



CSR Report 2021/2022

Statutory report on corporate social responsibility for the financial year 2021/22 pursuant to sections 99 a, b and d of the Danish Financial Statements Act. This report is a supplement to the management's review section of Roblon A/S' annual report for 2021/22.







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About the Roblon Group

Over the past six decades, Roblon has amassed a wealth of knowledge about the use, development and manufacturing of high-performance fibre solutions and related technologies.

Over the years, the Group has established itself with a strong and recognised brand and has developed from producing rope and rope-making equipment to being in a position today to use this knowledge in a number of fibre-based reinforcement and strength element solutions that form part of end products in the telecommunications, offshore oil & gas, wind and other industries.

The Company's B shares have been listed on the Nasdaq Copenhagen stock exchange since 1986.

Roblon is headquartered in Frederikshavn (Denmark) and has production entities in Gærum (Denmark), Hickory, North Carolina (USA) and Ždár nad Sázavou (Czech Republic).



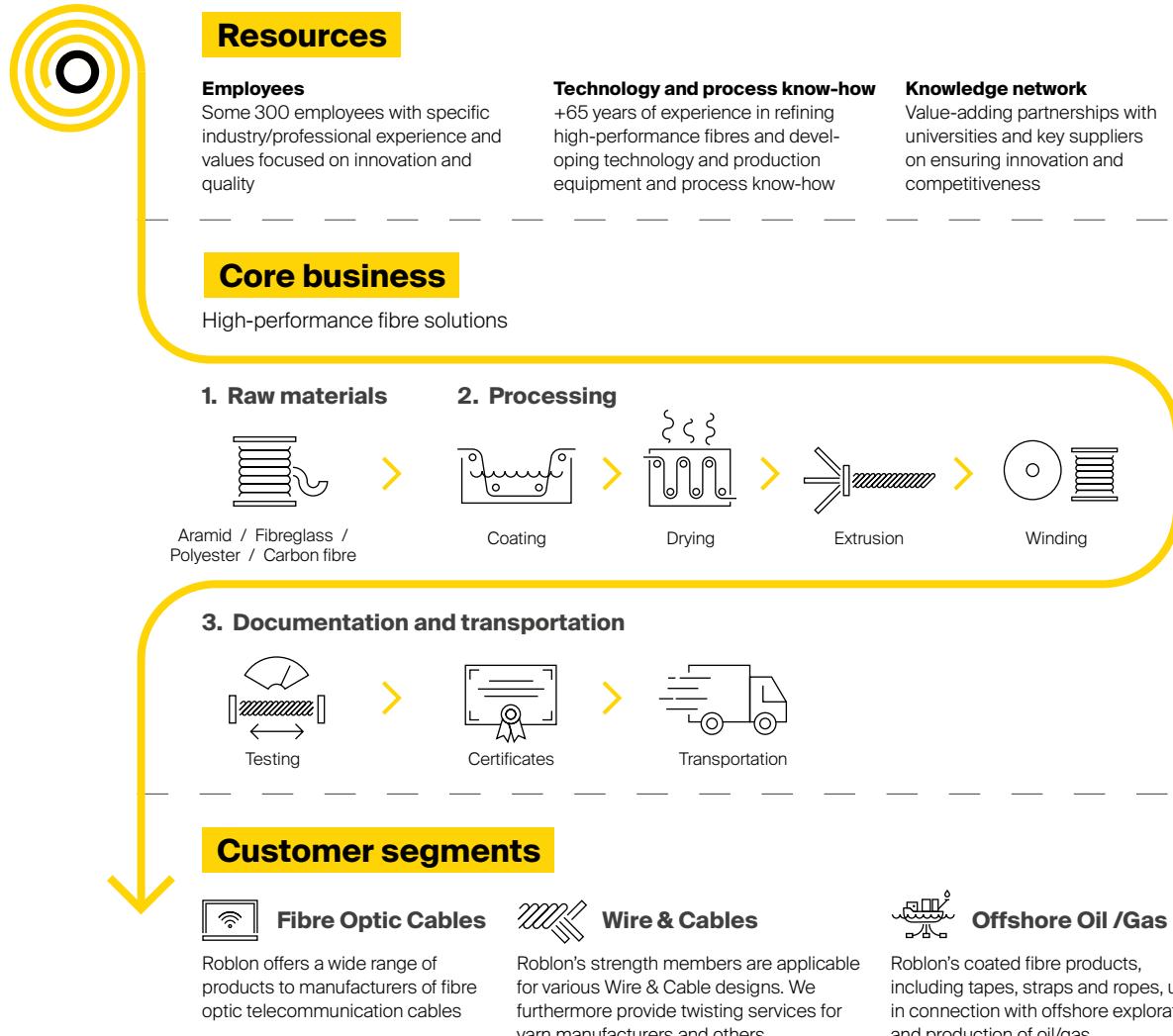


Business model

Roblon is a global company developing and supplying high-performance fibre solutions and aiming to be the preferred supplier of sustainable high-performance fibre solutions to selected customers.

