



CSR REPORT 2023

Statement of Social Responsibility for
Saint-Gobain Distribution Denmark A/S

CONTENTS

03 Who Are We?

04 Introduction

06 Saint-Gobain - A Solid Foundation

07 Saint-Gobain in Figures

08 Our Focus Areas

09 Social Responsibility

09 Sustainable Organisation/Climate Workshop for All ...

10 Social Responsibility

12 Employees

13 More Women on the Way/Safety at BD/An Ambitious Goal

14 Internal Business Academy Up and Running in Just a Few Years

15 Benjamin's Special Habits .../Cycling4Cancer Brings ...

16 Support for Talented Craftsmen

17 Logistics and Central Warehouse

18 Social Action with Clear Results

19 A Workplace in Motion

20 Climate and Environment

22 Plastic Boxes Save both Carbon and Time

23 Electric-powered Logistics

24 Documentation and Data More Important

25 Smaller Climate Footprint in Our Own Buildings

26 Take-back – Recycling and Meaningful Work

27 More Company Cars Go Green

28 Partnership for the Green Transition/Colleagues Swap Clothes

29 Conscientious Travel/Not Just Once

30 Øland's Focus on the UN's SDGs

31 Sustainable Development Goals at Brødrene Dahl

32 Supplier Charter

33 Anti-corruption

34 Focus 2024

WHO ARE WE?



AiR FORCE

Øland is Denmark's leading supplier of ventilation, fire safety and insulation products.

The company develops, produces and sells products for the ventilation and insulation industry in Denmark, and it is the industry's only total supplier of complete ventilation systems.



Brødrene Dahl

Brødrene Dahl is Denmark's largest wholesaler of plumbing, water and drain solutions and specialises in the supply of products and advice within plumbing, water and drainage, power tools, pipes, vales and climate/cooling solutions.

The company is also a skills supplier and has 53 stores across Denmark.



Distribution Denmark

Saint-Gobain Distribution Denmark is owned by the Saint-Gobain Group.

Saint-Gobain Distribution Denmark distributes high-quality products and solutions to the construction sector in Denmark, Iceland and Greenland.



Zupply is a subsidiary of Brødrene Dahl, which supplies goods to the country's builders' merchants and online stores.

Its product range consists primarily of plumbing and tool supplies, as well as product and logistical solutions.



All companies have an obligation to support and contribute to the development of the society they form part of. And that is precisely what Corporate Social Responsibility (CSR) puts on the agenda.

As the old saying goes, the broadest shoulders should bear the greatest burden, and so an international group like Saint-Gobain naturally has a huge responsibility. However, it is also true that – precisely because of our size and scope – we have the muscle to take the kinds of initiatives and actions that few other companies can. In other words, there is an expectation on Saint-Gobain to play a big role in shaping social and climate action, and to lead the way towards a more balanced society.

Everyone understands that climate change is a particularly urgent challenge that calls for urgent action. The entire group has committed to being carbon neutral by 2050 – but the sooner we reach our goals, the better. That is why we are continuing our tireless efforts towards a more sustainable world, and we

are doing this with the help of our talented and dedicated employees. And as this report will also emphasise, well-being and security are also top priorities at Saint-Gobain.

*Peter Møller,
CEO Saint-Gobain Nordic and Baltic*

Saint-Gobain was founded in 1665 and ever since its establishment, it has been known and respected for its quality and ethical business operations.

Here at Saint-Gobain, we are committed to ensuring that our activities, our employees and our partners are jointly involved in building a more sustainable and inclusive world.

At Saint-Gobain Distribution Denmark, corporate social responsibility is a natural part of our business operations. Internally, our goal is to have motivated and competent employees with a high level of well-being, as well as a strong focus on safety and security in the workplace.

Externally, our goal is to contribute positively to wider society through sustainable business operations and by cutting down on our use of society's resources. In our corporate social responsibility reporting, we outline our policies, actions and the results of our day-to-day operations, as well as the efforts we make to meet our responsibilities to run our business responsibly.

Our statement on CSR is a part of the management report in the annual report of Saint-Gobain Distribution Denmark A/S for 2023 and of our statutory social responsibility reporting pursuant to Section 99a of the Danish Annual Accounts Act.

CSR at its core, is about people, the environment and the economy – three areas that all have a huge bearing on the way we operate within Saint-Gobain Distribution Denmark.

When it comes to people, our annual well-being survey shows once more that there is great satisfaction amongst our workforce. Employees at all three of our companies, Brødrene Dahl, Øland og Zupply, give high scores when asked about engagement, whether they still want to be with the company in two years' time, pride and recognition, and employees are glad to recommend their workplace to others. Moreover, we have successfully attained the international Top Employer certificate every year since 2016, which recognises a wide range of factors within CSR.

Staff loyalty is by no means something we can take for granted. It requires us to be aware of our social responsibility and to place constant focus on how we develop our shared workplace. One of the ways in which we do this is by placing great focus on career and training opportunities and on health and safety, as well as by offering a workplace that values and nurtures diversity and inclusivity.

In this CSR report, we describe some of the initiatives pursued in 2023 that helped us to strengthen our position as an attractive and innovative workplace which looks beyond its own interests and takes responsibility for society.

Environment and sustainability are issues of paramount importance at present, and this is no less true for Saint-Gobain. Climate change clearly shows that we cannot continue to produce and consume as



we have done in the past. We want to play our part in creating positive change, and so we continuously launch initiatives that push us in a greener direction. For example, in 2023 we introduced reusable plastic boxes to our distribution operations, and this has allowed us to massively cut down on cardboard consumption, both on our end and on the customer end.

We exist to serve our customers, but if we can combine our work with the introduction of effective, low-carbon solutions, that will take us one step closer to a better environment.

*Pernille Hyldgaard,
CEO Saint-Gobain Distribution Denmark*



SAINT-GOBAIN

– A STRONG FOUNDATION



Saint-Gobain is a world leader in lightweight and sustainable construction. Saint-Gobain designs, manufactures and distributes materials and solutions for the construction sector and industry. These solutions can be found all throughout our homes and our daily lives – in our buildings, transport, infrastructure and in many industrial applications. The goal is for these solutions to boost comfort, performance and sustainability, all while meeting the challenges we face in relation to the decarbonisation of the construction sector and industry, resource conservation and the rapid pace of urbanisation.

Here at Saint-Gobain, we commit to ensuring that our activities, employees and partners all jointly play a role in helping to build a more sustainable and inclusive world. Our guiding mantra is: Making the world a better home. As part of a bigger group, we stand on a solid and highly ambitious international foundation which supports our sustainability efforts. Saint-Gobain has set a target to be carbon neutral by 2050.

