



ESG

2023

Presentation of Scanel International A/S results and ambitions within environmental, social and governance areas (ESG).

This impact report on ESG concerns the calendar year 2023. The report is a yearly systematic reporting on our common work with sustainability & social responsibility.



Index

Our Business	3
Environment & Sustainability	4
HSE, Culture & Social Well-being	6
HSE Organisation	7
Financial Confidence	8
Governance & Transparency	9
Statement from the CEO	10
Management Statement	11
Supervisory Board	11
Global Goals	12
CO₂ Emissions	13
ESG Actual Status & Targets	14





Our Business

Scanel International A/S is certified by **ISO9001**, **ISO14001** and **ISO45001**, in compliance with all applicable rules within these standards, as well as monitoring and following Danish law and regulations.

All data is handled and archived in Scanel International's internally controlled systems.

We are dedicated to providing high-quality customer service. We offer our customers complete end-to-end service – from initial consultation and sales, through design of electrical and HVAC system needs, to installation and maintenance.

Experienced field service teams are available to work on docksides, in shipyards, or underway anywhere in the world. We provide sales, design, engineering, commissioning, maintenance, installation and repair of electrical installations, technical piping systems and electronics as well as electromechanical service for marinas, shipyards and other industrial sectors, onshore and offshore and the renewables industry – including service and maintenance on electrical installations and wind turbines, buildings and EV charging points.

You can rely on us - for all your electrical installations, new building, rebuilding, repairs, spare part sales and turn-key projects. We take ownership of the project to ensure that the start-up, implementation and the delivery of any project will be done to customer satisfaction.



Environment & Sustainability

At Scanel International, we work on reducing the environmental impact from the daily operation of our machines and transport, by focusing on energy performance in all solutions. Continually we implement new improvements that reducing the emissions, in 2023 we following changes:



Electricity for the daily work, is now coming from 12 Danish wind turbines



All incandescent light bulbs are replaced with LED



Passage areas are equipped with a light sensor that switch off the lights when it's not in use



Sorting office paper for recycling instead of bringing it to energy use



Replaced 4 liquid fuel driven cars with electrical cars and is continuing with more in to 2024



Purchase refurbished computers for new employees

Energy audits are carried out at regular intervals and is a part of the normal ISO audit plan now, this is implemented to ensure action is set in if energy waste or unused energy may be found. It is also an important measuring point at Scanel International, supporting recyclable materials to a meaningful extent, and by being committed to the sustainable development goals. Scanel International got closer to the target this year, with more than 82% waste for recycling.



Recycling
waste

82.14%



Waste for
energy use

17,53%



HSE, Culture & Social Well-being

LTIF

12.64

**Employee
Absence**

2.6%

Blue collar

161

White collar

47

**Full-time
employees**

208

**Male / Female
organization**

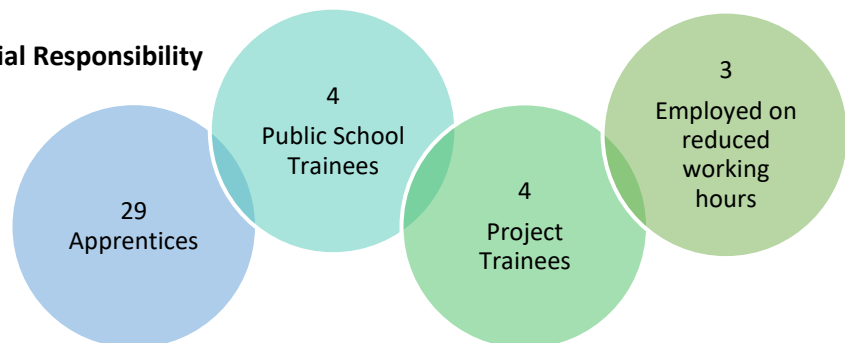
90% / 10%

Scanel International has a competent HSE employee organization that ensures a healthy working environment with health care insurance. We perform regular employee satisfaction surveys and internal audits. We focus on risks and create corrective actions that remove any possible risk of accidents or health damage. We hold regular HSE information meetings for all employees and make sure that all employees work in a safe environment with social well-being.

Scanel International adheres to a collective agreement, and we are proud of our corporate culture, characterized by openness and fairness, where we treat each other with trust and respect, regardless of age, gender, sexual orientation, ethnicity, religion, belief or language.

