



Roblon

CSR Report 2020/2021

Statutory report on corporate social responsibility for the financial year 2020/21 pursuant to sections 99 a and b of the Danish Financial Statements Act. This report is a supplement to the management's review section of Roblon A/S' annual report for 2020/21.

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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 a strong and recognised brand and has developed from a manufacturer of rope and rope-making equipment to now being in a position to use this knowledge in a number of fibre-based strength element solutions that form part of end products in the telecommunications, offshore oil & gas, wind energy and other industries.

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

Roblon is headquartered in Frederikshavn and has production facilities in Gærum (Denmark) and Hickory, North Carolina (USA).



Business model

Roblon is a global company developing and supplying high-performance fibre solutions and aims 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. Our products are developed in close collaboration with key customers and are subject to strict quality, durability and safety requirements.

The model on this page illustrates the Roblon Group's value chain. Our suppliers of raw materials and our customers are primarily large global players. The Group addresses the ongoing demands from customers to comply with various CSR requirements.

Resources



Employees

Some 200 employees with specific industry/professional experience and a set of values focused on innovation and quality



Technology and process know-how

60 years of experience in refining high-performance fibres and developing technology and production equipment and process know-how



Knowledge network

Value-adding partnerships with universities and key suppliers on ensuring innovation and competitiveness

Core business

High-performance fibre solutions

Raw materials



Aramid / Fibreglass / Polyester / Carbon fibre

Processing



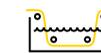
Winding



Extrusion



Drying



Coating

Documentation and transportation



Testing



Certificates



Transportation

Customer segments



Fibre Optic Cables

Roblon offers a wide range of products to manufacturers of fibre optic telecommunication cables



Wire & Cables

Roblon's strength members are applicable for various Wire & Cable designs



Offshore Oil / Gas

Coated fibre products, including tapes, straps and ropes, used in connection with offshore exploration and production of oil/gas



Energy

Energy sector customers are increasingly replacing traditional steel reinforcement with sustainable fibre solutions

Value creation

Roblon wants to be the preferred business partner and to create lasting value for our stakeholders:

Customers

We are a trustworthy, innovative and value-adding business partner for customers demanding the highest quality, durability and safety standards

Environment and local communities

With increased consideration for the environment and using risk assessments, we manufacture products and support developments in the local community in which we are present

Employees

We offer an attractive and stimulating workplace committed to a high level of employee satisfaction and healthy values

Shareholders

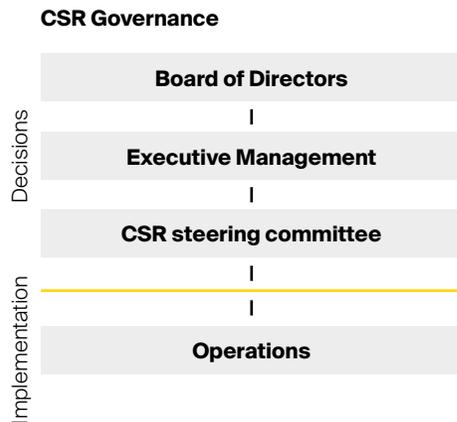
Our investments in production, products and employees generate solid long-term returns for our shareholders

The Roblon Group has operating companies and production facilities in Denmark and the USA.

CSR policy, organisation and strategy

Roblon 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 the 2021 Strategy. We interact with our customers and other stakeholders to maintain a CSR policy and launch measures that contribute to sustainable value creation.

The Roblon Group has established a CSR organisation with a steering committee under the responsibility of the Executive Management. The CSR organisation promotes visibility and benchmarking across the Group by implementing common systems, reporting and best practice principles.



We continually seek to establish new shared-value 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. Our customers are increasingly concerned about the products they buy being manufactured under sustainable conditions throughout the supply chain. Our customers are not alone in focusing on sustainability. Investors are increasingly committed to investing in sustainable initiatives and companies with a green profile.

We have a clear CSR ambition which breaks down into four steps, as illustrated below.

