



SallingPlast

# ESG Report

Statement overview 2023

SallingPlast Energy / Aqua / Industry



# Table of Contents

Preface	Page 3
SallingPlast facts	Page 4
Certifications	Page 5
Accounting principles	Page 6
ESG key indicators	Page 8
Materiality assessment	Page 9
SallingPlast's commitment to UN SDGs	Page 13
Areas of focus	Page 14
SallingPlast targets	Page 15
Contact information	Page 16



SallingPlast is specialised in development, construction and production of insulated and pre-insulated PE products and fittings for the Energy, Industry, and Aqua sector. The product portfolio contains customer-specific special solutions and standard products.

Data collection and monitoring strengthens SallingPlast's climate awareness and are translated into an annual ESG report.

For SallingPlast, the purpose of ESG reporting is the identification of relevant potential and concrete optimization efforts.

The overall benefit is sustainable operation and strengthened competitiveness.



# Facts about SallingPlast Energy / Aqua / Industry

<b>Sector</b>	PE Plastics Industry
<b>Products/services</b>	Development, construction, and production of insulated and pre-insulated PE products and fittings for the Energy, Industry and Aqua sector. The product portfolio contains customer-specific special solutions and standard products.
<b>Markets</b>	B2B
<b>Headcount (interval)</b>	< 100
<b>Statement period</b>	2023



# Certifications

Management system	Internal Governance	External Governance
<p>ISO9001:2015</p> <p>The ISO certification gives SallingPlast a classification that is attractive to our customers and generates sales and growth.</p> <p>The certification is important to SallingPlast, as it ensures monitored product quality, focus on management control, and qualified labor.</p> <p><b>UN SDG 8</b></p>	<p>EN253/448 REACH- and Pfas-compliance</p> <p>SallingPlast has a strong product profile managed by compliance elements.</p> <p>SallingPlast produces with environmental consideration and focus on safety, security and well-being in the work environment. This adds to the SallingPlast image as an attractive supplier with transparency via public ESG reporting.</p> <p><b>UN SDG 12</b></p>	<p>Product certificates</p> <p>SallingPlast can accommodate a wider customer portfolio with controlled, certified products and processes.</p> <p>Controlled and approved suppliers and the possibility of providing certificates sharpen SallingPlast's marked potential as well as fulfilling the customers' demands for certificates for approval of expanded infrastructure and to reinforcement of innovative project development for large-scale projects, such as water systems.</p> <p><b>UN SDG 9</b></p>

# Description of accounting principles

## The following activities are included in the calculation of scope 1, 2, and 3

- Production, sales and administration - this is the consumption of electricity, gas (space heating and process), district heating, water consumption, internal transportation (heavy machine and truck), external transportation (cars), residual waste management (both recycling and incineration).

## Collection of data to calculate key indicators for E, S, and G

- Data collected from actual statements from suppliers.
- Accounting method follows external advisor's instructions (see link below).

## Data uncertainty

- There may be a shortage of data regarding electricity purchases for the operation of cars.
- Heat consumption from the wood chip furnace in Ranum is unknown as it has no flow meter – it is calculated with emission of 0 in Co2 based on information from the supplier ("emission from wood chips is included to 0").
- To the best of our knowledge, there are no significant uncertainties in the data collection, but it cannot be guaranteed.