In order to raise awareness about sustainability among our employees, Saint-Gobain has implemented an initiative called Climate Fresk. This is a workshop which leverages creativity and collaboration to enable people to understand the effects of human activities on climate change. Our objective is for 80% of all employees to have completed the workshop by the end of 2025.

At Saint-Gobain, Corporate Social Responsibility (CSR) sits at the very core of our business identity. We are guided by our values which are manifested in the form of principles for conduct and action. We are constantly tightening our own requirements within business ethics, environment, health and safety. We work actively to boost diversity, and we facilitate the continued learning and training of our teams to ensure personal and professional skills development, and to encourage active participation in the life of the company.

Saint-Gobain's efforts and progress have been recognised by the following major independent organisations:

- The Science-Based Targets Initiative (SBTi) defines and promotes best practice in emissions reductions and net-zero targets in line with climate science, and it independently assesses and approves company targets to accelerate our transition to a low-emission economy. Saint-Gobain's carbon reduction targets for 2030 and 2050 have been validated and approved by SBTi
- The Carbon Disclosure Project's A List
- Bloomberg Gender-Equality Index 2023: Five years running
- Top Employer Global 2024: Nine years running



SAINT-GOBAIN IN FIGURES

Represented in 76 countries with
more than 160,000 employees

Turnover: € 47.9 billion

EBITDA: € 7.0 billion

Carbon reduction compared
to 2017: 34%*

*On Scopes 1 and 2

OUR FOCUS AREAS

In our work with sustainability, we have identified four key focus areas for further development.

A range that supports more sustainable construction

- We want to have a range which has achieved a third-party certificate or label
- We want to have a range which is backed up by documentation that supports more sustainable construction



Reducing carbon emissions from our own operations

- We are working to reduce our carbon emissions with a view to being completely carbon neutral by 2050
- We reduce our carbon emissions by cutting the environmental impact of our locations, our transport operations and our packaging



Expertise and accessibility for customers

- We want to support our customers with expertise on sustainability within our sector
- We want to have documentation in place and easily accessible via BD.dk. Documentation which supports environmental requirements and certifications within construction



An organisation with high levels of well-being and which plays an active role in our sustainable development

- We want to maintain and further develop our focus on well-being and training for our employers
- We want to maintain and further develop our focus on offering a safe and secure workplace



SUSTAINABLE ORGANISATION

In 2023, we continued our committed work in the area of sustainability. Working in collaboration with a dedicated cross-discipline working group, our Sustainability Manager Henriette Berring-Langberg has implemented several important initiatives and pushed us forward in our journey towards a greener future. These sustainability initiatives are in turn firmly rooted in the company's senior management.



As a part of our work to boost sustainability, the first 75 employees have completed the Climate Fresk workshop. This workshop provides participants with science-based knowledge about climate change – knowledge which can serve as a springboard for action.

As a leading wholesaler within plumbing, water and drainage solutions in Denmark, we aim to be at the forefront of sustainable development within our field, and it is therefore essential that we bring green opportunities to all parts of our business.

CLIMATE WORKSHOP FOR ALL EMPLOYEES

Extreme weather across large parts of the globe in recent years is a clear sign that we are running out of time to reverse the effects of man-made climate change. But in order to take action, we need to mobilise our knowledge and raise awareness among the citizens of the world.



It is for this reason that Saint-Gobain has chosen to implement a workshop that goes by the name of Climate Fresk, with a view to spread awareness about climate change internally within the group. This covers factory workers, warehouse staff, customer assistants and administrative personnel, and the idea is for the majority of our employees in all global locations to complete the workshop. Climate Fresk has been devised by the French engineer Cedric Ringenbach, and was first conceived almost ten years ago as an accessible tool for his university students – a form of knowledge in picture-book format. The idea is to start with the existing scientific research that can be found in the UN's IPCC Assessment Report. Drawing on this knowledge, the workshop uses picture cards to demonstrate the links between climate change and other factors, getting the participants to reflect on their own actions and habits.

The first workshops of three hours in duration were conducted in 2023. There are typically eight participants in a team and the format encourages lively discussions around the table. The workshops are led by employees who have previously completed facilitator training, where the aim is to find the right solution through teamwork and collaboration.

SOCIAL RESPONSIBILITY

At Saint-Gobain Distribution Denmark, we have a continuous focus on social sustainability: The way in which we take social responsibility for our employees by creating optimal conditions for development and well-being is also a key element of our sustainability work.

Our work environment policy at Saint-Gobain ensures that we can constantly develop and be an attractive workplace with respect for people and for health and safety. Our work environment organisation – which is comprised of both employee and management representatives – works continuously to ensure a safe and healthy work environment through a range of preventive measures. This work constitutes a major focus area throughout our entire organisation.

We prioritise being a business which places decency and high standards in prime position. Our workplace is one in which all rules are followed as a matter of course, and where we look out for one another and nurture diversity. For various reasons, many people have difficulties finding their way onto the Danish labour market.

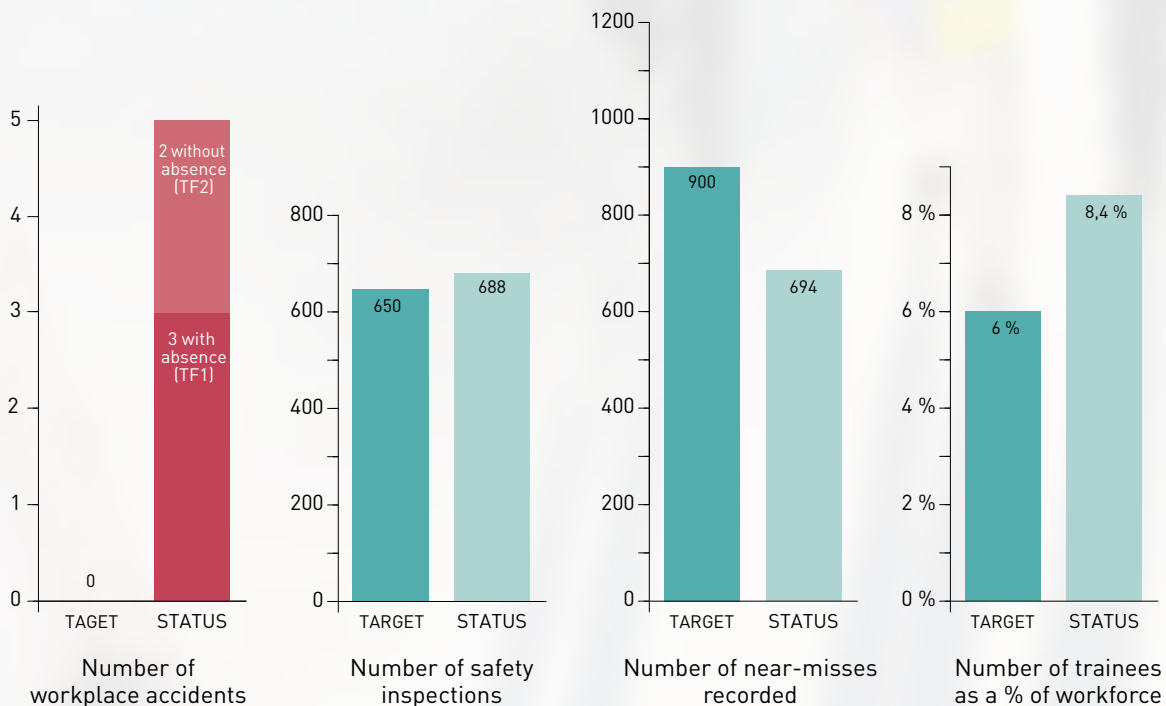
Employing some of these people in flexi-jobs – for example, at our central warehouse in Randers – allows us to reap huge benefits. Not just for the individual, who gains both a reason to get up in the morning and a new sense of community. But also for us at Saint-Gobain Distribution Denmark, as we are able to bring in some much-needed labour. And at the same time, the tax-payer saves money on welfare benefits that can be redirected into other vital services instead.

