

## **CORPORATE SOCIAL RESPONSIBILITY (CSR) AND EQUAL OPPORTUNITIES**

### ***Environment and climate***

Whilst the wood based panel industry captures 1.4 tonnes of CO<sub>2</sub> for every tonne of wood consumed reducing energy consumption is an important focus of the Company's efforts to further reduce the impact on environment. This is an on-going process and involves active co-operation with The Danish Energy Agency ("DEA").

### ***Recent projects***

The Company has been working on optimising water consumption and further energy optimisation projects. As a result the energy consumption per tonne of production was reduced by five per cent and total water consumption by sixteen per cent.

With regard to emissions to atmosphere the Company has achieved excellent results through the use of WESP-filters and already complies with future environmental threshold requirements.

### ***Energy management***

As already mentioned the Company has been working on several projects during the year. This includes adoption of modern technology such as a partial shift to LED lighting. Energy saving will remain strategic in any new projects undertaken by the Company in the forthcoming years.

### ***Working environment and safety***

Development of the employees' professional competencies and interpersonal skills is given high priority and is realised through on-the-job training as well as attendance at internal and external courses. In addition we need to encourage the development of young people and employ them as apprentices and trainee office workers.

The Accidents and Absence ratio has been reduced.

The Company has not prepared a CSR policy on the impact of its activities on human rights.

### ***Goals and policies regarding gender quotation on the Management Board***

The group always strives at recruiting the best suitable board members, managers and other employees irrespective of gender, race or religion. Board members are recruited having this in mind and the group will strive at maintaining this. The Board of Directors consists of three male members appointed by the shareholders. The Company's general policy defines the target to appoint to the Board of Directors any female candidate having the right qualification and willing to take the responsibilities required by the job and the goal is to set a 33/67 allocation with one female and two male representatives before 2023.

The Company's management group consists of nine individuals (three female 33% and six male members 67%). The goal is to set a 33/67 allocation in order for the gender distribution and therefore the gender equality requirement has been met.