



TRAINING SEMINAR

**“Environmental, Social and Governance Practices to Accelerate Sustainability
Competitive Advantages”**

10-14 June 2024

Sweden

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Background and objective of the training Program

AXISCOMM International in collaboration with the Sustainable Sweden Association (<https://www.sustainablesweden.org>) is organizing a five-day training program focused on the **Environmental, Social, and Governance (ESG) practices** sector, in Sweden.

Sweden is the most sustainable country in the world, a ranking it earned for its use of renewable energy sources and low carbon dioxide emissions, as well as social and governance practices such as labor participation, education and institutional framework.

The program will provide an in-situ familiarization to the environmental, social and governance practices applied in Sweden to improve sustainability competitive advantages and knowledge of the participants.



SUSTAINABLE SWEDEN ASSOCIATION



The training program will cover a holistic approach of sustainability aspects; **tourism transportation, energy waste recycling, resource management, environmental education, sustainable business, micro plastic reuse, city planning, green building** and more. It will take place in four different cities in Sweden (see Figure 1), planned to offer plethora of case studies and a wide range of applications, namely in Uppsala region, in Örebro, in Eskilstuna and in Stockholm.

Accommodation and diet selection (hotels and restaurants) will wishfully follow the sustainable principles of the program to maximize the sustainability experience of the participants.

Participating in the specific training visit in Sweden will offer a unique opportunity for immersive learning, access to leading sustainable companies, networking, cultural exchange, and enhanced recognition and credibility in the field of sustainability and ESG. It will be an enriching and transformative experience for participants seeking to deepen their understanding and implementation of sustainable practices.

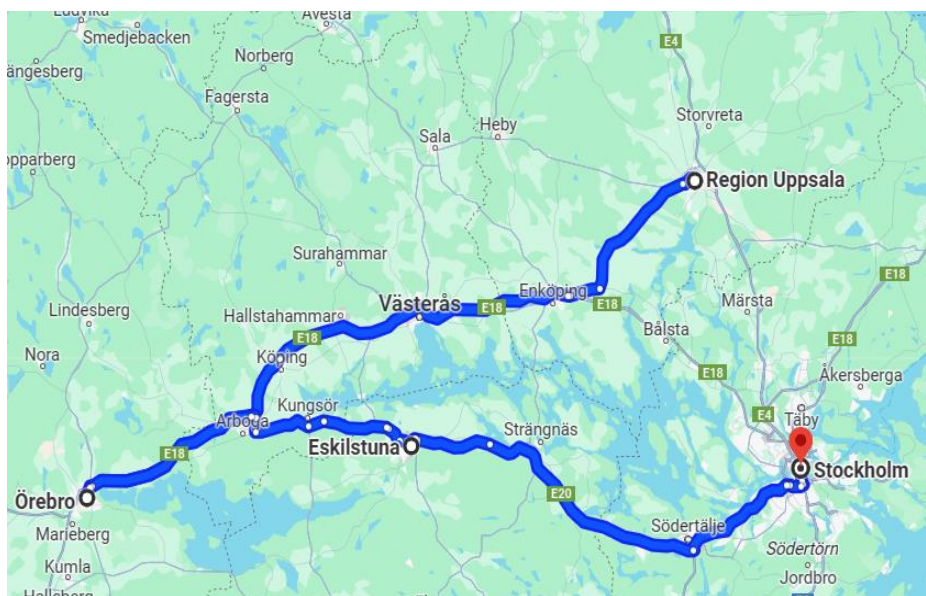


Figure 1 Route of the training program

Framework of the training pylons

The training program ***“Environmental, Social and Governance Practices to Accelerate Sustainability Competitive Advantages”*** is purposefully organised in close collaboration with ***Sustainable Sweden Association***.

Sustainable Sweden Association is a non-profit, non-governmental organization that works to develop the economic, ecological and social aspects of sustainable development at the local level. Founded in 2000, its overall mission is to build bridges between Sweden and other countries through international projects – especially the creation of Eco-municipalities – in order to accelerate the transition to a sustainable world.