Roblon develops and manufactures fibre-based strength member materials for reinforcement purposes in industries such as telecommunications and the energy sector. The Group's products generally make up a significant part of our customers' end-products. Roblon's products are developed in close collaboration with the Group's key customers and with focus on meeting the customers' strict quality, durability and safety requirements.

The model on this page illustrates the Roblon Group's value chain. The Group's suppliers and customers are primarily large global players. The Group is regularly met with customer demands for compliance with various CSR requirements, and we address these demands.





CSR policy & ambition

We acknowledge the Roblon Group's share in the global responsibility for making the world more sustainable. The Group considers corporate social responsibility to be a natural part of the Roblon Group's business principles, and we acknowledge that we have a responsibility for our employees and the society which we are all part of. We have naturally integrated CSR into the Group's endeavours to execute our strategy. We interact with our customers and other stakeholders to maintain a CSR policy and implement measures that contribute to sustainable value creation.

We continually seek to establish new partnerships and other networks that are expected to contribute positively to our sustainable value creation. Through these partnerships and networks, Roblon gains access to trends, the latest knowledge and tools that help us meet the requirements and expectations of our stakeholders.

The new statutory reporting requirements for companies and financial institutions, such as the EU Taxonomy and the Corporate Sustainability Reporting Directive (CSRD), and the increasing focus by the

Group's customers on the green and sustainable development agenda place ever greater demands on the Group's current and future CSR efforts.

To ensure Roblon's ability to meet existing and future requirements, the Group has a clear CSR ambition, which breaks down into four steps, as illustrated below.

The new statutory reporting requirements, including the EU Taxonomy and the CSRD will apply to Roblon from the financial year beginning on 1 November

2025. As these changes will require an extraordinary amount of resources, the Group's CSR ambition will remain lodged between steps 2 and 3 until 2025.

Alongside the efforts to implement the new reporting requirements under step 2, the Group will launch initiatives and systems that will contribute to the fulfilment of step 3 of the ambition. Several initiatives have already been initiated in collaboration with key customers. These will differentiate Roblon even more favourably from competing manufacturers.

CSR ambition	2018	2019	2020	2021	2025	20XX
	I 1 – CSR is a reaction to legislation and requirements	I 2 – CSR minimises risk The Company complies with CSR standards and norms	I 3 – CSR is business-driven CSR is used proactively to strategically differentiate a strong, positive image/brand	I 4 – CSR drives the business CSR is the core of the product/service		



We have begun the process of mapping out and implementing CSR-related systems and reporting at Roblon's new Czech production entity, which we acquired and took over at the beginning of January 2022. Roblon's Czech production entity will be included fully in the Group's CSR report as of next year. The Czech production entity is EcoVadis certified, and several CSR systems and reporting have already been implemented.

We are still in the process of clarifying the long-term objectives and the initiatives connected to Roblon's ambition to reduce the Group's carbon emissions. The Group expects to publish its long-term objectives in the coming financial year. The Group's carbon emissions are initially measured according to the principles of the Greenhouse Gas Protocol Scopes 1 & 2, but the principles of Scope 3 will eventually be included as well.



Roblon is conscious of all the 17 UN Sustainable Development Goals, but we have identified the areas where we believe we can make the greatest difference. Accordingly, we have selected Sustainable Development Goals 6, 7, 8, 12 and 17.

For further information about the UN Sustainable Development Goals that the Group focuses on, see the section Roblon's progress towards achieving the UN Sustainable Development Goals.

6 CLEAN WATER AND SANITATION



Ensure availability and sustainable management of water and sanitation for all.

7 AFFORDABLE AND CLEAN ENERGY



Ensure access to affordable reliable, sustainable and modern energy for all.

8 DECENT WORK AND ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns.

17 PARTNERSHIPS FOR THE GOALS



Strengthen the means of implementation and revitalize the global partnership for Sustainable Development.



Organisation & management

The Roblon Group has established a CSR organisation with a steering committee reporting to the Executive Management. Primary responsibility for Roblon's CSR policy, the underlying policies and the strategy rests with the Executive Management. The CSR steering committee, consisting of the CFO, the Group HR & Communications Manager and the Group HSEQ & Sustainability Manager, follows up on the CSR strategy and drives the practical CSR efforts and the progress of initiatives. The individual production entities (operations) are responsible for driving the progress of local initiatives and they report to the CSR organisation. The CSR organisation promotes visibility and benchmarking across the Group by implementing common systems, reporting and best practice principles.

