



ANNUAL CSR REPORT

2022 - 2023



June 2023

TABLE OF CONTENTS

Foreword

Page 3



UN's Sustainable Development Goals

Page 4



Economic Sustainability

Page 9



Social Sustainability

Page 11



Environmental Sustainability

Page 13

Foreword

At Anker Andersen A/S, we have always strived to develop the company with a trustworthy and long-term focus. We are convinced that sustainability, responsibility, development and profitability can easily go hand in hand, and we have therefore decided to create our own first version of a CSR report.

In recent years, it has been our focus to create solid solutions for our customers and thereby measure the CO₂ effect of these solutions at our customers. Through the establishment of UN's Sustainable Development Goals on economic, social and environmental responsibility, our focus has now also been directed towards our own efforts and impact. We have always prioritized doing things properly. Therefore, over many years we have worked to ensure proper employee relations, a responsible management culture and awareness of our resource consumption.

At Anker Andersen A/S, we would like to take part in the shared responsibility on which our society rests.

With this CSR report, we would like to throw light on our efforts and work, and at the same time commit ourselves to working in a structured way with our social, economic and environmental responsibilities in the future. We have also selected some of the 17 Sustainable Development Goals, where we find that, if we focus on and incorporate them into our daily work, it will be our modest contribution to a better world.

We will also work on setting targets for our various ESG key figures.

This is just the beginning of our future annual reporting on responsible corporate governance.

Anker Andersen A/S

Anders Topp Daugaard
CEO





UN'S 17 Sustainable Development Goals

The global Sustainable Development Goals constitute 17 specific goals and 169 targets, which commit all the UN's 193 member countries to completely abolish poverty and hunger in the world, reduce inequalities, ensure good education and better health for all as well as decent jobs and more sustainable economic growth.

The global goals apply to all countries, cities, companies and individuals – both rich and poor – taking into account the countries' different starting points. The major challenges we face today, which include social, economic and political marginalisation, rising youth unemployment, inequality, poverty, food insecurity, lack of or unequal access to basic natural resources, environmental pollution, climate change and unresponsive governments. They are all national challenges with major regional and global consequences, and therefore they need to be solved jointly.

The new agenda thus recognizes that social, economic and environmental development, peace, security and international cooperation are closely linked and that it requires an integrated effort to achieve sustainable development results. That is why it is important that we all help and make an effort!

In the following, we have listed the UN's 17 Sustainable Development Goals and not least the targets where we feel we can make a difference. We have described what we want to do and when.





8. Decent Work and Economic Growth



Target 8.2

Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors.

8.2 Economic growth

Through innovation and introduction of technology, Anker Andersen A/S focuses on contributing to competence building among our customers, thereby improving the status of jobs and promoting economic development in the market, this through the automation of previous manual processes with low productivity.

Internally, there is a persistent focus on maintaining production jobs in Denmark through the creation of value for customers. As part of the "Code of Care" programme, we connect employees to the labour market, thereby improving their status and financial conditions.



Target 8.8

Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, particularly women migrants and those in precarious employment.

8.8 Decent work

We want to create a safe working environment through an active working environment organization with a focus on occupational injuries and well-being among all employees. All employees must have proper working conditions/contractual conditions with an annual interview-based performance review for personal development.

We want to be an inclusive workplace with room for diversity. We want to create a working environment where everyone with their differences is treated with respect and fairness, so that they can fulfill their potential and contribute to the company's development and growth.

We focus on attracting new employees and retaining current employees, and a thorough introduction process must be implemented in all positions.

We offer employment for "Code of Care" employees, which is a local initiative for people on the edge of the labor market, and where the attachment to the labor market is very rewarding for both parties.

We have an active staff association that creates unity and team building through social and professional events.