# Accounting principles

ESG key indicators	Accounting principles
<b>Environment</b>	
CO2e emission in scope 1	Activities in the company (A) * emission factors (B)
CO2e emission in scope 2	Activities in the company (A) * emission factors (B)
CO2e emission in scope 3	Activities in the company (A) * emission factors (B)
Combined CO2e emission (scope 1, 2, 3)	Scope 1 + scope 2
Total energy consumption	$\Sigma$ (fuel type used (t)*energy factor per fuel type) per fuel type + (electricity used (incl. renewables) (MWh*3.6) + (district heating (GJ)))
Water consumption	Sum of all water consumed – gross
Recyclable waste management	Data from collector
<b>Social</b>	
Sick leave	Sick hours/number of working hours (incl. overtime) * 100
Work accidents	Work accidents * 1,000,000) / total working hours for the FTEs
Gender diversity in the organization	(Female FTEs + female temporary workers)/(full time workforce))*100
Seniors, youngsters, disabled and others on special conditions	(Seniors, youngsters, and others on special conditions)/(head count))*100
Average seniority	(total anciennitet/head count)
<b>Governance</b>	
CoC Internal	Yes/no
CoC External	Yes/no
Employment and salary conditions by collective agreement	(Employees employed under collective agreement)/(head count excluding notified directors))*100
Anti-corruption measures	Yes/no

# ESG key indicators for SallingPlast

ESG Indicator	Unit	Target	2023
<b>Environment</b>			
CO2e-emission in scope 1	t CO2e		258.20
CO2e-emission in scope 2	t CO2e		82.65
Total CO2e-emission, (scope 1 og 2 og 3 )	t CO2e		340.85
Power consumption	kWh		778343
Heat consumption (district heating)	kWh		345506
Total energy consumption	Gj		4405.86
Water consumption	m3		4857
Amount of waste	t		125.41
Share of waste for recycling	%		79.27
<b>Social</b>			
Sick leave	%		10.8
Work accidents	Number of		1
Gender diversity in the organization	%		M71 % F29 %
Seniors, youngsters, disabled and others on special conditions	%		8.16 %
Average seniority	Years		7.85
<b>Governance</b>			
CoC Internal	Yes/no		No
CoC External	Yes/no		No
Employment and salary conditions by collective agreement	%		100%
Anti-corruption measures	Yes/no		No



# Materiality assessment

SallingPlast's materiality assessment has been initiated based on the current insight and knowledge of the selected ESG factors.

The materiality assessment serves as a tool to help identify significant areas of importance for sustainability.

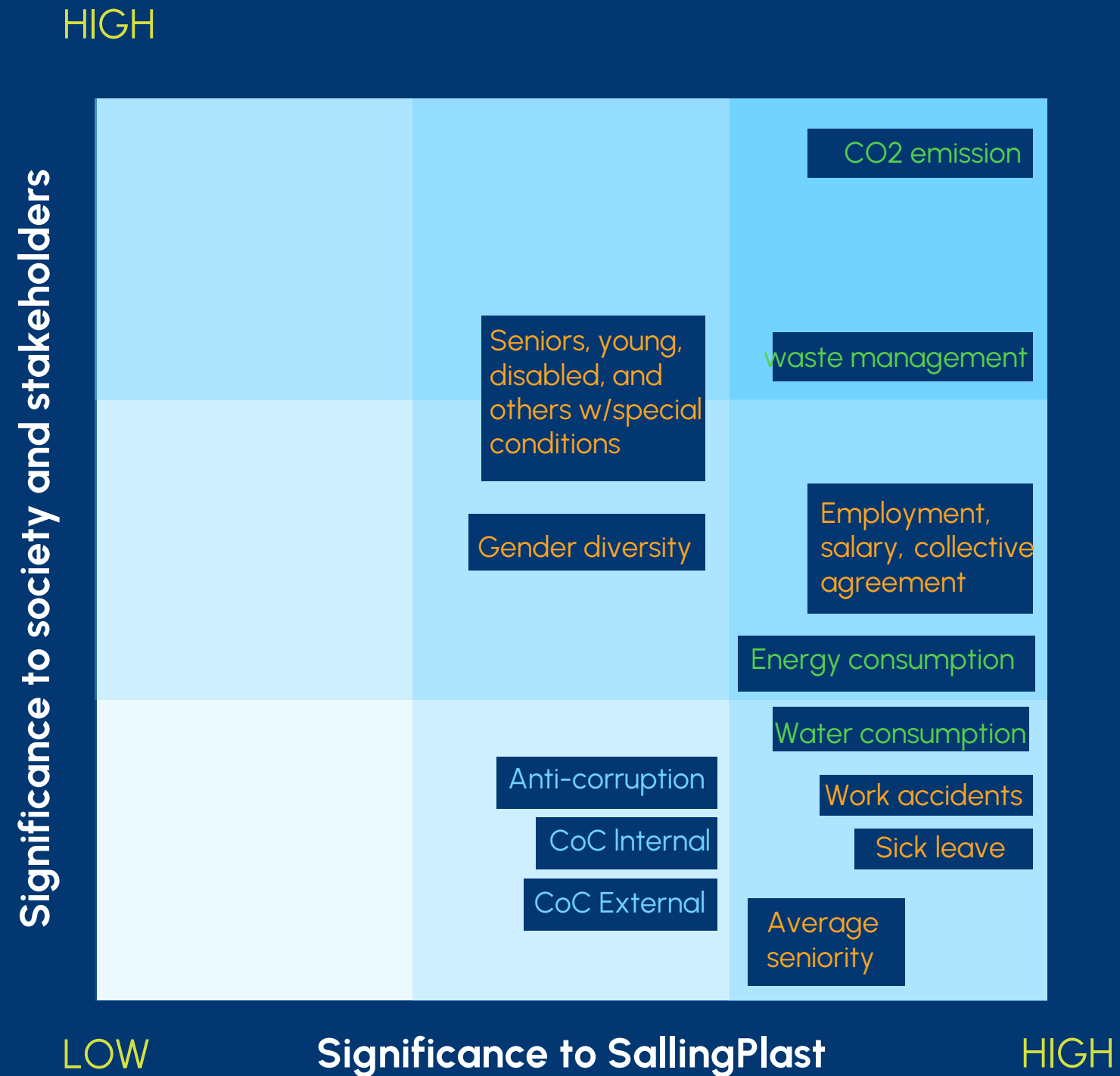
The ESG factors in the materiality assessment are incorporated into SallingPlast's Risk and Stakeholder Assessment, which is a management tool in ISO 9001. Thus, SallingPlast has chosen to conduct the assessment according to the same principles.