We also place considerable focus on trainees. This is because young people are a part of the future, and they possess cutting-edge knowledge and skills which will prove to be decisive for the development of the group. We are proud of the fact that eight in ten of our student trainees choose to remain with us after their traineeship.

Social responsibility and employee relations are also important areas for our company. We will therefore continue to place great focus on this area and to push forward with our improvement efforts within the initiatives that have been set in motion.

You can read more about some of our social focus areas on the following pages.





Unfortunately, we had five serious workplace accidents in 2023 after an otherwise very positive development in 2022. As a result, we initiated various different projects to minimise the risks and further strengthen our continuous focus on safety in the company.

In relation to 2010, when our safety journey began, we have succeeded in reducing the number of serious accidents by no less than 90%, and our goal is to completely avoid serious accidents.

Following the launch of a new IT system, the number of near-misses reported fell by around 40%, and because this system provides greater knowledge of the risks, this has been a contributing factor in the decline.

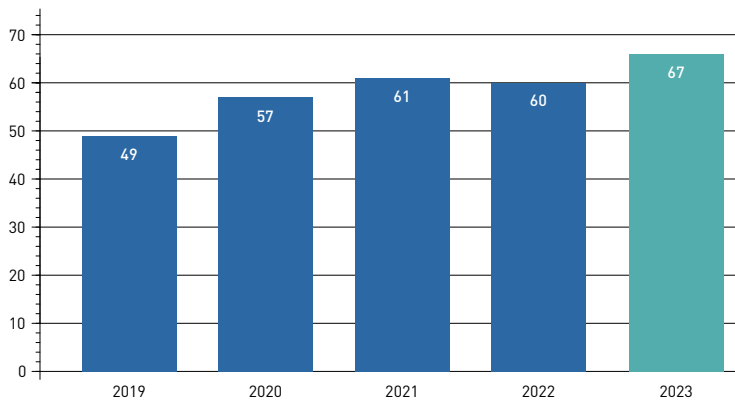
The system is now in place, and we have also implemented a range of local measures to bring the level up again. We are working on two fronts to make sure we are using our record-keeping tools in the best way possible:

- We will analyse simple accidents in order to try and minimise their occurrence. This will involve looking at the use of personal protective equipment, repeated risks and behaviour/conduct.
- Checking all accidents and near-misses in relation to their serious incident potential, meaning accidents or incidents where there is a high risk of a serious accident. These are then analysed further by the work environment organisation and action plans are implemented.

OUR EMPLOYEES

As a company, Brødrene Dahl is highly focused on building the best teams within a diverse and inclusive working environment. Improving our employee journey through a combination of internal mobility and training are the key objectives of our HR policy

EMPLOYEE NET PROMOTER SCORE:



FOCUS AREAS IN 2023:

In 2023, we have placed focus on adapting our HR strategy to the wider strategy in place at BD. We want to place focus on leadership development, foundational values and the employee journey, while also retaining our excellent levels of employee satisfaction.



MORE WOMEN ON THE WAY

Across the construction industry as a whole, the gender balance remains uneven with women representing less than 10% of the workforce. Minority groups are also poorly represented within this sector. At Saint-Gobain Distribution Denmark, we are very keen to create a culture where diversity and inclusivity can thrive. In an effort to attract student trainees, we maintain a large presence at schools and training fairs. In this context, women play an important role, both through their physical presence and representation in visual materials.

While it will always take time to rebalance the gender composition of a traditionally male profession, we have already seen small changes that point in a new direction. Normally, the young people coming into Brødrene Dahl as trainees in-store are predominantly male, however that was not quite the case in the autumn of 2023. This time, as many as 10 out of 23 new trainees were girls, which equates to 43 percent. Whenever girls appear in the search field, they tend to also get selected. Not because of their gender, but because the candidates we see often possess the excellent customer-service skills we need.

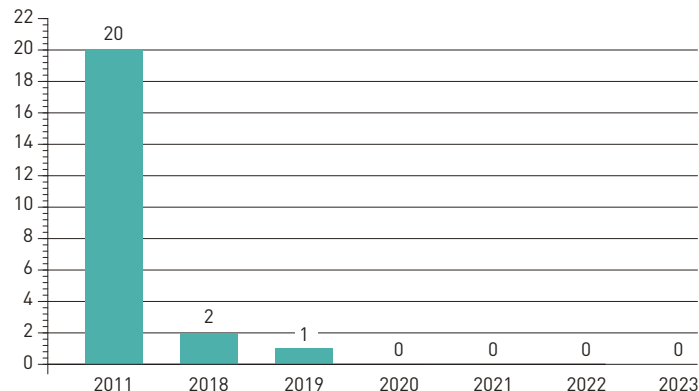
SAFETY AT BRØDRENE DAHL

2023 IN FIGURES

- 688 safety inspections with a focus on conduct
- 694 near-misses recorded
- Ongoing dialogue-based risk assessments at all locations
- Defibrillators at 85% of all our locations



AN AMBITIOUS GOAL



Our targeted efforts, which include safety inspections based on conduct and the registration of near-misses and incidents, has really paid off in recent years.