Target description

	<u>22/23</u> <u>forecast</u>	<u>22/23</u> <u>realized</u>	<u>23/24</u> <u>forecast</u>	<u>24/25</u> <u>forecast</u>
Occupational injuries	4	2	0	0
Working conditions	100%	100%	100%	100%
CoC employees	2	3	4	5
Employment turnover	10%	8%	6%	5%
Staff association (participation)	75%	62%	70%	75%

Responsibility and deadline

The Management at Anker Andersen A/S

May 2024



9. Industry, Innovation and Infrastructure



Target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes with all countries taking action in accordance with their respective capabilities.

9.4 Analysis of environmental impacts

Anker Andersen A/S offers solutions for sorting and recycling of glass, PET and aluminium beverage containers. In the manufacturing process of these solutions, energy, materials and resources are used.

The installation of these solutions means that the environmental effect is a net reduction of CO₂ emissions - recycling instead of production of new materials.

The focus for Anker Andersen A/S will therefore primarily be our own contribution to the environmental impact, as we recognize the overall positive result.

Target description

Anker Andersen A/S wants to analyse our environmental impact in order to focus our efforts in 2023.

Responsibility and deadline

The Management at Anker Andersen A/S

May 2024



12. Responsible Consumption and Production



Target 12.5

By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.5 Analysis of waste and spillage

Anker Andersen A/S will work actively for an analysis of our waste volumes and possible waste areas.

Hereby, a focused effort for reduction and sorting must be aimed.

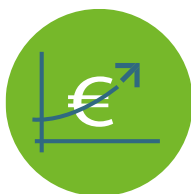
Target description

Anker Andersen A/S wants to analyse our resource consumption in order to focus our efforts in 2023.

Responsibility and deadline

The Management at Anker Andersen A/S

May 2024



Economic Sustainability

Here we present how we work with responsible operation and development in our company.

We describe our most important activities, as well as which key activities we must carry out to ensure stable operation and responsible development of the company.

Good key resources and strong key partners are important prerequisites for carrying out the company's activities. These are described below together with the cost structure we work with.

The overall overview of the financial foundation of our company appears in our accounting figures, our budgets and finally this is built into our overall strategic plan.

This plan must lead us safely into the future.



Anker Andersen A/S' Financial Management

As in previous years, the company's main activities are development, manufacture, installation as well as service and maintenance of machines and systems for receipt, identification, counting and sorting of used beverage containers made of plastic, glass and metal. These machines/systems are delivered to industrial customers, retail chains and returnable packaging companies.

As a responsible company, we ensure transparency by publishing our accounts. We work continuously with risk management to minimize financial risks. All strategic and financial initiatives are coordinated with the board of directors.

In order to ensure real sustainability, all initiatives in the environmental and resource related as well as in the social area should contribute to increased economic growth.

So far, the focus for Anker Andersen A/S has been to create a profitable business for our customers, while at the same time providing them with the instrument to improve the environment.

Going forward, the focus will not only be on producing sustainable solutions for our customers, but at the same time on how we can internally create new business opportunities through life cycle analysis models.

