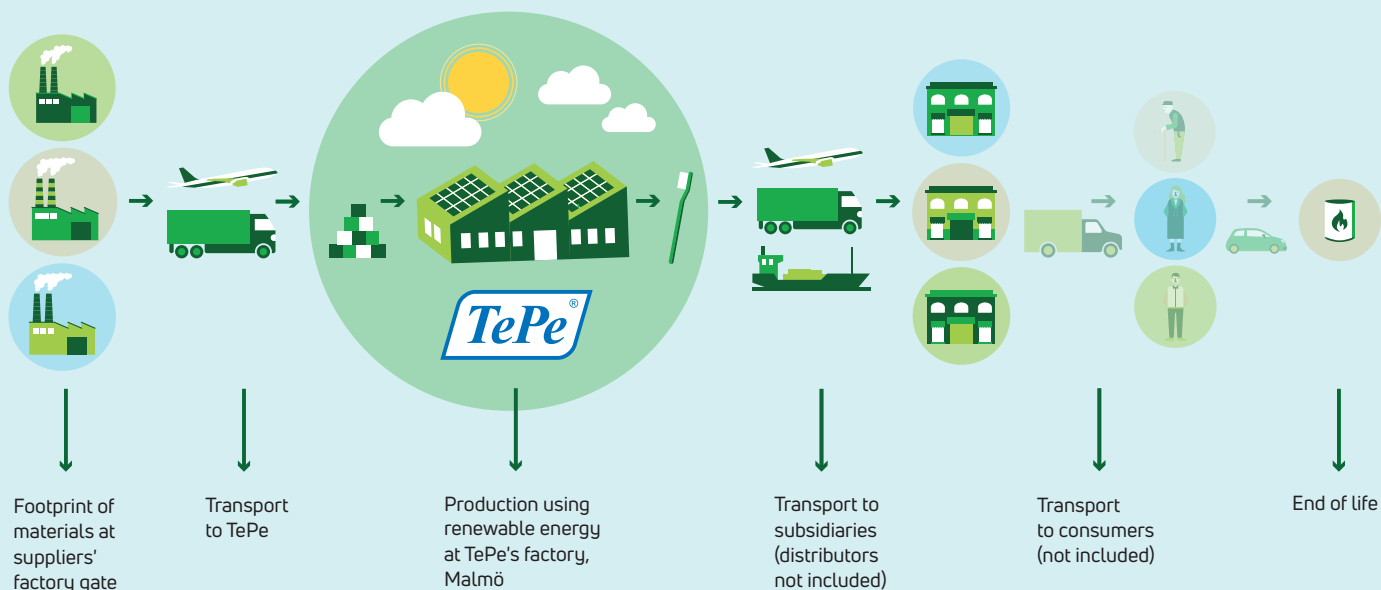
Committing to the SDGs and the urgent need to take climate action, we set a carbon neutrality target in our self-produced products and packaging in 2022. Thanks to our ongoing sustainability efforts, we managed to lower our footprint significantly and are able to offer a complete oral care range produced in a sustainable way. Enabling consumers to make conscious choices, no matter their oral care needs, is an important driving force.

TePe's LCA (life cycle assessment) shows the most critical factors in reducing the

carbon footprint: materials, energy, transport, and waste management (where our estimation assumes the worst-case global warming scenario). Since materials are an area within our control, we have started phasing out fossil raw materials in our production. It's a constant challenge to find and try out the best materials possible, keeping up the high product quality and using the existing production equipment. However, we have now managed to shift to sustainable materials in most TePe-made products, which has had a considerable impact on emissions, and the rest will follow in the

next couple of years. For example, introducing ISCC certified material through the mass balance approach has lowered the carbon footprint of our interdental brushes' plastic handles by approximately 80%. In addition, we have improved packaging, aiming to reach 100% recycled or renewable packaging materials in 2025.

TePe's life cycle assessment for product and packaging materials



Materials have been one focal point, but renewable energy is also key to reducing the footprint. At the Malmö production site, we buy 100% renewable energy, supplemented by solar power from our own rooftop facility. Other critical factors identified by the LCA concern transport and end of life, i.e., what happens to products and packaging after use.

