



# Company Karma Report 2021

Doing good while doing business

Company name:	SANOVO TECHNOLOGY GROUP
Reporting period:	1 January (2021) – 31 December (2021)
Responsible person:	Michael Strange Midskov, CEO
Date:	01-02-2022

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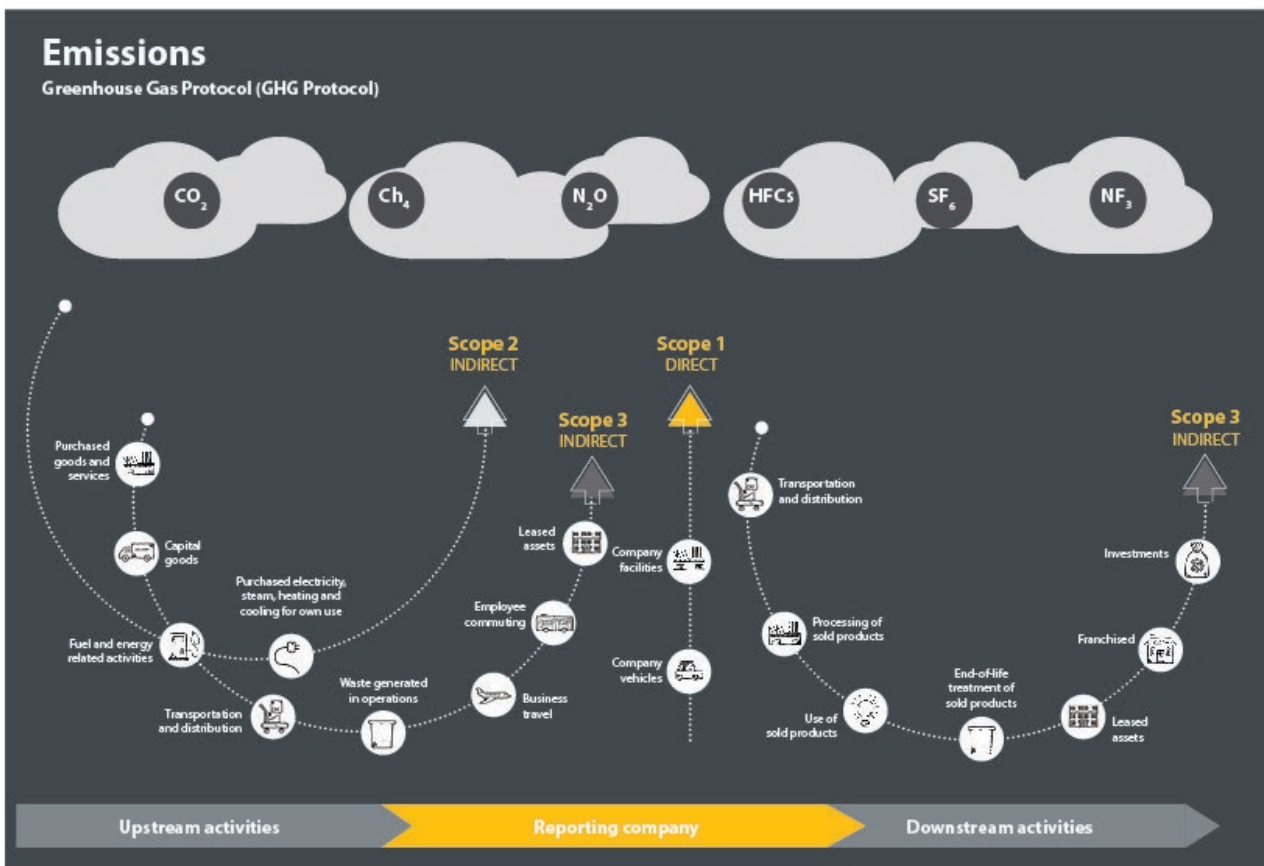
## Introduction

This report aims to provide a balanced overview of SANOVO TECHNOLOGY GROUP's overall CO<sub>2</sub> reduction goals, CO<sub>2</sub> emissions according to the Greenhouse Gas (GHG) Protocol scope 1, 2 and 3, and furthermore karma and workplace initiatives. All SANOVO TECHNOLOGY GROUP's focus areas are all related to the UN Sustainable Development Goals (SDGs).

SANOVO TECHNOLOGY GROUP's refers to the year 2021 as the baseline for all goals and the year where we have initiated measurements regarding the GHG-Protocol. This is an internal learning process where we strive to follow the protocol as accurately as possible and the numbers in the report are therefore not 100% accurate. It's our aim is to be able to calculate a Green Account in 2023.

Parameters used to calculate emission factors in scope 1, 2 and 3 (GHG-Protocol) on the following pages comes from Climate Compass Emissions Factors 2020 (Klima Kompasset Emissions Faktorer 2020). We have used the same calculations for all production units regardless of whether they are placed in Denmark, the Netherlands, or Italy.

### GHG-Protocol Overview:











### Report Scope

This Company Karma rapport covers the 2021 calendar year focusing on the manufacturing companies:

- SANOVO TECHNOLOGY A/S (DENMARK –Datavej 3)
- SANOVO TECHNOLOGY NETHERLANDS
- SANOVO TECHNOLOGY ITALY
- SANOVO TECHNOLOGY ROBOTICS (DENMARK – Datavej 12)
- SANOVO TECHNOLOGY PROCESS (DENMARK – Datavej 12).

SANOVO TECHNOLOGY GROUP goals related to GHG-Protocol scope 1, 2, and 3 and other goals related to employees:

<p><b>Scope 1</b> DIRECT</p> <p> <b>Company facilities</b> Reduce the CO<sub>2</sub> footprint by 5-15% before 2024.  Reducing energy and water consumption during tests in the manufacturing area and overall the use of energy.</p> <p> <b>Company vehicles</b> Reduce the CO<sub>2</sub> footprint on transportation.  SANOVO TECHNOLOGY GROUP encourages that purchased or leased cars in all production units should be either hybrid or electrical.</p>	<p><b>Scope 2</b> INDIRECT</p> <p> <b>Purchased electricity, steam, heating and cooling for own use</b> Reduce the CO<sub>2</sub> footprint by 5-20% before 2024.  SANOVO TECHNOLOGY GROUP's energy consumption in production units must come from a green energy source to reduce its CO<sub>2</sub> footprint.</p>
<p><b>Scope 3</b> INDIRECT</p> <p> <b>Business travel</b> Reduce the CO<sub>2</sub> footprint on travel.  Reduce business travel and physical meetings, optimise time usage, reduce travelling and travel cost and improve the carbon footprint.</p> <p> <b>Redesign of products</b> Reduce CO<sub>2</sub> footprint on machines. In engineering and development of new equipment, SANOVO TECHNOLOGY GROUP use materials that can be recycled, have a low environmental impact and consume as little energy, chemicals and water as possible.</p> <p> <b>Transportation and distribution</b> Reduce the CO<sub>2</sub> footprint on transportation.  SANOVO TECHNOLOGY GROUP will endeavour to use only freight forwarders with a clear and ambitious green profile.</p>	<p> <b>Waste generated in operations</b> 90% of its waste must be sorted.  Sorting of waste into; paper, food, wood, plastic, cardboard and other waste. SANOVO TECHNOLOGY GROUP will work on replacing disposable plastic with more biofriendly materials. This includes both incoming materials, the materials used in shipments and the reduction of single-used plastic in general.  Continuously improving the waste sorting processes and reducing prints and the use of paper in general.</p> <p> <b>Purchased goods and services</b> All suppliers with a spend &gt; EUR 100,000 must have a signed CSR and CoC.  Every second year supplier audits for ATEX zone 20 suppliers CO<sub>2</sub> emissions related to the steel, electronic, wood, paper, cardboard and plastic. Continuously ensure responsible sourcing.</p>

## Goals

Employee related (not measured in GHG Protocol emissions)

<p> <b>Zero cases of major work injuries at all production sites.</b> SANOVO TECHNOLOGY GROUP continues to offer a safe and healthy work environment.</p>	<p> <b>Continuously focus on having the right and sufficient competencies for the present and future work tasks.</b> Annual evaluation of the organisation and skills in the group according to its strategy and expected development.</p>
<p> <b>SANOVO TECHNOLOGY GROUP wants to have satisfied employees and encourage work-life balance.</b> Maintain a low level of sickness absence and employee turnover keep a high level of seniority average and measure employee satisfaction.</p>	<p> <b>Sustainability in the future job market and be known as an attractive workplace that can attract new skilled employees.</b> Keep a high level of involvement within different employee types and educational directions.</p>

## Company Description

*A short description of SANOVO TECHNOLOGY GROUP's main activities, business model as well as governance and overview of operations.*

SANOVO TECHNOLOGY GROUP is the world-leading specialist in developing and manufacturing high-standard egg handling and processing equipment as well as securing energy and environmentally friendly machines and equipment solutions. Constantly monitoring industry trends, SANOVO TECHNOLOGY GROUP has also expanded its product portfolio within hatchery, spray drying, robotics, enzymes, poultry, traceability, biosecurity, and food safety.

Through the past years, SANOVO TECHNOLOGY GROUP has had great success in the egg industry. Eggs are a healthy and high protein food resource for humans and animals with a low environmental footprint and low production costs compared to other food products. Eggs are at the top of products containing the highest number of proteins.

SANOVO TECHNOLOGY GROUP is committed to keep developing the most advanced and efficient solutions to meet future customer demands for high quality, capacity, biosecurity, energy consumption, environment friendly, and safe solutions.

### **What Kind of Operation is SANOVO TECHNOLOGY GROUP?**

All equipment is being assembled in state-of-the-art production units in Denmark, the Netherlands, Italy, and with sub-suppliers. A major part of the components for the assembly is being manufactured by main sub-suppliers which, therefore, plays an important role when SANOVO TECHNOLOGY GROUP looks at its overall CO<sub>2</sub> footprint and other Company Karma-related topics. In our production units, we focus on our overall energy consumption and how it can be optimized to become even more green.

Our activities are within assembly, service, sales, R&D development, and project management. Our environmental footprint is impacted by stainless steel, plastic, electronics, enzymes, shipping of goods in and out of our locations, waste, business travel by airplane and company cars. All these factors have an impact on our CO<sub>2</sub> footprint related to scopes 1, 2, and 3.