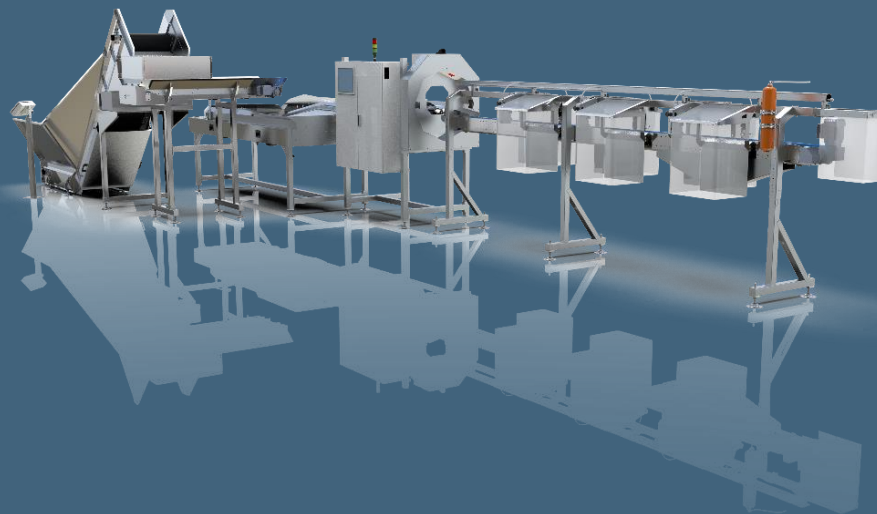
Target description

Anker Andersen A/S wants to analyse any business opportunities through reduction of resource consumption and recycling of materials.

Responsibility and deadline

The Management at Anker Andersen A/S

May 2024





Social Sustainability

The basis for the work with social sustainability is our values and vision. It builds on the Sustainable Development Goals we have already chosen.

The social benefits focus on our efforts for a better world both for customers and the surrounding society.

Our social impact is about the immediate things in relation to organisation, employees and the local environment.



Social Value

We create jobs both in the community and with our customers and suppliers. We also contribute to improved working conditions by offering ergonomic and automated solutions. With our "Code of Conduct", we contribute to proper working conditions throughout the value chain. We ensure good, stable and safe workplaces for our employees.

We support The Danish Society for Nature Conservation and thereby also contribute positively to the UN's 17 Sustainable Development Goals. We actively participate in the local community to promote sport and culture.

The automation through our solutions leads to upgrading of staff skills at our customers, which helps to increase the social status of the work field. We help the individual consumer with a simple and effective solution for return of beverage containers with deposit. We help employees in depots with a safe and good working environment.

We employ "Code of Care" employees to contribute to increasing the quality of life for the individual. As a locally rooted company, we seek to contribute to general job creation through extensive use of local partners and suppliers.

Anker Andersen A/S wants to be an inclusive company that promotes well-being among employees. This is done, among other things, through an annual performance review focusing on individual development. We prioritize openness and a high level of information to ensure security in everyday life.

Target description

Anker Andersen A/S wants to strengthen inter-disciplinary cooperation through the implementation of new processes and management tools.

Responsibility and deadline

The Management at Anker Andersen A/S

May 2024



Environmental Sustainability

The work with the environmental sustainability is based on the well-known 80/20 rule. This means that we focus on the approximately 20% of our value proposition and activities, which probably emit 80% of our CO₂.

Initially, we select a number of action areas and describe how we can improve the environmental benefits of this.

In a similar way, we describe the environmental impacts of production, materials and supplies, which give a picture of the total environmental impact.

The purpose of environmental sustainability is, in short, to create a "surplus" where the environmental benefits clearly exceed the environmental impacts.



Environmental efforts at Anker Andersen A/S

In order to provide an overview of our total current environmental impact, we will need to establish a "baseline" status through the implementation of a recognized method. This method must handle the cradle-to-grave principle. The method must also cover CO₂ impact, as well as consumption of limited raw materials, waste management, chemicals and other environmental conditions (for example noise).

In this work, we will have to define functional units taking into account that these vary greatly in physical size. This is relevant, as there is also a connection between these types and the geographical installation of these.

We will also examine our footprint for our production, where internal production, outsourcing to partners, supplier location, etc. plays a role in the environmental impact.

An analysis of whether the environmental impact from buildings, administration, transport, etc. are significant will also be included in the work.

Likewise, the environmental impact of our machines' use phase and disposal will have to be analysed.

Our CSR policy and actions revolve around the "triple bottom line", which means that we see the real CSR improvement when the following 3 parameters go in the positive direction for the single activity: Environment, People, Profit.

Target description

Anker Andersen A/S wants to implement a method for analysing environmental impacts and monitoring significant improvements.

Responsibility and deadline

The Management at Anker Andersen A/S

May 2024