

# ESG-report 2023

**H. DAUGAARD**  
customized logistics

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# About this report

This is H. Dugaard's first ESG report. It presents our performance on key indicators per calendar year and covers all activities within the H. Dugaard Group.

The report provides insight into our work with environmental, social and governance matters, as well as our targets for 2030. We will be publishing our ESG reporting on an annual basis, and the scope of the report is expected to expand in the coming years.

For any questions regarding this report, please contact:

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# CEO-Statement

## -Michael Frihagen



I am proud to share H. Dugaard's commitment to sustainability and the vision we have for the future. Sustainability is a core part of our business strategy and an integral element of our mission to create value for both our customers and society as a whole. We have implemented a range of initiatives to reduce our environmental footprint. These include investments in renewable energy sources, optimisation of our equipment to minimise resource consumption and emissions, and extensive modernisation of our warehouse facilities to ensure they meet the highest standards of safety, energy efficiency, and environmental responsibility.

We also work closely with our suppliers to ensure they adhere to our sustainability principles. We prioritise partnerships with those who share our vision of a more sustainable future and who actively seek to reduce their environmental impact. This is essential to ensuring that our supply chain remains both resilient and responsible. Our commitment to sustainability also extends to our employees. We promote a culture where sustainable practices are encouraged, and we provide ongoing training and resources to ensure that everyone is equipped with the knowledge and tools needed to contribute to our sustainability goals. But our vision goes beyond sustainability.

We strive to be an innovative leader in our industry, which means continuously evolving to deliver cutting-edge solutions. Our goal is to combine technology and sustainability to build a logistics chain that not only meets our customers' needs, but also contributes to a better future. We are also deeply committed to social responsibility. Our company supports a range of initiatives and projects aimed at strengthening local communities and creating opportunities and jobs for all. This reflects our belief that businesses have a duty to make a positive contribution to society.



People



Performance



Precision



# The H. Daugaard Group

H. Daugaard is an owner-managed international logistics company headquartered in Kolding, Denmark, where we offer modern terminals and warehousing facilities. Founded in 1915, we have built long-standing relationships with our customers – our oldest customer partnership dates back to 1929.

Our central hub is strategically located and closely connected to global transport routes by rail, sea and road, enabling us to manage a wide range of transport and logistics services. With a dedicated team of more than 230 specialists, we focus on ensuring efficient transport from A to B while continuously developing our employees and striving for high performance, precision and sustainable solutions.

We operate from offices in Denmark, the Czech Republic and Luxembourg, facilitating transport and warehousing solutions across Europe. As market leaders in the storage and transport of building materials, tyres, chemicals, paper and steel – as well as in the timely delivery of general cargo – we are committed to meeting the needs and expectations of our customers.

**1915**  
Founded

**230**  
Employees

**30**  
Countries

**400**  
DKK 400 million – Revenue

**100.000 m<sup>2</sup>**  
Warehouse space

# Sustainability at H. Daugaard

At H. Daugaard, we have worked actively with sustainability for many years and closely follow developments within the ESG field. We have set ambitious, yet realistic targets we aim to achieve by 2030. These include goals related to reducing our emissions and resource consumption, as well as improving the gender balance within our workforce. Identifying the areas where we can make the greatest impact—while also considering those that may affect our business model—has been a key priority.

In collaboration with sustainability experts and key stakeholders, we have selected specific focus areas, which are reviewed every two years. This ensures that we adapt to increasing expectations—from both within our organisation and society at large. We continuously monitor our progress and use this data as the basis for our annual ESG reporting, which includes an assessment of the risks and actions associated with each focus area.

In light of the forthcoming requirements under the Corporate Sustainability Reporting Directive (CSRD), we are preparing to further strengthen our documentation practices. Although the CSRD is still evolving, we are already working to upgrade our data collection and reporting processes to ensure compliance with the new regulatory standards. To support this, we have established an ESG group composed of department managers from across the company. This group plays a key role in developing and implementing new initiatives that support our sustainability strategy.

By integrating sustainability into our daily operations and long-term strategy, we ensure that H. Daugaard not only meets today's requirements, but is also well prepared to face the challenges and opportunities of the future.

In short, our strategy is clear: we aim to stay ahead of the curve and take responsibility for our environmental impact. Through a combination of strategic investments, testing of new technologies, and a strong commitment to maintaining our high standards, we are determined to achieve our sustainability goals while continuing to deliver customised transport solutions to our partners.