### **Organization:**

SANOVO TECHNOLOGY GROUP is a technical, innovative, and project knowledge-based company with +600 skilled employees located all over the world. Our organization is structured with sales and service entities and more than 50 distributors. The composition of employees is 38% blue-color and 62% white color.

SANOVO TECHNOLOGY GROUP is the parent company with the following legal entities:

SANOVO TECHNOLOGY A/S, SANVO TECHNOLOGY NETHERLANDS, USA, ITALY, CHINA, JAPAN, ASIA, SOUTH AMERICA, and MEXICO, SANVO PROCESS SOLUTIONS, RAME-HART, NIKRO (SANVO LOGISTICS), SANVO TECHNOLOGY PROCESS, SANVO TECHNOLOGY ROBOTICS, FOOD CRAFT INC, OVOTRACK

### **Quality**

SANOVO TECHNOLOGY GROUP production units comply with ISO 9001:2015 standards with regular auditing. One of the many benefits of the ISO certification is that it keeps SANVO TECHNOLOGY GROUP focused on quality as a whole and constant improvements and helps it streamline its processes making it proactive in its daily operations. Providing quality products and services that meet its customers' requirements, SANVO TECHNOLOGY GROUP constantly strives to improve.

### **SANOVO TECHNOLOGY GROUP's mission**

The world population is increasing and will continue to do so over the next decades – which means an increasing demand for high protein food. SANVO TECHNOLOGY GROUP aims to be the world's leading developer and supplier of technological solutions that ensure affordable proteins for the growing world population

### **SANOVO TECHNOLOGY GROUP's vision**

SANOVO TECHNOLOGY GROUP strives to be number one of the global suppliers of complete systems in the industry of machinery, equipment, and products to the egg-processing world.

Furthermore, SANVO TECHNOLOGY GROUP also strives to be one of the main global suppliers within hatchery and vaccine technologies and to be a preferred supplier within the box-dryer technology within eggs, but also in other product areas outside the egg business (e.g. other protein applications).

## SANOVO TECHNOLOGY GROUP's business areas



### **Technologies for handling and processing of eggs:**

SANOVO TECHNOLOGY GROUP supplies everything from the smallest packing, grading and breaking machine to the largest turnkey factory handling liquid and powder egg products with full robotic automation.



### **Technologies for handling and processing fertilized eggs:**

To help hatcheries cost-effectively improve flock health and increase poultry production, SANOVO TECHNOLOGY GROUP provides advanced systems for collecting and packing fertilized eggs and in-ovo vaccination systems.



### **Technologies for robotic automation:**

SANOVO TECHNOLOGY ROBOTICS handles all SANOVO TECHNOLOGY GROUP's robotic automation programs and offers several efficient and flexible robots that are a vital part of any modern egg handling and processing factory.



### **Technologies for spray drying and pasteurization:**

SANOVO TECHNOLOGY PROCESS handles all projects concerning spray drying and heat treatment of other industrial applications than eggs, like e.g., animal by-products, blood, plasma, hemoglobin, yeast, fruits, plant protein, novel, dairy and fungus.



### **Technologies for egg-cultured vaccine production:**

RAME-HART supplies machines used by biological vaccine manufacturers around the world to produce egg-cultured vaccines for human or veterinary applications.



### **Technologies for biosecurity**

Handles all projects concerning reducing micro-organisms. The SonoSteam nozzles are driven by steam and ultrasound and disinfected in seconds without any use of chemistry. The technology works on food and non-food.



### **Technologies for traceability**

OVOTRACK keeps track of the eggs with barcode technology and traceability labeling, stock control, and complete egg-to-chick traceability from producer to end-user.

## Company Karma organization

*A short description of how SANOVO TECHNOLOGY GROUP has organized the Company Karma work including the position of responsibility, committees, and procedures in place to identify key focus areas, risks, etc.*

For SANOVO TECHNOLOGY GROUP, Company Karma covers everything from its employees showing social responsibility by volunteering to coach the local football team to its company project providing free equipment for a hen farm in Eswatini to reducing its overall CO<sub>2</sub> footprint.

SANOVO TECHNOLOGY GROUP believes that initiatives need to be embedded in its key business to make it credible. SANOVO TECHNOLOGY GROUP tries, where possible, to create quadruple winning situations where it, together with companies, customers and partners, engages in a cause in which it believes and finds important.

SANOVO TECHNOLOGY GROUP wants to make a meaningful impact in the communities in which it works, and it engages in several activities to give back to those who are less privileged. It aims to offer a rewarding, meaningful and safe workplace for all its employees – no matter where in the world they work. SANOVO TECHNOLOGY GROUP strives to push its employees towards sustainable thinking including its values and code of conduct (CoC).

SANOVO TECHNOLOGY GROUP's approach is underpinned by its core values, open communication with its stakeholders, a materiality review, code of conduct and the UN's Sustainable Development Goals (SDGs)

### **Reporting principles**

The topics included in this report were selected and prioritized by SANOVO TECHNOLOGY GROUP's top management and the Company Karma Team\*. SANOVO TECHNOLOGY GROUP considers its most important stakeholders for sustainability to be its customers, its suppliers, its employees, regulatory authorities, local communities and stakeholders in a wider context.

\*The Company Karma Team consists of:

Michael S. Midskov, CEO

Eva N.P. Langhoff, COO Vice President

Pia Lærke, PA/Head of HR

Vicky Engsted, Head of Group Communication

Hans Henning Fischer, Category Manager

## Material karma topics

An updated overview of the identified Karma topics in the SANOVO TECHNOLOGY GROUP organization. These would normally include both material and significant topics of which material topics are used for selecting targets and KPIs. Material topics are the topics considered the most important for reflecting our economic, environmental, and social impacts on stakeholders and the business itself as well as stakeholder concerns.

[See Appendix 2, Materiality Matrix.](#)

SANOVO TECHNOLOGY GROUP's materiality review draws upon analyzing key areas within the business environment it operates in by highlighting and categorizing Company Karma topics.

## SANOVO TECHNOLOGY GROUP's focus areas

We have strategically identified three focus areas to work with when implementing Corporate Social Responsibility (CSR) related activities through our organization. All are related to the UN SDGs.

### Sourcing Responsibility

Through close cooperation with suppliers and stakeholders, SANOVO TECHNOLOGY GROUP wants to contribute to enhancing its social responsibility. Its declared aim is to ensure that suppliers of goods and/or services to SANOVO TECHNOLOGY GROUP operate by its code of conduct.



### Energy & Environment

Contribute to a sustainable approach towards its environment in the way SANOVO TECHNOLOGY GROUP selects suppliers, consumes energy in its production units, handles waste, conducts logistics, and uses recyclable and degradable materials. In its engineering and development of new equipment, SANOVO TECHNOLOGY GROUP uses materials that can be recycled, have a low environmental impact, and consume as little energy, chemicals, and water as possible.

All with efforts to reduce its overall CO<sub>2</sub> footprint.



### Employees

Create an inclusive workplace that is rewarding, safe, physically, and psychologically healthy, motivating for its employees, and in balance with the wider context of their lives.



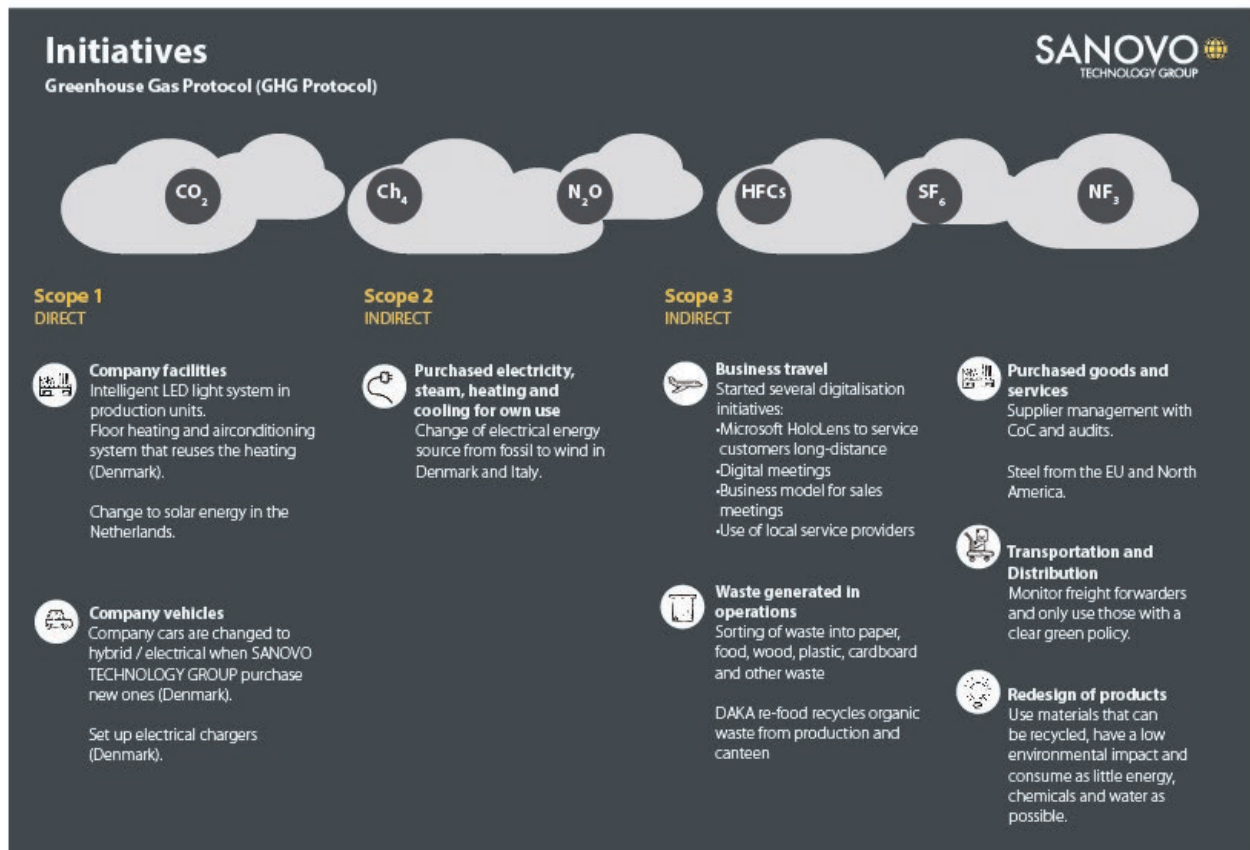


## CSR risk management

A short description of the main CSR risks such as chemical waste, spillage, work-related hazards, facilitation payments, or supplier conduct, any measures taken to counter the risks as well as any accidents or other adverse events that have happened during the year.

