

Corporate Social Responsibility Report 2023

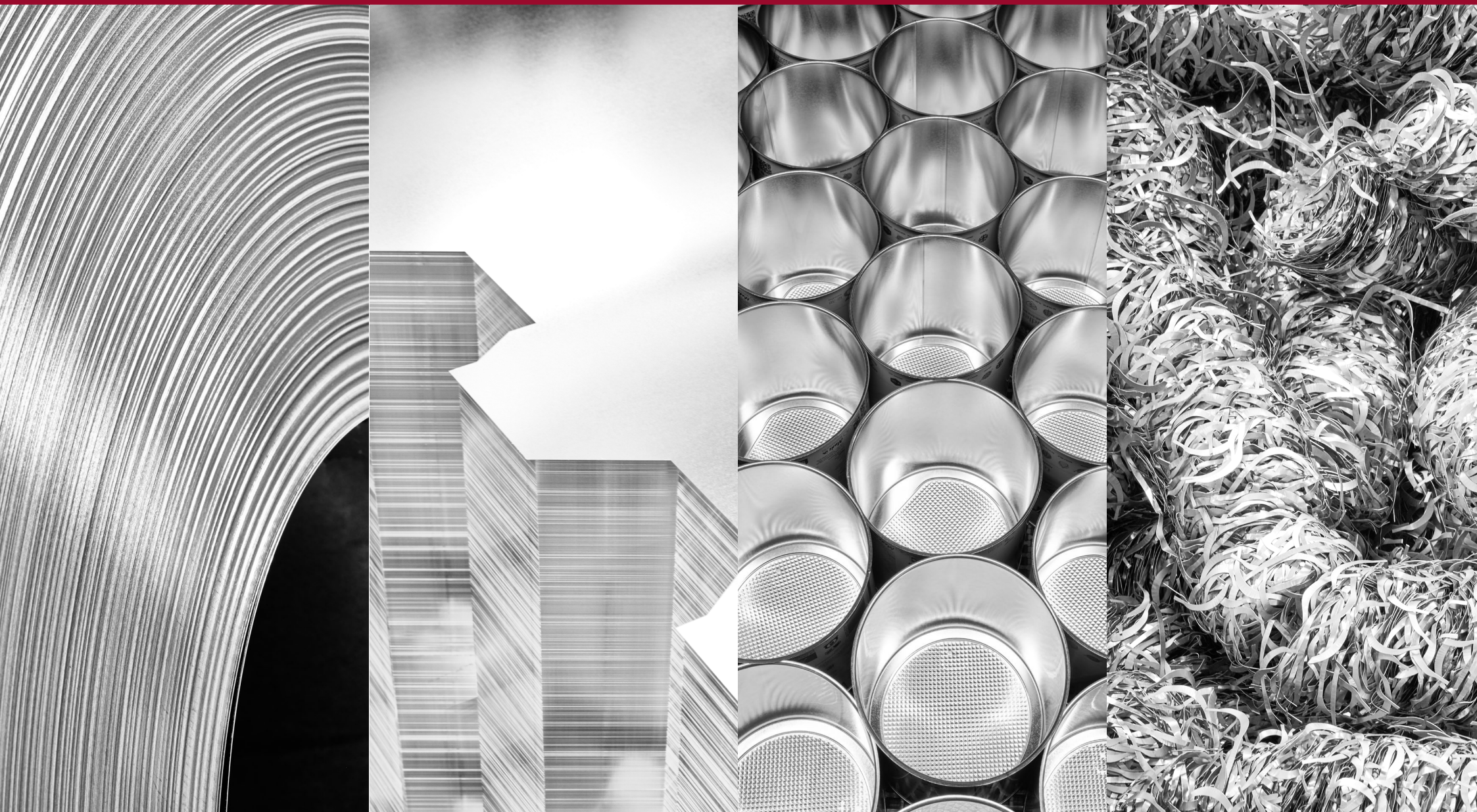


Table of Content

1. Envases Europe Group
2. Building a Sustainable Business
3. Environment, Social and Governance risks
4. Environment and climate
5. Social- and employee relations
6. Gender diversity
7. Human rights, anti-corruption and bribery
8. Key figures

Statement by Management

This CSR report constitutes Envases Europe Group's statutory report on its social responsibilities and gender distribution in the company's management in accordance with §99a+b of the Danish Financial Statements Act and is, therefore, part of the management report in Envases Europe Group's annual report.

This report is for the financial year January 1st to December 31st, 2023. We believe the report contains a fair review of the CSR risks, policy, and efforts at Envases Europe.