In 2021, we scaled up the transition from air to sea freight, significantly reducing the carbon footprint of transports, and we are investigating what further efforts we can make to lower the impact of shipments to and from the factory. The footprint from end of life is the most challenging part to affect since it is a matter of waste handling at various markets and behaviours of end consumers. However, we cooperate with other stakeholders to explore new and better recycling solutions.

Starting 2022, we will conduct a GHG protocol mapping of our total carbon footprint to be able to set a goal for overall carbon neutrality. The carbon footprint related to Proxident, acquired late in 2021 and fully integrated into TePe as of 1 February 2022, will be included in the mapping.



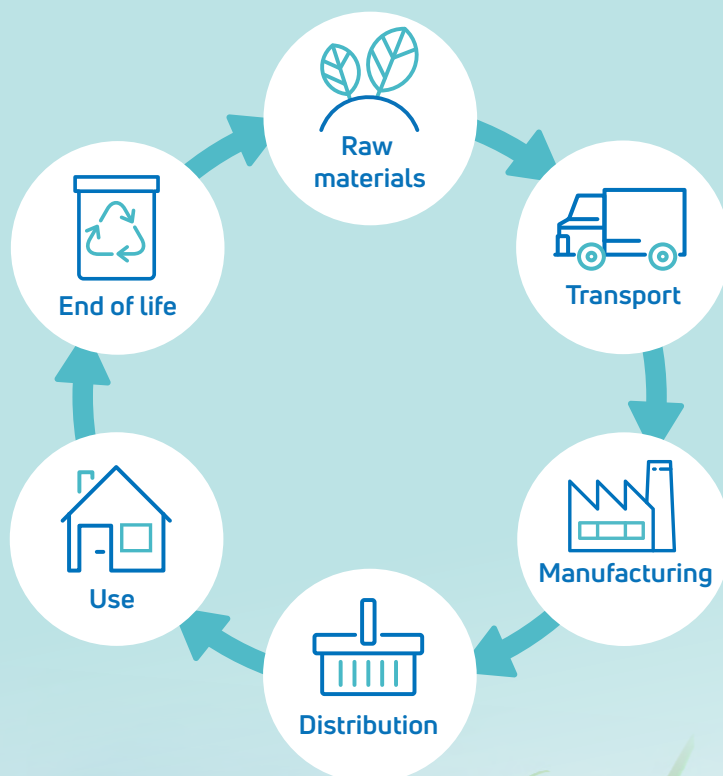
Closing the loop

TePe's LCA was conducted 2020-2021 in accordance with ISO 14040:2006 LCA – Principles and framework and ISO 14044:2006 LCA – Requirements and guidelines. TePe has consulted [IVL Swedish Environmental Research Institute](#), which has reviewed the final report regarding both the LCA report and data sources and given recommendations in a separate review report.

The LCA includes all emissions and sequestration of GHG in the products and packaging value chain. Exceptions have been made for emissions from some processes, assessed to have a marginal effect on the result, following ISO 14067. All products included are produced at the TePe facility in Malmö, Sweden. The LCA will be performed every year to secure continuous progress.

Despite these improvements, TePe will still have a footprint. The long-term goal is to drive change towards a truly circular economy in collaboration with other stakeholders.

Stakeholder communication and transparency regarding this complex matter are crucial, why we put continuous effort into educating and creating awareness among team members, customers, and consumers.



Resource management

We have committed to using renewable energy and we actively work to increase energy efficiency across our business. Our initiatives include upgrading our manufacturing equipment and cooling systems and making our buildings more energy-efficient. We utilise as much heat as possible from production; the long-term goal is to become self-sufficient in terms of heating at the site in Malmö. The energy used at our facilities in Wells, UK, and in Malmö, Sweden, comes from renewable sources.

As part of our improvements, we have invested in our own rooftop solar power plant. In 2021, it produced 234,174 kWh, a minor part of our total energy consumption of 8,749,983 kWh – but in 2022, we will expand solar power production at the Malmö premises by adding another rooftop plant on the new production building. It will generate approximately 372,000 kWh each year. In the UK, 100% of the energy produced and reused for our building needs comes from renewable sources. Between April and October, the solar panels at the UK office produced up to 37% of our building's energy needs.