We value and encourage a diversity of opinions, attitudes, perspectives and positions in groups. We believe that power and true knowledge also come through experience; therefore, we try to hold on to employees, also after the age of +65, in order for them to pass on experience to the younger generation.

Social Responsibility



18-19 years

5 employees

20-39 years

90 employees

40-59 years

84 employees

60-80 years

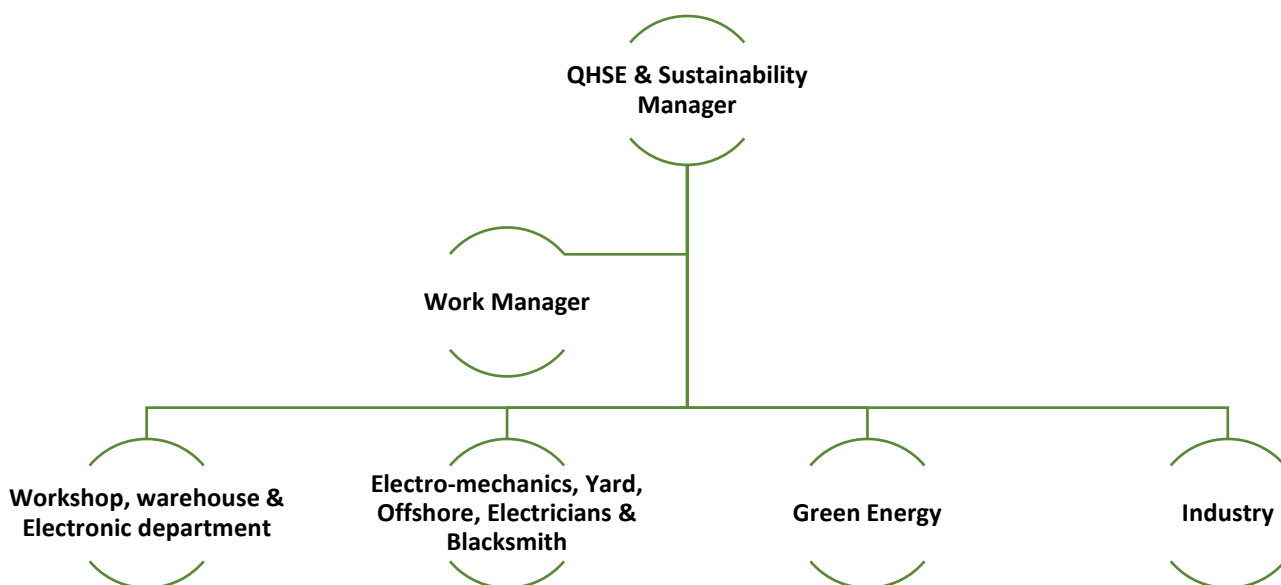
29 employees



HSE Organisation

The Scanel International HSE organization first of all takes care of the working-environment. In this organization there is a representative from each department. The team collaborates to continuously ensure that we are all dressed properly to perform the job safely and in terms of health at the workplace every day. The organization also helps to look at environmental and energy improvements, in each department. The value of Scanel International having such an organization, means that in addition to focusing on optimizing and find improvements, but action is also delegated to competent persons and implemented, which makes us stronger and remain us as a safe, healthy and environmentally conscious company.

Scanel International also works closely with other local companies, regarding workplace safety and sustainability, both areas require a cooperative effort. We see it as a strength standing together and share experiences and ideas, that can strengthen us as a company and in achieving a common awareness in finding the right sustainable path, and contributes to a better and healthier society.



Financial Confidence

In both 2022 and 2023, Scanel International has implemented several sustainable measures and achieved CO₂ savings and financial savings. Our goal is to continue to build a more sustainable business with growth and solid financial results. In all new aspects of our business - whether new customers, suppliers, markets or other economic conditions - we take our sustainability goals into account.

All employees in the company contribute ideas to the green transition and there is never far from idea to action. We work with various energy-saving measures; we buy green electricity, use energy-saving equipment where possible and invest in electric cars etc.





Governance & Transparency

Scanel International is **ISO9001**, **ISO14001** and **ISO45001** certified, and complies with all applicable regulations within these standards, and Scanel International monitors and follows the Danish laws and regulations. All data is handled and archived in Scanel International's internally controlled systems.