The CSR organisation is also responsible for making risk assessments designed to identify risks and for introducing initiatives and systems to prevent unlawful or unethical conduct within the Roblon Group that could damage Roblon's business or reputation. Among other things, Roblon has established a whistleblowing scheme, under which employees, former employees, customers, suppliers, business partners, shareholders and other stakeholders can

report suspected unlawful or unethical conduct within the Roblon Group. Additional information on the Group's whistleblowing scheme can be found in the section Anti-corruption and bribery.

The Group's internal Code of Conduct procedure in the form of policies and local employee handbooks ensures that every employee is aware of our in-house rules and guidelines. In the coming financial year, Roblon will update the Group's Code of Conduct to act as a supplement to the local employee handbooks and to further highlight the CSR system and its underlying CSR policies.

The Group's Supplier Code of Conduct is designed to ensure that Roblon does not become indirectly involved in unlawful or unethical conduct in Roblon's supply chain that could damage Roblon's business or reputation. Additional information on the Group's Supplier Code of Conduct can be found in the section Anti-corruption and bribery.

CSR Governance

Decisions

Board of Directors

Executive Management

CSR steering committee

Implementation

Operations



Report on Management's gender composition

Roblon believes that a diverse and varied staff composition, including gender equality, contributes to creating an innovative organisation and a positive working environment, which in turn helps improve competitiveness and profitability.

Roblon's distribution of men and women on the Board of Directors is equal as defined by the Danish Business Authority.

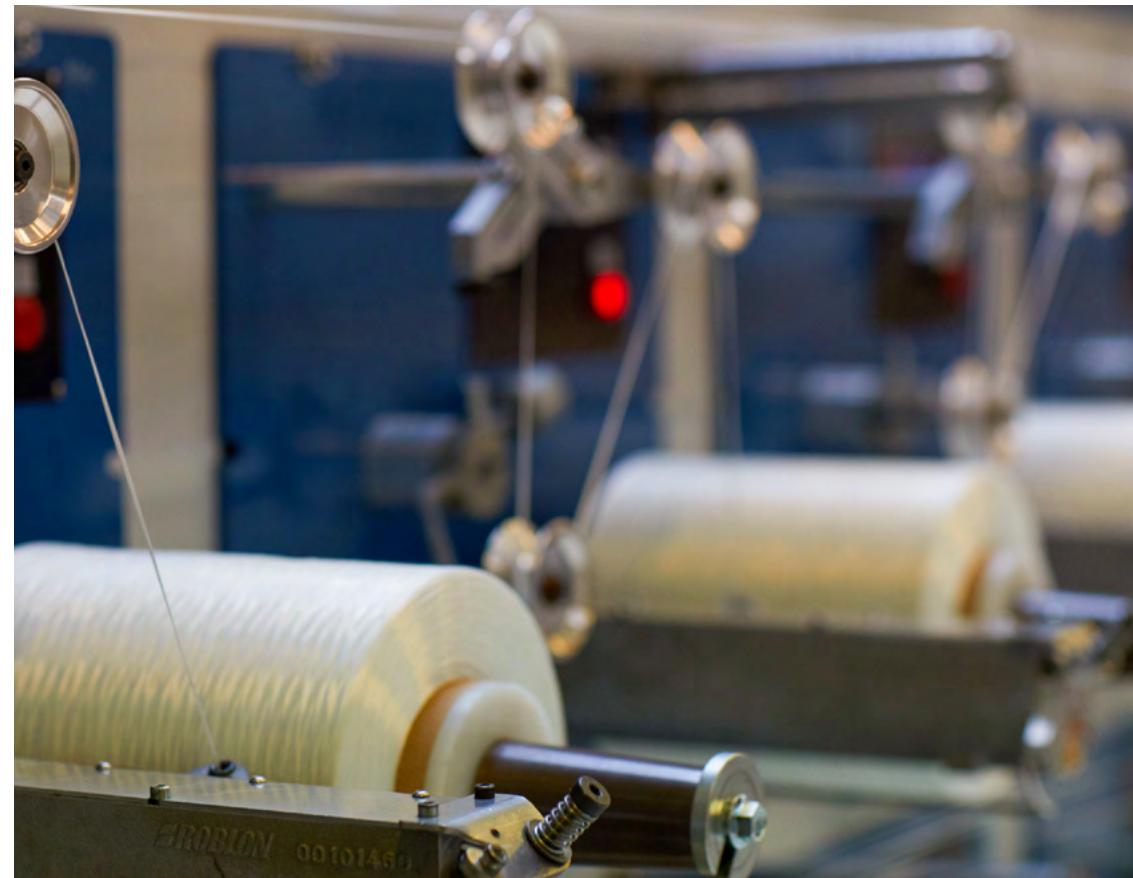
The Group's targets for the under-represented gender on the Board and in the rest of the management team, respectively, is 50%. At 31 October 2022, the Board was composed of one woman and three men, equivalent to a share of women of 25%. As at the same date, the rest of the management team consisted of four women and 20 men, equivalent to a share of the under-represented gender of 20%.