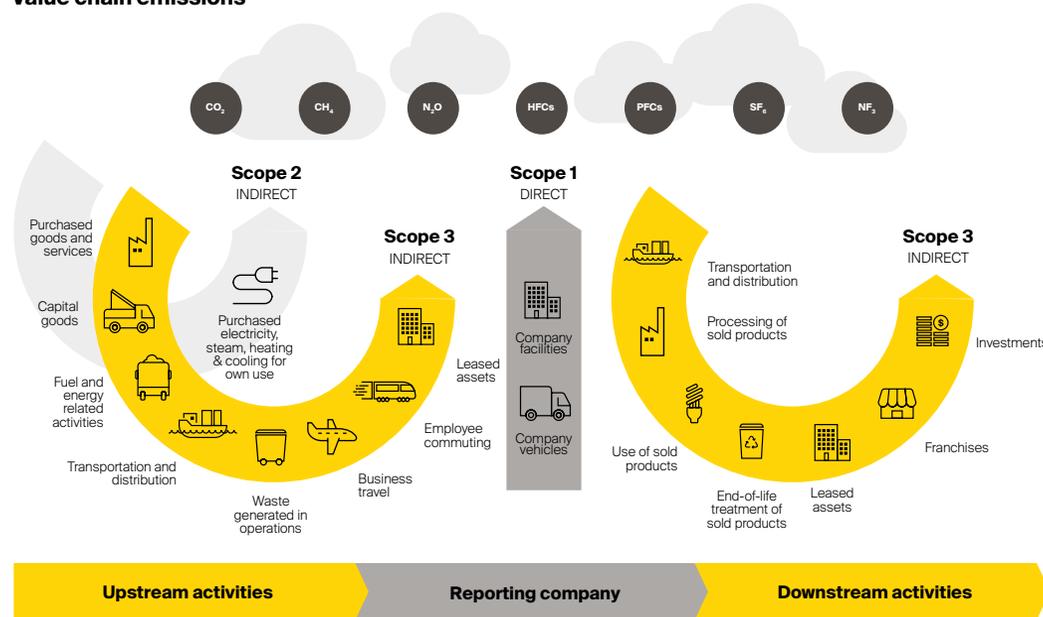
The Group's expectations as to when Roblon will progress to the next step of our CSR ambition have been set back by COVID-19. Both in the current and the previous financial year, COVID-19 has drained resources from the underlying CSR system, and this is expected to also be the case in 2021/22. Consequently, the Company has had to revise the timeline below. At present, the Group is still assessed to be at around step two.



Roblon has initiated a process aimed at clarifying its long-term objectives for the period to 2030 in terms of reducing carbon emissions.

Roblon has begun to analyse its greenhouse gas emissions based on the principles of the Greenhouse Gas Protocol, Scope 1 & Scope 2. This work is intended to result in specific measures to reduce the Group's carbon emissions during the period to 2030 and beyond.

Value chain emissions



Overview of GHG Protocol scopes and emissions across the value chain. Source: Greenhouse Gas Protocol - www.ghgprotocol.org

We acknowledge the Roblon Group's share in the global responsibility for making the world more sustainable.



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. We have selected Sustainable Development Goals no. 6, 7, 8, 12 and 17.

In this report, we set out the areas in which Roblon contributes towards achieving those of the UN's 17 Sustainable Development Goals that the Group has selected.

For further information about the UN's Sustainable Development Goals that the Group has decided to focus on for now, see the section Roblon's contribution to achieving the UN sustainable development goals..



Environment and climate

Policy

Roblon is an environment-conscious company 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.

Our production companies 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 our neighbours or the local community.

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, the Company regularly monitors 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.

The Group has analysed its energy consumption and is following 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 have an adverse impact on our or our customers' local environment.



The Group's ambition in the design and manufacture of future products is to even more consciously choose sustainable materials.

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, the Danish production entity focused on increasing the recycling rate and identifying additional recyclable waste fractions. The main focus was on finding recipients for the waste fractions that are currently going into landfills. Unfortunately, the search for new recipients for these fractions has been unsuccessful. Together with this partner, we will closely monitor the future technological progress and continue to pursue these efforts in the coming years. In 2020/21, the above-mentioned waste fractions going to landfills accounted for a larger percentage of total waste fractions, which adversely impacted the recycling rate in Denmark.

In the past financial year, COVID-19 continued to delay the efforts of Roblon US to secure additional recipients for the production entity's waste fractions and explore the possibilities of entering into shared-value partnerships aimed at securing profitable operations for more recipients. This work will be resumed as and when permitted by the COVID-19 situation.

Future efforts to reduce the environmental impact of our electricity consumption will be partially focused on the most energy-intensive production equipment. To support this focus, Roblon DK installed several secondary consumption meters during the year to help prioritise future energy improvements in the process equipment. The same procedure will be carried out in Roblon US, where detailed analysis of the company's environmental impact is also needed in relation to future energy investments and optimisation measures.

An energy screening conducted during the year in the Danish production unit revealed areas in which there is a scope for energy optimisation. Roblon has applied for subsidies for several such optimisations from the subsidy scheme under the Danish Energy Agency.



Social and employee relations

Policy

As part of the execution of Roblon's ambitious 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 Company 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 realise their potential and value human diversity.
- We strive 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.