Environment

Social

Governance

Category

Cause

Focus

<b>Combating climate change</b>	The transport sector accounts for 10% of total annual CO <sub>2</sub> emissions. This must be reduced to help limit further temperature increases. To meet future demand, our focus on this area is crucial.	<ul style="list-style-type: none"> <li>Reducing environmental impact</li> <li>Training our employees in ESG and our environmental policy</li> <li>External audit of our ESG efforts</li> </ul>
<b>Climate change adaptation</b>	More extreme weather can damage our buildings and stored goods – especially at port facilities.	<ul style="list-style-type: none"> <li>Enhanced contingency plans</li> <li>Climate-proofing of buildings</li> </ul>
<b>Handling of hazardous substances</b>	We handle and store chemicals and other hazardous substances.	<ul style="list-style-type: none"> <li>Training in and maintenance of our procedures</li> <li>SQAS Warehouse &amp; SQAS Transport</li> <li>ISO-14001</li> </ul>
<b>Recycling</b>	Some of our business areas use materials where recycling is essential – such as wood, steel and paper.	<ul style="list-style-type: none"> <li>Ensuring access to proper sorting facilities</li> <li>ISO 14001</li> </ul>
<b>Health and Safety</b>	Our employees handle heavy and hazardous goods on a daily basis.	<ul style="list-style-type: none"> <li>Education</li> <li>Working with workplace assessments (APV)</li> </ul>
<b>Employee Development</b>	Retention and attraction of skilled employees.	<ul style="list-style-type: none"> <li>Development plans</li> <li>Opportunities for training and skills development</li> </ul>
<b>Diversity and Inclusion</b>	Strengthening decision-making processes and contributing to a better working environment.	<ul style="list-style-type: none"> <li>Diversity and inclusion training for managers</li> <li>New job postings must appeal to a broader range of candidates</li> <li>Raising awareness of the variety of roles we offer</li> </ul>
<b>Responsible Procurement</b>	Quality, values and compliance are essential to us and our customers.	<ul style="list-style-type: none"> <li>Compliance with current legislation and preparation for the implementation of new regulations</li> <li>ISO 9001</li> </ul>
<b>Anvarligt indkøb</b>	Contributing to sustainability across our value chain.	<ul style="list-style-type: none"> <li>Implementation of a Code of Conduct for suppliers</li> </ul>
<b>Cybersecurity</b>	The risk of cyberattacks has increased significantly in recent years.	<ul style="list-style-type: none"> <li>Training in our IT policy</li> <li>Preparation for and implementation of NIS2</li> </ul>

# ENVIRONMENT

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# An Evolving Industry

As part of the transport and logistics sector, we face a major transition in the coming years. Technological advances are now reaching a level where alternatives to fossil fuels are becoming viable – even for heavy road transport. We are committed to absolute CO<sub>2</sub> reductions, with the ambition to achieve a 42% reduction by 2030 and reach net zero by 2050. To actively work towards these targets and give context to our daily operations, we have developed goals that all employees can relate to and work with in their everyday tasks.

At H. Daugaard, we consider it our responsibility to contribute to the transformation of the logistics sector – by offering more sustainable solutions. We have already made significant progress at our warehouse locations and now look forward to transforming our vehicle fleet to meet the demands of the future. In this process, it is equally important for us to involve our partners.

The transition to more sustainable solutions is a core part of our business strategy, as we are convinced that it is essential for protecting the environment and securing future jobs. In recent years, we have seen growing interest from the industries we collaborate with, and our ambition remains to offer competitive solutions – whether the priority is sustainability or a high level of service.

In 2023, our trucks covered more than 9 million kilometres, and we have set a target for 40% of kilometres driven by our own fleet to be carried out by electric trucks by 2030.

We work with annual targets for our fleet conversion, taking into account the ongoing technological developments within the industry. Our efforts are focused on replacing our fleet with the newest and most sustainable trucks on the market. We are already among the frontrunners in this area – our trucks have an average service life of just 2.5 years, enabling us to continuously focus on reducing our CO<sub>2</sub> emissions to the greatest extent possible.

Integrating electric trucks places high demands on our infrastructure and operational processes. We have thoroughly tested a range of solutions and look forward to implementing them in the coming years. More information about our experiences – including the impact of weather conditions on the current generation of electric trucks – is available on our website.

Our quality and management system is certified in accordance with ISO 14001 and ISO 9001, ensuring that we continually work to reduce our environmental impact. In addition, we are SQAS-accredited for both transport and warehousing, further confirming our commitment to delivering high quality and safety in our services.

## Our Environmental Policy

### Commitments and Certifications:

- At H. Daugaard, we are committed to complying with applicable legislation, ESG standards, and the company's strategy. Our warehouse locations must continue to be ISO 14001 certified, and the relevance of these certifications shall be regularly reviewed.

### Energy, Emissions and Waste:

- All employees are expected to help minimise resource consumption through defined targets and action plans, supported by training and investments. Waste must be managed in an environmentally responsible manner, with management accountable for ensuring the necessary resources and guidelines are in place.

### Procurement, Investments and Reporting:

- Environmental considerations must be integrated into decisions related to procurement and new investments. ESG key figures shall be reported publicly from 2023, and partners must have easy access to emissions data..