Loesning, 18.04.2024
Executive Management



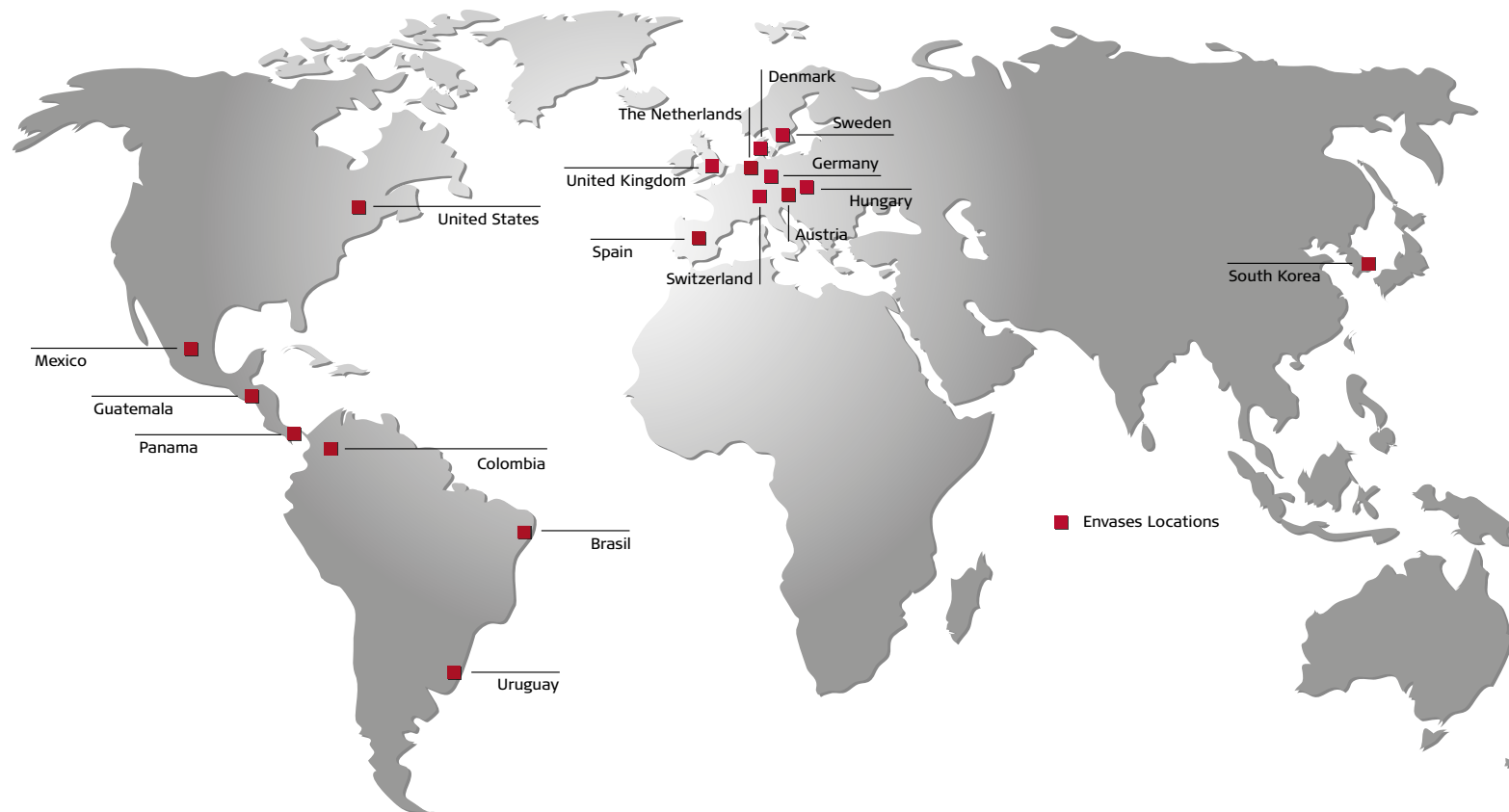
Dan Aggertoft Christensen



Knud Christensen



Mikkel Nørgaard Dall



Statement from Dan Aggertoft Christensen, President Envases Europe



„At Envases, our aspiration is working towards a world where food, natural resources and energy are used more mindfully, by providing sustainable packaging solutions. Therefore, despite undergoing significant growth, we have remained steadfast in our commitment to sustainability; addressing both climate concerns and our social responsibility. Amidst geographical expansion and the integration of hundreds of new employees, we have successfully upheld our company values, ensuring they resonate throughout the organization. The collective achievements throughout 2023 stand as a testament to the unified efforts of the entire Envases Team, reflecting our unwavering dedication to fostering a sustainable, value-driven culture within our company.

I hope you enjoy reading about our undertakings in 2023, and I look forward to continuing this journey in 2024.”

1. Envases Europe Group

1.2. Business Model

Envases Europe Group is a worldwide supplier of quality packaging solutions for food, beverages, paint, chemicals, and media packaging.

Envases Europe Group creates appealing and functional packaging and ensures food and product safety and optimal process efficiency for our customers. Through our know-how in can technology, we offer a broad range of standard products made from steel and aluminum. Advanced production facilities and our highly specialized laboratories enable us to solve complicated tasks, making sure our customers get optimal packaging functionality and food safety. Furthermore, we offer a wide range of inks and decorative coatings with state-of-the-art printing technology.

In our production, coils of steel or aluminum are processed into various kinds of cans, pails, drums, or media packaging solutions.

As part of our business, we have a Plastic Competence Center in Switzerland, where we develop and produce extrusion-blown packaging from preforms. Thanks to our experience in development and production of plastic packaging, we are able to propose tailor-made packaging solutions. Production of plastic packaging accounts for less than 5% of the business.



2. Building a Sustainable Business

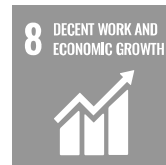
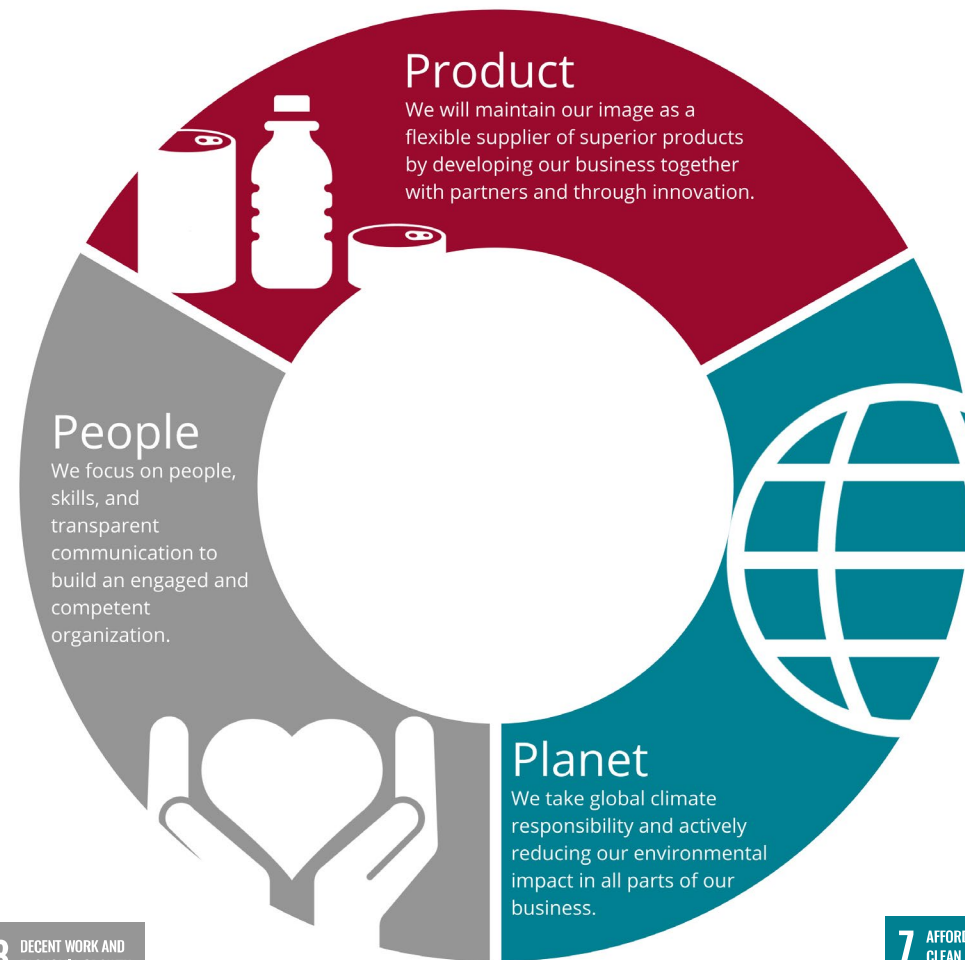
Governance Structure

At Envases Europe Group, we understand the importance of our role in contributing to a more sustainable world. Social responsibility is a natural part of our business principles, and we acknowledge our responsibility towards our employees and our society.

In our fundamental work, we acknowledge the 10 principles in the UN Global Compact initiative. At the same time, we strive to make continuous improvements in areas affected by the "Code of Conduct" and to promote the environment, human rights, labor rights, and anti-corruption both internally and in the supply chain.

