
Bang & Bonsomer Group Oy

Sustainability Report

**Prepared in accordance with the Voluntary
Sustainability Reporting Standard for small and
medium-sized undertakings (VSME), released by the
European Commission on 30 July 2025.**

2025

Document Information

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All disclosures are related to the reporting period above unless specified otherwise.

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Disclosure of any other general and/or entity specific information on the reporting period

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Environmental disclosures of this report contain information only from the sites located in the EU. Social and Governance disclosures cover all sites.

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B1 - General information - Basis for Preparation

Basis for preparation (Basic Module Only or Basic & Comprehensive Module)

Option A (Basic Module only)

Basis for reporting (consolidated or individual basis)

Sustainability report prepared on a consolidated basis

Report contains disclosures from the previous reporting period that remain unchanged

NO

List of omitted disclosures deemed to be classified or sensitive information

None

Undertakings legal form

private limited liability undertaking

NACE sector classification codes

NACE G - 46.85 Wholesale of chemical products

Size of balance sheet (total assets)

€ 82,541,337.00

Turnover

€ 154,339,157.00

Number of employees

306.00

Employee counting methodology

At the end of the reporting period

Type of number of employees

Headcount

Country of primary operations and location of significant assets

Finland

B1 - General information - List of subsidiaries

Identifier of the subsidiary	2025-01-01 – 2025-12-31	
	Name of the subsidiary	Registered address of the subsidiary
1	Bang & Bonsomer Group Oy	Finland
2	Korves Oy (merged into Bang & Bonsomer Group Oy during the period)	Finland
3	Kemion Oy	Finland
4	Palonot Oy (50%)	Finland
5	Bang & Bonsomer Eesti OU	Estonia
6	Bang & Bonsomer UAB	Lithuania
7	Bang & Bonsomer SIA	Latvia
8	Bang & Bonsomer AB	Sweden
9	B. Engelhardt & Co AB	Sweden
10	Bang & Bonsomer A/S	Denmark

Identifier of the subsidiary	2025-01-01 – 2025-12-31	
	Name of the subsidiary	Registered address of the subsidiary
11	Pro-Glue A/S	Denmark
12	Engelhardt A/S	Denmark
13	Bang & Bonsomer SP.Z O. O.	Poland
14	Paxton House-Poland SP.Z O. O.	Poland
15	PJC Bang & Bonsomer	Ukraine
16	TOO "Bang and Bonsomer Ab"	Kazakhstan
17	OOO Bang i Bonsomer (dormant)	Russia
18	IZAO Bang & Bonsomer (closed during the period)	Belarus

B1 - General information - List of sites

Identifier of site	2025-01-01 – 2025-12-31			
	Address of site	Postal code of site	City of site	Country of site
1	Itälähdenkatu 18 A	00210	Helsinki	Finland
2	Tehtaankatu 7	37600	Valkeakoski	Finland
3	Terminaalikatu 6	67700	Kokkola	Finland
4	Tietotie 2	02150	Espoo	Finland
5	Seenintie 8	40320	Jyväskylä	Finland
6	Aurinkokuja 5B	33420	Ylöjärvi	Finland
7	Tietotie 2	02150	Espoo	Finland
8	Pärnu mnt 139e/2	11317	Tallinn	Estonia
9	Perkūnkiemio g. 5	LT-12119	Vilnius	Lithuania
10	Jaunmoku str.34	LV1046	Riga	Latvia

Identifier of site	2025-01-01 – 2025-12-31			
	Address of site	Postal code of site	City of site	Country of site
11	Hammarvägen 19	232 37	Arlöv	Sweden
12	Margretetorpsvägen 206	26291	Ängelholm	Sweden
13	Reningsverksgatan 10	421 47	Västra Frölunda	Sweden
14	Stamholmen 111A	2650	Hvidovre	Denmark
15	Rugmarken 40	3520	Farum	Denmark
16	Naurbjergvej 1	4623	Lille Skensved	Denmark
17	Hjulgagervej 8C	7100	Vejle	Denmark
18	Al. Rzeczypospolitej 2 lok. 9	02-972	Warsaw	Poland
19	Al. Rzeczypospolitej 2 lok. 9	02-972	Warsaw	Poland
20	175A Kharkivske shosse	2121	Kiyy region	Ukraine
21	Str. Mynbaev 151 BC “VERUM”, office 128	050046	Almaty	Kazakhstan