The training team will be accompanied by Mrs Lena Lindahl, member of election committee of the Sustainable Sweden Association. Mrs Lena Lindahl is the founder and manager of *Link & Learn International*, a company in Uppsala, Sweden focusing on learning exchanges between Sweden and the international community in the field of sustainability. Analytical CV of Mrs Lena Lindahl, is given in the analytical description of the program.

Conducting a training visit in Sweden can provide unique opportunities to learn from the country's expertise in sustainability and ESG practices. After the completion of the program the participants will benefit in many aspects such as:

- **Immersive Learning Experience:** Participants will have the opportunity for hands-on, immersive learning experiences. They will observe firsthand Sweden's sustainable practices in action, visit innovative companies, and engage with local experts and practitioners in sustainability and ESG.
- **Access to Leading Sustainable Companies:** Sweden is home to numerous companies known for their leadership in sustainability, including those in renewable energy, clean technology, and eco-friendly manufacturing. This training visit will allow participants to

visit these companies, learn about their best practices, and gain insights into how they integrate sustainability into their business strategies.

- **Networking Opportunities:** The training visit in Sweden will provide excellent networking opportunities for participants to connect with Swedish professionals, government officials, and academics working in the field of sustainability and ESG. These connections can lead to valuable collaborations, partnerships, and knowledge-sharing opportunities beyond the duration of the training program.
- **Cultural Exchange and Inspiration:** Experiencing Swedish culture and society firsthand can be inspiring and enlightening for the participants. Sweden's strong environmental ethos, emphasis on work-life balance, and commitment to social welfare can provide valuable perspectives and insights that enrich the training experience and inspire participants to incorporate sustainability principles into their own work.

In essence, taking part in a training visit to Sweden presents a distinctive chance for immersive learning, exposure to prominent sustainable enterprises, networking, cultural interchange, and bolstered recognition and credibility within the sustainability and ESG realm. This experience holds the potential to be enriching and transformative for individuals aiming to augment their comprehension and application of sustainable methodologies.

Analytical information on the plan and the specific activities for each technical visit are provided in the description of each day of the program.

Participation Fee

€ 2350 per participant.

Enrollment

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Program Dates

10-14 June 2024

Place

Sweden

Overview of the program

Monday 10th, June 2024

| Place | 1 st visit |
|---------|---------------------------------------|
| Uppsala | Uppsala Vatten, Pumphuset |
| | 2 nd visit |
| | Sustainable transport, Uppsala Region |

Tuesday 11th, June 2024

| Place | Visit |
|--------|-------------------|
| Örebro | Örebro University |

Wednesday 12th, June 2024

| Place | Visit |
|------------|-----------------------|
| Eskilstuna | ReTuna Recycling Mall |

Thursday 13th, June 2024

| Place | 1 st visit |
|-----------|--------------------------------------|
| Stockholm | Royal Seaport – new residential area |
| | 2 nd visit |
| | CSR Sweden |

Friday 14th, June 2024

| Place | 1 st visit |
|-----------|---|
| Stockholm | PlayCreateGreen – gaming industry association |
| | 2 nd visit |
| | Electrolux Group |

1st Visit

| | |
|-------|---|
| Place | Uppsala |
| Visit | Uppsala Vatten, Pumphuset |
| Link | https://www.uppsalavatten.se/skola/pumphuset |
| Time | 09:00-13:00 |

Description

Uppsala Vatten is a Swedish company based in Uppsala, Sweden. Uppsala Vatten It is a municipally owned water and wastewater utility serving the city of Uppsala and its surrounding areas. Uppsala Vatten is responsible for providing clean drinking water to residents and businesses, as well as managing wastewater treatment and sewage systems in the region.