In 2023, the Sustainability Program became a fundamental part of the Envases Europe Group Business Strategy, and with it the foundation for including sustainability in everything we do. The three pillars; People, Product, and Planet in our Sustainability Program are linked to the Sustainable Development Goals (SDG) 4, 5, 7, 8 and 12.

The Sustainability Department has direct reference to our top management and the President of Envases Europe. This ensures that our strategy and decision-making processes are firmly anchored.



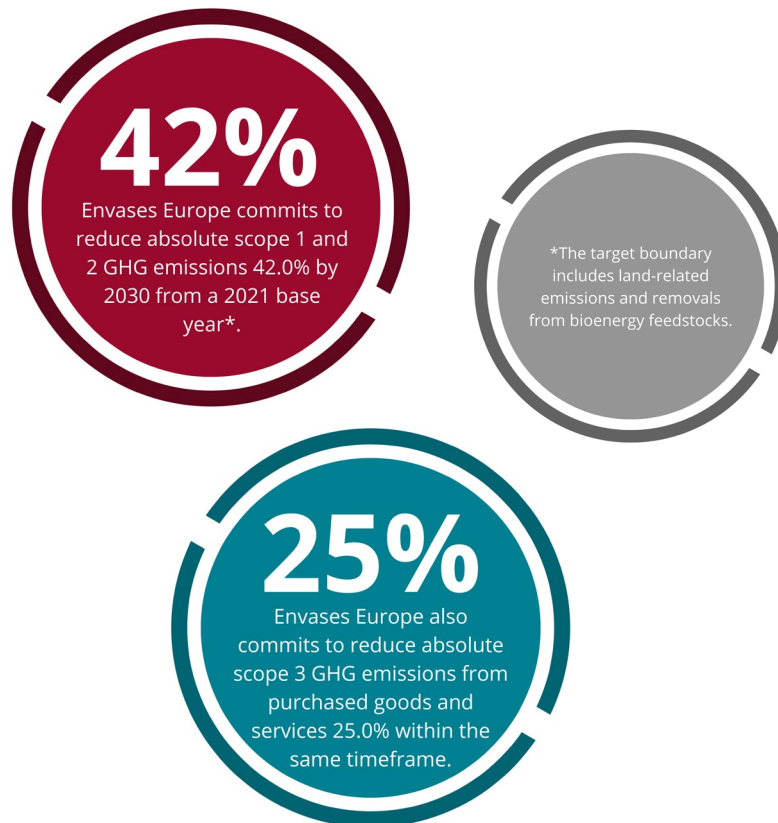
Climate Action

Addressing climate change stands as one of our main priorities. We pledged our commitment to the Science Based Targets initiative (SBTi) in 2023, and we are extremely proud that we have obtained approval for our final 2030 reduction target from the SBTi.

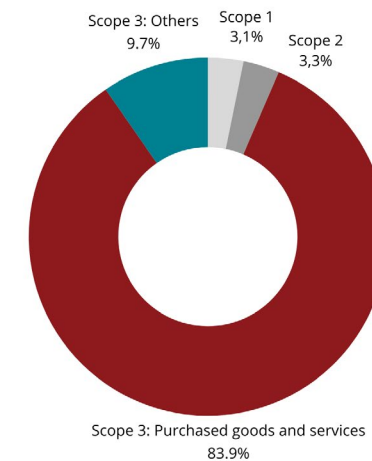
The SBTi is a global, independent initiative, which allows companies to set ambitious goals for reducing CO₂ emissions that are in line with the latest climate science. This means that every step we take will be in accordance with scientific recommendations. By setting a science based target, we acknowledge our responsibility as a significant contributor to climate change.

The earth temperature has already risen 1,1 degrees Celsius from the pre-industrial level, and earlier this year, the UN sent out a red alert telling us to act now, if we are to stay below 1,5.

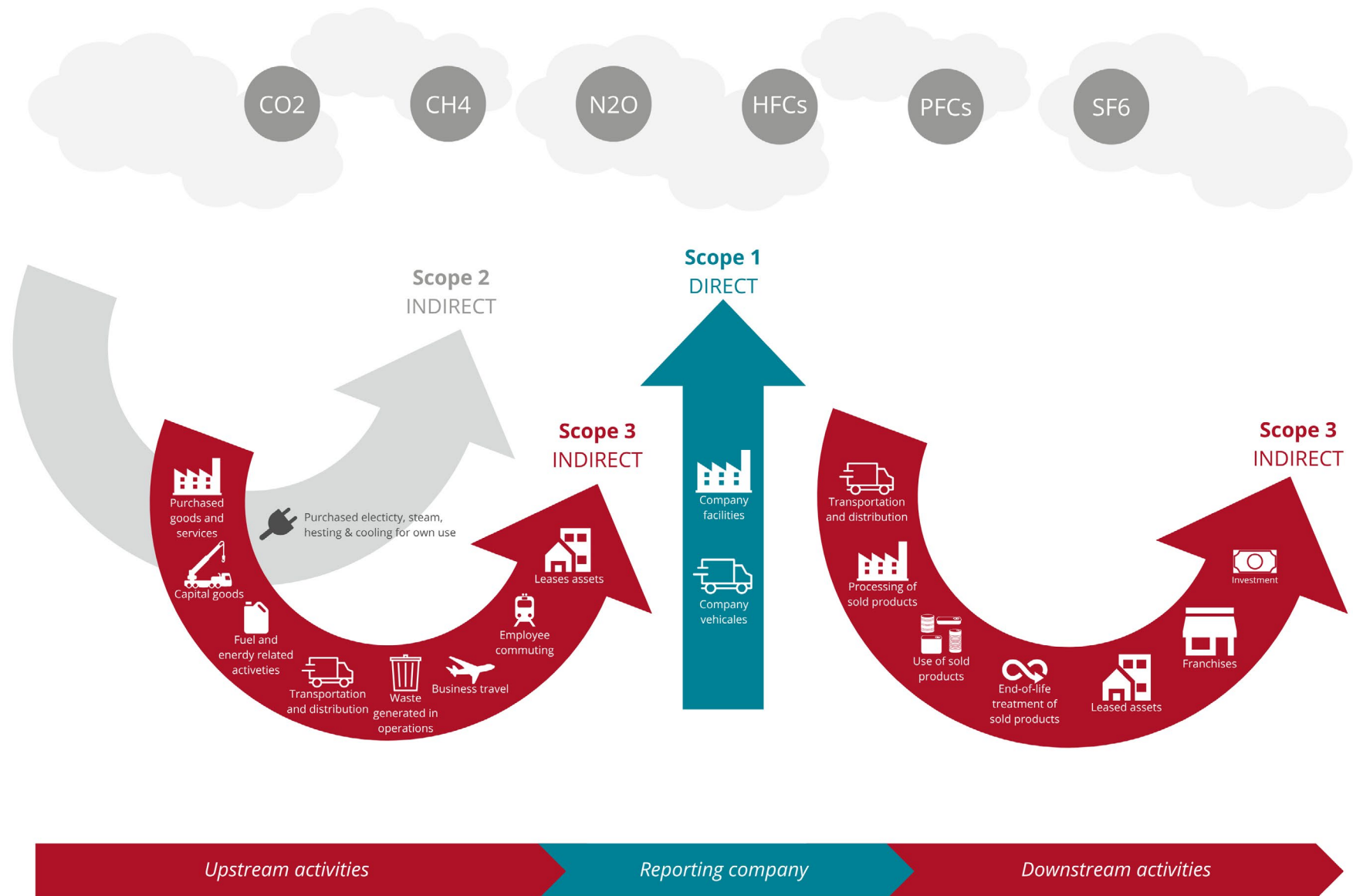
Our mapping of greenhouse gas emissions adheres to the principles outlined in the Greenhouse Gas Protocol Scopes 1, 2, 3, and has been completed in partnership with Schneider Electric.