B2 - General information - Practices, policies and/or future initiatives for transitioning towards a more sustainable economy

Sustainability issues addressed by practice, policy and/or future initiative

- Climate change
- Own workforce
- Business conduct

C1 - General information - Strategy: Business Model and Sustainability – Related Initiatives

Description of significant groups of products and/or services offered

“

Raw materials, additives, technologies for industry: food, coatings, water treatment, energy, cosmetics, construction, etc.

”

Description of significant market(s) the undertaking operates in

“

B2B in Northern Europe, Baltics, Poland, Ukraine, and Central Asia

”

B3 - Environment - Total Energy Consumption

Total energy consumption

3,607.91 MWh

B3 - Environment - Breakdown of energy consumption

	2025-01-01 – 2025-12-31		
	MWh		
	Total renewable and non-renewable energy	Renewable energy	Non-renewable energy
Energy consumption from electricity	2,085.10 ^[1]		2,085.10
Energy consumption from self-generated electricity	0.00	0.00	0.00
Energy consumption from fuels	1,522.81		1,522.81

B3 - Environment - Estimated Greenhouse Gas Emissions

	2025-01-01 – 2025-12-31	
	tCO2e	
	Currently stated	
Gross Scope 1 greenhouse gas emissions	348.60	
Gross location-based Scope 2 greenhouse gas emissions	156.47	
Total (gross) location-based Scope 1 and Scope 2 GHG emissions	505.07	

B3 - Environment - Greenhouse Gas Emissions intensity

Location-based Scope 1 and Scope 2 Greenhouse Gas Emissions intensity

0.0000033 tCO₂e per €

^[1] Company's contracts with electricity suppliers ensure >90% of purchased electricity to be from non-fossil sources. However, the rules of GHG protocol prevent us from formally claiming the share of renewable electricity.

B6 - Environment - Water Withdrawal

Total amount of water withdrawn from all sites

1,952.45 m³^[2]

Amount of water withdrawn at sites located in areas of high water-stress

0.00 m³

B7 - Environment - Description of circular economy principles

Undertaking applies circular economy principles

YES

Description of how circular economy principles are applied

“

Company's site in Valkeakoski uses mainly reusable (refillable) packages. Sites in Valkeakoski and Ängelholm recycle noncompliant products in production.

”

B7 - Environment - Breakdown of waste by type

Type of waste	2025-01-01 – 2025-12-31		
	kg		
	Waste diverted to recycle or reuse (mass)	Waste directed to disposal (mass)	Total waste recycled, reused and directed to disposal (mass)
02 01 04 - Non-Hazardous - Waste plastics (except packaging)	72,000.00	0.00	72,000.00
03 01 05 - Non-Hazardous - Sawdust, shavings, cuttings, wood, particle board and veneer other than those mentioned in 03 01 04	777.00	0.00	777.00
15 01 06 - Non-Hazardous - Mixed packaging	122,389.00	0.00	122,389.00
16 03 05 - Hazardous - Organic wastes containing hazardous substances	1,692.00	0.00	1,692.00
16 05 06 - Hazardous - Laboratory chemicals, consisting of or containing hazardous substances, including mixtures of laboratory chemicals	11,065.00	0.00	11,065.00
19 12 01 - Non-Hazardous - Paper and cardboard	2,250.00	0.00	2,250.00
20 01 08 - Non-Hazardous - Biodegradable kitchen and canteen waste	6,273.00	0.00	6,273.00
20 01 26 - Hazardous - Oil and fat other than those mentioned in 20 01 25	235.00	0.00	235.00
20 01 33 - Hazardous - Batteries and accumulators included in 16 06 01, 16 06 02 or 16 06 03 and unsorted batteries and accumulators containing these batteries	76.00	0.00	76.00
20 01 36 - Non-Hazardous - Discarded electrical and electronic equipment other than those mentioned in 20 01 21, 20 01 23 and 20 01 35	855.00	0.00	855.00
20 01 40 - Non-Hazardous - Metals	1,473.00	0.00	1,473.00
20 03 01 - Non-Hazardous - Mixed municipal waste	29,639.00	0.00	29,639.00

