

DANIA  
— PLAST

**ESG**  
**Report**  
**2024**



**July 2024**

## 1. CEO Statement

I am delighted to present Dania Plast A/S' 2024 ESG Report. The ESG report covers data for the period from January 1<sup>st</sup> to December 31<sup>st</sup>, 2023.

This ESG report also serves as our annual COP Report (Communication on Progress) for the organization United Nations Global Compact, UNGC. Dania enrolled to UNGC in 2021 and this report is our second COP report.

2023 was a stable year compared to a challenging 2022. We experience a drop in energy prices even though we are still on a higher level than before the war in Ukraine. Lower costs and significant growth resulted in a satisfactory profit for the year.

The report describes Dania Plast's effort regarding the UN Global Compact's 10 principles.

The 10 principles are divided into four areas, which are human rights, labour, environment, and anti-corruption.

At Dania Plast we are committed to contributing to a sustainable development towards a greener and cleaner planet. Protecting the environment is essential for Dania Plast and we continuously work on reducing waste and energy. This also counts for our raw materials, where we use as much recycled and regenerated raw material as possible, taking our customers' quality requirements into account.

We strive to maintain a comprehensive approach to our responsibilities concerning the environment, social impact, and governance at Dania Plast. Valuing our employees as our most crucial asset, we have implemented a safety policy, ethical guidelines, and a whistleblower tool to safeguard both our employees and business partners.

In this report we will present our status on ESG, including our achievements in 2023 and our plans and goals for the future. As we reach our goals, we will continuously set new ambitious goals, which will reflect our commitment to developing a more sustainable world together with our employees, customers, and suppliers.

Tommy Bonnerup  
CEO



## 2. Presentation of Dania Plast

Dania Plast A/S has approximately 55 well-qualified and dedicated employees who can perform all types of injection moulding of technical plastic. We have production areas covering more than 8,000 m<sup>2</sup> and approximately 70 injection moulding machines. This means that we can perform virtually all types of injection moulding jobs – from part weight less than 1 gram up to several kilograms.

Dania Plast A/S is the result of a merger in 2019 of Dania Plast and RK Plast. Thus, we are even better equipped for a future based on collaboration and have a clear aim to grow.

We operate within three business areas, which are:

- 1) OEM production
- 2) Clean room production for the food industry (FCM products)
- 3) Bio media for the aquaculture industry, for Recirculated Aquaculture Systems (RAS).

At Dania Plast, our goal is always to generate the best possible value for our customers. The best way for us to do this is by being part of the whole process from start to finish. Therefore, we are always ready for close and long-term collaboration.

Dania Plast has almost 40 years' experience in consulting, development, and production in partnership with clients in many industries. The earlier we are included in the project, the more you, as a customer, will benefit from our longstanding know-how and precise sparring.

Often, we have helped clients refine and reinforce their original idea, providing an even stronger foundation for the finished product. In doing so, we also contribute to strengthening the bottom line and sustainable agenda for our customers and partners.

We take our customers' needs and values seriously.



### 3. Environment

Dania Plast operates within the plastics industry, and we are acutely aware of the environmental challenges this causes. Our goal is to coexist harmoniously with our environment while enhancing the competitiveness of our company.

We are committed to reducing the environmental impact of our processes and products. Therefore, we continuously strive to optimize our energy management for better efficiency. We meticulously monitor changes in energy consumption, especially during modifications to buildings and investments in machinery and equipment.

#### CO2 Emissions Report

Dania Plast compiles annual CO2 emissions reports that encompass the total carbon footprint for scopes 1, 2, and 3. These reports are prepared by an independent third-party consultancy; Viegand Maagøe ApS.

According to the latest report, Dania Plast’s total emissions in 2023 amounted to 9,941 tons of CO2e, reflecting a 4 % reduction compared to 2022. Approximately 94 % of these emissions are from scope 3, with 67 % attributed to the purchase of plastic granulates for injection molding. Scope 2 accounts for about 5.5 %, entirely from electricity consumption, which saw a 4 % reduction from 2021 to 2022. Measured in CO2e per KG raw material, the drop was 8 %.