To focus even more on its Company Karma work, SANOVO TECHNOLOGY GROUP has initiated internal procedures for reporting. All measured Key Performance Indicators (KPIs) are included in monthly Business Intelligence Reports covering both production units and the sales/service offices. This will enable SANOVO TECHNOLOGY GROUP to act upon KPIs when it sees fluctuations in the consumption of CO<sub>2</sub> and the use of energy sources. SANOVO TECHNOLOGY GROUP will use this, where possible, as the basis for necessary changes and measures to reduce the overall CO<sub>2</sub> footprint.

SANOVO TECHNOLOGY GROUP has listed its challenges, risks and initiatives by identifying its CO<sub>2</sub> emissions in scope 1, 2, and 3 - all according to the GHG-Protocol (Greenhouse Gas Protocol). SANOVO TECHNOLOGY GROUP's work with the GHG-Protocol was initiated in 2021. This is an internal learning process where SANOVO TECHNOLOGY GROUP strives to follow the protocol as accurately as possible.



# Goals & Risks

## Greenhouse Gas Protocol (GHG Protocol)

### Scope 1 DIRECT



#### Company facilities

Reduce the CO<sub>2</sub> footprint by 5-15% before 2024.

Reducing energy and water consumption during tests in the manufacturing area and overall the use of energy.

#### Challenges and Risks:

- Product mix changes to products that require more energy to produce
- Legislation and local regulations vary from country to country
- Local circumstances can make sustainability ambitions difficult to fulfill
- Finding sufficient and economic green energy solutions
- Variations and demands of application testing challenge energy and water consumption



#### Company vehicles

Reduce the CO<sub>2</sub> footprint on transportation.

SANOVO TECHNOLOGY GROUP encourages purchased or leased cars in all production units to be either hybrid or electrical.

#### Challenges and Risks:

- Legislation and local regulations vary from country to country
- Local tax regulations on employees
- Delivery time of hybrid and electrical cars

### Scope 2 INDIRECT



#### Purchased electricity, steam, heating and cooling for own use

Reduce the CO<sub>2</sub> footprint by 5-20% before 2024.

SANOVO TECHNOLOGY GROUP's energy consumption in production units must come from a green energy source to reduce its CO<sub>2</sub> footprint.

#### Challenges and Risks:

- Product mix changes to products that require more energy to produce
- Legislation and local regulations vary from country to country
- Local circumstances can make sustainability ambitions difficult to fulfill
- Finding sufficient and economic green energy solutions
- Variations and demands of application testing challenge energy and water consumption

### Scope 3 INDIRECT



#### Business travel

Reduce the CO<sub>2</sub> footprint on travel.

Reduce business travel and physical meetings, optimise time usage, reduce travelling and travel cost and improve carbon footprint.

#### Challenges and Risks:

- As a global company SANOVO TECHNOLOGY GROUP needs to travel internationally and often by airplane



#### Redesign of products

Reduce the CO<sub>2</sub> footprint on machines.

In engineering and development of new equipment, SANOVO TECHNOLOGY GROUP uses materials that can be recycled, have a low environmental impact and consume as little energy, chemicals and water as possible.

#### Challenges and Risks:

- Product mix changes to products that require more energy to produce
- Legislation and local regulations vary from country to country
- Finding sufficient and economic green energy solutions
- Extending the application life cycle
- Return policy to reuse components or make sure the application is scrapped most correctly regarding the environmental impact



#### Transportation and Distribution

Reduce the CO<sub>2</sub> footprint on transportation.

SANOVO TECHNOLOGY GROUP will endeavour to use only freight forwarders with a clear and ambitious green profile.

#### Challenges and Risks:

- SANOVO TECHNOLOGY GROUP transports large quantities of equipment over long distances
- SANOVO TECHNOLOGY GROUP can not impact the freight forwarders' CO<sub>2</sub>
- Influencing customers to choose a more environmentally friendly transport solution



#### Waste generated in operations

90% of its waste must be sorted.

Sorting of waste into; paper, food, wood, plastic, cardboard, and other waste. SANOVO TECHNOLOGY GROUP will work on replacing disposable plastic with more biofriendly materials. This includes both incoming materials, the materials uses in shipments and the reduction of single-use plastic in general.

Continuously improving the waste sorting processes and reducing prints and the use of paper in general.

#### Challenges and Risks:

- Legislation and local regulations vary from country to country
- Local circumstances can make sustainability ambitions difficult to fulfill
- No alternative biofriendly types of wrapping



#### Purchased goods and services

All suppliers with a spend > EUR 100,000 must have a signed CSR and CoC.

Every second year supplier audits for ATEX zone 20 suppliers.

CO<sub>2</sub> emissions related to the steel, electronic, wood, paper, cardboard and plastic.

#### Ensure responsible sourcing by:

- Carefully selecting suppliers
- Complying with ethical behavior (CoC)
- Risk management securing a second source
- Encouraging green energy initiatives
- Supplier and purchasing policies
- Robust and precise processes to reduce purchasing risks

#### Challenges and Risks:

- Controlling suppliers' supplier
- Variations and demands of the product program are eliminating the suppliers' manufacturing advantages
- Price – far away suppliers vs local suppliers
- Many active and small suppliers
- Weight on steel items

## Electricity, heating & water CO2 emissions 2021

Category	Consumption	Calculation Unit	Scope 1 ton CO2	Scope 2 ton CO2	Scope 3 ton CO2	Out of Scope ton CO2
<b>Purchased electricity, steam, heating &amp; cooling</b>						
<b>SANOVO TECHNOLOGY (Datavej 3)</b>						
Electricity (EI declaration, wind from 2021)	362.986	KWh	-	137,22	8,66	-
District heating	252.582	KWh	-	18,19	0,05	-
<b>SANOVO TECHNOLOGY NETHERLANDS</b>						
Electricity (Solar from 1. sep 2021)	300.821	kWh	-	113,72	7,18	-
Water boilers, heating naturegas	65.960	Nm3	134,65	-	22,82	-
<b>SANOVO TECHNOLOGY ITALY</b>						
Electricity (EI declaration, wind)	97.376	KWh	-	36,81	2,32	-
District heating	304.425	KWh	-	21,92	0,05	-
<b>SANOVO TECHNOLOGY PROCESS</b>						
Electricity (EI declaration from 2021)	27.082	KWh	-	10,24	0,65	-
District heating	37.840	KWh	-	2,72	0,01	-
<b>SANOVO TECHNOLOGY ROBOTICS</b>						
Electricity (EI declaration from 2021)	21.611	KWh	-	8,17	0,52	-
District heating	26.466	KWh	-	1,91	0,0048	-
<b>Purchased goods &amp; services</b>						
<b>SANOVO TECHNOLOGY (Datavej 3)</b>						
Water consumption	1.068.000	Liter	-	-	0,82	-
<b>SANOVO TECHNOLOGY NETHERLANDS</b>						
Water consumption	735.000	Liter	-	-	0,56	-
<b>SANOVO TECHNOLOGY ITALY</b>						
Water consumption	341.000	Liter	-	-	0,26	-
<b>SANOVO TECHNOLOGY PROCESS</b>						
Water consumption	134.000	Liter	-	-	0,10	-
<b>SANOVO TECHNOLOGY ROBOTICS</b>						
Water consumption	44.000	Liter	-	-	0,03	-
<b>TOTAL CO2 emission / ton</b>			<b>134,65</b>	<b>350,88</b>	<b>44,03</b>	<b>-</b>

### Note to calculations energy:

- See [Appendix 1](#), certification from Denmark and Italy electricity suppliers.
- SANOVO TECHNOLOGY NETHERLANDS installed solar energy panels on 1 September 2021.
- Emission factors used for electricity calculations have been made with EI declaration (Energinet, 2020) and UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2021).
- Emissions factors used for heat calculations in Denmark and Italy have been made with Energy Statistics 2020 (Danish Energy Agency, 2021) and Competition Analysis of the District Heating Sector (Ea Energy Analyses, 2017) and the Netherlands with Energy Statistics 2020 (Danish Energy Agency, 2021), UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2021) and Evida (2020).
- Emission factors used for water calculations have been calculated from EXIOBASE v3.3.16b2 (v. 2020 with 2011 data).

