



BTB | **Transformers**
Sustainable development 2025

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MD:s Introduction

The values and ethical principles have been integral to our business culture from the start.

The UN Global Compact has guided the direction of our work by developing our ethical rules and that constitutes now the basis for the whole of our international network.

In 2020 work began on developing our management systems in accordance with ISO 9001, ISO 14001 and ISO 45001 standards. We secured these certificates in 2021 & 2022.

"The values and ethical principles have been integral to our business culture from the start"

With knowledge gained about sustainable development as our basic principle we have developed our activities and we now want to be part of and develop a better world, where human and environmental wellbeing are in harmony with economic aspects.

Jim Stenman



About us



Key stats:
Turnover 2024,
21,6 MEUR
Personnel, 9

BTB Transformers, also known as "The Transformer Marketplace", serves customers all over the world. We have operated as a marketplace for transformers since 2005, when the company was established. Our head office is located in Jakobstad on the west coast of Finland. We have a competent and solution-based team which is often acclaimed for efficiency, flexibility and trustworthiness.

Over the past 20 years BTB Transformers has brought us experience from the business area. We have also established a wide international network comprising around a hundred business partners. Their help enables us to purchase and deliver transformers all over the world.

Mission

By using our expertise and the genuine service-mindedness of our staff and by keeping sustainable development in mind, we aim to help our business partners to meet their needs and contribute to their success.

Vision

Our vision is to be the number one go-to partner for our customers and suppliers.

Business idea

We buy, sell and supply transformers and reactors (plus other electrical components) globally as well as offer related customer and consultation services.

Core Values



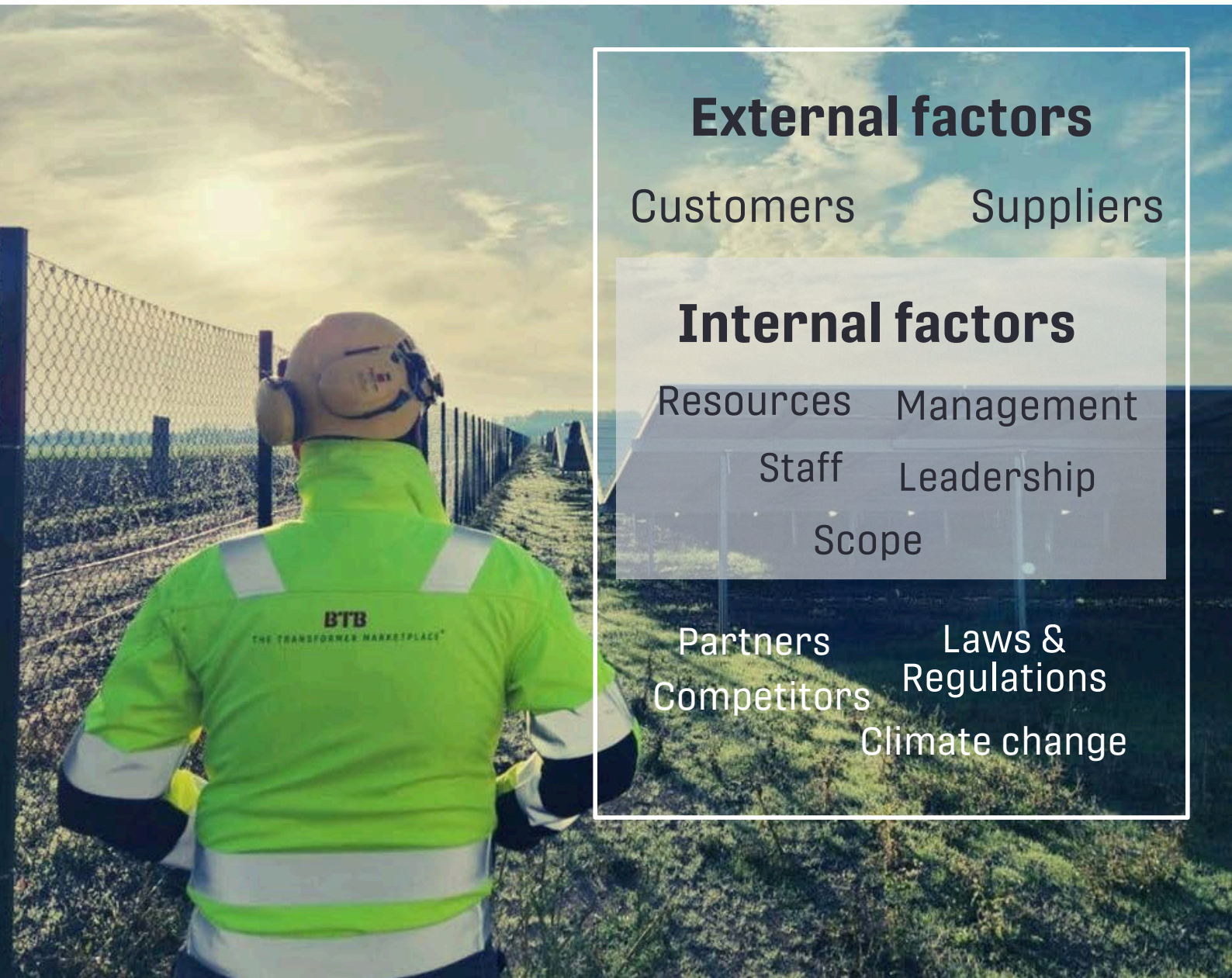
- **Trustworthiness**
- **Honesty**
- **Respect**
- **Responsibility**