The materiality assessment of the selected ESG factors is shown in the illustration.

Environment

Social

Governance





# I depth with E key indicators

## CO<sub>2</sub>-emissions

- The ratio between scope 1, 2, and 3 ("klimakompas" calculation):
  - 58.8 % in scope 1
  - 18.9 % in scope 2
  - 22.3 % in scope 3
- With energy optimization targets, continuous reduction in CO<sub>2</sub> emissions is expected.

## Water consumption

- The inventory shows a relatively high water-consumption.
- Target is optimization of water consumption via recirculation in the long term.

## Energy consumption

- The inventory shows the standpoint for total energy consumption.
- SallingPlast's optimization efforts are expected to have a positive impact on the total energy consumption.

## Waste management

- The figures show the status of waste-to-recycling ratio.
- SallingPlast's optimization efforts are expected to lead to future improvement reflected in the key figures.

# In depth with **S** key indicators

## Sick leave

- Sick leave ratios show high absence rates.
- The result gives rise to uncovering the area and subsequent actions to be taken.

## Work accidents

- One accident with short-term absence.
- Target is zero and therefore the focus is on risk assessment and preventive measures.

## Diversity (gender)

- The breakdown shows 70/30 men/women.
- The result does not immediately give rise to actions.

## Seniors, youngsters, disabled and others on special conditions

- The result shows less than 10%.
- The figures does not give rise to short-term actions, but long-term optimization in the form of apprentices.

## Seniority

- The statement shows a level of seniority that SallingPlast wants to influence.
- The goal is to increase average seniority through well-being and retention initiatives.



# S

**Social**



## In depth with **G** key indicators

### **Employment and salary conditions, collective agreement**

- All employees are covered by collective agreements and health insurance.
- This exceeds the formal requirements and does not give rise to any action in the short term.