Total percentage contribution distribution



Percentage overview of total GHG in base year 2021. Scope 3 is divided into category 1 and others.



Sustainability Rating

Envases Europe Group has chosen EcoVadis as a global Sustainability Rating platform with scores in the four areas: Environment, Human- and Labour rights, Ethics, and Sustainable Procurement.

At present, two plants are recognized at Bronze level and it is our ambition to have one consolidated EcoVadis rating at Group level in the coming year.



Upcoming ESG Reporting

To align with our stakeholders' expectations and upcoming EU reporting legislation, we launched the CSRD Readiness project in 2023. The initial phase involved the development of the Double Materiality Assessment, which identifies our key environmental, social, and governance interactions with the outside world, and how it affects our operations. This process engages the entire organization across functions and areas and integrates insights from external stakeholders. The project is scheduled for completion in 2024 and will prepare us for 2025.

Training & Education

Sustainability training for the organization is also an important initiative for understanding and anchoring the program. This year, the European sales team has been the focal point for training and education to engage with customers and understand their individual sustainability needs and challenges.



"We acknowledge the vital role our sales team plays in driving positive change. That's why we started focusing on integrating sustainability training into our European sales operations. In December 2023, we had the first training day, and in 2024 we will continue to prioritize the training of our sales force."

This initiative focuses on equipping our sales professionals with the knowledge and tools to engage in client conversations about sustainability. Through this training, we aim to foster a culture where sales interactions become opportunities to promote sustainability and drive impactful changes." Mikkel Dall, CCO.



3. Environment, social and, governance risks

In our industry, we have identified the following risks where our business has a significant impact environmentally, socially, and governmentally.



Our products primarily consist of the raw material metal. Metal is classified as a restricted resource as it is a non-renewable raw material. Therefore, we have a responsibility to minimize the use of metal and ensure the highest possible degree of metal recycling.



Lacquers and printing inks are also part of our raw materials and together with other chemical auxiliary substances they may affect both our working environment and the external environment. Our responsibility is to substitute and reduce the consumption of chemicals of high concern and ensure they are handled responsibly.



Envases Europe has an energy-intensive production set-up, with high CO₂ emissions as a result. We prioritize transitioning into renewable energy and have a responsibility to ensure our production is as energy-efficient as possible.



Envases Europe's production consists of automatic, mechanical, and manual work stages. We have a responsibility to ensure a health and safety process in the workplace and a strategic vision of zero accidents.



4.2. Risks using metal

Metal is part of Envases Europe's end-product, including both aluminum and steel. These materials are non-renewable resources, which is why we have to keep consumption and production waste to a minimum. Additionally, we have to collect the waste we do generate, and ensure it is recycled. Similarly, efficient collection and recycling of end-user packaging is also important to keep metals in the circular loop. The purchase of metal contributes to 71 % of Envases Europe's total climate impact in baseline year 2021.

4.2.1 Results and implementation

Envases Europe is continuously working to optimize and reduce the size and thickness of the sheets we use for can production – minimizing the resources needed for each can. To reduce waste and ensure efficient raw material utilization, we developed a comprehensive self inspection program as part of the ISO certification. This includes investing in electronic equipment and ongoing controls through the various production processes. As part of the program, we use preventive measures and have implemented causal analysis methods to prevent defects from recurring.

LCA on products - joint efforts with our value chain

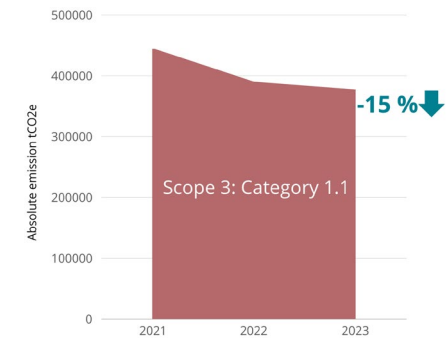
In 2023, we had our goals for SBTi approved, which include a goal for a reduction in our Scope 3. We

have made a commitment to reduce our absolute Scope 3 GHG emissions from purchased goods and services with 25.0% from the 2021 base year.

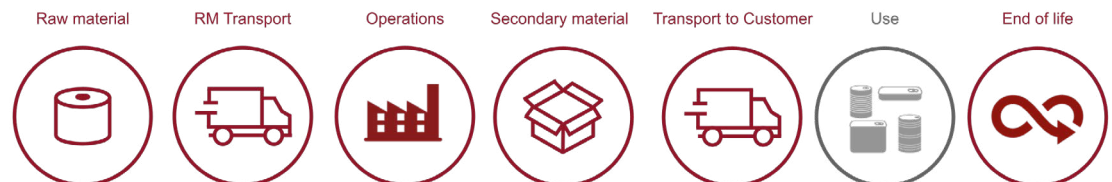
As Scope 3 takes the entire supply chain and product life cycle into account, we are very much dependent on our customers, suppliers, and partners. Luckily, we have experienced an increasing interest in our products' environmental impact through their life cycle phases. Therefore, we now offer Life Cycle Assessment (LCA) calculations on all our products, and will begin this work, together with our value chain, in 2024. The calculations cover CO₂ as well as up to 15 other environmental parameters, including water scarcity. LCA calculations are also used to support new product developments and re-design of existing products.

Our recent communicative focus has been informing our customers on new, lower recycling rates for metal as a result of a new EU calculation methodology. The new rate, though lower, is a much more accurate one than previously, as the new calculation methodology provides numbers that represent what is actually recycled, and not just collected. In 2023, several EU Member States started using this new methodology, which has resulted in a lower recycling rate. More states will follow this methodology, and we will therefore see decreasing recycling rates on all materials. This is an important communicative task, one that will continue in 2024.

Scope 3 (category 1.1): Value chain



Result: Reduced absolute scope 3 GHG emissions from purchased goods and serviced 15% by 2023



4.3. Risks using chemicals

Lacquers, decoration colors, as well as other chemical additives serve as primary raw material in our can manufacturing. These components can potentially affect both employees and the surrounding environment.