We may not reach a 50/50 gender composition for a long time yet as an increase in the share of the under-represented gender awaits a need for change or expansion of the Board or the rest of the management team.

We will seek to increase the proportion of the under-represented gender in the rest of Management through the following initiatives:

- a goal of at least one candidate of each gender among the final three candidates when we recruit new employees.
- in connection with in-house promotions to management positions, the goal is to put forward at least one candidate of the under-represented gender.

Developments in the proportion of the under-represented gender on the Board and in the rest of the management team are shown in the section on "Key figures" in this CSR report.





Report on Roblon's data ethics policy

Roblon is responsible for handling the data which the Company receives, registers, processes and stores regarding employees, customers, suppliers and other business partners.

In 2021/22, Roblon strengthened its data protection measures by adopting a data ethics policy. The purpose of the policy is to ensure an appropriate focus on all data being processed in an ethically responsible manner.

The data ethics policy cannot stand alone and should be considered a supplement to local statutes and guidelines as well as Roblon's existing data protection and IT security policies.

Roblon primarily processes data in connection with HR, interaction with customers and contact with suppliers. We control that data are collected for specific and legitimate purposes and processed in a lawful and fair manner, including that we only process data strictly necessary for a given purpose. The Group moreover endeavours to ensure that the collected data are always sufficient, relevant and

accurate. Data controllers ensure that personal data are not stored for longer than necessary, that data are processed with respect for the individual data subject's privacy and that stored data are protected against being wrongfully destroyed, altered or published. Roblon enters into data processing agreements with third parties and does not sell data.

All relevant employees receive instruction in the secure, lawful and ethical processing of data. Instruction is provided by means of external courses and internal information campaigns.

Employees may report non-compliance with the data ethics policy or the Group's in-house procedures via Roblon's whistleblowing scheme. No non-compliance was reported during 2021/22.

The data ethics policy is approved annually by the Board of Directors.



Roblon's data ethics policy
roblon.com/data-ethics-2022



Environment and climate

Policy

Roblon is an environment-conscious group committed to ensuring an environmentally sound development through our operations, with due consideration for natural resources, statutory requirements and other relevant provisions.

Risks

Our greatest environmental risks are related to resource consumption and wastage as well as damage to the environment.

We have analysed which environmental impacts the Group may be affected by and continually monitor these. We prepare risk analyses and launch action plans in the financial and technical areas to minimise the risk of the Group impacting adversely on the environment.

We periodically follow up on production emissions to ensure that they comply with environmental approvals and that the production does not have an adverse impact on the local environment.

We perform risk assessments of our use of chemicals on a regular basis to ensure compliance with the regulations that apply to us.

Activities

Roblon A/S employs an ISO 14001:2015-certified environmental management system.

In collaboration with our partners, we regularly monitor the development of new materials and process technologies that can contribute to preventing and reducing our environmental impact, including the Group's energy consumption.

The Group's procedure for reporting environmental data ensures benchmarking and knowledge-sharing between our production sites.

We have analysed the Group's energy consumption and follow up on it on a regular basis to identify any irregularities and scope for optimising and minimising consumption.

We pursue sustainability and green transition by focusing on waste minimisation and by stepping up the Group's waste recycling.

Our procedures for the management of chemicals, raw materials and finished goods ensure that we focus on sustainable production that does

not adversely impact our or our customers' local environment.

In the design and manufacture of future products, it is our ambition to even more consciously choose sustainable materials.

In the coming year, the Group will explore the ways in which we can promote biodiversity at Roblon's sites.

Results and initiatives

As in previous financial years, our analysis of environmental impacts, risk assessment and resulting action plans meant that the Group registered no critical environmental incidents.

We launched several activities and set up a number of working groups in the financial year that have successfully helped reduce waste from several production processes.

In collaboration with one of the largest recycling businesses in the Nordic region, among others, the Danish production entity focuses on increasing the recycling rate and identifying additional recyclable waste fractions. The main focus has been on finding





recipients for the waste fractions that are currently going into landfills. Unfortunately, this has proven to be a challenge, and we have not been able to find recipients for these waste fractions. Together with current and potential new partners, the Group will closely monitor the future technological advances and continue to pursue these efforts in the coming years.