## Waste CO2 emissions 2021

Category	Consumption	Calculation Unit	Scope 1 ton CO2	Scope 2 ton CO2	Scope 3 ton CO2	Out of Scope ton CO2
<b>Waste generated in operations</b>						
<b>SANOVO TECHNOLOGY (Datavej 3 + 12)</b>						
Household waste/incinerable	13.970	kg	-	-	-	1,76
Organic waste	8.585	kg	-	-	10,73	-
Paper and cardboard	382	kg	-	-	-	-0,38
Steel and iron	7.725	kg	-	-	-	-20,50
Wood	21.360	kg	-	-	-	-3,00
Plastic	Not measured	kg				
<b>SANOVO TECHNOLOGY NETHERLANDS</b>						
Household waste/incinerable	19.300	kg	-	-	-	2,42
Organic waste	Not measured	kg				
Paper and cardboard	19.000	kg	-	-	-	-18,72
Steel and iron	4.120	kg	-	-	-	-10,93
Wood	21.690	kg	-	-	-	-3,05
Plastic	26.000	kg	-	-	-	-44,95
<b>SANOVO TECHNOLOGY ITALY</b>						
Household waste/incinerable	Not measured	kg				
Organic waste	Not measured	kg				
Paper and cardboard	3.710	kg	-	-	-	-3,66
Steel and iron	5.420	kg	-	-	-	-14,39
Wood	6.450	kg	-	-	-	-0,91
Plastic	Not measured	kg	-	-	-	-
<b>TOTAL CO2 emission / ton</b>			-	-	<b>10,73</b>	<b>-116,30</b>

### Note to calculations waste:

- Household waste is sent to incineration. SANOVO TECHNOLOGY GROUP has calculated emission factors with EXIOBASE v3.3.16b2 (v. 2020 m. 2011 data) and mapped the composition of domestic waste and source-separated organic waste from households (Danish EPA, 2017)
- The rest is sent to recycling. SANOVO TECHNOLOGY GROUP has calculated emission factors with EXIOBASE v3.3.16b2 (v. 2020 m. 2011 data)
- For more details on how SANOVO TECHNOLOGY GROUP sorts its waste, please see [Appendix 3](#)

## Business travel CO2 emissions 2021

Category	Consumption	Calculation Unit	Scope 1 ton CO2	Scope 2 ton CO2	Scope 3 ton CO2	Out of Scope ton CO2
<b>Business Travel</b>						
<b>SANOVO TECHNOLOGY (Datavej 3 and 12)</b>						
International flights (excl. RFI factor)	653.500	km	-	-	76,58	-
<b>SANOVO TECHNOLOGY NETHERLANDS</b>						
International flights (excl. RFI factor)	677.020	km	-	-	79,34	-
<b>SANOVO TECHNOLOGY ITALY</b>						
International flights (excl. RFI factor)	182.210	km	-	-	21,35	-
<b>TOTAL CO2 emission / ton</b>			-	-	<b>177,28</b>	-

### Note to calculations travel:

- We have calculated emissions factors with UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2021)

## Company vehicles CO2 emissions 2021

Category	Consumption	Calculation Unit	Scope 1 ton CO2	Scope 2 ton CO2	Scope 3 ton CO2	Out of Scope ton CO2
<b>Company vehicles</b>						
<b>SANOVO TECHNOLOGY (Datavej 3)</b>						
Passenger cars, diesel	386.000	km	51,81	-	12,35	1,64
Passenger cars, diesel/hybrid	54.000	km	6,53	-	1,80	0,46
Vans, diesel	8.500	km	1,72	-	0,41	0,05
Passenger cars, gasoline	38.000	km	6,28	-	1,73	0,44
Passenger cars, gasolinel/hybrid	34.000	km	4,11	-	1,13	0,29
<b>SANOVO TECHNOLOGY NETHERLANDS</b>						
Passenger cars, diesel	70.304	km	9,44	-	2,25	0,30
Passenger cars, diesel/hybrid		km	-	-	-	-
Vans, diesel	123.571	km	25,01	-	5,96	0,79
Passenger cars, gasoline	237.713	km	39,27	-	10,80	2,75
Passenger cars, gasolinel/hybrid		km	-	-	-	-
<b>SANOVO TECHNOLOGY ITALY</b>						
Passenger cars, diesel	254.845	km	34,20	-	8,15	1,08
Passenger cars, diesel/hybrid	2.593	km	0,31	-	0,09	0,02
Vans, diesel	8.974	km	1,82	-	0,43	0,06
Passenger cars, gasoline		km	-	-	-	-
Passenger cars, gasolinel/hybrid		km	-	-	-	-
<b>SANOVO TECHNOLOGY PROCESS</b>						
Passenger cars, diesel	55.000	km	7,38	-	1,76	0,23
Passenger cars, diesel/hybrid		km				
Vans, diesel		km				
Passenger cars, gasoline	40.000	km	6,61	-	1,82	0,46
Passenger cars, gasolinel/hybrid	37.000	km	4,48	-	1,23	0,31
<b>SANOVO TECHNOLOGY ROBOTICS</b>						
Passenger cars, diesel	35.000	km	4,70	-	1,12	0,15
Passenger cars, diesel/hybrid		km				
Vans, diesel		km				
Passenger cars, gasoline		km				
Passenger cars, gasolinel/hybrid		km				
<b>TOTAL CO2 emission / ton</b>			<b>203,67</b>	<b>-</b>	<b>51,02</b>	<b>9,04</b>

### Note to calculations company vehicles:

We have calculated emissions factors from:

- DCE (2020), Passenger Transport by Mode (DST, 2021), and UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2021)
- Environmental impacts of future urban electric vehicle deployment: assessment framework and case study of Copenhagen for 2016-2030 (Bohnes et al., 2017), Energy Statistics 2020 (Danish Energy Agency, 2021), and UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2021)
- DCE (2020) and UK Government GHG Conversion Factors for Company Reporting (DEFRA, 2021)

# Procurement CO2 emissions 2021

Category	Calculation Unit	Scope 1 ton CO2	Scope 2 ton CO2	Scope 3 ton CO2	Out of Scope ton CO2
<b>Purchased goods &amp; services</b>					
<b>SANOVO TECHNOLOGY (Datavej 3)</b>					
Food for lunch and fruit scheme, meetings, events etc.	DKK	-	-	187,65	-
Cleaning	DKK	-	-	28,60	-
Hotel and restaurant	DKK	-	-	51,84	-
Consultancy, accountant, lawyer, etc.	DKK	-	-	46,74	-
Building costs, repair and maintenance	DKK	-	-	46,40	-
Furniture and inventory	DKK	-	-	23,06	-
Work clothing and safety equipment, including laundry	DKK	-	-	8,82	-
Office supplies	DKK	-	-	6,49	-
Leasing and rental services of transport equipment	DKK	-	-	109,00	-
Education and courses	DKK	-	-	5,83	-
Maintenance of vehicles	DKK	-	-	8,64	-
Flowers, plants and maintenance of outdoor areas	DKK	-	-	8,27	-
Research & Development	DKK	-	-	380,45	-
<b>SANOVO TECHNOLOGY NETHERLANDS</b>					
Food for lunch and fruit scheme, meetings, events etc.	DKK	-	-	24,49	-
Cleaning	DKK	-	-	14,38	-
Hotel and restaurant	DKK	-	-	157,87	-
Consultancy, accountant, lawyer, etc.	DKK	-	-	259,92	-
Building costs, repair and maintenance	DKK	-	-	62,55	-
Furniture and inventory	DKK	-	-	531,59	-
Work clothing and safety equipment, including laundry	DKK	-	-	28,81	-
Office supplies	DKK	-	-	7,22	-
Leasing and rental services of transport equipment	DKK	-	-	87,48	-
Education and courses	DKK	-	-	5,07	-
Maintenance of vehicles	DKK	-	-	8,89	-
Flowers, plants and maintenance of outdoor areas	DKK	-	-	0,72	-
Research & Development	DKK	-	-	1.459,41	-
<b>SANOVO TECHNOLOGY ITALY</b>					
Food for lunch and fruit scheme, meetings, events etc.	DKK	-	-	4,06	-
Cleaning	DKK	-	-	3,55	-
Hotel and restaurant	DKK	-	-	84,40	-
Consultancy, accountant, lawyer, etc.	DKK	-	-	25,01	-
Building costs, repair and maintenance	DKK	-	-	388,47	-
Furniture and inventory	DKK	-	-	56,96	-
Work clothing and safety equipment, including laundry	DKK	-	-	2,21	-
Office supplies	DKK	-	-	1,44	-
Leasing and rental services of transport equipment	DKK	-	-	35,52	-
Education and courses	DKK	-	-	1,08	-
Maintenance of vehicles	DKK	-	-	4,07	-
Flowers, plants and maintenance of outdoor areas	DKK	-	-	6,63	-
Research & Development	DKK	-	-	81,56	-
<b>SANOVO TECHNOLOGY PROCESS</b>					
Food for lunch and fruit scheme, meetings, events etc.	DKK	-	-	12,05	-
Cleaning	DKK	-	-	4,21	-
Hotel and restaurant	DKK	-	-	43,33	-
Consultancy, accountant, lawyer, etc.	DKK	-	-	6,52	-
Building costs, repair and maintenance	DKK	-	-	1,94	-
Furniture and inventory	DKK	-	-	51,78	-
Work clothing and safety equipment, including laundry	DKK	-	-	-	-
Office supplies	DKK	-	-	0,08	-
Leasing and rental services of transport equipment	DKK	-	-	31,11	-
Education and courses	DKK	-	-	0,21	-
Maintenance of vehicles	DKK	-	-	2,99	-
Flowers, plants and maintenance of outdoor areas	DKK	-	-	1,72	-
Research & Development	DKK	-	-	4,79	-
<b>SANOVO TECHNOLOGY ROBOTICS</b>					
Food for lunch and fruit scheme, meetings, events etc.	DKK	-	-	1,68	-
Cleaning	DKK	-	-	2,79	-
Hotel and restaurant	DKK	-	-	45,20	-
Consultancy, accountant, lawyer, etc.	DKK	-	-	2,42	-
Building costs, repair and maintenance	DKK	-	-	0,47	-
Furniture and inventory	DKK	-	-	108,09	-
Work clothing and safety equipment, including laundry	DKK	-	-	-	-
Office supplies	DKK	-	-	0,26	-
Leasing and rental services of transport equipment	DKK	-	-	8,51	-
Education and courses	DKK	-	-	0,77	-
Maintenance of vehicles	DKK	-	-	0,40	-
Flowers, plants and maintenance of outdoor areas	DKK	-	-	0,91	-
Research & Development	DKK	-	-	-7,92	-
<b>TOTAL CO2 emission / ton</b>		-	-	<b>4.579,44</b>	-

**Note to calculations Procurement:**

- SANOVO TECHNOLOGY GROUP has not calculated its CO<sub>2</sub> emission on steel, plastic, wood, paper, cardboard and electronics under procurement in 2021. It has only been able to get numbers based on spending, which will not show an accurate emission number. This naturally effects the total CO<sub>2</sub> number in the table and needs to be taken into consideration. SANOVO TECHNOLOGY GROUP has, therefore, initiated new measurements in 2022 to get amounts on its purchased items. See more detailed information on what initiatives SANOVO TECHNOLOGY GROUP started to achieve more accurate numbers under its target and KPIs for 2022-2024.
- To calculate the emission factors, SANOVO TECHNOLOGY GROUP has used EXIOBASE v3.3.16b2 (v. 2020 m. 2011 data).
- In the table, SANOVO TECHNOLOGY GROUP has decided not to show the actual DKK numbers as these are not public. The figures are shown in its internal calculation table.