4.3.1 Results and implementation

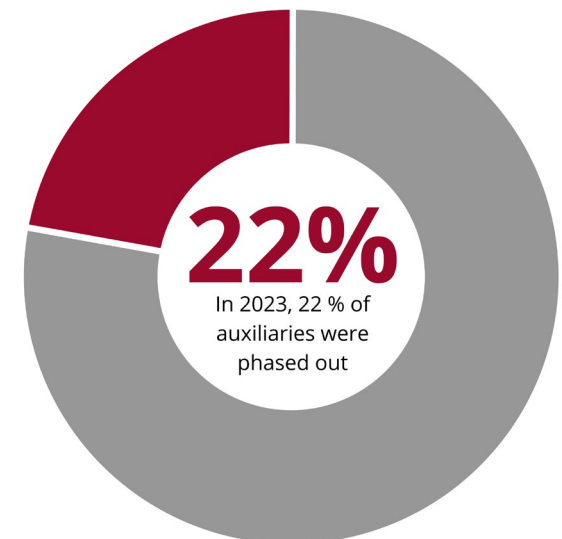
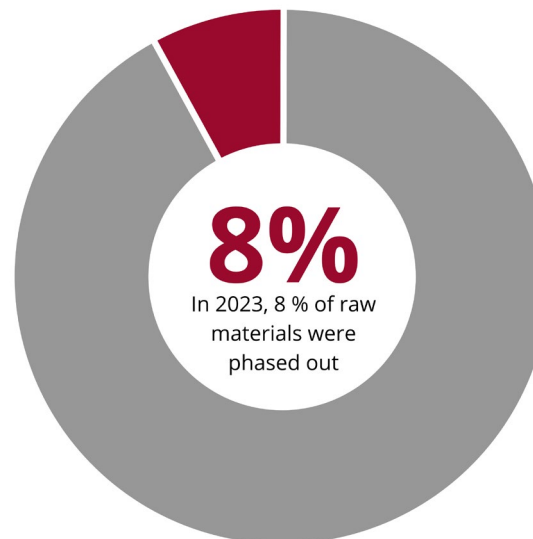
We continue our strategy of phasing out the use of Substance of High Concern by means of substitution, minimization, or applying new technologies with suppliers.

Several activities, including chemical risk assessment, have been initiated to limit our environmental impact. This work involves employees, management, and specialists from outside the organization.

For several years, Envases Europe has worked intensively to reduce Substance of High Concern in raw materials and auxiliaries. Since 2021, 8 % of raw materials with SVHC were phased out. The reduction target for auxiliaries is 12% year on year and in 2023

22 % of were phased out. This work will continue in the coming years.

To continuously discover lacquers that leaves a smaller environmental footprint, we rigorously test new formulations in both our laboratories and productions. In our last CSR report, we explained how a long and complex development process had paved the way for proven alternatives to PVC- and BPA-containing coatings for food products. This work continued in 2023, and will continue in the years ahead, where new lacquers are implemented in close cooperation with customers, suppliers, and internal specialists from technology, environment, and health and safety. In addition, afterburning is part of our production setup and is an effective technique for removing organic solvents and limiting the impact on the local environment.



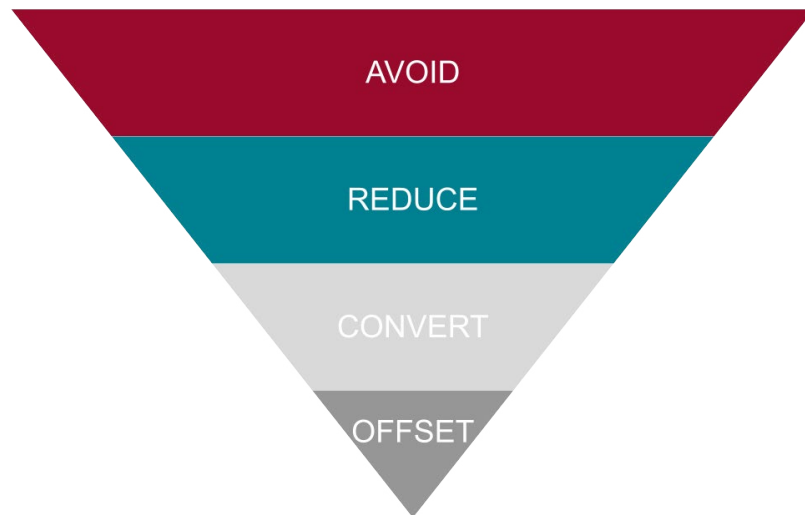
4.4. Risks in energy

Natural gas, Liquefied Petroleum Gas (LPG), and electricity constitute the primary sources of energy supply in our operations across Europe. Herein, natural gas and LPG are primarily used for drying lacquers and afterburning of organic solvents. At Envases, we do have an electricity-intensive production set-up, however, we seek to reduce the consumption of gas (GHG scope 1) to a minimum as it constitutes a clear climate risk. As of such, we are looking into converting from fossil fuels to renewable energy.

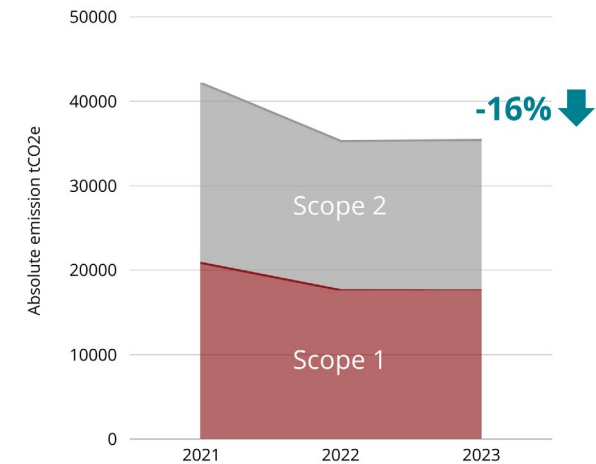
4.4.1 Results and implementation

In 2023, the SBTi accepted our ambitious goals, whereas reducing our energy consumption constitutes our targets for scope 1 & 2. Since our base year 2021, we have reduced the GHG emission with 16 %.

Reduction programs are operated locally partly through ISO 50001, ISO 14001 or energy inspections according to national legislations. At Envases, we apply the Carbon Management Hierarchy to meet our 2030 target, which means avoid, reduce, and convert whenever and wherever possible.



Scope 1 & 2: Own operations



Result: Reduced absolute scope 1 and 2 GHG emissions 16% by 2023

Solar power and electric vehicles

In 2023, Envases Europe launched various initiatives to convert to more renewable energy sources around our European locations. In Öhringen, Germany we initiated the process of covering a large portion of the roof with solar panels. With this initiative, we will save almost 956 tons of CO₂ per year, which is almost 20% of our total emission from energy in Germany. We have plans to expand this initiative to other plants in Envases Europe to continue reducing our CO₂ emissions.