By integrating QHSE & Sustainability in the business strategy and processes, Scanel International ensures that the company and all services are in compliance with all legal requirements and regulations. Scanel International will always strive to fulfil all customer requirements and expectations.

Besides the ISO certification, we are certified by Lloyds, ABS, IECEX, Weilbach and Achilles. Our automatic identification systems, Voyage data recorders, GMDSS and systems for explosive atmospheres further comply with the rules of the NATO standards AQAP 2110 & 2105.





Statement from the CEO

Scanel International has a healthy and good business. We care for the physical, mental and social well-being of all employees, and we are committed to providing safe working conditions, in a working environment with diversity in language and culture, and organized to ensure that our suppliers work respectfully according to the same principles. We have focus on continuous improvements and follow-up, not only within the quality and safety of our daily work, but also within the environment and sustainability, which we believe is going hand in hand, creating a strong foundation in a company.

We are certified within ISO 9001, 14001 and 45001, not only because our customers ask us for it, but because we want structure in what we do and we want to be the best on the market to everything we do and through this create a brand that we are proud of, developed by our employees, and furthermore create an attractive workplace and be a great business partner.

By going in front as CEO towards a green transition and thinking, implement new ideas, that can make it easy to work with sustainability in our daily work, without thinking about doing it, and at the same time create value for the company and strengthen the awareness of a greener transition, makes us move in the right direction together.



Jakob Tvilling Grønkjær - CEO at Scanel International A/S



Management Statement

The Supervisory Board have considered and approved the 2023 ESG Report of Scanel International for the reporting period 1 January to 31 December 2023.

The 2023 ESG Report has been prepared in accordance with the stated ESG principles and the Greenhouse Gas Protocol guidelines.

In our opinion, the 2023 ESG Report gives a fair presentation of all Scanel International segments and its ESG activities, as well as the results of our ESG efforts in the reporting period.

Frederikshavn, February 2024

Supervisory Board

Director	Palle Thordal Lavrsen
CEO	Jakob Tvilling Grønkjær
Chairman	Carsten Henrik Ørssleff
Vice Chairman	Christina Ørskov
Board Member	Hans Jørgen Kaptain
Board Member	Palle Thordal Lavrsen

Global Goals

8 DECENT WORK AND ECONOMIC GROWTH



We make sure that all employees are kept up to date in terms of skills, and are familiar with the company's QHSE management system, by providing continuously information, education and training.

We give young people a great start in life, by offering an education in an exciting environment, with training from the older and experienced employees.

Today Scanel International have 29 electrician apprentices.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We support customers with green energy solutions, by electrician work on wind turbines and EV charging points around the world. We have a free communication behaviour at Scanel International, meaning that all employees can speak freely, and come with constructive ideas, that improve the daily work.

Safety observation app is installed on every employee mobile phone and registrations is send to the QHSE responsible, to make sure safety risks is handled as fast as possible.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We continually work on reducing the environmental impact from the daily operation of our machines and transport, by focusing on energy performance in all solutions, use electrical power generated from wind turbines, buy refurbished IT equipment, sorting waste while supporting recyclable materials to a meaningful extent, and by being committed to the sustainable development goals.

We motivate employees to be sustainable and request our sub suppliers to live up to the same values as Scanel International.

17 PARTNERSHIPS FOR THE GOALS



In our operations, we focus on efficient use of resources and energy.

We strive to protect the environment by reducing adverse impacts from our operations and products during their lifetime.

We work close together with the local companies, strengthen the environmental work and sustainable solutions. We believe that through unity we can stand stronger and develop faster, towards a common goal.