### Stakeholder Engagement:

- H. Daugaard shall actively engage in dialogue with partners, remain open to new knowledge, and regularly review strategy, policies and reporting in line with the double materiality principle.

# Our 2030 Vision



**40% CO<sub>2</sub> reduction from own fleet**



**90% CO<sub>2</sub> reduction from our buildings**



**100% of our subcontractors in freight transport use biofuel**



**80% CO<sub>2</sub> reduction from port-based transport equipment**

# Customized Logistics

## Moving Towards More Sustainable Solutions

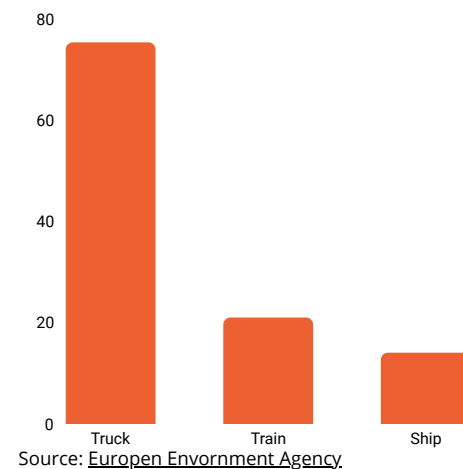
Our slogan is “Customized Logistics”, which is reflected in our broad product portfolio and diverse range of services. This ensures that we can deliver the solutions our customers demand. In addition to road transport, we also offer rail and sea transport.

Our strategic location at the port of Kolding enables us to efficiently handle cargo arriving by rail or sea – whether it is to be redistributed immediately or stored in our warehouses for a period of time. Choosing rail or sea transport can make a significant difference in terms of CO<sub>2</sub> emissions, as the carbon footprint per tonne-kilometre is lower than that of road transport. In many cases, a multimodal transport solution is the most efficient option – and at H. Daugaard, we are proud to be able to offer exactly that.

We also offer a more CO<sub>2</sub>-efficient alternative to diesel in our trucks through our HVO concept. HVO stands for Hydrotreated Vegetable Oil and is a 100% renewable diesel that can reduce CO<sub>2</sub> emissions by up to 90% compared to fossil fuels. HVO is produced from sources such as used cooking oil and is classified as a second-generation biofuel. This means the raw materials were not originally cultivated for biodiesel production – an important factor in avoiding additional use of agricultural land, which can have negative consequences for the environment and biodiversity.

HVO biodiesel can be used to fully replace conventional diesel, or as a partial substitute.