Furthermore, we have invested in a number of electric vehicles and charging stations around our European plants. At our German facilities, we started this initiative in 2021 with more fully electric company cars for managers added in 2023. In 2024, we will expand this fleet, and have already added one fully electric car to our plant in Aesch in Switzerland.

Combined with our new photovoltaic system, which will go into operation in 2024, it will be possible to use 100% solar power for the vehicles, when they are charged at the company.

10 year commitment

In 2023, our plant in Aesch in Switzerland received a certificate from the Energy Agency of the Swiss Private Sector (EnAW). EnAW advises businesses on how they can reduce CO₂ emissions and increase energy efficiency. In 2018, Envases Aesch made a 10 year commitment together with EnAW to save 20% of energy consumption (volume fluctuation considered). The newly required EnAW certificate is a testament that we are on the right track with our goal to improve our electricity consumption by 3% per year. In 2023, we reached the agreed target for 2028.

District heating

Along with the expansion of the district heating network in Løsning, it has become possible for Envases to connect the factory to the district heating system. In the first phase, the Head Office, production offices, and changing rooms have been connected. This project contributes to the target of reducing the company's CO₂ emissions, as the switch from the previously used gas will result in a reduction of approximately 90 tons of CO₂ each year. It is also the plan to connect the production and warehouse to the district heating system in the future.



4.5 Implementation in general

Around 60% of all plants, which constitute the largest production sites in the Envases Europe Group, work in a systematic way with the ISO 14001 Environmental System, and are continuously making efforts to improve and develop environmental conditions. Every plant has appointed employees in charge of environmental issues and has set up environmental groups with representatives from employees and management. In addition to ISO 14001 Environment, some plants in the Group are furthermore certified according to ISO 50001 to strengthen Energy Management.

In addition to Group climate targets (SBTi), the local plants within Envases Europe have individual environmental targets, taken into considerations their impacts on the local surroundings.



Having local representatives to set environmental targets result in various local initiatives that in different ways have small impacts on the environment. The essence of the business policy at our plant in Győr in Hungary, for an example, is to take care of our environment and protect it where possible. Therefore, the plant sponsored tree planting in Győr in good cooperation with the city with a total of 32 trees planted near the factory in March 2023.

In 2023, our plant in Aesch Switzerland came up with a concept of a label free R-PET bottle that won the INNO-Fair Pack, an award which got over 80 submissions. The label free R-PET bottle takes advantage of an increasing digital world, and has the company logo engraved in the bottle along with a QR-code on the cap, where the end-user can find all the information that a regular label has.

Circularity - Waste handling

We strive to keep resources in the circular loop and divide recyclable waste into a number of fractions, such as paper, cardboard, plastic, wood pallets, iron, and metal. Hazardous waste in the form of organic solvents, varnishes, lubricants, and electronics account for a small part of the total amount of waste, which is still minimized and sought to be recycled. Through local efforts and focus at the factories, the share of recyclable waste has remained steady at an all-time high. In 2023, waste to recycling amounted to 97% at Envases Europe's production sites in Denmark.

Label free R-PET bottle that won the INNO-Fair Pack

In 2023, the European project Circular Waste Management started, partly to provide an overview across all factories and also to be able to define future efforts towards full circularity.

In the coming year, we will be able to report on waste for the entire European Group, both non-hazardous and hazardous waste. At Envases, we do our best to reduce the amount of waste and emissions as much as possible. However, we cannot eliminate it completely. Therefore, for the past four years, we have partnered with Era Recycling and One Tree Planted, who collect our metal scrap and make sure it is all recycled. For each ton of metal scrap they receive from us, One Tree Planted plants one tree. In 2023, they collected 10.129 tons of tinplate, which means 10.129 trees will be planted in western Jutland in Denmark as part of a nationwide effort to grow Denmark's forest cover to 25% by 2100 from its current 14,5%.





5. Social- and employee relations

5.1 Policy

At Envases Europe Group, we consider our employees as our most important resource. We strive to ensure an attractive workplace where employees are involved and, of course, employed on proper terms and working conditions. Employee welfare and safety are essential and we strive for zero accidents. It is an overall objective that all employees actively and positively participate in efforts to ensure that our workplace offers the best opportunities for the continued development and progress, all of which is needed for the company to be profitable and strong. Through maximum transparency in all matters relating to the daily operations, we encourage each employee to influence their own work situation and involvement in decision-making processes in terms of planning, work organization, methods, and quality. With increased involvement comes increased responsibility, and the company expects employees to understand the importance of this responsibility. Treating each other with dignity and respect, healthy life initiatives, employment based on qualifications, and educational offers across different work functions are therefore all parts of our working culture.

To achieve and maintain diversity in all levels in the Envases Europe Group, we always encourage taking on job candidates of all genders, ages, and origins by putting qualifications first. With committed and motivated employees possessing the relevant competences, we ensure Envases Europe remains an attractive workplace which is sought-after and which retains relevant candidates in the job market.

Furthermore, we strive to take on our social responsibility by offering trainee periods, apprenticeships, and/or reduction in working hours both in our production and in the administration. For instance, we have initiated an apprentice program called „Skilled

for the Future“. This program seeks to both ensure that our company is prepared for the future labor market, but also to ensure development opportunities and permanent positions are available at the end of the apprenticeship. Through our procedures and systems, we strive to optimize conditions to ensure the safety and well-being of our employees every day – in our company and in our processes.

To ensure compliance with our policy, we are always working on the basis of our Leadership values:

- Decency – we ensure respectful treatment of everyone in all situations
- Quality – we ensure quality in everything we do
- Confidentiality – is part of our DNA
- Optimization – every process has to add value to the business
- Openness – we meet the organization with kindness, positivity, and an open mind
- Firmness – we will challenge, but respectfully and always with an operational focus
- Integrity – we always act in accordance with our HR values

Our Leadership values are the backbone of, and the philosophy behind, our leadership in the Envases Europe Group. And in accordance with that, the management and all employees have both the right and the duty to ensure that we have a good psychological and physical work environment.

5.2 Risks

Working in an industry such as ours involves many automatic and mechanical processes. Having a safe workplace is a big focus, and each factory is responsible for the organization of their working environment. In many cases, they do this in close cooperation with external work environment consultants. If we cannot attract or retain competent employees

due to a lack of job satisfaction, development opportunities, etc., we risk losing valuable know-how and miss out on crucial development. This is therefore key in all of our social and working environment initiatives.