Back in 2011, there were 20 accidents resulting in absence in Brødrene Dahl stores. By 2018, this number was down to just two. Then in 2019 we had only one and finally in 2020 we achieved our much-coveted goal of zero. We have since managed to maintain this excellent result.

INTERNAL BUSINESS ACADEMY UP AND RUNNING

From 2018 onwards, Brødrene Dahl and the other companies that make up Saint-Gobain have been stepping up their efforts to offer skills training to its employees.

What began as a simple sales course has grown over the years to encompass eleven different subjects in collaboration with Erhvervsakademi Aarhus. In 2023, a total of 254 employees made use of this service.

The ambition from management has been to build up a range of different subjects so that there is never any great distance between theory and practice. This practice-oriented approach helps to better equip employees for their daily tasks – and so it is a win for all parties involved.

The subjects span from sustainable business practice to strategic sales and marketing, and all courses end with a final exam and give credits under the ECTS system.

At Brødrene Dahl/Saint-Gobain, we are in no doubt about the merits of consolidating and expanding our broad array of employee training opportunities. In addition to upskilling our staff, continuous training also plays an essential role in terms of attracting new talent and retaining our existing workforce.



TOP EMPLOYER FOR 10 YEARS RUNNING

We have been certified as a Top Employer every year since 2016. The certification is awarded by the Top Employers Institute based on measurements from a large number of parameters within areas such as personnel policy, career opportunities, training, communication and more.

BENJAMIN'S SPECIAL HABITS ARE A PLUS ON THE JOB

Benjamin Schønebeck (28) has autism spectrum disorder and ADD, but at Brødrene Dahl in Haderslev, these conditions are no obstacle to him in his job as a warehouse assistant – quite the opposite, in fact. The secret is creating a safe environment and proceeding slowly whenever things need to be done differently, because Benjamin is not exactly a curious person who thrives in times of major change. As he puts it himself, *“I love structure and routine, although I do also realise that sometimes it is necessary to change a routine. For example, if I've been changing barcodes for an entire week, then it's nice to switch to something else,”* he says. Benjamin works the majority of his 18-hour-work week at the warehouse, but his job also takes him to other areas and he has regular contact with customers. He is employed via the Danish flexi-job programme, and before that, he completed an apprenticeship in the same place. From as early as then, Benjamin felt a sense of belonging and appreciation that he had never experienced before.



AN ATTRACTIVE WORKFORCE

Brødrene Dahl would have no trouble making good use of Benjamin's skills for more than just 18 hours a week. As Benjamin has an almost photographic memory, he can recall pretty much all of the 7,000 items stocked in the warehouse, and it is largely thanks to him that the warehouse is kept so orderly and tidy. The once shy and self-effacing Benjamin has found his rightful place, and he has gained much self-confidence over the years. At this moment in time, he simply could not imagine working anywhere else than Brødrene Dahl.

CYCLING4CANCER BRINGS COLLEAGUES TOGETHER



In 2023, Brødrene Dahl participated in the annual cancer charity event for the third year running. This time, the event was held at the Scandic Spectrum hotel in Copenhagen, with more than 100 companies going head to head on their spinning bikes while raising money for a good cause at the same time.

The pedals were kept moving for 24 sweaty, non-stop hours, while energetic music and sound effects filled the room. In addition to supporting a good cause, many of the companies also made use of the event to strengthen their networks and nurture customer relationships, with many of them even inviting friends and family members to show up in their company shirts.

Brødrene Dahl made a donation of DKK 25,000 in connection with the event, and Cycling4Cancer was once more a great occasion both for everyone who came along to show their support, and for all those cyclists who put in at least an hour of truly feel-good exercise on the bike.

SUPPORT FOR TALENTED CRAFTSMEN

Each year, the best and most dedicated young people in vocational training come together for DM i Skills, a tournament where they can show off their talents within a wide range of craft subjects. In 2023, around 300 young people competed over three days in Fredericia.

Just like in previous years, Brødrene Dahl was there to support its group of plumbing apprentices with a complete set of tools and materials for the competitions. The materials used by the four trainees were delivered in BD's reusable boxes and ready to go.

For Brødrene Dahl, this event is a great way to show some support for the sector. It also gives us an opportunity to test our own performance as a skilled partner for Denmark's up-coming generation of plumbing and heating engineers.

The gold-medal winner who was named this year's champion plumbing and energy specialist at the 2023 event was Simon Plauborg from Hanning VVS in Skjern.



LOGISTICS & CENTRAL WAREHOUSE

Our central warehouse shoulders a special social responsibility, and it has received a CSR Certificate from Randers Municipality. This permeates our entire focus at the central warehouse. The vast majority of employees have both been offered and gone on to complete a training course. This means that we – with very few exceptions – do not have any employees at our central warehouse who are not up to date with the latest skills. We have around 20 trainees – equating to 15% of our total warehouse team – and in 2023, all of our graduating trainees went on to take up permanent positions in our warehouse. We place continuous focus on the further training of our employees and on individual employee development plans.

As a result of this focus on social responsibility, our central warehouse has received a number of prizes and acknowledgements over the last few years. These include: The Transport Training Board of Denmark's Training Award, Tradium's Apprenticeship of the Year Award, the Confederation of Danish Industry's Apprenticeship Award and many more.



At our central warehouse:

- 15% of the workforce is made up of trainees
- 110% have jobs with special adaptations (flexi-jobs and similar)
- 180% of trainees become permanent employees
- 1 There is always an intern or an EGU trainee





SOCIAL ACTION WITH CLEAR RESULTS

Brødrene Dahl's central warehouse is located on the outskirts of Randers and it has a long tradition of integrating employees who otherwise struggle to break into the Danish labour market. In 2023, we received special recognition for this practice when Randers Municipality awarded the company its CSR Prize for the third time.

"It is of huge significance that you offer traineeships to the socially vulnerable, either as CSR jobs or flexi-jobs, and that these often result in permanent positions in the long run. This allows them to grow and feel that they are contributing to the company," said Peter Gjandrup Møller, Business Consultant at Randers Municipality, speaking at the award ceremony.

Over the years, Brødrene Dahl has employed a large number of socially disadvantaged people such as individuals with physical and mental disabilities and people with autism. Four Ukrainian refugees have also been employed at the company, including one who has settled in so well that he has now commenced a three-year training programme to qualify as a warehousing and logistics operator. In 2023, the central warehouse was also able to offer permanent positions to six of its disadvantaged trainees.

On average, this group of individuals makes up about 10 percent of the workforce. Some work only 10–12 hours per week while others have jobs with special adaptations, such as minimal social contact over the course of the day, but no matter their circumstances, all our employees help contribute to the success of the business.