## Freight CO<sub>2</sub> emissions 2021

Category	Calculation Unit	Scope 1 ton CO <sub>2</sub>	Scope 2 ton CO <sub>2</sub>	Scope 3 ton CO <sub>2</sub>	Out of Scope ton CO <sub>2</sub>
<b>Freight transport of goods</b>					
<b>SANOVO TECHNOLOGY (Datavej 3)</b>					
General	DKK	-	-	1.532,30	-
<b>SANOVO TECHNOLOGY NETHERLANDS</b>					
General	DKK	-	-	2.978,19	-
<b>SANOVO TECHNOLOGY ITALY</b>					
General	DKK	-	-	349,28	-
<b>SANOVO TECHNOLOGY PROCESS</b>					
General	DKK	-	-	1.532,30	-
<b>SANOVO TECHNOLOGY ROBOTICS</b>					
General	DKK	-	-	199,68	-
<b>TOTAL CO<sub>2</sub> emission / ton</b>		-	-	<b>6.591,74</b>	-

**Note to calculations Freight:**

- SANOVO TECHNOLOGY GROUP has calculated its CO<sub>2</sub> emission on freight transport of goods in 2021 with a spend and used an average factor where it calculated it by a simple average of the four emission factors EXIOBASE v3.3.16b2 (2020).
- The climate impact profile of goods transport changes drastically when looking at ton-kilometres rather than DKK as e.g. container ships and trains can move far more tons over distance and are thus more climate efficient than aircrafts. To get amounts on freight transportation, SANOVO TECHNOLOGY GROUP has initiated new measurements in 2022. See more detailed information on what initiatives it has started to achieve more accurate numbers under its target and KPIs for 2022-2024.
- In the table, SANOVO TECHNOLOGY GROUP has decided not to show the actual DKK numbers as these are not public. The figures are shown in its internal calculation table.

## Targets and KPIs

In the table below we show an overview of targets and related KPIs, actions conducted, and results obtained in 2021 as well as targets and planned actions. All targets are stated with which UN Sustainable Development Goal(s) the action supports.

### Reporting Period (2021)

### Sourcing Responsibility

UN SDGs #12 and #13



Target	KPI	Actions	Results
<b>78 suppliers</b> with a signed CSR and CoC	All suppliers with a spend > EUR 100,000 must have a signed CSR and CoC.	Supplier management is an integral part of SANOVO TECHNOLOGY GROUP's quality management system and is a measurable KPI. Its supplier code of conduct, responsible sourcing programme and its corporate culture and ethics dictate supplier due diligence and define the CSR requirements it sets for suppliers and partners.	<b>74 signed CSRs</b> of the 78 targeted.
<b>Six ATEX zone 20 suppliers</b>	Every second year, supplier audits for ATEX zone 20 suppliers.	On-site audit/tour to secure those suppliers are compliant with SANOVO TECHNOLOGY GROUP's CSR and CoC.	<b>Performed audits/ visits: Only five out of six audits have been performed due to Covid-19 restrictions.</b>
<b>Top ten suppliers</b>	Top ten supplier visits according to spend.		<b>Only two out of ten visits were performed due to Covid-19 restrictions.</b>

### Energy and Environment

UN SDGs #7, #12 and #13



Target	KPI	Actions	Results
SANOVO TECHNOLOGY GROUP's goal is to <b>reduce its CO<sub>2</sub> footprint by 5-15 % by 2024.</b>	<b>SANOVO TECHNOLOGY GROUP's energy consumption in production units must come from a green energy source to reduce its CO<sub>2</sub> footprint.</b>	Denmark: Change of electrical energy source from fossil to wind and solar energy.  The Netherlands: Change of electrical energy source from fossil to solar energy – 1 September 2021 See note 1 for more information.	<b>See results in scope overview for electricity.</b>



<p>SANOVO TECHNOLOGY GROUP will endeavour to use only freight forwarders with a clear and ambitious green profile.</p> <p>SANOVO TECHNOLOGY GROUP encourage purchased or leased cars in all production units to be either hybrid or electrical.</p> <p>Reduce business travel and physical meetings.</p>	<p><b>Reduce its CO<sub>2</sub> footprint on transportation and travel.</b></p>	<p>SANOVO TECHNOLOGY GROUP has started to follow how many kilometres are driven in company cars in Denmark and the Netherlands and what type of car it is.</p> <p>In 2022, the remaining production units will also report this data.</p>	<p>Company cars and km – Denmark Datavej 3 and 12:  Passenger cars, diesel 476,000 km (13 cars)  Passenger cars, petrol 78,000 km (two cars)  Passenger cars, diesel/hybrid 54,000 km (two cars)  Passenger cars, petrol/hybrid 71,000 km (three cars)  Vans, diesel 8,500 km (one car)</p> <p>Company cars and km – Italy:  Passenger cars, diesel 254,845 km (seven cars)  Passenger cars, diesel/hybrid 2,593 km (one car)  Vans, diesel 8,974 km (three cars)</p> <p>Company cars and km – the Netherlands:  Passenger cars, diesel 70,304 km (two cars)  Vans, diesel 123,571 km (four cars)  Passenger cars, petrol 237,713 km (seven cars)</p> <p>Business air travel, km  Denmark: 653,500  The Netherlands: 677,020  Italy: 182,210</p>
<p>90% of SANOVO TECHNOLOGY GROUP's waste must be sorted.</p>	<p><b>Sorting of waste into; paper, food, wood, plastic, cardboard and other waste.</b></p>	<p>Denmark:  SANOVO TECHNOLOGY sorts paper in all offices. The result will be no use of small plastic bags in all offices. New containers for paper have been implemented.</p>	<p>See results in scope overview for waste.</p> <p>SANOVO TECHNOLOGY GROUP sees a large change of paper waste of a total of 8,417 kg in Denmark due to new sorting methods.</p>
<p>SANOVO TECHNOLOGY GROUP has used 2021 to register and find the level of plastic consumption in Denmark to set realistic targets for the entire group.</p>	<p><b>Reduce the use of plastic.</b></p>	<p>Denmark, incoming plastic:  Monthly measurements of incoming plastic; split up into transparent and coloured plastic.</p> <p>The main part of the incoming plastic is due to the wrapping of machine frames from one supplier (Jensen). From 1 January 2021, SANOVO TECHNOLOGY GROUP has agreed with Jensen to change to paper wrapping.</p> <p>The Netherlands:  Many of its shipments are wrapped in black plastic. Investigations will be started to see if there are alternative packing methods and if not, find</p>	<p>Denmark:  Transparent amount: 710 kg  Coloured amount: 107 kg</p> <p>Reduction of plastic due to change from Jensen: 75%</p> <p>It has been decided to stop the measurements of incoming plastic in all production units, and SANOVO TECHNOLOGY GROUP will not conduct further actions.</p> <ul style="list-style-type: none"> <li>• It reuses most of the incoming plastic</li> <li>• All purchased plastic is as biofriendly as possible.</li> <li>• It sees a very low amount of plastic waste.</li> </ul>

		alternative biofriendly types of wrapping.	
In the engineering and development of new equipment, SANOVO TECHNOLOGY GROUP uses materials that can be recycled, have a low environmental impact and consume as little energy, chemicals and water as possible.	Reduce its CO <sub>2</sub> footprint on machines.	Actual measurement at customers. All documentation is stored by R&D.	BreakerPro compared to old model OptiBreaker – reduction in: <ul style="list-style-type: none"> <li>• Water consumption: 2000 litres/daily cleaning</li> <li>• Chemical use: 9 kg/daily cleaning</li> <li>• Stainless steel consumption = 50 kg less steel</li> <li>• Plastic consumption = 50 kg more.</li> <li>• 0.5% more yield</li> </ul>

## Employees

UN SDGs #3, #4 and #8



Target	KPI	Actions	Results
Zero cases of major work injuries at all production sites	<b>SANOVO TECHNOLOGY GROUP continues to offer a safe and healthy work environment.</b>	Regularly, SANOVO TECHNOLOGY GROUP makes a workplace assessment in cooperation with an external consultant measuring both the physical and the mental work environment.  Besides this, SANOVO TECHNOLOGY GROUP discusses a plan for ongoing improvements where different subjects are focused on raising awareness of safety in general.  See note 2 for more information.	SANOVO TECHNOLOGY GROUP measures work injuries with the following split on days of absence: Less than one day Between one to ten days More than ten days  <b>Denmark:</b> Less than one day = five Between one to ten days = two More than ten days = one Zero major injuries with permanent injuries.  <b>The Netherlands:</b> Less than one day = two Between one to ten days = one More than ten days = zero Zero major injuries with permanent injuries.  <b>Italy:</b> Less than one day = zero Between one to ten days = zero More than ten days = zero
Maintain a low level of sickness absence and employee turnover, keep a high level of seniority average and measure employee satisfaction.	<b>SANOVO TECHNOLOGY GROUP wants to have satisfied employees and encourage work-life balance.</b>  SANOVO TECHNOLOGY GROUP measures the satisfaction of its employees based on several elements: <ul style="list-style-type: none"> <li>• sickness absence</li> <li>• seniority average</li> <li>• turnover rate of employees</li> </ul>	Regarding employees, SANOVO TECHNOLOGY GROUP acts professionally and reliably with a high level of information and informal and open dialogue. SANOVO TECHNOLOGY GROUP prioritises the community and celebrates its common successes. SANOVO TECHNOLOGY GROUP believes in the value of work-life balance and will initiate and support actions that affect joy and satisfaction in the working life positively.	<b>Total sickness absence is measured by total sick hours in per cent of man-year:</b> <b>Denmark, total: 3.9%</b> <b>Of which long-term sickness: 2.5%</b> <b>The Netherlands, total: 4.4%</b> <b>Of which long-term sickness: 3.2%*</b> <b>Italy, total: 1.5%</b> <b>Of which long-term sickness: 0.8%</b>  <b>A turnover rate of employees: Denmark: 13%</b>