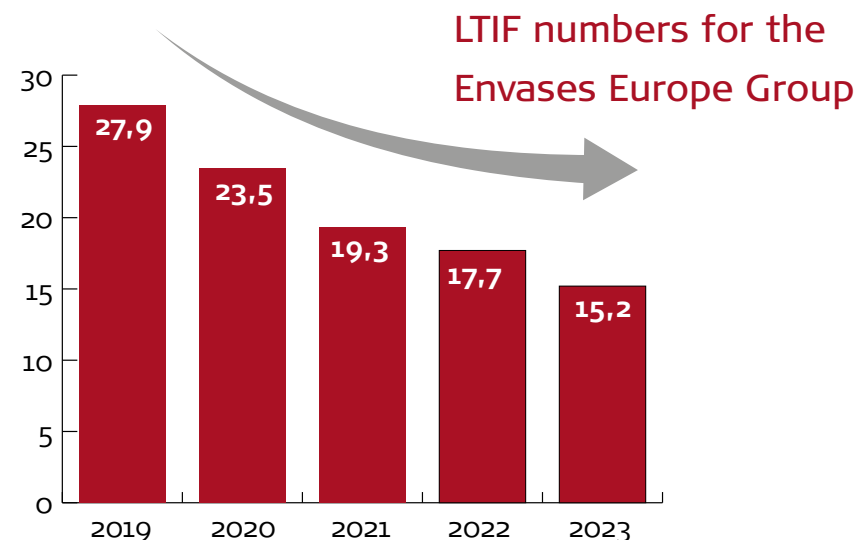
5.2.1 Results and implementation

At Envases, we closely monitor the number of accidents and have a clear vision of zero accidents. Therefore, all accidents undergo a root cause analysis to ensure that the incidents do not happen again. Similarly, "near-miss" accidents are fully investigated to prevent such situations from causing an actual accident. In 2023, our serious and dedicated work with reducing work incidents and injuries was demonstrated by a decrease in the number of incidents compared to the previous years. Furthermore, no fatalities have occurred in Envases Europe Group in 2023.

The responsible teamwork in occupational health and safety enabled us to be certified for ISO 45001 again in 2023. The team has detected and implemented over 300 technical and organizational occupational health and safety measures. However, it is not only important to the management team to receive the certification, the topic of occupational health and

safety is close to our hearts. Therefore, management in Öhringen, decided to create a new outdoor recreation area outside working time to promote health protection and send a clear message for sustainability and teamwork. The green relaxation island was created for employees, because we believe breaks spend here will increase our employees' well-being and counteract fatigue. By being well-rested, there are optimal circumstances for safety as well-rested colleagues are less prone to accidents at work.

Everyone in the team are aware that prevention is a key factor in avoiding absences from work. In addition to the measures mentioned above, over 200 near misses were recorded and appropriate preventative actions implemented by the team. This consistent and sustainable mindset alone has enabled us to reduce accidents by a further 30% compared to the previous year and take a further step in our safety-first strategy to achieve our target of „0 accidents“.



LTIF: Lost Time Injury Frequency: Number of accident with absence per 1 million working hours



Skilled for the Future, first annual apprentice day in Odense.

In September, Envases held its first annual 'Get Together' event in Odense; a day for all apprentices and trainees in Denmark. Envases' 'Get Together' is part of the Skilled for the Future project, and was initiated to provide the best circumstances to foster and strengthen the apprentice and trainee network.

Fruit days in Győr

To increase health among employees in Győr, there is fresh, seasonal fruit available to employees. In winter, when the availability of fresh fruit from domestic producers is limited, apple juice is distributed as a substitute.

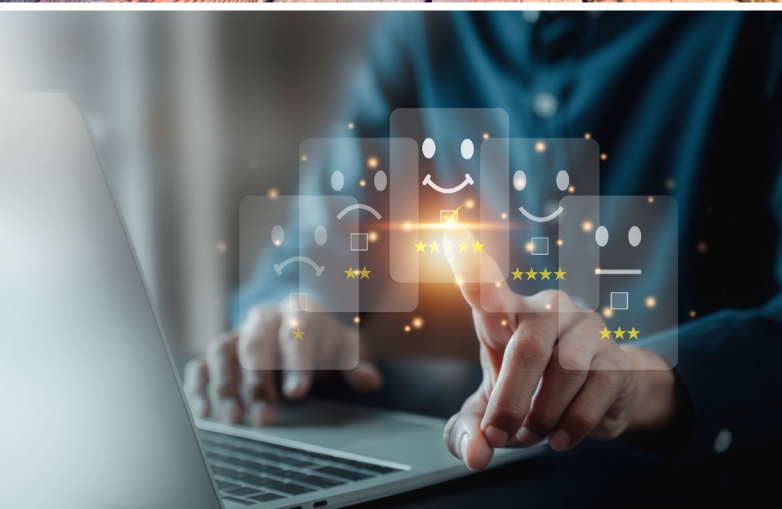
The fresh fruit provides the employees with vitamins, minerals, and antioxidants that are meant to give boost of energy and contribute to their overall health.

Engagement Survey

One of our three pillars in our sustainability program and fundamentals in how we do business is People. We want to build an engaged and competent organization and one of our key strategic targets in our overall strategy is Employee Engagement.

In order to build an engaged and competent organization we have partnered up with Gallup and for the first time ever we conducted a full European engagement survey in 2023. The Survey Participation rate was terrific, and our employees have really taken this opportunity to raise their voice, which gives us a fantastic baseline for working with the results. Getting a high participation rate is one thing, but the really important work starts when the managers get their results from the survey. All managers have presented the results of the survey to their employees and together with their team, they have decided what elements to work on. All with the objective of increasing the overall employee engagement and making Envases an even greater place to work.

The strategic objective is to see a 0,2 point increase year on year, which means we aim for a 0,4 point increase when we next time measure the engagement of our employees in 2025. Until then, we will make sure that our managers and teams work actively and committed on building an engaged and competent organization. In the coming year, we are planning further actions and a communication campaign in Europe regarding Engagement.



6. Gender diversity in the company's management

Envases Europe is committed to promoting gender diversity within its management, because we believe that it creates the best work environment for our employees and generates value for our organisation.

Envases is required to report, set targets, and outline a policy for the share of the underrepresented gender in upper management - respectively the Board of Directors and other management levels (2 levels below our board of directors).

As of 31 December 2023 the Board is comprised of one woman and two men, which is regarded as having equal gender representation under the Company Act in Denmark.

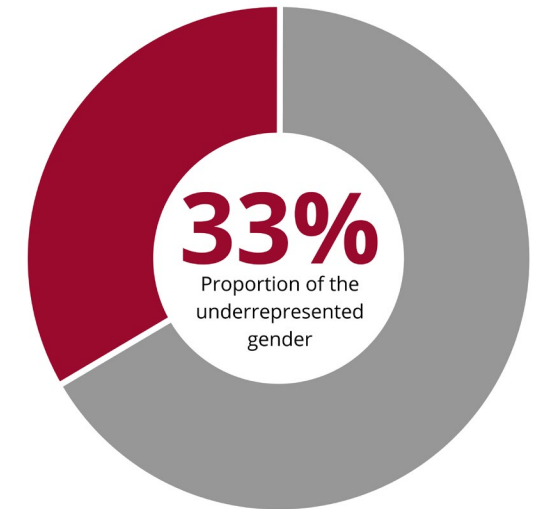
As of 31 December 2023 the other management levels are comprised of one woman and eight men, which means that we do not have equal gender representation on this management level. We strive at achieving a 20% gender representation in our other management levels by 2026.