Operating environment

Below we have defined the external and internal factors which are significant in understanding and describing the operating environment in which our business operates.

From these factors we have formulated our strategies.

On the basis of developing our operations, we have made a comprehensive risk assessment and opportunities analysis.



External factors

Customers

Suppliers

Internal factors

Resources

Management

Staff

Leadership

Scope

Partners

Laws &

Competitors

Regulations

Climate change

Strategy map



Management system and good leadership

- Effective, & functional processes
- Safe and secure work place
- competent staff

Customer-focus

- Satisfied customers

Supplier development

- Trustworthy suppliers
- & Business partners

Sustainable development

- Minimal negative effects on the environment
- Social sustainability

Goals and measurable targets

Process:
Brokering and delivering new transformers

Process:
Brokering existing transformers

ISO 9001
Quality systems

ISO 45001
TTT-systems

ISO 14001
Environmental Systems

Global UN targets

In its Agenda 2030 program, the UN has agreed on 17 global targets (incl. 169 sub-areas) for sustainable development. These targets include the elimination of poverty and hunger, implementing human rights, achieving equality and self-determination of women/girls as well as the protection of and preservation of our planet and its natural resources.

The benchmark for these global goals is to achieve sustainable development based on: the environment, the economy and social life.

- Ecological sustainability
- Economic sustainability
- Social sustainability



Ethical principles as part of sustainable development

In our company Code of Conducts, we have observed the above-mentioned aspects. The ethical principles have been established to highlight the values and principles which guide our relations with and our actions towards staff, customers, partners, suppliers, potential financiers and other stakeholders.

Our ethical principles include the definition of:



Environmental principles

Economic principles

Principles relating to equality, diversity and inclusion

Environmental principles

Environmental issues are integral to business activity and should provide added value for our stakeholders.

We shall comply with appropriate legislation and customer requirements. We have created practical and clearly defined procedures to ensure that applicable laws and regulations are followed.

Information and education enable us to raise levels of awareness among our employees in matters pertaining to energy and the environment.

Wherever possible, we market and sell such products which will have only a minimal impact on the environment.

We work systematically and tirelessly to develop our business to help protect the environment.



Environmental Impact Assessment

BTB Transformers conducted an environmental impact assessment and impact analysis in autumn 2021.



The company's main negative impact on the environment is in the domain of "transport" i.e. customer & factory visits and personnel transport).

The company's positive environmental impact is in the sale of second-hand transformers, which are recovered and can be reused.

Economic principles

BTB transformers shall act as a reliable, honest company that lives up to its commitments. We only engage in business activities that comply with national laws, international conventions and agreements entered into, and those in accordance with our Code of Conduct.

We respect and comply with prevailing competitive rules, environmental legislation, employment market laws, agreements and safety requirements, and other regulations which establish the frameworks for our business.

We believe in long-term business relations where we and our business partners create a solid basis for good financial results.

We support the circular economy by selling used and functional transformers that can be reused by our business partners. All financial transactions are recorded in accordance with the organisation's accounting policies and shall comply with applicable laws, regulations and standards. We have also drawn up anti-corruption principles.

Policies concerning equality, diversity and inclusion

All employees are entitled to belong to the associations and organisations of their choice and are able to bargain collectively through trade unions.

We do not accept any form of modern slavery, such as forced labour, debt slavery, or human trafficking.

We respect every child's right to personal development and education. We do not use child labour.



"We want to be a place of work that reflects the diversity which exists among our customers and elsewhere in society"

We distance ourselves from the purchase of sexual services and other activities that may involve supporting human trafficking – during or outside working hours, in connection with business trips.

Our view of diversity and equality stems from the principle that people's differences contribute to an attractive and dynamic workplace. We will offer a workplace where differences are respected and appreciated.

We want to be a place of work that reflects the diversity which exists among our customers and elsewhere in society.

Our organisation shall recognise all fundamental human rights. They shall always be respected - regardless of the working relationship.

All current and potential employees shall be treated fairly and without prejudice regardless of gender, transgender identity or expression – regardless of sexual orientation, religion/other belief, ethnicity, disability or age.

In other words, we do not discriminate against anyone in the contexts of recruitment, wage setting, skills development, promotions, or dismissals. Nor do we discriminate when meeting each other on a daily basis.