In 2021/22, the above-mentioned waste fractions going to landfills accounted for a larger percentage of total waste fractions than previously, which adversely impacted our recycling rate in Denmark. The overall volume of waste in the Danish production entity has been reduced by 38%. The reduction is principally due to a project concerning the purchase of glass yarn in optimised lengths, which has reduced residual waste from the production of several product types. The project has reduced the waste fraction related to this type of resource wastage by 49%.

The recycling rate in the Group's US production entity in Granite Falls, North Carolina is very low. It is proving very difficult to find additional recycling uses for the production entity's waste fractions and to find potential partnerships in order to secure profitable

operations for more recipients. We will continue these efforts in the coming financial year.

The efforts to reduce the environmental impact of the Group's electricity consumption will remain focused on the most energy-intensive production equipment and on energy consumption for ventilation and heating purposes.

An energy screening of processes in the Danish production unit during the year revealed several areas with scope for energy optimisation. Roblon has applied for subsidies for several such optimisations from the subsidy scheme under the Danish Energy Agency.

The Group has invested in the development of new electricity-based process technology that will significantly reduce the use of fossil fuels (natural gas) in the Group's production.



Social and employee relations

Policy

As part of the execution of Roblon's growth strategy, it is imperative for us to be able to continuously attract and retain skilled staff. We therefore have an active employee strategy focused on employee satisfaction, training and skills development.

We continually strive to ensure that our working environment is attractive to current and future employees. We aim to have a healthy workplace in which our employees find enjoyment in their work and feel satisfied and secure.

Our working environment should be characterised by a spirit of mutual openness, initiative, tolerance and cooperativeness so that agreements and plans are respected.

Roblon strives to be a workplace characterised by diversity and a culture of inclusion. The Group opposes all forms of discrimination and treats all applicants and employees equally, regardless of gender, age, sexual preference, ethnic origin, handicaps, religion, etc.

The same mindset should be reflected in the employees' relationships with each other.

All employees are expected to comply with our ethical standards and support a strong culture:

- Roblon's culture must help individual employees exploit their potential and value human diversity.
- The Group strives to support our employees and help them exploit their individual capabilities as much as possible in consideration of the company's possibilities and needs.

Risks

We conduct regular internal audits to assess risks and identify ways of improving employee conditions and optimising production processes that improve our working environment.

We monitor risks related to Roblon's employees through our active employee strategy, which includes following up on absence due to illness, job





satisfaction and skills. This enables us to take action to mitigate any risks at the right time and place.

Activities

Roblon has a group-wide social and employee relations policy. The policy is implemented in the individual operating companies with local employee handbooks and guidelines adjusted to reflect local conditions and legislation. We seek to develop and promote best practice in all our operating companies.

Roblon DK conducts employee satisfaction surveys, and we use the results in our ongoing efforts to enhance job satisfaction among individual employees, our departments and in Roblon DK in general. Similar employee satisfaction surveys were implemented in the US subsidiary in autumn 2022.

By taking methodical and prompt action when an employee is ill, we seek to make the employee feel secure and find a solution for the employee as soon as possible with due consideration for local regulations. We offer our employees health insurance with access to fast treatment and help in case of illness or problems such as addiction or low job satisfaction.

We have implemented a separate diversity policy aimed at outlining the guiding principles of Roblon's views on and inclusion of diversity in our operations and development.

Roblon does not tolerate any form of bullying or harassment, including sexism. We have clear procedures in place for where and how employees are to report instances of, for example, bullying, harassment or sexism against themselves or a colleague.

We conduct regular staff appraisals to focus on up-to-date job descriptions, competence evaluations and employee development.

We provide the necessary training and development, both in-house and through external courses.

Safety is very important to us and is a significant part of both training and day-to-day work. We maintain focus on this through our health and safety organisation and stand-up meetings. Roblon has implemented systems for the registration of near misses, observations and proposed improvements. As a result, we are able to implement preventive health and safety improvements in order to reduce the risk



of accidents. We regularly invest in new equipment to minimise ergonomic strains in selected processes and implement improvements to office workstations.

Through our joint consultation committee and our open door policy, which encourage co-operation between employees and management, we focus on co-operation in the workplace. The local employee handbooks set out guidelines and ways to seek help to resolve co-operation issues.