		See note 3 for more info.	<p>The Netherlands: 12% Italy: 15.8%</p> <p>Seniority average: Denmark: 8.02 years The Netherlands: 8.32 years Italy: 9.75 years</p> <p>*SANOVO TECHNOLOGY GROUP pays sick employees for up to two years).</p>
Annual evaluation of the organisation and skills in the group according to its strategy and expected development	Continuously focus on having the <b>right and sufficient competencies for the present and future work tasks.</b>	<p>Tools to support the ongoing evaluation of competencies will be implemented in SANOVO TECHNOLOGY GROUP's HR system/annual development interview which will give it an overview of the current competencies at a strategic level as well as define a possible competence gap for the individual employee.</p> <p>The overview at the strategic level will be finalized in Q2 2022, and the individual evaluation will take place during the year according to the appraisal interviews.</p>	<p><b>Set up a competence matrix at a strategic level for the group. Supplement with an individual evaluation of competencies and an individual progress plan.</b></p>
Keep a high level of involvement within different employee types and educational directions.	<b>Sustainability in the future job market and be known as an attractive workplace that can attract new skilled employees.</b>	<p>To ensure the best quality and education of young people, SANOVO TECHNOLOGY GROUP works with educational institutions and relevant professional business associations. It educates apprentices and trainees and uses interns and students to a wide extent. SANOVO TECHNOLOGY GROUP works with local authorities to help people that are temporarily unemployed, have special needs, etc. to ensure their continued connection to the job market.</p>	<p><b>Denmark:</b> Two student assistants, two apprentices</p> <p><b>The Netherlands:</b> eight apprentices/internships/students, five employees who already work for us, but go to school for follow-up education, and two employees with a small handicap (government-supported).</p> <p><b>Italy:</b> one apprentice</p> <p><b>PROCESS:</b> one student assistant</p>

Narratives that we find relevant for our progress in the reporting period are stated below.

Note 1:

Electricity will come from solar panels; it is estimated that they will deliver 90% more than SANOVO TECHNOLOGY GROUP uses which will be 'delivered' to the electricity company.

The roof and walls will be of extra insulating material.

The heating in the production area will be with radiant panels.

The ventilation system in the production area will be better so the climate will improve.

The lighting (LED lamps) will have sensors, except in places that need permanent light.

Building no. two will have one system for heating and cooling so no more AC.

Note 2:

A safe and healthy work environment is highly prioritised especially with a focus on safety. SANOVO TECHNOLOGY GROUP follows all rules set by the local authorities in each country.

SANOVO TECHNOLOGY GROUP wants to promote good and constructive collaboration with employees as well as a safe and healthy work environment where all employees thrive both physically and mentally so that it continues to be an attractive workplace. Preventive work is the foundation of its health and safety work. SANOVO TECHNOLOGY GROUP considers its employees to be one of the company's most important resources.

The assessment report is presented to an internal committee consisting of managers and employee representatives including worker representatives for safety. Together, they plan for required initiatives to meet the conclusions from the report minimizing future work injuries. SANOVO TECHNOLOGY GROUP prioritizes implementing all needed actions immediately.

Note 3:

**Well-being:**

SANOVO TECHNOLOGY GROUP's relationship with its employees rests on the premise that working life should be balanced with life's wider contexts. SANOVO TECHNOLOGY GROUP arranges absence interviews in the event of long-term illness discussing measures that may reduce the employee's period of absence, initiate a gradual return or adapt the job tasks.

SANOVO TECHNOLOGY GROUP appreciates and supports an informal culture where it can also have fun. SANOVO TECHNOLOGY GROUP organizes several social events during the year.

**Trustworthy leadership**

A high level of information to ensure awareness of the strategy and business goals and how the individual employee has a role in achieving them. Open and honest dialogue and regular communication to ensure alignment of the mutual expectations according to specific job description/KPIs and sustained commitment.

Involving employees in their progress to keep them motivated and skilled for present and future work tasks.

Encourage cross-organizational cooperation to ensure joint efforts in the organization.

Open leadership based on trust and in accordance with its values.

**Employee progress conversations**

To ensure the future development of all employees of SANOVO TECHNOLOGY GROUP, an employee performance appraisal is held annually between the individual employee and his/her immediate manager. The purpose of the appraisal is to create a framework for a formalised dialogue on:

The job description - including evaluation of the employee's performance both professionally and personally and by SANOVO TECHNOLOGY GROUP's values, development - wishes and needs, success criteria (KPIs). Mutual expectations, well-being and satisfaction.

**Over time, SANOVO TECHNOLOGY GROUP has initiated many initiatives in its group. SANOVO TECHNOLOGY GROUP has combined all in timelines: [See appendix 5.](#)**

## Targets for the coming period (2022-2024)

In the table below you see an overview of targets and related KPIs as well as planned actions in the coming reporting year 2022-2024. We have stated which UN Sustainable Development Goal(s) the action supports.

### Sourcing Responsibility

UN SDGs #12 and #13



Target	KPI	Planned actions [until 2024]
95 suppliers with a signed CSR and CoC	All suppliers with 2021 spend above EUR 100,000 must have a signed CSR and CoC.	<b>Target not reached for 2021– the target is to be completed in 2022.</b> A new target will be defined for 2023.
Six ATEX zone 20 suppliers	Biyearly supplier audits for ATEX zone 20 suppliers.	<b>Target not reached for 2021 – the target is to be completed in 2022.</b> A new target will be defined for 2023.
Top ten suppliers	Top ten supplier visits according to 2021 spend.	
CO <sub>2</sub> emission related to the steel segment	Weight on steel items from top suppliers, representing 50% of spend within the segment.	<b>Collect data from suppliers representing 50% of the spend within the steel segment.</b>
Automatic calculation and transfer of item weight from solid works to Navision (steel parts only)	Weight on all steel items created after 1 January 2022 in Navision.	<b>Project initiated in January 2022.</b>
CO <sub>2</sub> emissions related to plastic, wood, paper, cardboard and electronics	Weight on all items from suppliers.	<b>Project initiated in January 2022.</b>

### Energy and Environment

UN SDGs #7, #12 and #13



Target	KPI	Planned actions [until 2024]
SANOVO TECHNOLOGY GROUP's goal is to reduce its CO <sub>2</sub> footprint by 5-15% by 2024.	To have a climate calculation of emission in all production units by the end of 2022.  SANOVO TECHNOLOGY GROUP's energy consumption in production units must come from a green energy source to reduce its CO <sub>2</sub> footprint.	<b>In 2021, SANOVO TECHNOLOGY GROUP started its work to conduct a climate calculation and all numbers are being reported in BI. This will result in a climate calculation emission report in 2022.</b>  <b>The Netherlands:</b> In 2022, it will investigate potential green alternatives to water boilers.  <b>Denmark:</b> In 2022, electrical chargers for cars will be installed.

<p>SANOVO TECHNOLOGY GROUP will work on replacing disposable plastic with more biofriendly materials. This includes both incoming materials, the materials it uses in shipments and the reduction of single-use plastic in general.</p>	<p>Reduce the use of plastic.</p>	<p><b>The Netherlands:</b> Investigations will be started to see if there are alternative packing methods and if not, find alternative biofriendly types of wrapping.</p>
<p>SANOVO TECHNOLOGY GROUP will endeavour to use only freight forwarders with a clear and ambitious green profile.</p>	<p>Measure all freight transports of goods of the following types:</p> <ul style="list-style-type: none"> <li>• Air</li> <li>• Road</li> <li>• Sea</li> </ul>	<p><b>Project initiated in January 2022 in shipping departments.</b></p>

## Other issues

Other information that we see relevant for providing a comprehensive and adequate description of the CSR work in SANOVO TECHNOLOGY GROUP, including e.g. community work, campaigns, donations, projects, or any other narratives.

SANOVO TECHNOLOGY GROUP has, over time, been active in different humanitarian interventions, known as Company Karma Projects. This has given rise to several successful Company Karma Projects; some have grown into wide-scale initiatives through years of dedication while others are still taking form as they develop. Common for them all is that they have become great inspirational sources for SANOVO TECHNOLOGY GROUP, its employees, and customers.

It means a lot to SANOVO TECHNOLOGY GROUP that the way it approaches Company Karma and CSR, in general, makes sense to its employees as well. That is why SANOVO TECHNOLOGY GROUP also encourages activities that generate a strengthened sense of community and shared value.

SANOVO TECHNOLOGY GROUP has created a timeline of all projects over time. *See Appendix 5.*

Below you will see a short description of its present project.



### Heart for Africa Project – Canaan Egg Farm in Eswatini (former Swaziland)

As well as providing a sustainable food supply, eggs are a high-quality protein source that boosts immunity levels, supports brain development in infants, and concentration levels in children attending school. Eggs are amazing food, and SANOVO TECHNOLOGY GROUP intends to spread good karma to those in need with eggs. With that in mind, the choice of supporting the project Heart of Africa foundation and their Canaan Egg Farm, in Eswatini, was easy.

The egg-laying operation at Project Canaan Farm provides freshly cooked eggs for all the children living on the Project Canaan Farm and helps thousands of people by providing high-quality, locally produced protein that is essential for human growth and development. The eggs produced feed and supplement a feeding program that delivers 74,000 hand-packed meals every month to rural areas through a network of 30 churches.

SANOVO TECHNOLOGY GROUP has together with its employees and suppliers donated a complete boiling and cooling machine to the Project Canaan Egg Farm in Eswatini, South Africa.

The machine is specially designed by SANOVO TECHNOLOGY GROUP's engineers to accommodate local conditions, and the entire operation is supported by solar energy.

In 2018, a new donation arrived in Eswatini - an egg cooling machine. The warm weather in Eswatini has been a challenge, and a solution to cool down the eggs as needed. SANOVO TECHNOLOGY GROUP has, therefore, decided to support the Heart for Africa project for the next three years with the installation and delivery of a cooling machine.

**[Learn more about the project and SANOVO TECHNOLOGY GROUP's donations here](#)**



## Appendix 1, Certificate from energy supplier

**CERTIFIKAT**  
**VINDMØLLESTRØM**

Det attesteres herved, at  
**Sanovo Technology A/S**  
i perioden **01.01.2022 -31.12.2022**  
har købt vindmøllestrøm fra produktionsanlæg  
på **Odense Havn**  
svarende til **412.000 kWh** pr. år

Elektricitet produceret på vindmøller medfører ikke udledning af drivhusgasser som f.eks. CO<sub>2</sub> og medfører ingen partikkelforurening i luften.