Figure 2 Uppsala overview

The company is committed to sustainability and environmental stewardship, with a focus on minimizing its environmental impact and promoting water conservation and efficiency. Uppsala Vatten also engages in research and development to improve water treatment technologies and practices. Uppsala Vatten produces biogas for the city buses from organic waste, a local resource. Part of the biogas resource comes from households. Citizens separate organic waste for collection.

Uppsala Vatten is therefore putting a lot of effort into education of citizens, especially children, to make sure waste is properly separated and can be collected for recycling. “Pumphuset” is an educational facility for this purpose.

During the technical excursion, the participants will visit the “Pumphuset” exhibition of the facility and will get knowledge on:

- **Water Quality Management:** Maintaining water quality standards, monitoring water sources, and implementing effective water treatment processes to ensure safe and clean drinking water for consumers.

- **Wastewater Treatment:** Wastewater treatment processes, including biological and chemical treatment methods, to effectively remove contaminants and pollutants from wastewater before discharge back into the environment.
- **Environmental Sustainability:** Sustainable water management practices, including water conservation, resource efficiency, and reducing the environmental impact of water and wastewater operations.
- **Regulatory Compliance:** Relevant regulations and compliance requirements related to water and wastewater management, ensuring that employees understand and adhere to legal standards and guidelines.
- **Emergency Response and Crisis Management:** Responding to water-related emergencies, such as water main breaks, contamination incidents, or natural disasters, to ensure prompt and effective crisis management and restoration of services.
- **Community Engagement:** Engaging with the local community, stakeholders, and customers to raise awareness about water issues, promote conservation efforts, and foster a sense of environmental responsibility.

2nd visit

| | |
|-------|---|
| Place | Uppsala |
| Visit | Sustainable transport, Uppsala Region |
| Link | https://www.ul.se/en/footer/about-ul/environment-and-sustainability |
| Time | 14:00-18:00 |

Description

Sustainable transport initiatives in the Uppsala Region of Sweden aim to reduce environmental impact, congestion, and dependence on fossil fuels while improving accessibility and mobility for residents.



The Uppsala Region has been proactive in promoting various sustainable transportation options, including the public transportation by means of enhancing and expanding public transportation networks, including buses, trains, and tramss, to provide convenient and efficient alternatives to private car travel.

UL, the public transport authority in Uppsala, Sweden, actively promotes sustainability in its operations. It achieves this through several initiatives, including the use of eco-friendly vehicles powered by alternative fuels, the promotion of active transportation modes such as cycling and walking, the integration of various public transit services to provide seamless mobility options, ensuring accessibility for all passengers, and engaging in sustainable urban planning and development practices. These efforts collectively

contribute to reducing emissions, alleviating traffic congestion, and creating a more sustainable and inclusive transportation system for the region.

UL has been investing in and **promoting the use of eco-friendly vehicles, including buses and trains powered by alternative fuels such as electricity, biogas, or biodiesel for which the participants will be extensively informed.** Moreover, during the technical visit, the participants will get knowledge on the UL sustainable urban planning and development practices to support efficient and environmentally friendly transportation systems i.e. planning transit-oriented development, optimizing route networks, and prioritizing investments in public transportation infrastructure to create more sustainable and livable communities.

2nd day of the training program

Tuesday 11th, June 2024

1st Visit

| | |
|-------|---|
| Place | Örebro |
| Visit | Örebro University |
| Link | https://www.oru.se |
| Time | 09:00-18:00 |

Description

Örebro University is a reputable university located in Örebro, Sweden. Örebro University currently ranks among the top 500 universities in the world according to Times Higher Education 2022. It was founded in 1999 and offers a wide range of undergraduate and graduate programs in various fields such as humanities, social sciences, natural sciences, medicine, engineering, and more.



Figure 3 Overview of Örebro University

Örebro University is known for its research excellence and collaborative atmosphere, and it attracts students from both Sweden and around the world.

The university among others has strong research within environmental science and is a central player in this process. Örebro University's policy for sustainable development as given in 'Strategy and action plan for sustainable development', sets out the University's level of ambition as that of being an active and responsible player in the work with the UN's sustainable development agenda, Agenda 2030, and its global goals.