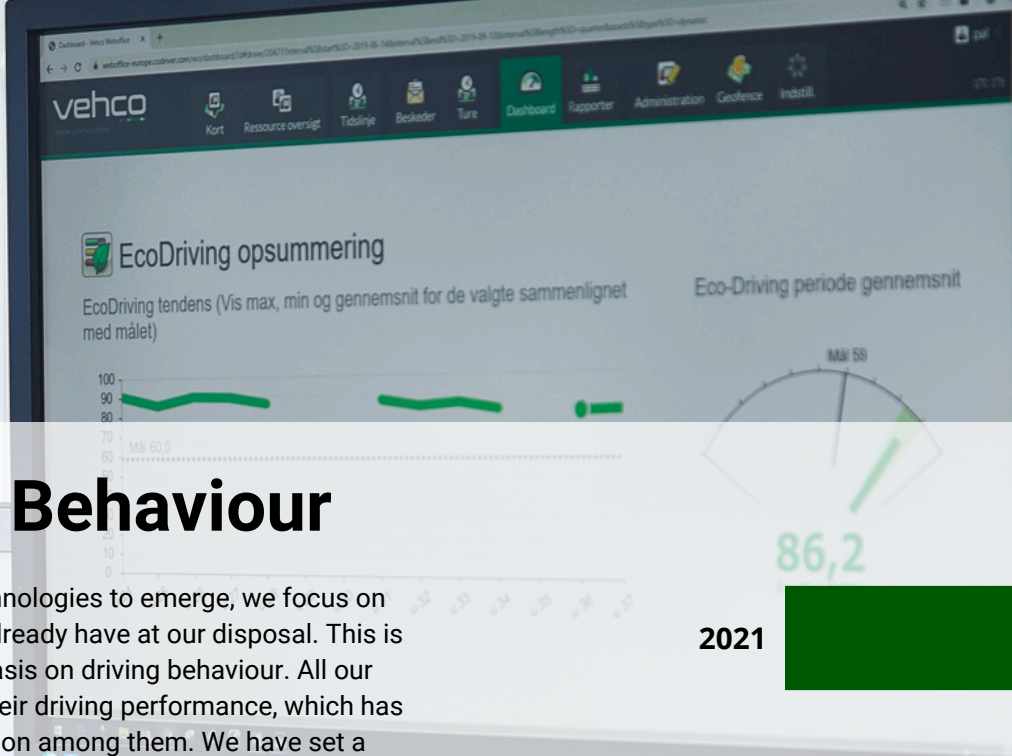
### CO<sub>2</sub>/tonne-km



# Focus on Driving Behaviour

Rather than simply waiting for new technologies to emerge, we focus on making the most of the resources we already have at our disposal. This is particularly evident in our strong emphasis on driving behaviour. All our drivers regularly receive feedback on their driving performance, which has happily evolved into a healthy competition among them. We have set a goal of improving our Eco-driving score by 11% in 2024 compared to 2021. All our trucks comply with Euro 6 standards and have an average age of just 2.5 years.

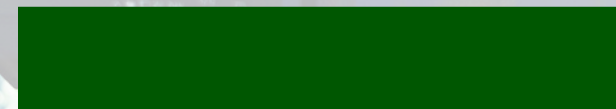
In addition to optimising driving behaviour, we are also committed to reducing empty mileage. Driving empty is not only inefficient business—it also has a negative impact on the environment. Based on data from the first six months of 2024, we have established a target to reduce empty mileage by 5% on our international routes. We believe this is a realistic and achievable goal, which will have positive economic and environmental impacts.



2021



2022



2023



0 20 40 60 80 100 120

Indexed Eco-driving Score. Baseline: 2021

# Have you tried our CO<sub>2</sub> calculator?

Through our CO<sub>2</sub> calculator at H-Daugaard.dk, you can calculate the CO<sub>2</sub> emissions associated with your transport operations. It also allows for comparisons between different modes of transportation. The CO<sub>2</sub> calculator was developed in collaboration with EcoTransIT World and meets current industry standards.

Our partners also have the possibility to access CO<sub>2</sub> emissions data related to the tasks we perform for them, as we understand how important data sharing is within this area.

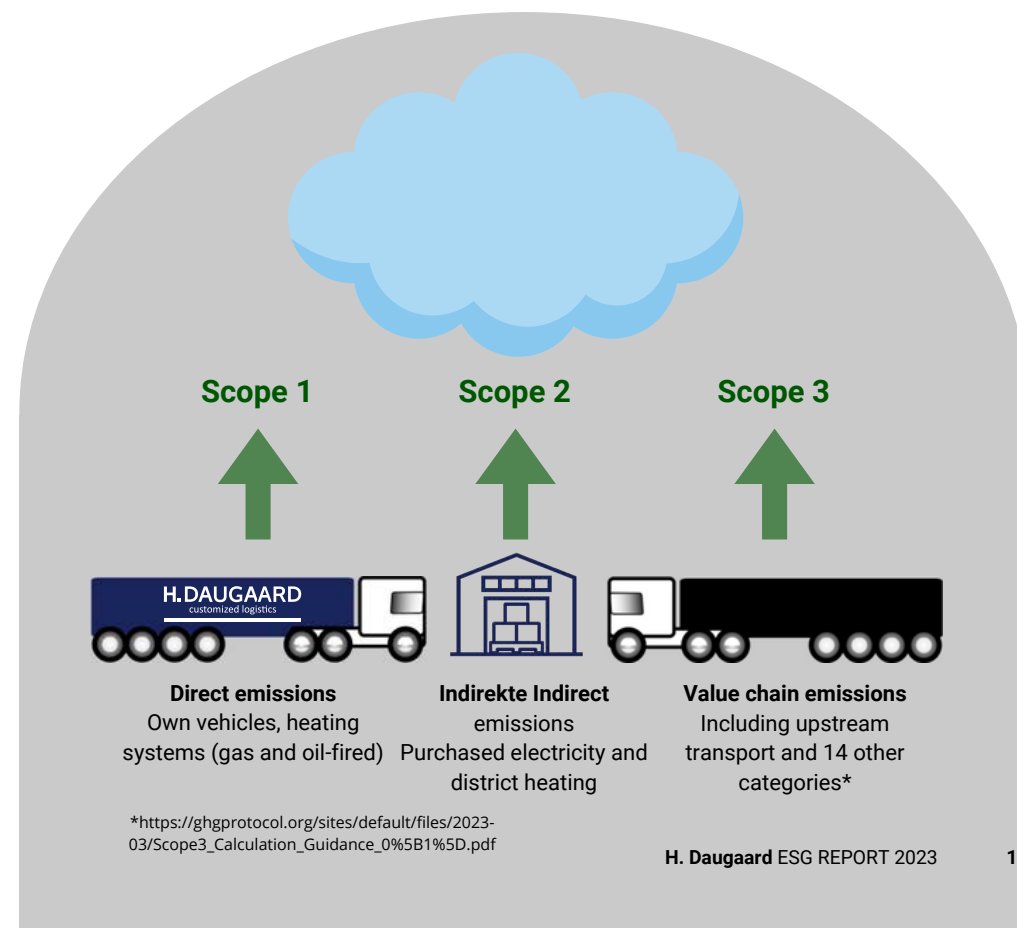
The screenshot displays the CO<sub>2</sub> calculator interface. On the left, under the heading "Select which transportation forms to compare:", there are four white buttons with icons and labels: "Truck" (with a truck icon), "Train" (with a train icon), "Airplane" (with an airplane icon), and "Ship" (with a ship icon). On the right, under the heading "Enter your transport details here:", there are several input fields: a "Weight" text box, a "Unit" dropdown menu, a "Select Departure" dropdown menu, and a "Select Destination" dropdown menu. Below these is a "Using HVO Fuel" checkbox. A prominent orange "Calculate" button is located at the bottom right of the form area.