Beyond the human gain of giving someone a job to wake up for and take pride in, the initiative also saves taxpayer money within Randers Municipality and helps Brødrene Dahl to more easily recruit much-needed labour.

A WORKPLACE IN MOTION

Health is important for any workplace. At our central warehouse, we have trained health ambassadors on site whose mission is to promote and facilitate exercise during working hours.

Concretely, the ambassadors make sure that their colleagues get the option to take 5–7 minutes each day for some light exercise. This could be a resistance band workout, some stretching, a walk or a game that will help put some sweat on their brows. All exercise is voluntary and takes place during working hours. The project was hardly off the ground before the positive feedback began rolling in, with participants saying:

- I have noticed that my back pain is now gone
- I feel like my body is stronger
- I work more efficiently during the day
- The exercises have brought us closer together as a team

As the initiative was such a huge success, in 2023 we rolled it out in Øland in Kliplev as well.



CLIMATE & ENVIRONMENT

We are on a journey to reduce our footprint on this earth. This means making efforts to reduce our carbon emissions, limit our water consumption and to more widely use materials that support more sustainable construction, as well as making changes in other aspects of our climate and work environment management.

In the past year, we at Saint-Gobain Distribution Denmark have initiated a number of large and small initiatives that reduce our own and our customers' climate footprint. Among other things, these have included a targeted approach towards the reduction of our carbon emissions. In 2023, we acquired three electric trucks which we use to make deliveries to our customers in Storkøbenhavn and Aarhus. At the same time, we are also working to reduce our use of packaging. We used our new reusable boxes for store deliveries throughout all of 2023, and we also began using them for a number of customer deliveries. We have also switched to alternative and less carbon-emitting forms of energy at many of our locations.

In 2024, we will continue this targeted work to reduce our carbon emissions within the areas of transport and packaging, and at our locations. Although smaller initiatives do not make a huge difference from one day to the next, it is through constant determination and sustained initiatives that together we can move towards a greener future.

Sustainability and social responsibility are a natural part of our business, and this can be seen at all levels of our organisation, where a focus on sustainability shapes our decisions and daily actions. Sustainability is often measured in terms of the specific climate footprint that companies leave behind, but it is also about people and behaviour. That is why Saint-Gobain Distribution Denmark is committed to education, so that climate and the environment become a natural part of our mindset and vision for the group's future. This allows us to create a solid foundation for our continuing development towards being yet even more sustainable.

The new EU reporting requirements for companies fall under two areas – environmental, social and governance (ESG) or corporate social responsibility (CSR). In effect, these are similar concepts which both relate to the same subject, namely sustainability. The reporting requirements, which entered into force on January 1 2024, apply to the biggest companies and mean tightened requirements for documentation and data within sustainability. The reporting standards are divided into different categories. There are environmental standards, social standards, governance standards and cross-cutting standards. The consequence of all this is that many subcontractors will need to report on their work in relation to the green transition in the coming years.



DESCRIPTION OF SIGNIFICANT RISKS – ENVIRONMENT:

We are finding that our product mix is changing both in terms of ADR, but also in relation to the risks to people. This is especially relevant in relation to developments within heat pumps and refrigerants. Following the establishment of a new refrigeration range in 2023, we now have twenty departments which have installed gas cages in collaboration with the local fire authorities, and staff in all departments have undergone training in relation to ADR. At the same time, we have also trained staff on the entire refrigeration range. We have trained around 50 people in the handling of cylinders and transport, and we have adapted our warehouse areas to include additional alerts in the event of gas leaks.

On the following pages you can read more about some of the environmental measures we carried out in 2023.





PLASTIC BOXES SAVE BOTH CARBON AND TIME

Green initiatives that not only reduce our climate footprint but also generate value are naturally in high demand. A good example of such an initiative is the reusable plastic boxes introduced at Brødrene Dahl.

Over the course of 2023, 75 customers have joined the scheme, and all stores have been receiving deliveries in our new blue plastic boxes since the beginning of the year. This has already vastly reduced our need for cardboard. By putting around 12,000 plastic boxes into circulation, our central warehouse has used 230,000 fewer cardboard boxes over a period of 14 months. That equates to 92 tonnes of cardboard. It is expected that each plastic box can withstand being used around 100 times and it only takes four or five journeys before they achieve a reduction in carbon emissions. And because these boxes are more robust than cardboard, their contents are also safer and more secure. The benefits are also clear to customers when they find they no longer need to spend time on the construction site clearing away large quantities of cardboard waste.

“In the past, we would often spend up to an hour at a time just sorting through all the packaging. Now I would say that time has been cut in half”, says a project manager at a large plumbing firm which has been a regular customer of Brødrene Dahl’s for years.

Green initiatives also generate clear value to the everyday lives of our customers and puts them in a good position. More and more clients are putting demands on their subcontractors to use materials and deliver solutions that reduce carbon emissions.

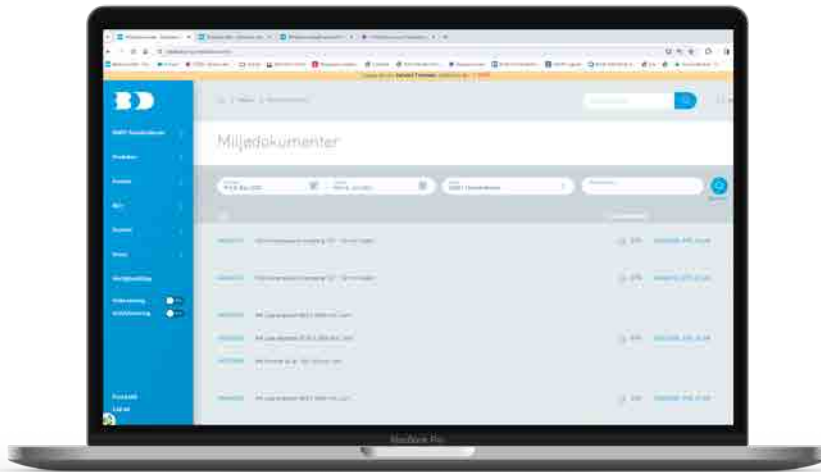
ELECTRIC-POWERED LOGISTICS

In 2023, Brødrene Dahl began delivering goods by electric vehicle in both Copenhagen and Aarhus. So far, we have three vans in the fleet with a capacity of up to 12 pallets, allowing us to power deliveries to stores and construction sites by electricity instead of conventional diesel and thus reduce our climate emissions.