Sustainability is an important focus at Örebro University so the university has various initiatives and programs aimed at promoting sustainability in both its operations and its academic offerings.

Research: Örebro University is actively involved in research related to sustainability across various disciplines, including environmental science, sustainable development, renewable energy, and more. Researchers at the university contribute to understanding and addressing sustainability challenges both locally and globally.



Education: Sustainability is integrated into many academic programs at Örebro University. Participants will have the opportunity to be informed on topics related to sustainability in fields such as environmental science, sustainable development, green technology, and social sciences.

Campus Tour: The university also implements sustainability initiatives on campus to reduce its environmental footprint. This may include energy-saving measures, waste reduction and recycling programs, sustainable transportation options, and efforts to promote a culture of sustainability among students and staff.

The analytical program of the training is shown in **Error! Reference source not found..**

| Örebro University | | |
|--|-----------------------|--|
| Time | Training Duration (h) | Description |
| 09:00 | | Arrival – Welcome |
| 09:00-11:30 | 2,5 | Technical Lecture Working with sustainability at ORU Q&A Session – open discussion |
| 11:30-12:00 | - | Break |
| 12:00-14:00 | 2,0 | Campus tour with sustainability focus |
| 14:00-15:00 | 1,0 | PSF and sustainability research at ORU |
| 15:00-15:30 | - | Break |
| 15:30-18:00 | 2,5 | <ul style="list-style-type: none"> Integrating sustainability into education Internships in sustainability |
| @ 18:00 - end of the 2 nd day | | |

1st Visit

| | |
|-------|---|
| Place | Eskilstuna |
| Visit | ReTuna Recycling Mall |
| Link | https://www.retuna.se/english |
| Time | 09:00-18:00 |

Description



ReTuna Recycling Mall is located in Eskilstuna, Sweden. It's a unique shopping center that focuses on sustainability and recycling. The mall is designed to promote the reuse and recycling of goods by offering a variety of second-hand and upcycled products.

What makes ReTuna Recycling Mall particularly innovative is that it combines a traditional shopping mall layout with recycling facilities and workshops. Visitors can drop off unwanted items for recycling or purchase



recycled and upcycled products. Additionally, the mall hosts events, workshops, and educational activities related to sustainability and recycling.

ReTuna Recycling Mall serves as an excellent example of how communities can promote environmental awareness and sustainability through creative initiatives. It provides consumers with an alternative shopping experience that supports both the local economy and the environment.



ReTuna Recycling Mall is a pioneering concept that showcases how sustainability can be integrated into everyday activities like shopping. Participants will get knowledge and strategies for integrating

sustainability principles into their professional practices, inspired by the innovative initiatives at ReTuna Recycling Mall.

A provisional agenda is provided here after:

9:00 AM - 9:30 AM: Welcome and Introduction

- Introduce ReTuna Recycling Mall and its mission to sustainable living
- Highlight the importance of sustainability in professional practices

9:30 AM - 11:00 AM: Presentation and Discussion

- Presentation: "Sustainable Business Practices"
- Explore the benefits of integrating sustainability into business
- Discuss case studies of successful sustainable business models
- Group Discussion: "Challenges and Opportunities in Sustainability"
- Facilitate a discussion on the challenges and opportunities professionals face in implementing sustainable practices in their respective fields
- Q&A Session
- Address questions and concerns from participants regarding sustainability in their professional contexts

11:00 AM - 13:00 PM: Guided Tour of ReTuna Recycling Mall

- Exploration of the innovative recycling facilities and upcycled products
- Discuss sustainable consumption and waste reduction
- Engagement with ReTuna staff to learn about their sustainability initiatives and best practices

13:00 PM - 2:00 PM: Lunch Break

- Participants will enjoy lunch at one of the sustainable eateries within ReTuna Recycling Mall