# Our Carbon Accounting

This is the first time we are reporting our carbon accounting, although we have been monitoring our energy consumption and implementing energy-saving initiatives for many years. We have set ambitious targets to reduce our carbon footprint, both in the short and long term.

Our carbon accounting follows the Greenhouse Gas (GHG) Protocol, categorising emissions into direct (Scope 1), indirect (Scope 2), and value chain emissions (Scope 3). Mapping our CO<sub>2</sub> footprint has been essential for establishing targets, as knowing our baseline is crucial.

Mapping our full Scope 3 emissions is an ongoing process, and we expect to report on the majority of these emissions starting next year. It has been important for us initially to focus on the areas where we have direct influence over emissions.



# Scope 1

At H. Daugaard, we are deeply committed to reducing our environmental footprint, with a significant part of this effort focused on our Scope 1 emissions. Scope 1 emissions include the direct emissions that arise from sources under our full control. This primarily covers emissions from our fleet of vehicles, such as lorries, as well as the facilities we use to heat our buildings.

Our transport fleet accounts for a substantial share of our Scope 1 emissions, and we have chosen to carry out a large proportion of our transport services using our own vehicles and directly employed drivers. This approach gives us control over emissions and enables us to implement environmentally friendly technologies as they are developed and tested.

We specialise in transporting heavy, hazardous, and non-standard cargo, which places high demands on our equipment. It is therefore essential that any replacement of equipment is done responsibly and that new technologies are introduced with care to ensure they meet our strict safety standards. This allows us to continue delivering safe and reliable transport solutions while reducing our environmental impact.

As the graph below shows, our Scope 1 emissions this year have remained at the same level as our 2020 baseline. This outcome was expected, as the proportion of diesel and electric lorries in our fleet has remained unchanged.

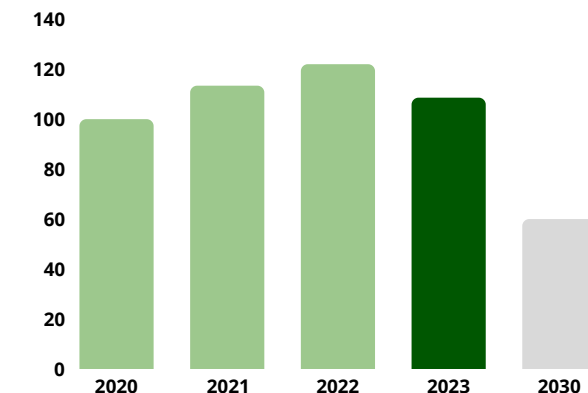
We have already tested several electric lorries to evaluate their performance and suitability for our transport needs. These trials have provided us with valuable insights, which we will use to optimise our strategy for the future integration of electric vehicles into our fleet. Our goal is to reduce our Scope 1 emissions by 40% by 2030, and we have a clear plan in place to achieve this target.

In addition, we have implemented several energy-saving measures across our sites to reduce our overall energy consumption. For example, we have replaced gas and oil boilers with heat pumps, and a growing proportion of our forklifts are now electrically powered. We continue to explore and adopt new technologies that can support us in reaching our sustainability goals.

We expect to see a significant shift in our Scope 1 emissions from 2025 onwards, as we plan to begin a targeted effort to integrate more electric lorries into our fleet. We are ready to make the necessary investments to reduce our emissions, and this work will intensify in the coming years.

We are fully aware of our responsibility to reduce our Scope 1 emissions and are working proactively towards achieving our sustainability targets. With a flexible and controlled approach to managing our fleet and continuous investment in new technologies, we are confident that we can reach our goal of a 40% reduction in Scope 1 emissions by 2030.

**Scope 1 CO2e (indexed)**





## Of our trucks comply with Euro 6 standards

Euro 6 is the latest European emission standard for vehicles. Its aim is to reduce harmful emissions such as nitrogen oxides and particulate matter in order to improve air quality and minimise environmental impact.