To meet the growing demand for our products, it is inevitable that we increase production and our consumption of raw materials. This highlights the necessity for us to keep improving our waste management processes and to increase recycling. Thus, we closely monitor the amount of scrap and recycle residual materials from moulding to ensure efficient use of materials.

In 2021, material waste increased slightly in kilos compared to the year before, but at the same time, production increased by 17%, meaning a significant decrease of waste. Performance reporting will be adjusted in 2022.

Packaging

Packaging has its own challenges. It must endure transport and storage in shops and at home. Therefore, in development and proactive decision-making, many parameters must be evaluated – from user requirements and market demands to aspects regarding quality, safety, and the environment. Our packaging is easy for the consumer to recycle as we use single materials or make the materials easy to separate. We carefully consider the volume of materials needed for our packaging and aim to reduce packaging wherever feasible.

In 2019, we initiated a strategic packaging project with sustainability as the highest priority and set a goal to reach 100% sustainable packaging, meaning renewable, recycled or FSC certified packaging materials in 2025. In 2021, we gradually changed our packaging towards this goal by introducing more renewable and recycled materials and by introducing plastic-free packaging replacing the blister packaging on the UK market.

Due to effects of COVID-19, there is a shortage of certain renewable materials, such as paper and biobased polyethylene. The shortage is expected to linger during 2022, which may affect our ongoing shift to sustainable packaging.









New packaging is designed to be optimised for transport, dimensioned to fit pallet sizes, meaning we can pack more packaging on every pallet. In turn, this effort helps lower the carbon footprint of transportation. In 2022, we will revise the way we report on packaging to show how improvements are related to our sustainable growth.








Commitments for the future












We have chosen to put a strategic focus on innovation, collaboration, and growth to be able to make improvements for people and the environment whilst continuing our work to highlight the importance of oral health and its connection to overall health. And we will keep developing our ambitions within the framework of good people, good practice, and good product, with sustainability as an integral part of everything we do.




To succeed, we focus on creating an even stronger internal dedication to these matters and continuously engaging customers and consumers to enable conscious and informed choices. We will take action to reduce TePe's carbon footprint, striving towards the goal of overall carbon neutrality, and continue making improvements in the manufacturing of our products. But our commitment extends beyond our own operations. By further engagement in partnerships, we will be able to drive sustainable innovation and change towards a circular economy together with others. For us, sustainability is a journey that will stretch far into the future.

Performance

Focus area	Goal	KPI	2019	2020	2021	Policies	SDG
Fair, safe and equal workplace at TePe							
Diversity and gender equality	Maintain levels of gender representation throughout the organisation	TePe Group, % women/men at managerial level	46% women 54% men	58% women 42% men	52% women 48% men	<ul style="list-style-type: none">• TePe Code of Conduct• Sustainability policy• Competency-based recruitment process• Internal recruitment process	
		TePe Group, % women/men in total	53% women 47% men	52% women 48% men	51% women 49% men		
Inclusive and safe workplace at TePe	A safe workplace physically as well as mentally	Reported harassments in Puls	N/A	6 (one survey conducted)	6 (average)	<ul style="list-style-type: none">• Work environment policy• Sustainability policy• Competency values• Employee guidelines	
Occupational health and safety							
Attendance	Maintain high level of attendance	Short- and long-term sick leave	3,97%	4,2%	4,3%	<ul style="list-style-type: none">• Work environment policy	 
		Short-term sick leave	1,54%	2,22%	1,5%		
Accidents	Zero work- or environment related accidents	Environment (chemical) related accidents	0	0	0	<ul style="list-style-type: none">• Work environment policy• Policy for occupational health and safety	 
		Work related accidents	12 minor incidents, no injuries	18 minor incidents, 3 injuries, none of them serious	12 minor incidents, 3 injuries, none of them serious		
Communication and engagement							
Internal communication and engagement of employees	Reinforce education and information about sustainability matters	% of new permanent employees taking part in introductory training	100%	100%	100%	<ul style="list-style-type: none">• Work environment policy• Sustainability policy• Company values	 
		% response rate Puls survey	N/A	89% (one survey conducted)	83% on average		