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 work satisfaction among our departments, individual employees and in Roblon DK in general.

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 early 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. This policy has been communicated to all staff, investors and other stakeholders. We have clear procedures in place for where and how to report, for example, bullying, harassment or sexism directed at oneself or a colleague. The Company's Joint Consultation and Workplace Environment Committee has addressed sexism as a separate issue with a view to raising awareness of the issue. In this process, existing procedures and guidelines were assessed and found to be adequate.

We use 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-accidents, 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 of seeking help to resolve co-operation issues.



Results and initiatives

Roblon DK is conducting the employee satisfaction survey in its current form for the fourth year running. Through 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 2020/21, the response rate rose significantly to 81%, against a target of 70%. At 4.1, the average score was in line with last year's, compared with a target score of 3.8. During the year, we worked intently on achieving a higher response rate and active participation in the employee satisfaction survey. We succeeded by, among other things, increasing our focus on supporting and engaging with managers in connection with the follow-up on employee satisfaction in their respective departments.

COVID-19 delayed the implementation of the plan for rolling out the employee satisfaction survey in the US in 2020/21. We are working on a plan to roll out in the US production company in the coming year.

In 2020/21, extra focus on employee satisfaction was again required due to the exceptional conditions caused by the COVID-19 outbreak. Throughout the period under review, additional resources were allocated to providing continuous information and communications on measures and guidelines in the production company. The aim was to follow local health authority recommendations. During the period,

the measures at the production company were continually adjusted according to the local COVID-19 status. Travel between the operating entities was severely limited due to travel restrictions.

In addition to compliance with the general local health authority directions, our focus in the period under review also comprised an appropriate and safe return to the workplace. We focused on providing timely information and additional follow-up/support for our employees. This included focus on and support for our managers, who have been faced with quite extraordinary challenges. For example, we used the employee satisfaction survey responses to monitor where and how additional management efforts were required in this process.

Through systematic collection of data on training requirements and wishes, we have in 2020/21 established a stronger basis for strategic competence development in Roblon DK. The US business is working on implementing systematic regular skills development and training of existing and new employees to ensure productivity and quality in all processes.

In 2020/21, the Group conducted 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.

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 Company's targets for the under-represented gender on the Board and in the rest of the management team, respectively, is 50%.

At 31/10/2021, 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 16 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 in the recruitment process
- 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.

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. To that end, the Group seeks to promote initiatives that have a positive impact. 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) 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. In accordance with current legislation, we have drafted a privacy policy and implemented the necessary activities to meet the requirements of the new General Data Protection Regulation (GDPR).



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 2020/21.

We will in the financial year 2021/22 remain focused 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.

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 participate 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, public or private. Roblon also does not receive or accept any form of bribe.

Risks

The obligation to not be a party to corruption or bribery extends to the Group's agents or others acting on Roblon's behalf.

Elements of Roblon's Code of Conduct aim to ensure that Roblon does not participate, 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

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 within the Group or among our suppliers in 2020/21.

Some 85% of the Group's suppliers have endorsed Roblon's Code of Conduct either in writing or otherwise.

During the financial year 2021/22, Roblon will continue to focus on increasing the number of suppliers endorsing Roblon's Code of Conduct for suppliers. Also, Roblon will in 2021/22 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 contribution to 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 the UN's 17 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 contribution 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 incident [#] • Water consumption [m3]
	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 CO2e emissions and reduction of emissions.	<ul style="list-style-type: none"> • Electricity consumption [kwh] • Electricity consumption/produced materials [kwh/kg] • Natural gas consumption [m3] • Natural gas consumption/produced materials [m3/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.	<ul style="list-style-type: none"> • Employee satisfaction [%] • Response rate – employee satisfaction [%] • Work-related fatality [#] • Serious Accidents [#] • Minor Accidents [#] • Injuries/strain/Medical treatment [#] • Near misses [#] • Observations [#]
	8.8	Upholding of labour rights and improvement of working environment for all employees and others working on behalf of Roblon.	
 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.	<ul style="list-style-type: none"> • Extraordinary environmental incidents [#] • Very serious environmental incidents [#] • Serious environmental incident [#] • Waste fractions – Recycling [%]
	12.5	Reduction of waste generation and increased recycling rate.	
	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.	
	17.8		
	17.16 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	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
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 incident	[#]	0	0	0	0	0	0	-
Waste fractions – Recycling	%	≥80	73	76	67	80	74	74
Electricity consumption	kWh	-	2,190,279	2,211,735	2,326,304	1,981,921	2,373,465	2,409,285
Electricity consumption/produced materials	kWh/kg	-1%	0.77	0.9	0.87	0.76	0.82	0.8
Natural gas consumption	m ³	-	108,833	96,983	105,042	132,046	128,963	111,006
Natural gas consumption/produced materials	m ³ /kg	-1%	0.038	0.041	0.041	0.057	0.048	0.039
Water consumption	m ³	-	974	1,031	858	575	771	793
Roblon US Inc.								
Extraordinary environmental incidents	[#]	0	0	0	-	-	-	-
Very serious environmental incidents	[#]	0	0	0	-	-	-	-
Serious environmental incident	[#]	0	0	0	-	-	-	-
Waste fractions – Recycling	%	-	15	9	-	-	-	-
Electricity consumption	kWh	-	4,870,080	5,016,960	-	-	-	-
Electricity consumption/produced materials	kWh/kg	-	1.45	1.85	-	-	-	-
Natural gas consumption	m ³	-	351,681	371,703	-	-	-	-
Natural gas consumption/produced materials	m ³ /kg	-	0.10	0.14	-	-	-	-
Water consumption	m ³	-	1,632	1,159	-	-	-	-