2:00 PM - 5:00 PM: Workshop: Implementing Sustainable Practices

- Interactive Workshop: "Developing a Sustainability Action Plan"
- Guidance of participants through the process of developing a tailored sustainability action plan for their businesses or organizations
- Group Activity: "Hands-on Sustainability Project"
- Engagement of participants in a hands-on activity related to sustainable practices, such as upcycling or waste reduction
- Discussion on key takeaways from the workshop and group activity

5:00 PM - 6:00 PM: Networking and Closing Remarks

Closing Remarks: Key learnings from the day and encouragement of participants to continue their sustainability journey

1st Visit

| | |
|--------------|---|
| Place | Stockholm |
| Visit | Royal Seaport – new residential area |
| Link | https://www.norradjurgardsstaden2030.se/en |
| Time | 09:00-13:00 |

Description

Norra Djurgårdsstaden, also known as the Royal Seaport, is a new residential area located in Stockholm, Sweden. It is one of Europe's largest urban development projects, aiming to transform former industrial and harbor areas into a sustainable and modern neighborhood. The Royal Seaport encompasses a mix of residential, commercial, and recreational spaces, with a strong emphasis on sustainability and environmental friendliness.



It's designed to be a model for urban living, incorporating features such as energy-efficient buildings, green spaces, and sustainable transportation options.



The participants will get knowledge on sustainable urban development, focusing on the Royal Seaport.

A provisional agenda is provided here after:

9:00 AM - 9:30 AM: Introduction to Sustainable Urban Development

- Welcome and Overview - Importance of Sustainable Urban Development

9:30 AM - 10:30 AM: Sustainable Practices in the Royal Seaport

- Overview of the Royal Seaport Project
- Sustainable Design and Architecture
- Energy Efficiency and Renewable Energy Integration
- Green Spaces and Biodiversity Initiatives

10:30 AM - 11:30 AM: Urban Mobility and Transportation

- Sustainable Transportation Planning
- Public Transit Integration
- Active Transportation Infrastructure
- Electric Vehicle Adoption

11:30 AM - 12:00 PM: Community Engagement and Social Inclusion

- Importance of Community Engagement in Sustainable Development
- Social Equity and Inclusion Strategies
- Affordable Housing Initiatives

12:00 PM - 12:45 PM: Case Studies and Best Practices

- Review of Successful Sustainable Urban Development Projects
- Lessons Learned from the Royal Seaport
- Q&A Session

12:45 PM - 1:00 PM: Conclusion and Next Steps

- Recap of Key Takeaways
 - Resources for Further Learning
- Closing Remarks

2nd Visit

| | |
|-------|---|
| Place | Stockholm |
| Visit | CSR Sweden |
| Link | https://www.csrsweden.se |
| Time | 14:00-18:00 |

Description

CSR Sweden, or CSR Sverige, is a non-profit organization based in Sweden that focuses on promoting corporate social responsibility (CSR) and sustainable business practices. CSR Sweden is a Member/National Partner Organisation in CSR Europe.

The primary mission of CSR Sweden is to advance sustainable development by encouraging businesses to integrate social, environmental, and ethical considerations into their strategies, operations, and decision-making processes. They aim to inspire and support companies in Sweden to become leaders in sustainability.

CSR Sweden collaborates with a wide range of stakeholders, including businesses, government agencies, non-profit organizations, and academic institutions. As a leading voice on CSR and sustainability in Sweden, CSR Sweden influences policy development and promotes responsible business practices at the national and international levels. Overall, CSR Sweden plays a crucial role in advancing the sustainability agenda in Sweden by working with businesses and other stakeholders to promote responsible and ethical practices that contribute to positive social, environmental, and economic outcomes with a strong emphasis on sustainability and environmental friendliness.

Participants will have the opportunity to gain valuable insights and resources to enhance their understanding and implementation of CSR and sustainable business practices. Through engaging with CSR Sweden's people, visitors will get knowledge on best practices, case studies, and practical tools for integrating CSR into their organizations. Additionally, they will access networking opportunities, training programs, and events to connect with like-minded professionals and stakeholders in the field of CSR and sustainability.