B7 - Environment - Total Hazardous and Non-Hazardous waste

Total Hazardous waste generated (mass)

13,068.00 kg

Total Non-Hazardous waste generated (mass)

235,656.00 kg

Total waste generated (mass)

248,724.00 kg

Total Hazardous waste generated (volume)

0.00 m³

Total Non-Hazardous waste generated (volume)

0.00 m³

Total waste generated (volume)

0.00 m³

^[2] The number concerns only a site where water is one of the raw materials.

B8 - Social - Workforce - General characteristics: type of contract

Number of permanent contract employees
304.00

Number of temporary contract employees
2.00

B8 - Social - Workforce - General characteristics: gender

Number of male employees
163.00

Number of female employees
133.00

Number of non-reported gender employees
10.00

B8 - Social - Workforce - General characteristics: country of employment

Country of employment contract	2025-01-01 – 2025-12-31
	Number of employees for country of employment contract
China	1.00
Denmark	47.00

Country of employment contract	2025-01-01 – 2025-12-31
	Number of employees for country of employment contract
Estonia	18.00
Finland	96.00
Kazakhstan	9.00
Lithuania	16.00
Latvia	5.00
Poland	7.00
Russian Federation	7.00
Sweden	78.00
Ukraine	22.00

B8 - Social - Workforce - General characteristics: turnover rate

Employee turnover rate

17.67 % ^[3]

^[3] Several sites were closed during the period resulting in high number of leaving personnel.

B9 - Social - Workforce - Health and safety

Number of recordable work related accidents in the reporting period

3.00

Rate of recordable work related accidents in the reporting period

1.04

Number of fatalities as a result of work-related injuries and work-related ill health

0.00

B10 - Social - Workforce - Remuneration, collective bargaining and training

Employees receive pay equal or above minimum wage determined by national law or collective bargaining agreement

YES

Percentage gap in pay between female and male employees

0.00 % ^[4]

Percentage of employees covered by collective bargaining agreements

60.78 %

Average number of annual training hours per male employee

10.00 ^[5]

Average number of annual training hours per female employee

10.00 ^[6]

Average number of annual training hours per other gender employee

10.00 ^[7]

^[4] Company does not yet have a possibility to calculate reliably the difference between male and female employees on group level as most employees work on other than hourly rate and differences of salaries between countries disturb direct comparison

^[5] Estimation

^[6] Estimation

^[7] Estimation

C5 - Social - Additional (general) workforce characteristics

Female-to-male ratio at management level for the reporting period

0.41

Total number of self-employed workers without personnel that are working exclusively for the undertaking

0.00

Total number of temporary-workers provided by undertakings primarily engaged in employment activities

2.00

C6 - Social - Additional own workforce information - Human rights policies and processes

Undertaking has a code of conduct or human rights policy for its own workforce

YES

Type of content covered by the code of conduct or human rights policy for its own workforce

Child labour
Forced labour
Human trafficking
Discrimination
Accident prevention

Undertaking has a complaint handling mechanism for its own workforce

YES

C7 - Social - Severe negative human rights incidents

Undertaking has confirmed human rights incidents in its own workforce

YES

Type of human right related to the confirmed incident

Accident prevention

Specification of other human rights related to the confirmed incident

“ unethical behaviour ”

Description of actions take to address the confirmed incidents

“ negotiations with employees involved ”

Undertaking aware of any confirmed incidents involving workers in the value chain, affected communities, consumers and end-users

NO

B11 - Governance - Convictions and fines for corruption and bribery

Total number of convictions for the violation of anti-corruption and anti-bribery laws

0.00

Total amount of fines for the violation of anticorruption and antibribery laws

€ 0.00

C8 - Governance - Revenues derived from activities

Revenue derived from controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons)

€ 0.00

Revenue derived from cultivation and production of tobacco

€ 0.00

Total revenues derived from fossil (fuel, coal and gas) sector

€ 0.00

Revenue derived from coal

€ 0.00

Revenue derived from oil

€ 0.00

Revenue derived from gas

€ 0.00