Our newly developed Gender policy focuses on equitable recruitment processes and fostering equal opportunities for personal and professional development. Furthermore, the policy focuses on biases and how to make gender neutral decisions. We are confident that our policy, and the actions specified in our policy, will make it possible to achieve our target and create a more balanced gender distribution within the management group at Envases Europe.

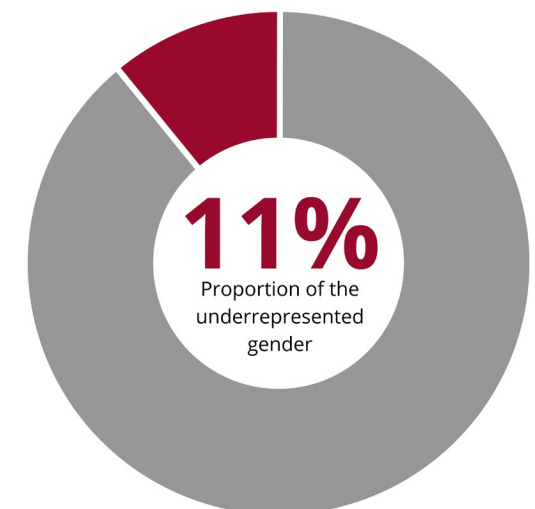
See key figures page 23.

Share of the underrepresented gender (2023)

	Share of the underrepresented gender		Target for the share of the underrepresented gender
	2022	2023	
Board of Directors	33,33% (1/3)	33,33% (1/3)	Not required
Upper management	12,5 (1/8)	11,11% (1/9)	Min. 20% by 2026



Gender diversity of the board



Gender diversity in other levels of management

7. Human rights, anti-corruption, and bribery

7.1 Policy

In any business agreement between Envases and our suppliers, adherence to, and acceptance of, our Code of Conduct for Suppliers is essential.

Envases Europe's Code of Conduct for Suppliers adheres to the principles described in the UN Supplier Code of Conduct and deals with the areas of labor rights, human rights, environment, and anti-corruption. Envases Europe has furthermore adopted a gift policy that requires openness and prohibits employees from receiving or giving gifts to/from partners if they have a significant commercial value.

7.2 Risks

1. The social responsibility of our suppliers is outside Envases Europe's full control, however we require our suppliers to comply with our Supplier Code of Conduct.
2. Envases Europe Group trades across Europe as well as globally with both customers and suppliers. Worldwide there are varying perceptions of gift culture in relation to trade, which could compromise our gift policy.

7.2.1 Results and implementation

In 2023, the Supplier Code of Conduct was updated, approved, and implemented throughout the Envases Europe Group.

Suppliers have previously signed the Code of Conduct, but we are in a transitional phase where the Code of Conduct is included as part of the contract terms and thus does not have to be signed separately. In some cases, we accept that suppliers comply with a Code of Conduct containing similar content. The Code of Conduct for suppliers is fully implemented in the majority of the group, and the new subsidiaries will follow in the coming year.

Tinplate (steel) is our main raw material and we are covered by the rules for handling conflict minerals. In our latest efforts to ensure fair trade, we now document this through our own CMRT document (Conflict Minerals Reporting Template), which is updated annually on the basis of data and information from our steel suppliers and their obligations towards the Responsible Minerals Initiative (RMI).

Envases Europe has not detected any violations of the Supplier Code of Conduct in 2023. For several years, the Danish plants have been subject to SMETA customer audits through SEDEX. SMETA assesses a site based on their organization's standards of labor, health and safety, environment, and business ethics. No SMETA audits were carried out in 2023 by customers.

At the end of 2021, Envases introduced an online accessible Whistleblower System, and 2023 was the second full reporting year. The system is also accessible to external stakeholders, which is evident from the Supplier Code of Conduct 2023. It is confirmed that no whistleblower cases have been reported from neither internal nor external stakeholders in 2023. Furthermore we have not detected any violations of our gift policy in 2023.

Likewise, no violation was observed in relation to the handling of tinplate by our suppliers and RMI. In the coming years, efforts, actions and documentation will be intensified throughout the value chain, including the supplier chain. This, among other things, in light of the upcoming EU Corporate Sustainability Due Diligence Directive coming into force.



8. Key figures

	Unit	Target	2023	2022	2021
Environmental data					
CO2e - Scope 1	tCO2eq	12098*	17614	17627	20858
CO2e - Scope 2 (market-based)	tCO2eq	12386*	17795	17676	21356
CO2e - Scope 3 total	tCO2eq	-	496311	-	609497
CO2e - Scope 3 cat. 1	tCO2eq	333166*	376167	-	444221
Number of ISO 14001 certified sites	#	-	13	8	8
Social data					
Employee	HC	-	2385	2057	-
White collar workers	% of HC's	-	23,85	22,9	-
Blue collar workers	% of HC's	-	76,16	77,1	-
Fatal accidents	#	0	0	0	0
Lost time injury frequency	LTIF	-	15,2	17,7	19,3
Engagement survey participation	%	-	74	-	-
Employee engagement score	5 point scale	+0,2 YoY	3,42	-	-
Governance data					
Whistleblower cases submitted	#	-	0	0	0
Whistleblower cases resolved	#	-	0	0	0
Gender diversity of the board	%	33	33 (1/3)	33 (1/3)	33 (1/3)
Gender diversity in other levels of management	%	20 by 2026	11 (1/9)	12,5 (1/8)	-

8. Key figures

	Unit	Target
Environmental data		
CO2e - Scope 1	Direct GHG emissions that occur from controlled or owned sources	tCO2eq
CO2e - Scope 2 (market-based)	Indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling	tCO2eq
CO2e - Scope 3 total	Indirect emissions from the value chain, including suppliers and customers	tCO2eq
CO2e - Scope 3 cat. 1	Purchased goods and services	tCO2eq
Number of ISO 14001 certified sites	Complies with the requirements for an environmental management system	#
Number of ISO 14001 certified sites		
Employee	People working in the company at the given time	HC
White collar workers	Proportion of employees who are white collar	% of HC's
Blue collar workers	Proportion of employees who are blue collar	% of HC's
Fatal accidents	Accident leading to death	#
Lost time injury frequency	Number of LTI cases per 1 million hours worked	LTIF
Engagement survey participation	Proportion of employees who participated in the survey	%
Employee engagement score	Employees respond on scale 1 to 5 (the higher score, the greater the satisfaction)	5 point scale
Governance data		
Whistleblower cases submitted	Number of total cases	#
Whistleblower cases resolved	Number of total cases	#
Gender diversity of the board	Proportion of the underrepresented gender	%
Gender diversity in other levels of management	Proportion of the underrepresented gender	%

Want to know more?

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