# Scope 2

The transition to electric heating has increased our electricity consumption. At many of our sites, heat pumps are the most sustainable alternative to gas and oil heating, as they are not connected to a district heating network. To compensate for this shift, we switched in 2021 to using only wind energy at our Danish locations, which accounts for more than 90% of the electricity consumed across our entire group.

We are, however, aware that purchasing certificates does not directly increase the production of renewable energy, but we hope that our demand will help drive future investment in green electricity.

Installing solar panels on our buildings is also a priority, as we expect electricity consumption to rise in line with the transition to electric vehicles. In addition to the increased demand for heating, the introduction of electric cars and smaller electric vehicles has also contributed to the rise in our electricity consumption since 2020.

## Location-based

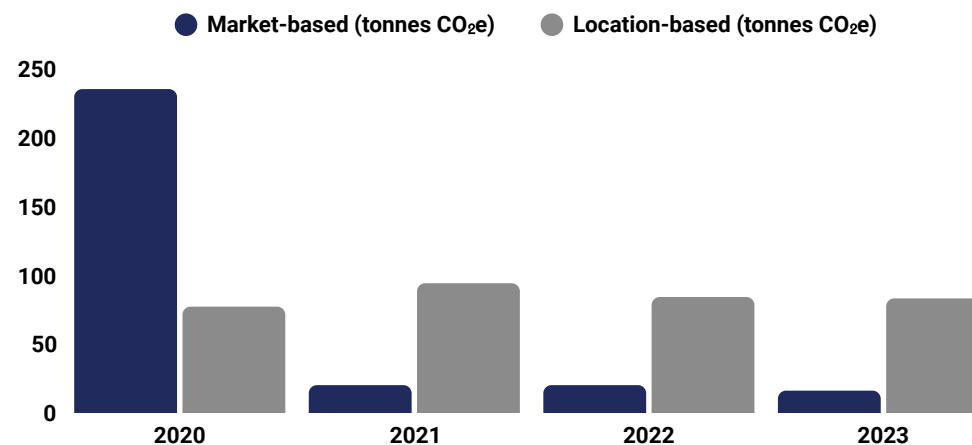
The location-based accounting method for Scope 2 calculates emissions based on average emission factors for the electricity grid in a given area. It reflects the average CO<sub>2</sub> emissions per kWh of electricity produced. This method shows how the energy mix and production efficiency impact the carbon footprint.

## Market-based

The market-based accounting method for Scope 2 calculates emissions based on specific contracts with energy suppliers. It reflects the organisation's choice of energy sources, such as renewable energy. This method shows how purchasing decisions influence the carbon footprint.

The certificates have helped us meet our specific CO<sub>2</sub> reduction target related to our buildings, but the work does not stop there. We remain committed to reducing our actual energy consumption, which is why we also report our usage in kWh. This enables us to continuously monitor our progress and identify further opportunities to improve energy efficiency and reduce our environmental impact.

Our Scope 2 reporting covers electricity and district heating and is based on both location-based and market-based methods.





## The day the storm surge hit Kolding Harbour

On 20 October 2023, the area around Kolding Harbour was flooded due to a severe storm surge. Several of our buildings were affected, including our warehouses and head office, which is located in the old customs house at Kolding Harbour. Events of this nature are expected to become more frequent in the future, as rising sea levels combined with strong winds may turn what were once considered 100-year events into 20-year events.

Adapting to climate change is therefore an area we must increasingly address, and we have learned a great deal from this incident. Although we were well prepared, the event still had consequences for our operations. As a result, we have updated our emergency response plans to ensure we can better maintain operations should similar situations occur in the future.

# SOCIAL

About us

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# An inclusive workplace

At H. Daugaard, the safety and well-being of our employees always come first. Motivated employees who show up to work with curiosity and a positive attitude every day are essential to our success – and that's why we prioritise this focus every single day. This applies across the entire organisation, from our terminal workers and drivers to our administrative staff and management.

In January 2024, we received the “SammenomJOB” award from Kolding’s Department of Social and Labour Market Affairs. We were recognised, among other things, for offering employment opportunities to individuals who, in various ways, have faced challenges in entering or remaining in the labour market.