Handel med elektricitet fra danske vindmøller er dokumenteret med oprindelsesgarantier, der udstedes i henhold til bekendtgørelse om oprindelsesgaranti for VE-elektricitet og bekendtgørelsen om deklaration af elektricitet til forbrugere efter Europa-Parlamentets og Rådets direktiv 2009/28/EF af 23. april 2009 om fremme af anvendelse af energi fra vedvarende energikilder.

Energi Fyn fører regnskab med de handlede oprindelsesgarantier, og indberetter til energinet.dk.

  
Jack Filip Nielsen, Key Account Manager



**EnergiFyn**  
Sanderumvej 16, 5250 Odense SV, tlf. 63 17 19 00, www.energifyn.dk

 **CERTIFICATO DI GARANZIA D'ORIGINE**

  
**FREE**  
LUCE&GAS  
Certifica che

**SANOVO TECHNOLOGY ITALIA S.R.L.**

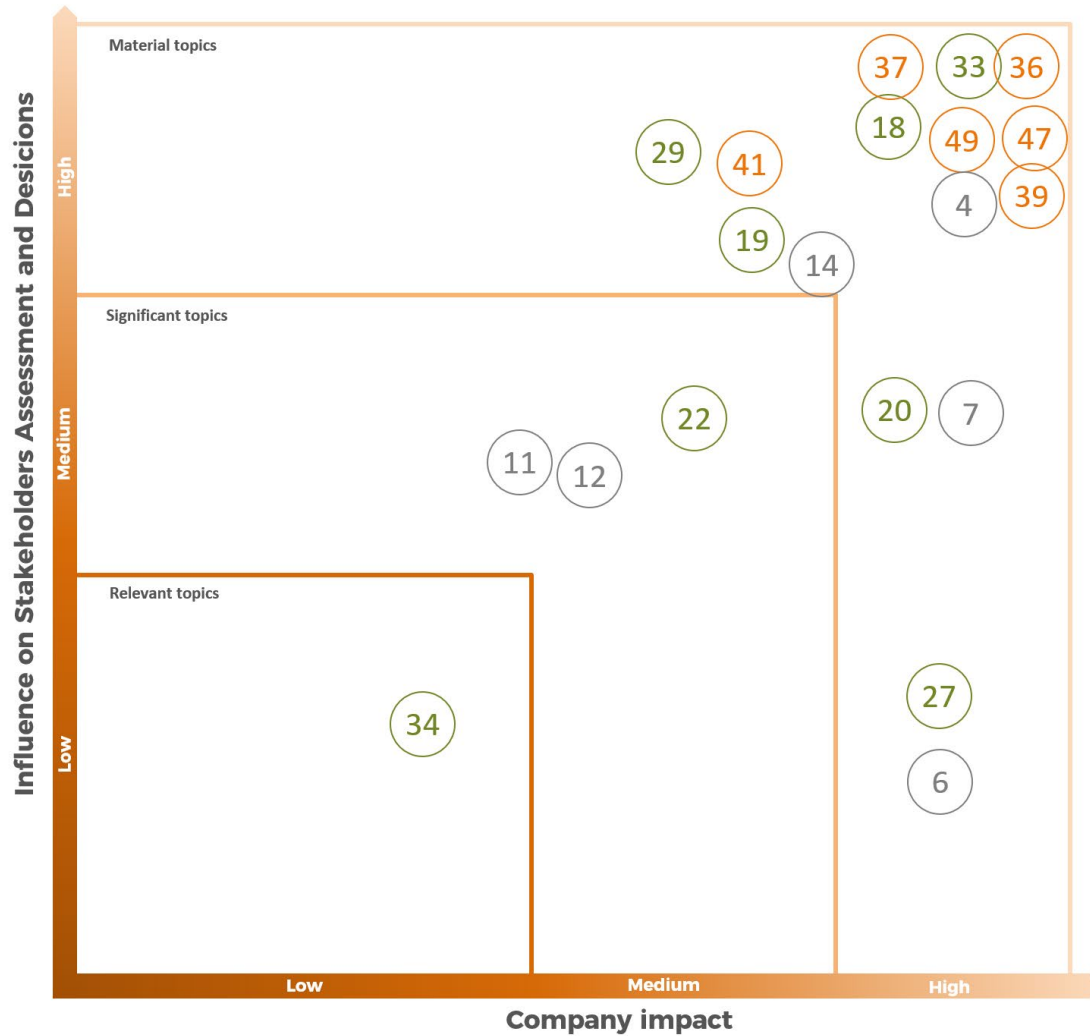
utilizza energia elettrica prodotta esclusivamente da impianti alimentati da fonti rinnovabili,  
e prelevata nel periodo **1° gennaio '22 - 31 dicembre '22**

 **100% ENERGIA VERDE**  
FREE LUCE&GAS

**FREELUCEGAS.IT**



# CSR Materiality Matrix 2021 – STG



**Human**

- 4 Respect for privacy/handling of data
- 6 Contributing to improved nutrition / health improvement
- 7 Training and further education
- 11 Non-discrimination and diversity
- 12 Access to health compensation regarding sickness, maternity/ paternity leave and work-related injury
- 14 Safe and healthy work environment

**Globe**

- 18 Energy and Co2
- 19 Water consumption
- 20 Use of raw materials
- 22 Packaging
- 27 Waste & Sorting
- 29 Wastewater
- 33 Transport within the value chain
- 34 Reutilization of machinery and materials

**Economy (and ethics)**

- 36 Foodsafety
- 37 Product tracking
- 39 Responsible supply management
- 41 Animal welfare
- 47 Contribute to better utilisation of resources through innovation
- 49 Quality management

## Appendix 3, Sorting of waste

< Back to report | SORTING OF DIFFERENT MATERIALS

Company	Cardboard	Metal	Organic waste (Food)	Paper	Plastic	Wood
<b>STDK</b>						
1/31/2021	✔ YES	✔ YES	✔ YES	✘ NO	✘ NO	✔ YES
2/28/2021	✔ YES	✔ YES	✔ YES	✘ NO	✘ NO	✔ YES
3/31/2021	✔ YES	✔ YES	✔ YES	✘ NO	✘ NO	✔ YES
4/30/2021	✔ YES	✔ YES	✔ YES	✘ NO	✘ NO	✔ YES
5/31/2021	✔ YES	✔ YES	✔ YES	✔ YES	✘ NO	✔ YES
6/30/2021	✔ YES	✔ YES	✔ YES	✔ YES	✘ NO	✔ YES
7/31/2021	✔ YES	✔ YES	✔ YES	✔ YES	✘ NO	✔ YES
8/31/2021	✔ YES	✔ YES	✔ YES	✔ YES	✘ NO	✔ YES
9/30/2021	✔ YES	✔ YES	✔ YES	✔ YES	✘ NO	✔ YES
<b>STIT</b>						
1/31/2021	✘ NO	✘ NO	✘ NO	✔ YES	✔ YES	✔ YES
2/28/2021	✘ NO	✘ NO	✘ NO	✔ YES	✔ YES	✔ YES
3/31/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
4/30/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
5/31/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
6/30/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
7/31/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
8/31/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
9/30/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
10/31/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
11/30/2021	✘ NO	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
<b>STNL</b>						
1/31/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
2/28/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
3/31/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
4/30/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
5/31/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
6/30/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
7/31/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
8/31/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
9/30/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
10/31/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES
11/30/2021	✔ YES	✔ YES	✘ NO	✔ YES	✔ YES	✔ YES

## Appendix 4, Initiatives related to KPI targets & karma initiatives

### KPI and targets initiatives

Date	Company	Type	Description
1-1-2016	STDK	Electricity	All light fittings are changed to an intelligent LED light system (automatic switch-off etc.). During the reconstruction of the building, we focused on creating more natural daylight in the production – to some extent to save electrical lighting, but also to create a better working environment for our employees. We have registered a reduction in kWh of 16.1% due to these initiatives. We have installed floor heating in the newly constructed part of the Administration, and in addition, we installed a type of aircon system that reuses the heating.
1-1-2016	STDK	Employee initiatives	“Vi cykler til arbejdet” (biking to work). 19 employees participated and biked all in all 1.565 km, which saves the environment 249 kg. CO2
1-1-2017	STDK	Canteen	New canteen setup where we cooperate with a supplier who is focusing on sustainability, use of organic and/or local produce, and who keeps the food waste at the lowest possible level.
1-1-2017	STDK	Employee initiatives	“Vi cykler til arbejdet” (biking to work). 20 employees participated and biked all in all 3.371 km, which saves the environment 550 kg. CO2 Participated in the campaign “Smid tøjet” (Ditch the Clothes) arranged by Red Cross. We collected approximately 400 kg. of clothes which means food for 10 families for a month.
1-1-2017	STDK	Paper	Most printed paper items have been replaced with cradle-to-cradle certified products. This has improved our paper-related life-cycle impact considerably.
1-1-2017	STDK	Waste	In May 2017 we start to collect and recycle organic waste from the production (liquid egg and food from the spray drying test center) with the help of the company DAKA ReFood. Once a week ReFood personnel collect the provided bins. The food waste is then used in the production of natural fertilizer and biogas, which is a green alternative to letting the waste incinerate.  In 2017 DAKA ReFood has helped us recycle 2.613 kg of waste.  This is nutrition enough to manure 4.265 kg carrots, reducing emissions by 1.863 kg Co2 or 88 days to heating an average household.
1-1-2018	STDK	Canteen	In our takeaway setup, sustainable material is now being used.
1-1-2018	STDK	Employee initiatives	Vi cykler til arbejdet” (biking to work). 22 employees participated and biked all in all 4.011 km, which saves the environment 654 kg. CO2 = the same amount a family car spends driving to Barcelona and back. Participated in the campaign “Smid tøjet” (Ditch the Clothes) arranged by Red Cross. We collected approximately 200 kg. of clothes which means food for 5 families for a month. Mo’ Brothers played their part: They grew their mustaches for the entire month of November and collected 10.000 DKK in charity for prostate cancer victim groups.
1-1-2018	STJP	Paper	All documents are converted to PDF and paper was discarded.
1-1-2018	STDK	Plastic	All deposable plastic such as cups, spoons, etc. has been changed to a sustainable alternative. We use no plastic water bottles but encourage all employees to use tap water. As an alternative for a meeting, we use bottles from the supplier Postevand. They use only tap water from Funen, delivered in FSC certified cardboard, 100% BPA free and contain no phthalates or fluorescent substances.
1-1-2018	STDK	Waste	We begin to also collect waste from the canteen. In 2018 DAKA ReFood has helped us recycle 6.386 kg of waste. This is nutrition enough to manure 10.422 kg carrots, reducing emissions by 4.553 kg Co2 or 215 days to heating an average household.