We are still in the early phases of rolling out electric vans here in Denmark. Battery technology and the charging infrastructure still do not meet the basic requirements of heavy transport operations.

The electric vehicles used by Brødrene Dahl have a range of just over 300 km per charge. They also have solar panels installed on their roofs which power the lifting tailgate. This helps to extend the range of the two main batteries. The plan is to expand the electric fleet even further over the course of 2024 and at the time of writing, the next two electric vans have already started delivering goods. In this way, Brødrene Dahl can meet the demands of an ever growing number of customers who want green deliveries.





DOCUMENTATION AND DATA MORE IMPORTANT

In 2023, Saint-Gobain Distribution Denmark experienced an increasingly greater demand from customers for documentation and data. This is driven by several factors – the growing number of voluntary certification schemes in the construction sector, new climate requirements in the building regulations and the upcoming EU Corporate Sustainability Reporting Directive (CSRD).

We are able to assist our customers in relation to the climate requirements for construction and the ever growing number of voluntary sustainability certification schemes such as the DGNB, for example. As a result of these new requirements, developers – and in practice, often small building firms as well – now need to know the environmental impact that their material choices and solutions will have on all new construction, and they need documentation for this as well.

The need to be able to support customers with documentation and data is thus an important and increasingly urgent area for Saint-Gobain Distribution Denmark.

For several years, we have been collecting environmental product declarations (EPDs) and other forms of environmental certifications from our suppliers. We then stepped up this work even further in 2023, bringing the number of EPDs and other environmental certifications collected in to up to more than 10,000.

These EPDs and other environmental certifications are available to check at all times on the website [BD.dk](https://www.bd.dk).

SMALLER CLIMATE FOOTPRINT IN OUR OWN BUILDINGS

Transitioning from gas to heat pumps and district heating in a number of stores and other buildings gave Brødrene Dahl a nice push in a greener direction in 2023.

Our central warehouse in Randers has managed to cut down greatly on its carbon emissions by swapping gas for district heating. In addition, 2,300 sqm of solar panels were installed on the roofs of three warehouse buildings. Over the last eight months of 2023, when the solar panels were operational, they were able to produce 333.5 MWh of green energy – which is roughly equivalent to the annual energy consumption of 210 average Danes.

Two air-to-water heat pumps were also installed on Park Allé in Brøndby, where Brødrene Dahl and Øland sit side-by-side. This is expected to cut down on carbon emissions.

In 2023 it was also decided to undertake a major renovation of the head office in Brøndby. A so-called building envelope will be put in place, featuring new windows that are both more energy-efficient and also better for the indoor climate. Based on the principle that tall oaks grow from little acorns, it is important to incorporate green solutions even on a smaller scale. For example, when Brødrene Dahl took possession of its new store in Svendborg in 2023, not only were there solar panels on the roof and a heat pump in the building, but a rainwater collection system had also been installed. This makes the store in Funen the first in the country to have flushing toilets that don't draw from the water supply.



TAKE BACK – RECYCLING AND MEANINGFUL WORK

For many years now, Brødrene Dahl has been taking back used circulation pumps across its retail network, working in collaboration with Grundfos. The initiative is beneficial to the green transition and also creates meaningful jobs in Grundfos' flexi-job department, which employs workers with a reduced working capacity.

The success of the Take Back campaign is clear to see from the fact that Brødrene Dahl collects more than twice as many pumps as other wholesalers.

In 2023, a total of 11,331 kg of pumps were collected and returned to Grundfos. The company then attempts to recycle as much as possible from the pumps in order to rescue scarce and valuable resources such as copper and aluminium.

As a new initiative, Brødrene Dahl involved its first-year business student trainees in one of the Take Back campaigns. The purpose of this was to make the student trainees into ambassadors for this great initiative, and to give them some practical knowledge about the project so that they can also contribute with new and potentially valuable ideas.

Displaying great enthusiasm and drive, our young trainees put forward a number of exciting and creative proposals which linked collection and sales together. This resulted in a successful campaign that broke new records for a single collection period.





MORE COMPANY CARS GO GREEN

In recent years, Saint-Gobain Distribution Denmark (SGDD) has expanded its use of electric vehicles to company cars and everyone who is in the process of changing their car is now encouraged to opt for an electric vehicle.

Admittedly, electric vehicles represent more of an initial outlay than petrol or diesel cars, but, in addition to the environmental wins, operating costs are also cheaper. For example, a full battery on a Tesla Model Y Long Range with a range of up to 533 km is equivalent to just 7.5 litres of conventional fuel.

2023 was an especially good year at SGDD in terms of increasing the number of electric vehicles, with our fleet almost tripling compared with the year before. This means that one in five of our almost 200 company cars are now either fully electric or a plug-in hybrid model.

PARTNERSHIP FOR THE GREEN TRANSITION

Øland is a part of the Green Partnership launched by Brøndby Municipality. The purpose of this is to provide companies with greater access to the networks, skills and subsidy schemes that can help advance the green transition. The plan is to hold 5–6 networking events per year for all interested companies in the municipality.

In 2023, Øland hosted one of these networking events which had resources and waste as its theme. The idea is that waste should be seen as a resource that has wound up in the wrong place and which could actually be recycled into something useful in another context. Examples could be timber, plastic, glass or kitchen waste that have been sent to landfill or designated for incineration. Øland generates a few hundred tonnes of such waste each year – equally divided between incineration and landfill.

An analysis has now been launched to look more closely at what this waste is comprised of. The next step will be to implement a more thorough sorting process that will pave the way towards seeing this waste as sales items that have value for other companies, and which can reduce our climate footprint by being recycled.



COLLEAGUES SWAP CLOTHES

At Øland, employees have now moved forward with a concrete idea that was raised at the Climate Fresh workshop in 2023. (see page 9 for more on this).

A clothing exchange concept for employees has been launched in Brøndby under the name Ølands TøjBytteBix (Øland Clothes Swap). This means that staff can come along with their old shirts, trousers, blouses and other similar garments and hang them on the shelves just like you would see at any other second-hand shop. There are a few very simple rules that need to be observed. For one thing, the clothes all need to be neat and clean, for as they say at Øland: “You may well see one of your colleagues walking about in it.”

The clothes-swap initiative is still in its infancy, but it speaks to a larger trend among Danes to shop for second-hand clothes on a much larger scale than before. As global textile production accounts for more than 10 percent of all carbon emissions, even small efforts to help extend the lifetime of our clothes can be important.