Results and initiatives

Roblon DK is conducting the employee satisfaction survey in its current form for the fifth year running. During the financial year, we make 12 pulse surveys, to which the employees respond on a scale of 1 to 5 (the higher the score, the greater the satisfaction). In the financial year 2021/22, the response rate fell to 72%, against a target of 70%. Nonetheless, this is still a solid response rate, above our target, and it provides a good basis for our ongoing efforts to enhance job satisfaction. The average score has fallen slightly to 4, against a target score of 3.8. In light of the continued COVID-19 issues and organisational changes, including the relocation of parts of our production from Denmark to the Czech Republic,

this is considered a satisfactory result. Throughout the year, we focused on supporting and engaging with managers in connection with the follow-up on employee satisfaction in their respective departments. This will remain a priority in the coming year, and we will focus particularly on implementing the employee satisfaction survey in the daily operations at the US subsidiary.

In 2022/23, employee satisfaction surveys will also include the US subsidiary. Implementation of the system has commenced. In 2023, it is our ambition to prepare a schedule for the roll-out of the employee satisfaction survey in the Czech subsidiary.

During the first part of the year, we maintained the heightened focus on employee satisfaction under the unique circumstances caused by COVID-19. Throughout the period, additional resources were allocated to providing continuous information and communication on measures and guidelines internally within the Group. The aim was to follow local health authority recommendations. During the period, we continually adjusted the measures according to the local COVID-19 status. With the COVID-19 challenges of the past few years fresh in mind, the



Group is prepared at short notice to reintroduce any necessary restrictions, guidelines and similar actions to safeguard the employees and the operation of the business.

The systematic collection of data on skills development needs and wishes provides a strengthened basis for strategic competence development for Roblon DK. The US business is working on

implementing systematic and ongoing skills development and training of existing and new employees to ensure productivity and quality in all processes. In 2021/22, the Group ran several campaigns based on the preventive system designed to minimise the risk of occupational accidents and strain injuries. The Group expects to see ongoing results of these preventive efforts.



Human rights

Policy

We support and respect the protection of international human rights. In countries in which there is a risk of infringement of human rights, we will strive to prevent any human rights abuse, and if Roblon should become involved in such abuse, we will take corrective action.

We want to help protect human rights in the countries in which we operate. For example, we seek to promote initiatives that generate respect for human rights, but also to mitigate any negative human rights impacts in Roblon's value chain, including at our sub-contractors.

We condemn all forms of slavery, forced labour and child labour. We respect our employees' freedom of association and right to collective bargaining.

Risks

We are alert to any existing and potential human rights risks that the Roblon Group's production, operations and business partners may give rise to.

Risks include the right to be heard, issues related to GDPR (processing of personal data), data ethics issues and the risk of discrimination.

The Group has introduced policies, measures, etc. to mitigate these risks and expect the same of our suppliers and other business partners.

Activities

We obtain assurances from our suppliers that they recognise human and labour rights, do not use child labour, etc., afford their employees freedom of association, right to collective bargaining and that they unequivocally condemn the use of corruption and bribery.

The Group processes our employees', our customers' and other business associates' personal data in accordance with the statutory requirements on the protection of privacy and personal data. For this purpose, we have implemented security measures that protect data against misuse, leaks or destruction of personal data. As a supplement to our existing data protection and IT security policies as well as local statutes and guidelines, we have adopted a data ethics policy. Reporting on the data ethics policy is detailed on page 10.

Results and initiatives

To the best of Management's knowledge, we were not involved in or experienced any human rights

abuse within the Group or among our suppliers in 2021/22.

In the financial year 2022/23, we will continue to focus on improving Roblon's preventive system to ensure respect for human rights among all the Group's suppliers. As an example of an improvement of the preventive system, we will specify even more clearly the risks that could potentially have an adverse human rights impact. This effort will form the basis for future prevention initiatives and due diligence processes.

8 DECENT WORK AND ECONOMIC GROWTH





Anti-corruption and bribery

Policy

At Roblon, we expect all external relations to maintain a high level of integrity and responsibility, and the Group does not take part in corruption or bribery. The Group does not offer, promise or give any form of bribe for the purpose of exerting undue influence on external relations, whether public or private. Roblon also does not receive or accept any form of bribes.

Risks

The Group's internal control system ensures that no granted benefits, funds or rights are abused.

The obligation to not be a party to corruption or bribery extends to the Group's agents or others acting on Roblon's behalf. Tenders and supplier agreements are entered into on market terms.

Elements of Roblon's Supplier Code of Conduct aim to ensure that Roblon does not take part, directly or indirectly, in corruption or bribery.

When new customers are set up in our system, any relevant risk factors in the customer relationship are identified.

Activities

The Group's internal finance controls ensure that internal processes are monitored on an ongoing basis.

Internal controls have been implemented in Roblon's ERP system, among others. These controls include access rights, workflow approval and pre-designed reports. There are internal controls on budgets, expense items and outlays. This reduces the risk of, for example, misappropriation of sales expenses and use of funds for private purposes and/or the granting/receiving of benefits on a non-objective basis (nepotism).