H. Daugaard encompasses a wide range of job types, and it is our ambition to make the best possible use of this diversity. You can read more about it [here](#)



// **We can see the huge impact it has on these individuals when they are listened to and believed in. When employees are given a working day that’s tailored to their needs, they experience success in the workplace – and then they thrive. It’s a win-win situation.**

**-Per Smed (Warehouse Foreman)**

# Health and Safety

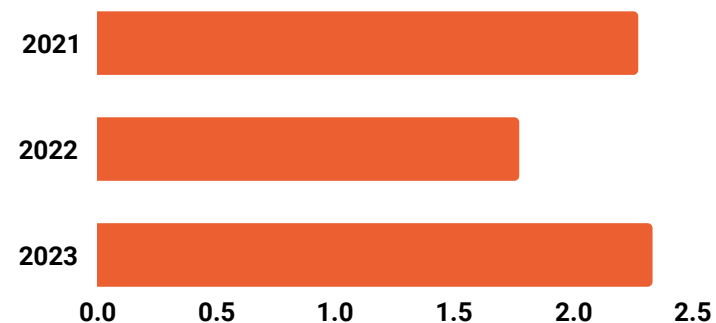
A large proportion of our employees handle heavy and hazardous goods on a daily basis, both in our warehouses and in our lorries. To ensure their safety, we have established procedures in place, which are developed and continuously updated by our health and safety organisation. All employees undergo the necessary training and obtain the legally required certifications to carry out their work safely.

Each year, we set the goal of zero workplace accidents and aim to keep sickness absence below 2%. To achieve these targets, we register both actual incidents and near misses, using this data to continuously adjust and improve our processes. This applies not only to incidents involving employees, but also to those concerning cargo and delays.

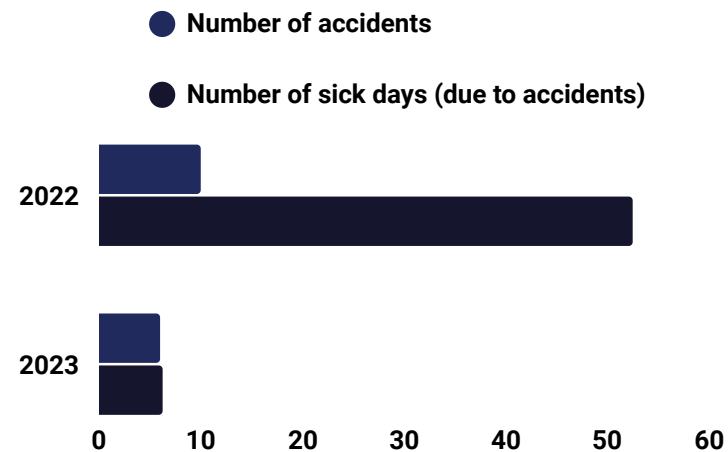
Technology plays a key role in improving road safety, and our lorries are equipped with larger windows, mirrors replaced by cameras, and advanced safety systems. In addition, the new driver cabins are quieter and ergonomically designed to ensure the best possible working environment on long journeys.

Every three years, we conduct a workplace assessment to help prevent issues and improve working conditions. These efforts form part of our ongoing commitment to creating a safe and healthy work environment and ensuring that we meet our health and safety objectives.

## Sickness absence (%)



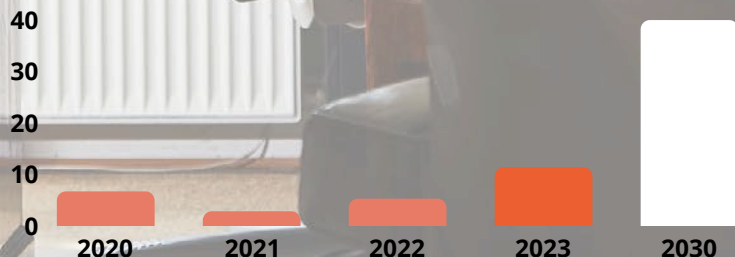
## Accidents



### Gender balance across the organisation (% women)



### Gender distribution among managers (Women in %)



# Diversity and inclusion

At H. Daugaard, we actively work with our Diversity and Inclusion policy. Our aim is to create a workplace where there is room for everyone. A diverse workforce is vital to our success, as diversity contributes to a healthy working environment and the overall development of our organisation.

We are committed to making the logistics industry more attractive to a broader range of people, and we are working towards this goal in collaboration with educational institutions.

Our objective is to widen the pool of applicants as much as possible, as this will enhance our recruitment opportunities. For us, recruitment is always about finding the best person for the job – and by reaching a broader pool of candidates, we can strengthen our company while also achieving our ambitious diversity targets.

It is important to us that our goals are realistic and reflect the gender balance that society can deliver. The industry is working towards a 2030 target of 10% women among newly qualified drivers\*, and this is reflected in our own targets across the organisation.

\*from 2 to 6 per cent female drivers within just a few years- ATL - DI (danskindustri.dk)

# Employee Development

Skills development is one of our core values, and something we actively prioritise. Our goal is to provide the necessary resources to help our employees realise their full potential.

In 2023, our employees completed training in IT security and gained new digital competencies. In addition, a large part of our workforce has been introduced to our sustainability efforts, and specific sustainability targets have now been set for each department. To ensure the success of our ESG initiatives, it is essential that employees are involved and feel motivated to actively contribute.

That is why we have focused on implementing measures that are relevant and meaningful to each employee. Examples of such initiatives include ECO-driving courses for our lorry and forklift drivers, as well as an increased focus on reducing empty mileage within our freight forwarding departments.