CONSCIENTIOUS TRAVEL

Efforts are being made at Øland to restrict air travel by as much as possible, as aviation is notorious for its very high carbon emissions. On those occasions when air travel is necessary, employees are encouraged to avoid layovers on shorter journeys. In other words, Øland is happy to pay more to send its staff directly to their destination, so that we can avoid unnecessary stops – like first flying to Amsterdam in order to travel on to Gdansk in Poland, for example.

If the journey can be made by train or electric car, then employees are also encouraged to opt for these alternatives where possible. And if several people are all heading off at the same time to the same meeting or conference, then we encourage them to carpool and avoid needlessly taking four cars from Jutland to Copenhagen, say, with just one person in each of them. This means that staff are now incentivised to consider greener options that only very few people spared a thought to just a few years ago.

NOT JUST ONCE

Not all single-use products are genuinely restricted to just one use, and this means there are opportunities to better optimise our resource utilisation. This is something Øland has discovered first-hand with its so-called single-use pallets.

When Russia began its invasion of Ukraine, logistical reverberations were felt across Europe, and suddenly pallets had become a scarce commodity. Consequently, the idea was floated to start using single-use pallets in a more resourceful way. The result is that the same pallets are now each used about three times on average. Some are even used 4–5 times, while a small minority, equating to around 20% of the total number, still have to be discarded after just one journey.

Single-use pallets make up between a third and a quarter of all the pallets used at Øland. They are made of thinner timber and they are about a half-length wider than the more well-known Euro pallets. They are primarily received at Øland's factory in Kliplev, which is located south of Aabenraa. Their larger width makes them well suited to holding insulation materials which are supplied to Øland by the insulation solutions supplier Isover. That these pallets are now being returned to Isover not only means less timber is consumed, but also that fewer trucks are sent back out onto the road empty.

In 2023, about 3,000 single-use pallets were sent back to suppliers so that they could be used again.



ØLAND PLACES SPECIAL FOCUS ON THE UN'S SDGS

4 QUALITY EDUCATION



QUALITY EDUCATION

Four employees have begun an adult learning course within warehousing and logistics. Our intention is to continue to upgrade our workforce through this kind of training. At the same time, the ambition is for Øland to be placed on the committee that decides what other further training courses are needed.

In addition, Øland also took the initiative in 2022 to hire an adult business trainee. There are currently two young apprentices employed as warehousing and logistics operators, and another working as an industrial operator, and the plan is to continue having apprentices in the future. In general terms, we are a developing organisation in this area.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



RESPONSIBLE CONSUMPTION AND PRODUCTION

As a manufacturing business, we work to reduce waste and to ensure that as much as possible is recycled or reused. We have entered into a collaboration with two suppliers so that the single-use pallets they deliver their goods on can be returned and reused. On average, these pallets can be used more than three times.

All waste is sorted into more categories than before so that it can be recycled better. Efforts are being made to reduce how much waste is sent to landfill through better sorting. Øland works with the whole industry and the Danish Technological Institute to develop EPDs for its in-house production of ducts and pipes. This satisfies the requirements from the market for components being used in DGNB construction, for example. It is important for the sector that we know the carbon footprint of Øland products. This work will continue in the future.

17 PARTNERSHIPS FOR THE GOALS



PARTNERSHIPS FOR THE GOALS

A broad partnership was established in 2022 with Brøndby Municipality. It is a partnership that covers several different parameters. There is there job centre where Øland tests jobseekers with problems other than just unemployment. There is a direct dialogue around how we can get better at managing and handling waste. A cooperation agreement was entered into that obligates both parties to make sure everyone does better. In connection with this, Øland was also in contention to be named Company of the Year by Brøndby Municipality.

SUSTAINABLE DEVELOPMENT GOALS AT BRØDRENE DAHL



Brødrene Dahl have selected four of the UN's Sustainable Development Goals to focus on in particular.

6 CLEAN WATER AND SANITATION



CLEAN WATER AND SANITATION

Clean water and good sanitation are at the heart of our business and purpose. By focusing on sustainable products, Brødrene Dahl can help to reduce water consumption, among other things.

8 DECENT WORK AND ECONOMIC GROWTH



DECENT WORK AND ECONOMIC GROWTH

We are committed to creating a safe working environment, and we contribute to employment through our focus on employee relations. We are also committed to hiring trainees and employees who need special adjustments in their work. We want to contribute to increased resource efficiency through sustainable products and a focus on materials.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



INDUSTRY, INNOVATION AND INFRASTRUCTURE

Brødrene Dahl has set targets for the reduction of its carbon emissions, and this also includes carbon emissions from transportation. At Brødrene Dahl, we are committed to innovation and to creating greener jobs in our organisation and in the industry.

17 PARTNERSHIPS FOR THE GOALS



PARTNERSHIPS FOR THE GOALS

At Brødrene Dahl, we work with partners at all stages in the value chain in order to achieve our targets within sustainability. As a part of Saint-Gobain, Brødrene Dahl belongs to a larger organisation which works internationally in support of the UN's Sustainable Development Goals.

SUPPLIER CHARTER

We place high demands on our suppliers. We strive to be a professional partner for our customers, and our own suppliers are an important piece of that puzzle. Saint-Gobain Distribution Denmark operates in a thoroughly regulated market with good protection of employee rights.

We place demands on our suppliers, especially in regards to safety and child labour, and we place great focus on human rights all throughout our value chain. All of our product suppliers must sign a supplier charter stipulating special requirements for their social responsibility. The agreement is binding and there are legal consequences for non-compliance. In addition, risk assessments are also performed on all primary suppliers in relation to CSR. This is facilitated by EcoVadis, which is one of the world's most renowned suppliers of commercial CSR and sustainability assessments.

Many of the requirements in our supplier charter are inspired by the European Convention on Human Rights and aim to bolster conditions for our employees and minimise the environmental impact of our suppliers. Those employees who work closely with our suppliers are also covered by our supplier charter.

In 2023, we have continued to require our suppliers to sign a supplier charter regarding human rights. Primary suppliers are subjected to a risk assessment by EcoVadis, and we continue to require new suppliers to sign our supplier charter. These supplier requirements will continue to form part of our future work.

DESCRIPTION OF SIGNIFICANT RISKS – HUMAN RIGHTS:

The risk to human rights in our operations (for example, within areas such as safety and child labour) is considered to be minimal given that our suppliers are required to sign our supplier charter, and considering that we primarily do business with large and well-known suppliers.





ANTI-CORRUPTION

As part of the group's compliance programme, Saint-Gobain Distribution Denmark has introduced a policy to prevent corruption. Our anti-corruption policy sets out guidelines for how employees should conduct themselves and act in situations where corruption has the potential to occur. This applies to both internal and external contexts. We update and reevaluate the guidelines as necessary. The full policy can be found at saint-gobain.com.