Focus area	Goal	KPI	2019	2020	2021	Policies	SDG
Communication and engagement (cont.)							
Community engagement	Reinforce education and information about sustainability matters	Collaboration with dental profession, educational institutions and other relevant partners	E.g. Swedish Care International	E.g. STEPS research programme	E.g. FDI Sustainability in Dentistry, UNOPS S3i events	• Charity and sponsorship policy	   
	Endorse and promote Eklund Foundation	Number of yearly applications and countries represented	32 applications, 9 countries	58 applications, 16 countries	54 applications, 17 countries	• Charity and sponsorship policy	
Education for good health and wellbeing	Support good health and wellbeing through educational efforts	KPI's to be developed during 2022.	61 TePe Share lectures reaching 3,300 participants	250 lectures, 13,000 participants	300 lectures, 24,000 participants	• TePe's vision and business model	
Fair, safe and equal workplace in the supply chain							
Risk assessment	Minimise the risk of violations of laws or standards regarding human rights, labour, environment and anti-corruption	Risk assessment of suppliers according to Supplier Base Management Process	N/A	N/A	38%	<ul style="list-style-type: none"> • Supplier Classification and Risk Assessment procedure (implemented 2020) • TePe General Purchase Agreement • Supplier Self-Assessment • TePe Code of Conduct • Risk management policy 	
Code of Conduct	Promote human rights, fair labour practices, environmental and anti-corruption policies throughout the supply chain	% of suppliers of raw material and packaging material signed TePe or equivalent Code of Conduct	92% direct material suppliers	100%	81%	• TePe Code of Conduct	
Supplier development	Develop suppliers to reach TePe's high standards on quality and sustainability	Identified suppliers audited at least every three year	N/A	N/A	Altered classification of suppliers 2021, audits performed accordingly	• Supplier Score card	

Focus area	Goal	KPI	2019	2020	2021	Policies	SDG
Fair, safe and equal workplace in the supply chain (cont.)							
Anti-corruption and transparency at TePe and our suppliers	Develop our efforts to prevent and mitigate corruption risks		Action plan set	Preparations for external whistle-blowing system	Preparations for external whistle-blowing system (implemented in 2022 due to new regulations)	<ul style="list-style-type: none"> • Risk management policy • Sustainability and whistleblowing policy • TePe Code of Conduct • TePe Supplier Code of Conduct 	
Conscious choice	Educate and engage consumers and customers in making conscious and informed choices		Action plan set	Development of sustainability knowledge platform at TePe's website and communication through social media	Sustainability knowledge platform implemented and further developed	<ul style="list-style-type: none"> • Quality management according to ISO 9001 and environmental management according to 14001 	 
Product							
Product materials	Climate neutral product materials in 2022	Reduction of CO ₂ footprint from product materials	Introd. bio-based GOOD products	LCA conducted	LCA conducted. Introd. mass balance approach	<ul style="list-style-type: none"> • Environmental policy according to ISO 14001 • LCA: 14040:2006, 14044:2006, 14067 • ISCC Certificate for Mass Balance 	   
Packaging							
Packaging materials	100% renewable, recycled or FSC certified materials in 2025	% recycled, renewable or FSC certified materials in relation to total materials used (weight)	49% (FSC materials not included)	62% 43.191 kg	71% 80.503 kg	<ul style="list-style-type: none"> • Environmental policy according to ISO 14001 	   

Focus area	Goal	KPI	2019	2020	2021	Policies	SDG
Resource efficiency							
Waste	Reduce unsorted waste at site Malmö	% unsorted waste in relation to total waste	48%	52%	48%	• Environmental policy according to ISO 14001	  
	Reduce materials wasted during production	% waste of plastic materials in production	4.8%	4.5%	5.2%		
Energy	Year on year decrease of energy consumption per manufactured product with 2.5% while staying on 100% renewable energy	Variation energy consumption per manufactured product (to be revised in 2022)	7,516,006 kWh	+15% (due to new production facility)	+12% (due to growth/larger production facility)	• Environmental policy according to ISO 14001	