# Governance

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# Responsible Business Conduct

Responsible business conduct involves integrating ethical, social, and environmental considerations into our strategies and daily operations. Our Code of Conduct provides the framework for responsible and ethical behaviour throughout the company. It guides our decisions and our interactions with colleagues, customers, partners, and the wider community. We aim to create long-term value for both our business and the society around us.

Our Code of Conduct forms the foundation for how we all behave and make decisions each day. To ensure that every employee is aligned with this code, an introduction to the Code of Conduct is an important part of our onboarding process for new hires.

In addition to our Code of Conduct, we also have policies such as our Environmental Policy, which encourages us to care for the planet, and our Diversity and Inclusion Policy, which ensures that everyone feels welcome and valued regardless of their background. These policies help us create a more responsible and inclusive workplace, where ethics, sustainability, and respect for differences are a natural part of daily life. You can explore our policies in more detail at [h-daugaard.dk](https://h-daugaard.dk)

## Supplier Code of Conduct

In 2024, we introduced a new Code of Conduct for our suppliers. This is intended to ensure that our partners comply with applicable legislation and uphold the same values as we do. This is particularly important, as we see the greatest risk of breaches of responsible business conduct occurring within our supply chain. Legislation, along with collective agreements, helps regulate business operations and safeguard working conditions for employees.

All suppliers will therefore be evaluated annually, in part based on this Supplier Code of Conduct. Among other things, the code sets out our expectations regarding environmental responsibility, and it can be accessed here. Our goal is for all regular suppliers to sign our Supplier Code of Conduct by the end of 2024.

# IT-Security

At H. Daugaard, we firmly believe that cybersecurity will become an increasingly important focus area in the years ahead. As part of the sectors expected to implement the new NIS2 Directive, we have already begun working towards meeting these requirements. Our IT security policy is continuously updated as new knowledge becomes available, and our IT infrastructure is being upgraded to even more secure solutions.

In our daily operations, we are aware that the greatest security risk often lies with the individual user. That is why raising awareness among all our employees is a top priority. It is essential that our staff approach emails, phone calls, and other potential security threats with caution. To support this, we conduct regular training sessions to reinforce our security policy.

Our goal for 2024 is for each employee to complete two hours of IT security training. This will include awareness quizzes as well as presentations. So far, we have not recorded any security breaches that resulted in system downtime or data leaks. Naturally, we intend to keep it that way, and we remain highly aware of the need to continuously implement new security measures – especially in the current climate of increasing threats.



# ESG-Metrics

Description	Unit	2023	2022	2021	2020
<b>CO<sub>2</sub>e Emissions</b>					
<b>Scope 1 CO<sub>2</sub>e</b>	tonne	6647,06	7466,92	6938,87	6120,1
<b>Scope 2 CO<sub>2</sub>e (Location-based)</b>	tonne	82,85	83,71	94,07	76,71
<b>Scope 2 CO<sub>2</sub>e (Market-based)</b>	tonne	16,23	19,99	19,87	234,68
<b>Waste*</b>					
<b>Total Waste</b>	tonne	16,014	-	-	-
Cardboard and Paper	tonne	0,25	-	-	-
Plastic	tonne	0,12	-	-	-
Unsorted Mixed Waste	tonne	1	-	-	-
Wood	tonne	9,3	-	-	-
<b>Proportion Sent for Incineration</b>	tonne	5,3	-	-	-
<b>Hazardous Waste</b>	kg	44,791	-	-	-
*Applies to Danish sites only					

<b>Gender Distribution</b>					
<b>Number of Employees</b>	antal	233	237	222	208
<b>Female Representation on the Board</b>	%	0	0	0	0
<b>Women in Other Management Positions</b>	%	11,37	5,26	2,82	6,68
<b>Women in the Entire Organisation</b>	%	19,15	16,08	14,40	14,14

# Accounting Practices

## Scope 1

Scope 1 is prepared in accordance with the GHG Protocol and includes emissions related to the operation of heating systems as well as owned and leased vehicles.

## Scope 2

Scope 2 covers emissions related to the purchase of electricity and district heating.

## Total Energy Consumption

Total energy consumption includes usage from Scope 1 and Scope 2, converted into kWh.

## Waste

Total amount of waste generated at our sites.  
Shares are based on data reported by suppliers.

## Sickness Absence

Number of sick days (8 hours) / number of working days

## Workplace Injuries

Number of recorded incidents  
Number of sick days related to incidents

## Number of Employees

Annual average number of full-time equivalents (FTEs)

## Diversity

$(\text{Female FTEs} + \text{female temporary workers}) / (\text{full-time workforce}) * 100$

# H. DAUGAARD

customized logistics

PEOPLE ◀ PERFORMANCE ◀ PRECISION

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