With the Group's whistleblowing scheme, employees, former employees, customers, suppliers, business partners, shareholders and other stakeholders can report suspected unlawful or unethical conduct within the Roblon Group. Examples of such conduct include suspected financial crime, bribery, corruption, breach of competition law or environmental and climate regulation, discrimination, bullying, threats or sexism.

Results and initiatives

The whistleblowing scheme can be accessed via Roblon's website. No concerns were reported during the financial year.

To the best of Management's knowledge, we were not involved in corruption or bribery, either in the Group or in the supply chain, in 2021/22.

Some 91% of the Group's suppliers have endorsed Roblon's Supplier Code of Conduct in writing or otherwise or have implemented corresponding systems themselves.

During the financial year 2022/23, Roblon will continue to focus on increasing the number of suppliers endorsing Roblon's Supplier Code of Conduct. Also, Roblon will in 2022/23 improve the risk assessment forming the basis of future preventive measures and due diligence processes. These measures and processes are to prevent corruption or bribery within the Group or among its suppliers.



Roblon's progress towards achieving the UN Sustainable Development Goals.

Each employee plays an important part in Roblon's progress towards realising its targets of actively contributing to a more sustainable world and achieving our selected Sustainable Development Goals. Roblon therefore regularly conducts information campaigns and training programmes on the subject of our targeted initiatives and activities.

Several of Roblon's suppliers are already reporting on their progress towards achieving the 17 UN Sustainable Development Goals. By way of Roblon's Code of Conduct, the Group has made it very clear to all suppliers that the Group expects them to embark on their own sustainability journey.

Sustainable Development Goals	Target	Roblon's initiatives and activities	Key figures in report
6 CLEAN WATER AND SANITATION	6.3	The use of chemicals and materials is managed through risk assessments and preventive action plans to ensure that the Company does not adversely impact on the local environment.	<ul style="list-style-type: none"> Extraordinary environmental incidents [#] Very serious environmental incidents [#] Serious environmental incidents [#] Water consumption [m^3]
7 AFFORDABLE AND CLEAN ENERGY	6.4	Increased water-use efficiency and reduced consumption.	
7 AFFORDABLE AND CLEAN ENERGY	7.3	Increased energy efficiency and reduced energy consumption. Analysis of CO ₂ e emissions and reduction of emissions.	<ul style="list-style-type: none"> Electricity consumption [kwh] Electricity consumption/produced material [kwh/kg] Natural gas consumption [m^3] Natural gas consumption/produced material [m^3/kg]
8 DECENT WORK AND ECONOMIC GROWTH	8.7	Clear and communicable human rights policy and action plans ensuring effective measures to eradicate forced labour, modern slavery and child labour throughout Roblon's supply chain.	
8 DECENT WORK AND ECONOMIC GROWTH	8.8	Upholding of labour rights and improvement of working environment for all employees and others working on behalf of Roblon.	<ul style="list-style-type: none"> Employee satisfaction [%] Response rate – employee satisfaction [%] Work-related fatalities [#] Serious accidents [#] Minor accidents [#] Injuries/strain/medical treatment [#] Near misses[#] Observations [#]
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.4	Risk assessment and preventive action plans to ensure correct treatment of hazardous waste and focus on substitution of chemicals.	
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5	Reduction of waste generation and increased recycling rate.	<ul style="list-style-type: none"> Extraordinary environmental incidents [#] Very serious environmental incidents [#] Serious environmental incidents [#] Waste fractions – Recycling [%]
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.6	Open and clear reporting on the Group's sustainability initiatives and areas of focus.	
17 PARTNERSHIPS FOR THE GOALS	17.6	Roblon's strategy is focused on developing and selling fibre-based strength members for the fibre optic cable industry.	
17 PARTNERSHIPS FOR THE GOALS	17.8		
17 PARTNERSHIPS FOR THE GOALS	17.16		
17 PARTNERSHIPS FOR THE GOALS	17.17	We continually seek to establish new shared-value partnerships and other networks that are expected to contribute positively to our sustainable value creation. Our customers are increasingly concerned about the products they buy being manufactured under sustainable conditions throughout the supply chain. Through these partnerships and networks, Roblon gains access to trends, the latest knowledge and tools that help us meet the requirements and expectations of our stakeholders.	