Key figures

	Unit	Target	2020/21	2019/20	2018/19	2017/18	2016/17	2015/16
Social data								
Roblon Group								
Average number of full-time employees	#	-	191	174	171	96	87	80
Roblon A/S								
Average number of full-time employees	#	-	102	100	104	94	87	80
Employee satisfaction	Score	3.8	4.1	4.2	4.2	4.1	-	-
Response rate – employee satisfaction	%	70	81	66	69	74	-	-
Work-related fatality	#	0	0	0	0	0	0	0
Serious Accidents (unfit for work for at least 21 days)	#	0	0	1	0	1	1	1
Minor Accidents (unfit for work for 1-20 days)	#	0	2	1	5	2	4	3
Injuries/strain/Medical treatment (no absence)	#	0	4	8	1	2	1	1
Near misses	#	0	7	1	3	3	0	0
Observations (preventive)	#	250	254	260	218	102	85	-
Roblon US Inc.								
Average number of full-time employees	#	-	89	74	67	2	-	-
Employee satisfaction	Score	-	-	-	-	-	-	-
Response rate – employee satisfaction	%	-	-	-	-	-	-	-
Work-related fatality	#	0	0	0	0	-	-	-
Serious Accidents (unfit for work for at least 21 days)	#	0	0	0	0	-	-	-
Minor Accidents (unfit for work for 1-20 days)	#	0	1	0	0	-	-	-
Injuries/strain/Medical treatment (no absence)	#	0	2	1	2	-	-	-
Near misses	#	0	6	3	3	-	-	-
Observations (preventive)	#	168	201	185	282	-	-	-
Governance data								
Roblon Group								
Gender diversity, Board of Directors	%	50	25	25	25	25	25	-
Gender diversity, other management levels	%	50	20	20	17	15	10	-

Definitions of key figures and formulas

	Definition	Unit
Environmental data		
Extraordinary environmental incidents	Extremely critical consequence e.g.: - Closure of site - Irreversible damage of external environment(e.g. plants, water & water organisms, land)	#
Very serious environmental incident	Critical consequence 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 for irreversible damage	#
Serious environmental incident	Important or Serious consequence e.g.: - Repeated complaints from neighbours. - Health effects or risk for health effects on surrounding life. - Short-term damage to external environment e.g. spillage effecting natural animal life	#
Waste fractions – Recycling	# of waste fractions – recycling / total # of waste fractions*100	%
Electricity consumption	Electricity consumption according to utility bills	kWh
Electricity consumption/ produced materials	Electricity consumption according to utility bills / produced material	kWh/kg
Natural gas consumption	Natural gas consumption according to utility bills	m3
Natural gas consumption/ produced materials	Natural gas consumption according to utility bills / produced material	m3/kg
Water consumption	Water consumption according to utility bills	m3

	Definition	Unit
Social data		
Average no. of FTEs	Total ATP contribution/ATP rate for a full-time employee	#
Employee satisfaction	Employees respond on a scale of 1 to 5 (the higher the score, the greater the satisfaction)	Score
Response rate – employee satisfaction	Proportion of employees responding to the theme/question of the month	%
Work-related fatality	Death, amputation, loss of mobility	#
Serious accidents	Unfit for work for at least 21 days	#
Minor Accidents	Unfit for work for 1-20 days	#
Injuries/strain/Medical treatment	No absence 0-1 days	#
Near misses	Near misses are accidents that were about to happen; a sudden incident that could have caused personal injury but did not.	
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	%





Roblon A/S

Nordhavnsvej 1
DK-9900 Frederikshavn
Denmark
CVR no. 57 06 85 15

Roblon.com

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