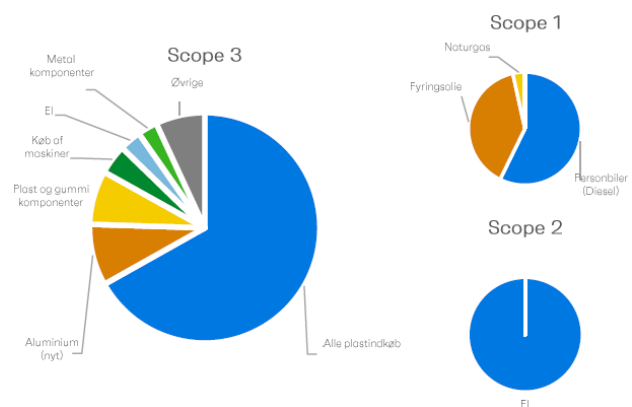
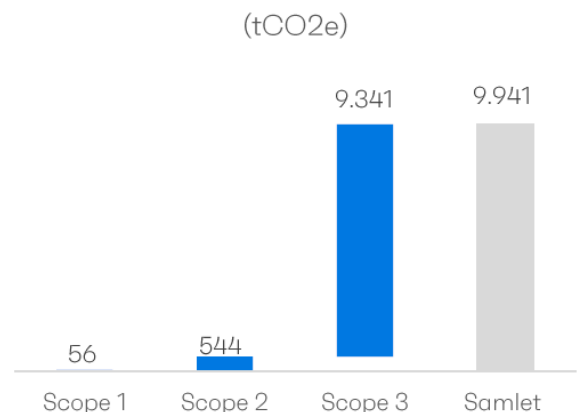
Scope 1 constitutes 0.5% of Dania Plast’s CO2 emissions, predominantly from fuel oil and company cars.

Our climate reports have provided us with valuable insights into the critical areas for reducing our CO2 impact.

For scopes 1 and 2, our focus is on reducing electricity consumption. We are also evaluating the possibilities of transitioning from fuel oil heating in Mariager to more sustainable alternatives.

In scope 3, our efforts are directed towards closing the circular loop by increasing the use of recycled materials. For our BioMedia products, we already use 100 % regenerated materials (PIR and PCR). In our other business areas, we maintain ongoing dialogues with customers to promote more sustainable raw material choices.

#### Split up of 2023 Emissions:



### Science Based Targets initiative (SBTi)

Dania Plast plans to commit to the Science Based Targets initiative (SBTi) in 2024 or 2025. SBTi provides a clear framework for reducing greenhouse gas (GHG) emissions, aiding in the prevention of severe climate change impacts while supporting sustainable business growth.

Targets are deemed 'science-based' when they align with the latest climate science recommendations, specifically those necessary to meet the Paris Agreement goals—limiting global warming to well below 2°C above pre-industrial levels and striving to limit the increase to 1.5°C.

Dania Plast aims to achieve a 50 % reduction in CO<sub>2</sub> emissions for scope 1 and 2 by 2030, using 2018 as the baseline.

### Operation Clean Sweep

Dania Plast joined the Operation Clean Sweep (OCS) initiative in 2021. As an OCS partner, we are committed to preventing plastic pellets from our production processes from contaminating the environment. Operation Clean Sweep is an international initiative spearheaded by The Society of the Plastics Industry and The American Chemistry Council, aimed at eliminating plastic granule spillage from manufacturing operations into nature.

This initiative represents the plastics industry's proactive effort to combat pollution and is a component of the broader "Marine Litter Solutions" initiative. This global effort, led by industry associations, seeks to address, and resolve marine environmental issues caused by plastic pollution.

Dania Plast has implemented filters in all drainage systems, both inside and outside our production facilities. Additionally, we conduct regular inspections of our outdoor areas to ensure that plastic granules do not escape into the environment.





## 4. Social

At Dania Plast, we are dedicated to upholding and protecting human rights. In Denmark, we are fortunate to operate in a country where human rights issues are rare and working conditions are among the best in the world. However, our commitment extends beyond our borders.

### Supplier Code of Conduct

We hold our global suppliers to the same high standards. All suppliers are encouraged to adhere to our Supplier Code of Conduct, which mandates respect for human rights and strictly prohibits child labor and forced labor.

### Health and Safety Policy

As a manufacturing company utilizing heavy machinery and equipment, ensuring a safe working environment is paramount at Dania Plast.

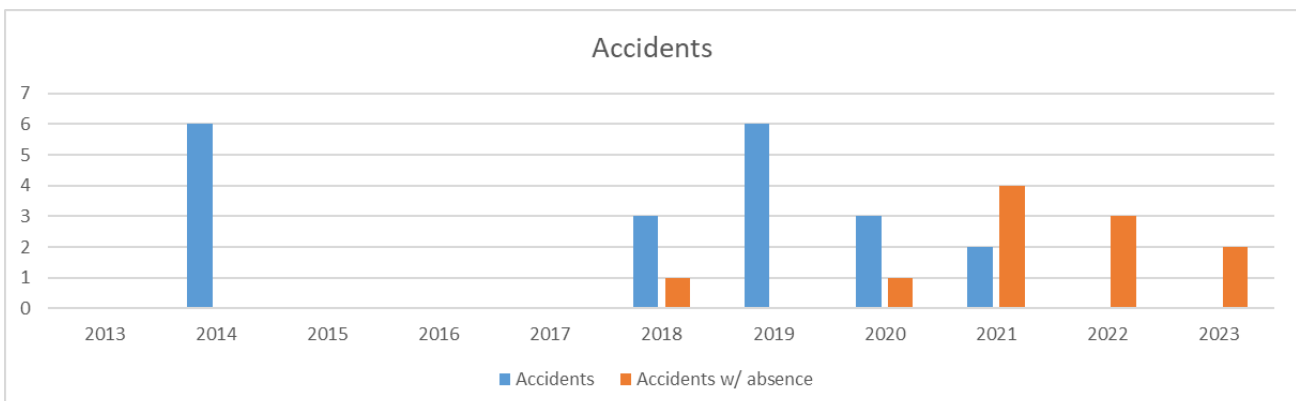
We actively engage our employees in creating a safer workplace through continuous improvements. Our Safety Committee, comprising a chairman appointed by the CEO, a safety manager, and a safety employee from production, operates at both production sites. These committees review incidents and collaborate on safety enhancements.