In the same way, customers and other stakeholders are treated fairly and without prejudice. No employee shall be subjected to abusive discrimination such as bullying, psychological violence, social exclusion, sexual harassment, or any other type of harassment.



BTB Transformers and the sub-areas of sustainable development

In working towards sustainable development, we have identified the following sub-areas which we will be focusing on in the coming years. These points of focus which are committed to developing will motivate us further.



Principle: We want our business to promote equality and reduce inequality between men and women

| | |
|-------------------------|---|
| <p>Enablers:</p> | <ul style="list-style-type: none"> ▪ Activities in accordance with the Code of Conduct ▪ Child sponsorship <p>Other sponsorships:</p> <ul style="list-style-type: none"> ▪ The association "Project Liv" ▪ Support for local sports clubs and federations |
| <p>Targets:</p> | <p>Support activities promoting equality through child sponsorship and other annual sponsorships.</p> |
| <p>Gauges:</p> | <ul style="list-style-type: none"> ▪ At least 2 sponsored children's villages ▪ At least 3 sponsored associations/projects annually |



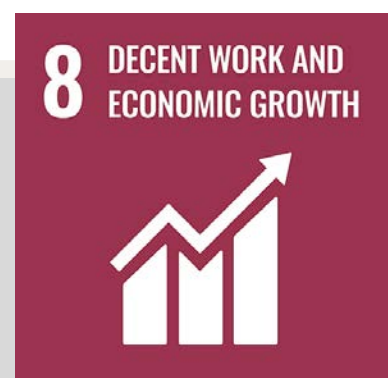
Principle: We want our business to promote the use of renewable energy – even for our stakeholders

| | |
|-------------------------|---|
| <p>Enablers:</p> | <ul style="list-style-type: none"> • We offer cost-effective solutions for electricity distribution and industry • In 2024, 44% of sales came from transformer deliveries promoting renewable energy • Replacing company cars with fully electric or hybrid cars |
| <p>Targets:</p> | <ul style="list-style-type: none"> • Company work leasing cars 100% all-electric or hybrid cars • We are actively marketing ourselves to be producers of renewable energy |
| <p>Gauges:</p> | <ul style="list-style-type: none"> • Company cars, % fully electric or hybrid cars • Deliveries renewable energy, % of turnover |



Principle: Occupational safety and well-being at work is integral to our business, in our organisation and in relation to those of our partners

| | |
|-------------------------|--|
| <p>Enablers:</p> | <ul style="list-style-type: none"> • Our business is based on our ethical rules • Certified TTT system (ISO 45001) • Our main suppliers have certified TTT system promoting the creation and development of a safe and healthy work environment |
| <p>Targets:</p> | <ul style="list-style-type: none"> • Zero occupational accidents • Implementation of performance reviews, 100% • Employee wellbeing & competence |
| <p>Gauges:</p> | <ul style="list-style-type: none"> • zero accidents at work • Rate of close call incidents • Performance reviews, 100%, • "TYKY"-days taken (activities that maintain work ability) • The number of sick leave days |



Principle: We promote responsible consumption and sustainable development in our own organisation and among our partners

| | |
|-------------------------|---|
| <p>Enablers:</p> | <ul style="list-style-type: none"> • Our main suppliers have certified management systems (ISO 9001, ISO 14001, ISO 45001) that ensure responsible supplier operations • Brokering of used but functional transformers • Extension of the product's life gives a positive environmental impact |
| <p>Targets:</p> | <ul style="list-style-type: none"> • All our main suppliers shall continue to develop their operations so that sustainability programs and reports are 100% secured • Raising customer awareness of the circular economy to increase sales of second-hand transformers |
| <p>Gauges:</p> | <ul style="list-style-type: none"> • Responsibility reports /Main suppliers, % (Sustainability Reports) • Turnover of second-hand transformers, € |



Principle: We reduce negative impacts on the environment by our own conscious choices

| | |
|------------------|---|
| Enablers: | <p>Reducing negative impact on the environment:</p> <ul style="list-style-type: none">• Passenger transport• Customer and supplier visits• Business travel transports• Freight |
| Targets: | <ul style="list-style-type: none">• Transformer freight from supplier to customer• Carbon footprint mapping of passenger transport• Virtual meetings, where possible |
| Gauges: | <ul style="list-style-type: none">• Environmentally friendly transport• Flight kilometres• CO2 emissions from passenger transport |



Responsibility – as part of the strategies

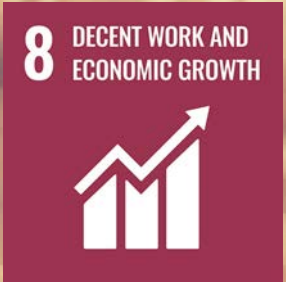
Strategy 1:
Development of management
system and good leadership



Strategy 2:
Customer focus



Strategy 3:
Supplier development



Strategy 4:
Sustainable development