### **Anti-corruption** (rewards, gifts, etc.)

- SallingPlast does not have an anti-corruption policy.
- The target is to implement an anti-corruption policy that selected staff members (management, sales, purchase) must adhere to/confirm.

### **CoC Internal**

- SallingPlast does not have an internal Code of Conduct.
- The target is to implement a Code of Conduct that white collar staff must adhere to/confirm.

### **CoC External**

- SallingPlast does not have an external Code of Conduct.
- The target is to implement a Supplier Code of Conduct that reflects the internal CoC and to which A-suppliers must respond for supply chain security and relevant supplier development.

# SallingPlast's commitment to UN's Sustainable Development Goals

 <p><b>8</b> DECENT WORK AND ECONOMIC GROWTH</p> <p><b>Milestones</b> 8.2, 8.3, 8.3.1</p>	 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <p><b>Milestones</b> 9.3, 9.3.1, 9.4, 9.4.1</p>	 <p><b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p><b>Milestones</b> 12.3, 12.5, 12.8</p>
<p>SallingPlast works with SDG 8 by virtue of the journey towards increased growth through strategic improvements and specialization. Creating new jobs through increased growth.</p> <p>The target is a green and environmentally conscious image and a focus on mental well-being and health through safe and flexible working conditions that retain and attract a diverse workforce.</p>	<p>SallingPlast interacts with SDG 9 by contributing to infrastructure as a supplier of pipe networks for green global solutions, e.g. heat distribution. In our production, there is a focus on responsible waste management with the aim of converting as much waste as possible for recycling.</p> <p>As a small business, we take responsibility for transparent and accessible ESG accounting with reduction targets.</p>	<p>SallingPlast works with SDG 12 through monitored sustainable use of chemicals (REACH approved) and PFAS-free products.</p> <p>There is a goal of further optimization by replacing fossil fuels company cars with electric ones, optimization and reuse of old machines instead of buying new ones and focusing on food waste by consciously opting out of company kitchens/cooking.</p> <p>Target for testing with recycled PE plastic for circular economy as well as training of new and existing workforce in environment, health &amp; safety policy and ESG report.</p>

# Areas of focus

AMBITIONS	ACTIONS	STATUS
<p>SallingPlast's ambitions for climate optimization are made clear by this report's key indicators, where improvement of energy and water consumption is sought and thus improving the total Co2 emission.</p> <p>In the long term, ESG reporting and focus on further certifications within ISO 14001/45001 will increase our competitiveness and thus our opportunity for increased growth.</p> <p>The target is to increase the diversity of the workforce as knowledge may be lost over time due to an increasing senior segment.</p>	<p>To reduce Co2 emissions in scope 1, 2, and 3, mapping of energy and water consumption is initiated and relevant improvement actions are identified.</p> <p>The ESG data, findings and targets are maintained by fixed annual reviews.</p> <p>The requirements of ISO 14001 and ISO 45001 are introduced into everyday practice by means of a systematic gap analysis and continuous documentation.</p> <p>Discussion of resources and relevant improvements are on the agenda at the annual Management Evaluation meeting.</p>	<p>This ESG report for 2023 is the first of its kind in SallingPlast's history. Therefore, the key figures constitute the baseline without comparison at the time being.</p> <p>In the coming year, measures will be taken and will thus provide comparable data in the preparation of the ESG report for 2024 and going forward.</p>



# SallingPlast Targets 2024

- Optimize on total Co2 emissions by mapping energy and water consumption and subsequently implement relevant measures.
- Achieve ISO 14001 and ISO 45001 compliance through optimized documentation and organizational training, as well as implementation of an environment, health and safety policy and ESG measures.
- Establish and maintain organizational knowledge, and through resource development provide innovative processes and solutions, including implementation of the Code of Conduct.



## Thank you for your attention

SallingPlast Energy ApS

CVR 43490230

Idrætsvej 22, Ranum · Erhvervsvej 9, Hurup Thy

[info@sallingplast.com](mailto:info@sallingplast.com)

Tel. +45 9666 8300