All managers and employees who may risk finding themselves in a situation where there is a potential for corruption have undergone anti-corruption training. Saint-Gobain Distribution Denmark uses ACT (Anti-Corruption-Training), which is an e-learning course in two modules. The modules present key issues in the battle against corruption and test our employees in the correct way to act in the examples presented. The course explains Saint-Gobain's position in relation to anti-corruption based on the problems presented.

In the autumn of 2023, we performed a survey of the corruption risks across Saint-Gobain Distribution Denmark in order to document our work to combat corruption. It was noted in the survey that, within the company, we have dedicated internal controls and compliance resources which ensure risk coverage even in an environment with limited exposure.

Our goal is to promote an environment that ensures greater openness around corruption as well as yet more transparency in everything we do. There were no violations reported of the above policies in 2023. Going forward, we will continue with our established policies and anti-corruption training (ACT).

DESCRIPTION OF SIGNIFICANT RISKS – ANTI-CORRUPTION AND BRIBERY:

It is not considered that there is a considerable risk of corruption or bribery as all employees must complete ACT and thus gain an awareness of the issues and how they should behave in order to prevent them from occurring.

FOCUS AREAS 2024

Our very ambitious target of zero accidents is still our ultimate goal – to be achieved via a sustained focus on continuing the positive development of our safety inspections and near-miss reporting.

The further roll-out of reusable boxes made from recycled plastic, as opposed to single-use cardboard boxes, in our customer deliveries.

This green switch from cardboard to reusable boxes made from recycled plastic reduces both cardboard consumption and carbon emissions.

Training within sustainable business practice, ergonomics, first aid and mental-health first aid.

Increasing the number of electric vans used to make deliveries.

Internal ESPR audit to be carried out on the work environment and risk prevention at approx. 30% of all units.

Climate Fresk workshop to be completed by more than half of all employees.

Using EcoVadis, which is a part of our supplier evaluation work, in relation to parameters such as the environment, employee rights and ethics.

2024

Continuing with dialogue-based APV.

Boosting diversity in the organisation.

Establishing toilets with rainwater flushing in selected shops.

Technical driving courses.

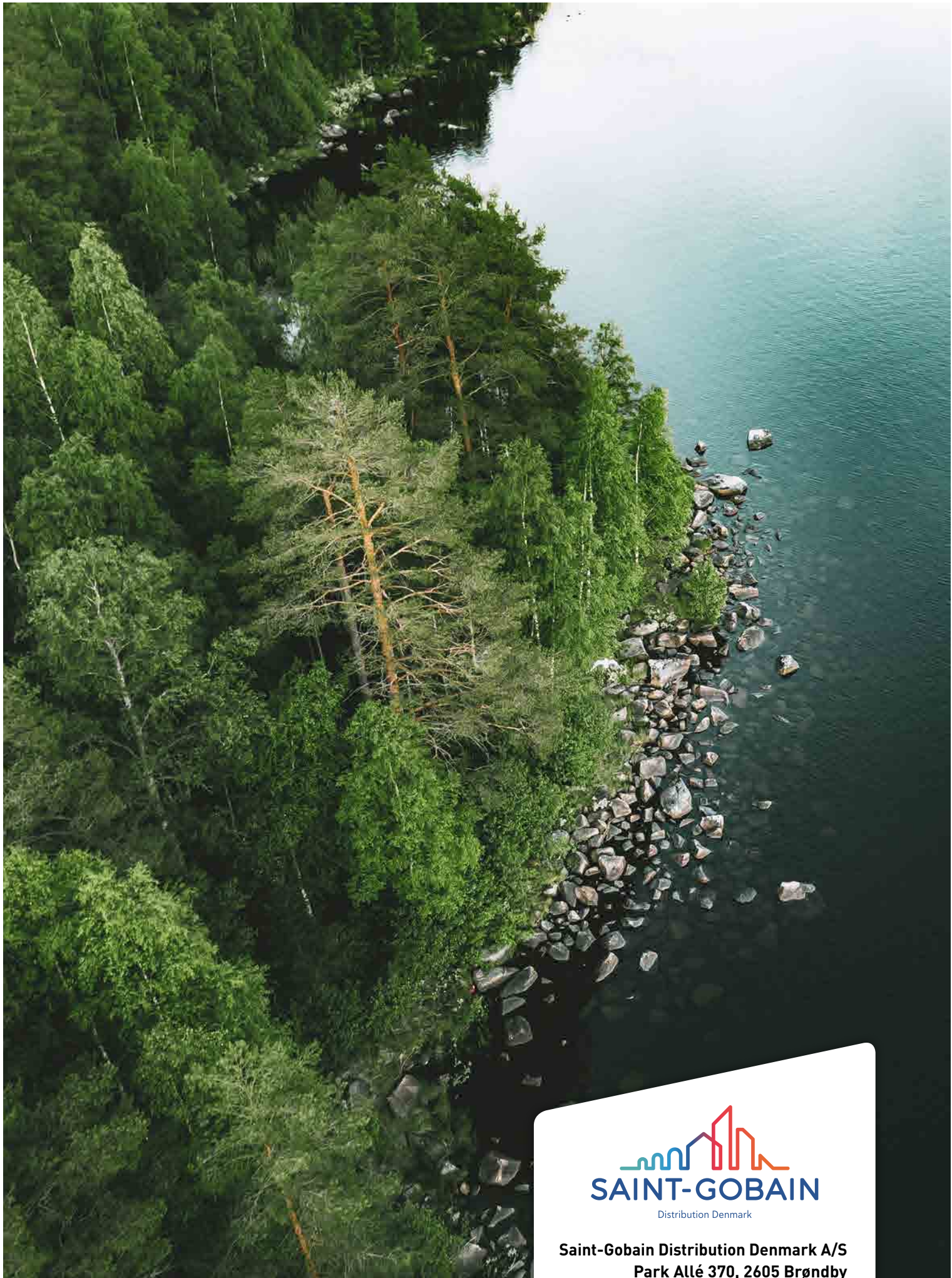
Switching to sustainable heat sources at several locations

Training within safety inspections.

Offering training in sustainability to our customers.

Creating communication tools for customers relating to sustainability certifications and labels on products and in construction.

Continuing to work with our suppliers to increase the number of products that have documented sustainability labels or certifications.




SAINT-GOBAIN
Distribution Denmark

Saint-Gobain Distribution Denmark A/S
Park Allé 370, 2605 Brøndby
CVR-nr. 81 82 25 14
Tlf. 48 78 40 00
SGDD.dk