We monitor all incidents; both minor accidents and those resulting in absence. Over the past decade, we have recorded only 11 accidents with absence. Our annual goal remains zero accidents with absence.

### Mentoring as a Recruitment Route

At Dania Plast, we believe in providing fair opportunities for everyone. We collaborate with the local municipality on a mentoring program, welcoming individuals who are unemployed for various reasons. We aim to educate and train potential employees, ensuring we normally have at least one trainee. This approach addresses the high demand for skilled plastic makers in Denmark.

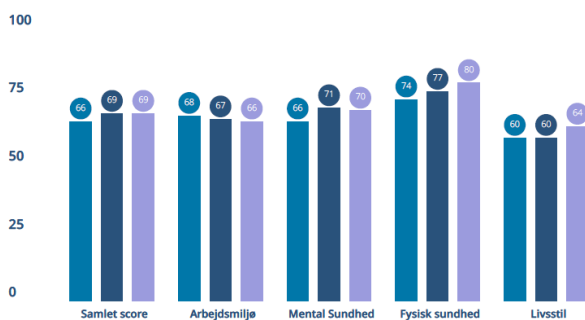
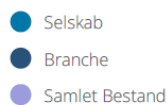
Often, participants in our mentoring program transition from unskilled operators to apprentices and eventually become certified plastic makers.



## Personal Health

We prioritize our employees' health and well-being. All employees are covered by comprehensive, company-paid healthcare insurance, providing faster access to examinations and treatments such as chiropractic care and physiotherapy.

Additionally, we offer health screenings that provide employees with valuable insights into their mental and physical health. While individual results are private, Dania Plast receives an overall company evaluation. In 2024, the average score for our employees was 66 points. The industry average and the total average are both 69. In the 2021 screening we were also slightly below the average of all tested persons.



The next health screening will be available to all employees in 2027.

## Employee Satisfaction Survey

During 2023 Dania Plast conducted an employee satisfaction survey to measure overall well-being. A dedicated committee was established to analyze the results and develop strategies for improvement. This committee are implementing targeted changes to foster a more positive work environment.

We are committed to conducting these surveys bi-annually, demonstrating our dedication to continuously enhancing workplace practices and ensuring the well-being and satisfaction of our employees. We believe that a positive and engaging work atmosphere contributes to both personal growth and overall productivity, benefiting Dania Plast as a whole.

## Diversity and Gender Equality

At Dania Plast, recruitment is based on qualifications through a transparent process that ensures non-discrimination.

We are proud of our diversity and gender equality, with almost a 50/50 split between men and women across the company, including office and production employees.

Our management team currently only consists of one woman. Our aim is at least 40 % representation of each gender. However, there are currently no women in our executive management or board of directors.

We hire based on qualifications and not on gender, and therefore it is not top priority to reach the 40 % target.

## 5. Governance

At Dania Plast, we do not accept any form of bribery, corruption, or participation in money laundering, which is a part of our Supplier Code of Conduct.

As a company, we operate within a set of Ethical Rules, which include the following guidelines (Public on our website):

- 1) Declaration of business ethics
- 2) Whistleblowing policy
- 3) Anti-bribery and money laundering

### Declaration of Business Ethics

All persons (employees, suppliers, customers, other business partners and the public) can report unethical behavior via our website or e-mail to etik@danialast.dk.

Dania Plast is committed to conducting business in accordance with the highest ethical standards of honesty, fairness, and transparency. All Dania Plast's activities must be legal, and all transactions handled accurately and efficiently in accordance with recognized accounting rules and company policies.

Our employees are expected to act in accordance with Dania Plast's best interests at all times.

Employees' acceptance of entertainment, catering or gifts must be at a reasonable level in an open and honest manner and must not compromise the business decisions to be made by the individuals involved.

Employees must inform their immediate manager if they become aware of a breach of Dania Plast's business ethics.