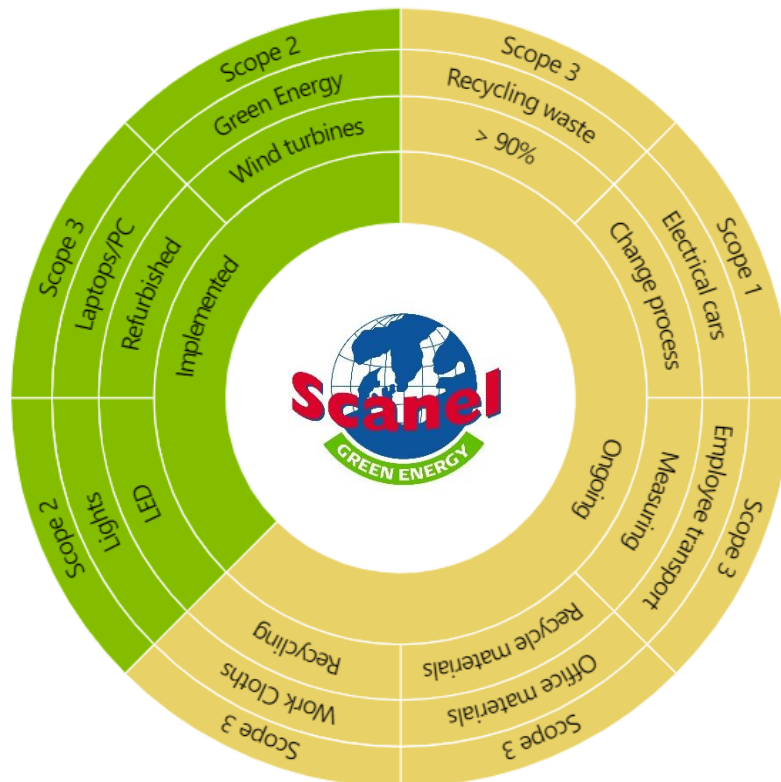
CO₂ Emissions

The CO₂ calculations are based on the Danish Business Authority's Climate Calculator, and they therefore comply with the internationally recognized standard for calculating climate footprints, cf. the Green House Gas Protocol (GHG protocol).

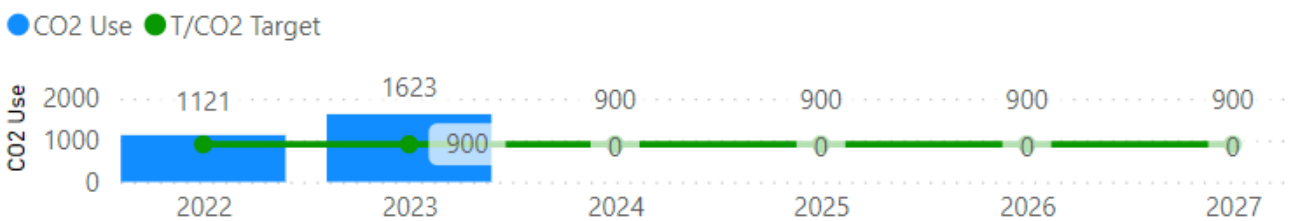


Improvement wheel & Status

Status ● Implemented ● Ongoing



Annual CO₂ Status:



For more information on how the category data is calculated as well as targets, please refer to the following page.



ESG Actual Status & Targets

Environmental data	Actual 2022	Actual 2023	Target 2027
Energy total:	84.94 T/CO₂	92.16 T/CO₂	50 T/CO₂
Heating	39.01	21.21	<10
Electricity	45.93	46.03	<25
Water	Not measured	11.68	<10
Gas	Not measured	13.24	<5
Purchased material total:	792.44 T/CO₂	962.45 T/CO₂	507 T/CO₂
Primary purchased material	781.03	925.67	<490
Work cloths	11.41	25.39	<5
Office materials	Not measured	1.67	<2
IT equipment	Not measured	9.72	<10
Transport total:	243.50 T/CO₂	569,27 T/CO₂	340 T/CO₂
Commercial liquid fuel Van	243.31	182.75	<120
Commercial Electrical Van	0.19	0.8	<20
Transport from suppliers	Not measured	Not measured	Measured
Shipments to customers	Not measured	Not measured	Measured
Airplane work travels	Not measured	385.72	<200
Employee transport to work	Not measured	Not measured	Measured
Waste total:	0.15 T/CO₂	0.02 T/CO₂	0,01 T/CO₂
Waste Recycled	69.2%	82.04%	>90%
Waste for energy use	30.2%	17.53%	<9.5%
Waste (not recycled)	0.6%	0.43%	<0.5%
Total	1.121,03 T/CO₂	1623,9 T/CO₂	<900 T/CO₂

Social data	Actual 2022	Actual 2023	Target 2027
LTIF (Lost Time Injury Frequency)	20.73	12.64	<10
Absence	2.5%	2.6	<2%
Number of employees	190	208	+20%
Number of reportable accidents	7	5	0

Governance data	Actual 2022	Actual 2023	Target 2027
Gender diversity for management and other management levels	10%	10%	30%
CO ₂ per employee	5.90 T/CO ₂	7.80 T/CO ₂	<3.75 T/CO ₂