1-1-2019	STJP	Canteen	We have changed office beverage cups and plates to a sustainable material.
1-1-2019	STDK	Employee initiatives	<p>“Vi cykler til arbejdet” (biking to work). 22 employees participated and biked all in all 4.643 km, which saves the environment 757 kg. CO2 burned 125.348 Kcal.</p> <p>In 2019, we were re-certified as the Bike Friendly Workplace by Odense Kommune. And in that regard, we were upgraded to Silver certification.</p> <p>The MoBros and MoSisters collected 14.036 DKK for the Movember Foundation. As a new initiative in 2018, a Movember Lottery was established. The lottery was a big success; 224 mustaches were sold and over 4000 DKK went to the Movember Foundation all in charity for prostate cancer victim groups.</p>
1-1-2019	STDK	Paper	We have changed the print paper used internally in Denmark to Cradle-to-Cradle. We use 360,000 pieces of A4 paper and thereby save 5.4 tons of wood, 77,623 liters of water, 13,896 kWh electricity, and reduced CO2 emissions by 1.2 tons.
1-1-2019	STDK	Waste	<p>In 2019 DAKA ReFood has helped us recycle 10.725 kg of waste.</p> <p>This is nutrition enough to manure 16.338 kg carrots, reducing emissions by 7.138 kg Co2, or 336 days to heat an average household.</p>
1-1-2020	STDK	Employee initiatives	<p>“Vi cykler til arbejdet” (biking to work). 12 employees participated and biked all in all 3.305 km, which saves the environment 539 kg. CO2 burned 89.221 Kcal.</p> <p>Due to Covid-19 the campaign was canceled at the beginning of 2020 but conducted later in the year. We had a smaller number of participants due to homework.</p>
1-1-2020	STDK	Paper	All printers in Denmark have been updated with log-in verification. We expect to see a reduction in our use of paper.
1-1-2020	STJP	Travel	Switched to telework and remote web conference. Working from home improves the environment by reducing travel.
1-1-2020	Group	Travel	<p>We have started several digitalization initiatives</p> <p>Microsoft HoloLens to service our customers on distance.</p> <p>A business model has been made in the sales department. The purpose of the customer meeting business model is to streamline the selling process by increasing the digital meetings and interaction with customers using digital communication platforms.</p> <p>This will reduce the distance and time in customer dialogue, reduce the number of physical meetings, optimize time usage, reduce traveling and travel costs and improve carbon footprint.</p>
1-1-2020	STDK	Waste	<p>In 2020 DAKA ReFood has helped us recycle 3.780 kg of waste.</p> <p>This is nutrition enough to manure 6,169 kg carrots, reducing emissions by 2.695 kg Co2, or 127 days to heat an average household.</p>
1-1-2021	STDK	Electricity	<p>From January 2021 all our electricity will come from windmills as we have agreed with our supplier.</p> <p>In 2021 we will investigate setting up electrical charters for cars in the headquarters.</p>
1-1-2021	STJP	Employee initiatives	Employees bring bento from home for lunch as much as possible. This will reduce garbage.
1-1-2021	Group	Travel	Look into the travel in sales and service offices.
1-2-2021	STSA	Travel	We started to install the local server remotely, this action reduced the travel cost.
5-17-2021	STDK	Paper	Sorting of paper in all offices has been implemented. In all paper bins in the offices, we have zero use of plastic bags. We are only allowed to put paper in the bins and could therefore avoid the small plastic bags.
9-1-2021	STNL	Electricity	From September 1st we will generate our electricity ourselves through solar panels

12-31-2021	STDK	Employee initiatives	<p>“Vi cykler til arbejdet” (biking to work). In 2021 we participated in 4 campaigns:</p> <p>Vinter Cykeluge - Januar 2021 (Nationalt arrangement – Dansk Cyklistforbund) Antal deltagere: 6, Antal kørte km i alt: 392,00 km, Antal cykeldage i alt: 25 dage, Besparet CO2 for dit hold: 98,00 kg</p> <p>Vi Cykler Til Arbejde - Maj 2021 (Nationalt arrangement – Dansk Cyklistforbund) Antal deltagere: 15, Antal kørte km i alt: 1911,60 km, Antal cykeldage i alt: 124 dage, Besparet CO2 for dit hold: 477,90 kg,</p> <p>Vi Cykler Tilbage Til Arbejde - September 2021 (Nationalt arrangement – Dansk Cyklistforbund) Antal deltagere: 10, Antal kørte km i alt: 678,00 km, Antal cykeldage i alt: 40 dage, Besparet CO2 for dit hold: 169,50 kg</p> <p>Vi cykler stadig - November 2021 (Odense arrangement – Odense Kommune ) Antal deltagere: 7, Antal kørte km i alt:1316,00 km, Antal cykeldage i alt: 108 dage, Besparet CO2 for dit hold: 329,00 kg</p>
12-31-2021	STDK	Waste	<p>In 2021 DAKA ReFood has helped us recycle 13970 kg of waste.</p> <p>This is nutrition enough to manure 22.779 kg carrots, reducing emissions by 4.400 kg Co2, or 552 days to heat an average household.</p>

## Karma Initiatives

Date	Company	Description
1-1-2015	ST US	Donated a percentage of their spare parts sales (6.500 USD) to a Food Bank.
1-1-2015	Group	<p>In 2015 SANOVO TECHNOLOGY GROUP and SANOVO Lactosan Ingredients Group have decided in cooperation with WAWCAS to send 1,000 solar lamps to the earthquake-affected Nepal.</p> <p>The women are allowed to develop and run their businesses and cooperatives and at the same time secure their children’s education. The areas are without electricity and therefore also without much-needed light. The light is not only a necessity in the sense that it is needed for practical reasons but also for the children to be able to read and do homework again. Light is a way of regaining some of what was lost in the pursuit of life as it used to be.</p>
1-1-2016	Group	SANOVO TECHNOLOGY GROUP has, together with our employees and suppliers, donated a complete boiling and cooling machine to the Project Canaan Egg Farm in Swaziland, South Africa.

		The machine is specially designed by our engineers to accommodate local conditions and the entire operation is supported by solar energy.
1-1-2017	Group	<p>Donation of 30,000 USD to the IEF. This donation is based on the sales of the GraderPro and other machines within that year.</p> <p>Quote from IEF: “The funds donated to the IEF help create a sustainable food supply and self-sufficiency in our project countries. Supporting egg production to provide high-quality protein for vulnerable children, their careers, and the local population. Communities also benefit from long-term vocational training and educational opportunities to provide true sustainability for the future with local people becoming involved in the production and consumption of their eggs”.</p>
1-1-2018	Group	<p>In 2018 a new donation arrived in Swaziland - an egg cooling machine. The warm weather in Swaziland has been a challenge and a solution to cool down the eggs as needed.</p> <p>We have therefore decided to support the Heart for Africa project for the next 3 years with the installation and delivery of a cooling machine. In the past 2 years in total 3,284,760 hard-boiled eggs have been distributed to children in need in the surrounding areas and the orphans living at Project Caanan - all produced by our machine. The donation is covering 2018-2021</p>
1-1-2018	ST US	The employees have generously donated money and gifts to help provide a better Christmas holiday for an underprivileged family.
1-1-2019	ST US	Donated just under \$17,000 to Lighthouse of Oakland County. Again, this was due to a percentage of a week’s spare part sales.
1-1-2019	Group	<p>In 2018 a new donation arrived in Swaziland - an egg cooling machine. The warm weather in Swaziland has been a challenge and a solution to cool down the eggs as needed. We have therefore decided to support the Heart for Africa project for the next 3 years with the installation and delivery of a cooling machine. In the past 2 years in total 3,284,760 hard-boiled eggs have been distributed to children in need in the surrounding areas and the orphans living at Project Caanan - all produced by our machine.</p> <p>The donation is covering 2018-2021</p>

1-1-2020	ST NL	<p>Electro car for older/disabled persons (volunteers drive these people in those electro cars to the supermarket or doctor appointment)</p> <p>Eat&amp;Meet for elderly people (3 restaurants in Aalten make free dinner parties for “lonely” elderly people)</p> <p>Sport clubs In Corona time there is less income for sports clubs because canteens are closed. And fewer sport-activities for the members. Money is spent on other activities for the young ones.</p> <p>Foodbank At Christmas time extra special food was donated.</p>
1-1-2020	Group	<p>In 2018 a new donation arrived in Swaziland - an egg cooling machine. The warm weather in Swaziland has been a challenge and a solution to cool down the eggs as needed. We have therefore decided to support the Heart for Africa project for the next 3 years with the installation and delivery of a cooling machine. In the past 2 years in total 3,284,760 hard-boiled eggs have been distributed to children in need in the surrounding areas and the orphans living at Project Caanan - all produced by our machine.</p> <p>The donation is covering 2018-2021</p>
2-26-2020	ST ASIA	<p>Donated food and assist to distribute food to the homeless in Kuala Lumpur. Join hands with the local NGO - PERTIWI Soup Kitchen.</p>
12-31-2021	ST US	<p>This holiday season, the employees of Sanovo Technology USA, Rame-Hart, and Foodcraft, teamed up to help assist 2 families in need. We partnered with Lighthouse Michigan, which is an organization that provides support for the most basic of needs such as food or shelter for families that most need it. Our team was able to provide gifts and household items that each family requested to help make their Christmas special.</p> <p>In addition to the gifts and household items, SANOVO donated 3% of all spare part orders intake between November 29th and December 3rd to Lighthouse Michigan. This donation will help supply necessary items for families in need and also help cover the costs associated with helping these families such as moving expenses. The donation this year was \$11,588 to help this incredible organization continue its remarkable outreach.</p>