Key figures



Key figures

	Unit	Target	2021/22	2020/21	2019/20	2018/19	2017/18
Environmental data							
Roblon A/S							
Extraordinary environmental incidents	#	0	0	0	0	0	0
Very serious environmental incidents	#	0	0	0	0	0	0
Serious environmental incidents	#	0	0	0	0	0	0
Waste fractions - Recycling	%	≥80	66	73	76	67	80
Electricity consumption	kWh	-	2,059,101	2,190,279	2,211,735	2,326,304	1,981,921
Electricity consumption/produced material	kwh/kg	-1%	0.86	0.77	0.9	0.87	0.76
Natural gas consumption	m3	-	114,056	108,833	96,983	105,042	132,046
Natural gas consumption/produced material	m3/kg	-1%	0.047	0.038	0.041	0.041	0.057
Water consumption	m3	-	1153	974	1031	858	575
Roblon US Inc.							
Extraordinary environmental incidents	#	0	0	0	0	-	-
Very serious environmental incidents	#	0	0	0	0	-	-
Serious environmental incidents	#	0	0	0	0	-	-
Waste fractions - Recycling	%	-	9	15	9	-	-
Electricity consumption	kWh	-	4,545,120	4,870,080	5,016,960	-	-
Electricity consumption/produced material	kwh/kg	-	1.46	1.45	1.85	-	-
Natural gas consumption	m3	-	355,512	351,681	371,703	-	-
Natural gas consumption/produced material	m3/kg	-	0.12	0.10	0.14	-	-
Water consumption	m3	-	1,627	1,632	1,159	-	-



Key figures

	Unit	Target	2021/22	2020/21	2019/20	2018/19	2017/18
Social data							
Roblon Group							
Average number of full-time employees	#	-	279	191	174	171	96
Gender diversity, Board of Directors	%	50	25	25	25	25	25
Gender diversity, other management levels	%	50	20	20	20	17	15
Roblon A/S							
Average number of full-time employees	#	-	100	102	100	104	94
Response rate – employee satisfaction	%	70	72	81	66	69	74
Work-related fatalities	#	0	0	0	0	0	0
Serious accidents	#	0	3	0	1	0	1
Minor accidents	#	0	1	2	1	5	2
Injuries/strain/medical treatment	#	0	3	4	8	1	2
Near misses	#	0	0	7	1	3	3
Observations (preventive)	#	250	94	254	260	218	102
Roblon US Inc.							
Average number of full-time employees	#	-	92	89	74	67	2
Response rate – employee satisfaction	%	-	-	-	-	-	-
Work-related fatalities	#	0	0	0	0	0	-
Serious accidents	#	0	0	0	0	0	-
Minor accidents	#	0	1	1	0	0	-
Injuries/strain/medical treatment	#	0	1	2	1	2	-
Near misses	#	0	12	6	3	3	-
Observations (preventive)	#	168	199	201	185	282	-
Vamafil, spol.s.r.o							
Average number of full-time employees	#	-	87	-	-	-	-



Key figures

Key figure definitions and formulas

	Definition	Unit		Definition	Unit
Environmental data					
Extraordinary environmental incidents	Extremely critical consequences e.g.: - Closure of site - Irreversible damage to external environment (e.g. plants, water & water organisms, land)	#	Average number of full-time employees	Total ATP contribution / ATP rate for a full-time employee	#
Very serious environmental incidents	Critical consequences e.g.: - Risk of losing current permit to operate - Strong negative impact to local surroundings including nearest residential zone - Long-term damage to external environment with risk of irreparable damage	#	Employee satisfaction	Employees respond on a scale of 1 to 5 (the higher the score, the greater the satisfaction)	Score
Serious environmental incidents	Important or serious consequences e.g.: - Repeated complaints from neighbours - Health effects or risk of health effects on surrounding life - Short-term damage to external environment, e.g. spillage affecting natural animal life.	#	Response rate - employee satisfaction	Proportion of employees responding to the theme/question of the month	%
Waste fractions – Recycling	# of waste fractions – recycling / total # of waste fractions*100	%	Work-related fatalities	Death, amputation, loss of mobility	#
Electricity consumption	Electricity consumption according to utility bills	kWh	Serious accidents	Days away from work => 21 days	#
Electricity consumption/ produced volume	Electricity consumption according to utility bills / Produced volume	kwh/ kg	Minor accidents	Days away from work >1-20 days	#
Natural gas consumption	Natural gas consumption according to utility bills	m³	Injuries/strain/medical treatment	No absence 0-1 days	#
Natural gas consumption/ produced volume	Natural gas consumption according to utility bills / produced volume	m³/kg	Near misses	Near misses are accidents that were about to happen, a sudden incident that could have caused personal injury but did not.	#
Water consumption	Water consumption according to utility bills	m³	Observations (preventive)	Situations/incidents that could have resulted in near misses or accidents	#
Governance data					
			Gender diversity, Board of Directors	Proportion of the under-represented gender	%
			Gender diversity, other management levels	Proportion of the under-represented gender	%



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