5th day of the training program
Friday 14th, June 2024

1st Visit

| | |
|-------|---|
| Place | Stockholm |
| Visit | PlayCreateGreen – gaming industry association |
| Link | https://playcreategreen.org/about |
| Time | 09:00-12:30 |

Description

The gaming industry is constantly growing in Sweden and is also a big exporter in services. In Sweden this industry is recently putting great efforts into sustainability as a pioneer. They focus on issues as how games companies restore forests, share their impact to raise awareness and fight climate change, how environmental consciousness hits the game industry. Nordisk Games, Embracer Group, Landfall Games, Swedish Games Industry, Massive Entertainment and Advenimus have joined forces on PlayCreateGreen initiative

PlayCreateGreen is an organization focused on promoting sustainability and environmental awareness within the gaming industry. They aim to encourage game developers and players to adopt eco-friendly practices and contribute to environmental conservation efforts. is dedicated to fostering a more sustainable gaming ecosystem.

A provisional agenda is provided here after:

9:00 AM - 9:30 AM: Introduction to Sustainable Gaming

- Welcome and Overview - Importance of Sustainable gaming

9:30 AM - 10:30 AM: Sustainable Practices in the Gaming Industry

- Define sustainable gaming and its importance.
- Highlight the environmental impact of gaming.
- Share examples of sustainable gaming initiatives

10:30 AM - 12:30 AM: Sustainable Game Development

- Discuss principles of sustainable game design.
- Provide tips and resources for eco-friendly game development.
- Brainstorm eco-friendly game concepts.

2nd Visit

Place

Stockholm

Visit

Electrolux Group

Link

<https://www.electroluxgroup.com>

Time

13:30-16:00

Description

Electrolux Group is a well-known global leader in household appliances, including brands like Electrolux, AEG, and Frigidaire. The company has a strong focus on sustainability and has made commitments to reducing its environmental impact across its operations.

Electrolux has specific protocol on sustainability initiatives, goals, and progress. This includes efforts to reduce energy and water consumption, decrease greenhouse gas emissions, improve product efficiency and recyclability, and promote sustainable sourcing and manufacturing practices.

Their sustainability efforts encompass various aspects such as product design, manufacturing processes, supply chain management, and engagement with customers and stakeholders.

Key results 2022



The visit to Electrolux Group's facilities will provide participants with a firsthand look at the company's sustainability initiatives in action. Seeing sustainable practices and technologies in operation will enhance understanding and inspire ideas for implementation in their own organizations. Also participants will exchange ideas, share best practices, and establish connections

that may be valuable for future collaborations. Seeing tangible examples of sustainable practices will reinforce the importance of sustainability and spark enthusiasm for implementing similar initiatives.

The visit will be customized to focus on specific aspects of sustainability, such as energy efficiency, waste reduction and sustainable product design. Tailoring the visit ensures that participants will gain relevant insights and knowledge. For this purpose the visit will be coordinated with Electrolux Group's sustainability team in order to ensure a meaningful and informative experience.

CV Lena Lindahl

Lena Lindahl is the founder and manager of *Link & Learn International*, a company in Uppsala Sweden focusing on learning exchanges between Sweden and the international community in the field of sustainability. Lena worked in Tokyo for 24 years before she moved her base to Uppsala in 2013. Lena maintains a wide network within the environmental community in Japan.

Lena welcomes international visitors to Sweden all year round, making study visit programs to all parts of Sweden and accompanying guests as interpreter. In Uppsala she handles technical visit requests to the City of Uppsala.

Lena is a popular lecturer on green issues speaking to interested audiences about Swedish initiatives to achieve sustainable development. In Sweden she provides insights about the energy and environment situation as well as cultural aspects of daily life and work. Lena provides research, planning, introductions and interpretation for media representatives or others looking for navigation in the sustainability community in Sweden. She can tap into a broad variety of information and add a competitive edge to foreign sustainability initiatives in the country.