### Whistleblowing policy

The purpose of Dania Plast's policy on whistleblowing is to encourage employees, suppliers, customers, or other business associates who have serious concerns about the legality of Dania Plast's activities to express their concern. Furthermore, to ensure that the parties concerned can express concerns about illegalities or negligence within Dania Plast's organization without having to fear reprisals, including discrimination, unfavorable treatment, or termination.

Dania Plast does not tolerate any form of harassment of or reprisals against a whistleblower.

Any case of harassment of or reprisals against a whistleblower can be reported via our website.





**Anti-bribery and money laundering**

Dania Plast emphasizes maintaining responsible and fair business practices and following the highest ethical standards for all its business activities and under no circumstances tolerates any form of bribery or corruption committed by an employee, customer, supplier, or other person.

All Dania Plast employees are obliged to comply with any legislation on combating bribery, corruption, and money laundering in countries in which Dania Plast has business activities. Bribery of any kind is strictly prohibited and under no circumstances should any employee request or elicit a bribe in any form nor should they become involved with any customer, supplier or associated person that is requesting a bribe from Dania Plast.

**Data and privacy Policy**

Our data and privacy comply with the European Regulation (EU) 2016/679, also called General Data Protection Regulation (GDPR).

**Management systems**

Dania Plast is ISO 9001 certificated at both production sites. Our Skive branch has been certified for many years and in 2021 our Mariager branch also obtained the certification.

Skive branch also holds a FSSC 22000 certification on food safety and FCM production (Food Contact Materials).



## 6. Results and future

### Results of 2021

- Our Mariager branch has obtained ISO 9001 certification
- We have decided to participate in the Operation Clean Sweep initiative (OCS)
- A new cooling system has been installed in Skive branch (electricity reductions)
- Zero fatal accidents in production
- Zero Whistleblower incidents, nor cases of bribery or corruption

### Results of 2022

- First climate report made with full overview of CO<sub>2</sub>e emissions for scope 1, 2 and 3
- Investment in new compressed air installation in Mariager branch, which saves energy and CO<sub>2</sub>
- In production Bio media Dania Plast has introduced the use of PCR material together with PIR material to reduce CO<sub>2</sub>e emissions. All Bio media is still made from 100 % recycled materials.
- Zero fatal accidents in production
- Zero Whistleblower incidents, nor cases of bribery or corruption

### Results of 2023

- Investments in new electric injection moulding machines – both in Skive and Mariager sites. Replaces old machines with much higher energy consumption.
- Investing in a new and larger shredding system for processing internal production waste for direct use in our BioMedia products. This investment will reduce CO<sub>2</sub> emissions by eliminating the need for transportation to external processing facilities and no energy for extrusion process.
- Zero fatal accidents in production
- Zero Whistleblower incidents, nor cases of bribery or corruption

### Plans for the coming years

- Commit to Science Based Targets initiative, SBTi (50 % reduction of CO<sub>2</sub> for scope 1 and 2)
- Investments in new electric injection moulding machines for more energy efficient production
- Continuously substitute traditional raw materials with recycled raw materials
- Change fuel oil heating to district heating or heat pump at Mariager branch
- Awareness of Dania Plast's commitment to the 10 principles of UN Global Compact and other ESG initiatives

## ESG data

ESG	Category	Indicator	Unit	2022	2023
E	Raw materials	Virgin plastic	Ton	1.884	1.939
		Regenerated materials (PCR/PIR)	Ton	1.078	1.151
	Energy	Diesel/petrol	Litre	8.489	12.345
		Natural gas	Nm <sup>3</sup>	1.313	1.350
		Fuel oil	Litre	7.737	6.948
	CO <sub>2</sub> e	Carbon emissions – Scope 1	Ton	48	56
		Carbon emissions – Scope 2	Ton	567	544
		- Carbon emissions – Electricity (Scope 2)	Ton	567	544
		Carbon emissions – Scope 3	Ton	9.696	9.341
	Water	Water consumption	m <sup>3</sup>	612	747
Water consumption intensity (raw material)		L/kg	0,21	0,24	
S	Employees	Production employees	Number	38	43
		Office employees	Number	13	12
	Gender ratio	Women/Men – Total	%	45,1/54,9	41,8/58,2
		Women/Men – Production	%	44,7/55,3	41,9/58,1
		Women/Men – Office	%	46,2/53,8	41,7/58,3
		Women/Men – Management Team	%	22,2/77,8	12,5/87,5
		Women/Men – Executive Management	W/M	0/4	0/4
	Accidents	Fatal accidents	Number	0	0
		LTI (min. one day of absence)	Number	3	2
		LTIFR (accidents per mill. working hours)	Number	38	25
G	Whistleblower	Incident reports	Number	0	0
	Diversity in BoD	Women/Men – Board of Directors	W/M	0/3	0/3
	Board of Directors	Participation in board meetings	%	100	100