



Company Karma Report 2020

Doing good while doing business

Company name:	SANOVO TECHNOLOGY GROUP
Reporting period:	1 January (2020) – 31 December (2020)
Responsible person:	Michael Strange Midskov, CEO
Date:	01-02-2021

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Usage of CO₂ in tons

	2018	2019	2020
Heating			
The Netherlands	60	68	76
Italy	36	49	22
Denmark	24	18	22
Electricity			
The Netherlands	136	127	134
Italy	35	36	29
Denmark	126	150	135
Travel			
The Netherlands	Not measured	197	97
Italy	Not measured	66	18
Denmark	Not measured	538	163
Usage of CO₂ in tons	417	1,249	696

Appendix 1, Energy Consumption, CO₂ in tons

Usage of Water in m³

	2018	2019	2020
Water (m³)			
The Netherlands	637	751	677
Italy	312	500	146
Denmark	1,158	1,190	1,021
Usage of water in m³	2,107	2,441	1,844

Energy Source

SANOVO TECHNOLOGY GROUP's goal is to reduce its CO₂ footprint by 30-40% by 2023. In the table below, SANOVO TECHNOLOGY GROUP has listed the energy sources it uses in its production units and which sources it expects to use in the future.

All of the energy sources are related to the initiated actions SANOVO TECHNOLOGY GROUP has started under Key Performance Indicators (KPIs) and targets.

	2018	2019	2020	2021	2022
Heating					
The Netherlands	● Water boilers	● Water boilers	● Water boilers	● Water boilers	● Water boilers
Italy	● District heating	● District heating	● District heating	● District heating	● District heating
Denmark	● District heating	● District heating	● District heating	● District heating	● District heating
Electricity					
The Netherlands	● Regular electricity	● Regular electricity	● Regular electricity	● Regular electricity	● Solar energy
Italy	● Renewable energy	● Renewable energy	● Renewable energy	● Renewable energy	● Renewable energy
Denmark	● Regular electricity	● Regular electricity	● Regular electricity	● Wind energy	● Wind energy

Note:

- In Italy, SANOVO TECHNOLOGY GROUP changed its electricity supplier from one which produces regular electricity to a company which produces electricity from renewable energy sources in 2018 – [see Appendix 2, Certificate from energy supplier Italy](#).
- In Denmark, SANOVO TECHNOLOGY GROUP changed its electricity supplier from one which produces regular electricity to a supplier of wind energy in 2021 – [see Appendix 3, Certificate from energy supplier, Denmark](#).
- In Denmark and Italy, SANOVO TECHNOLOGY GROUP uses district heating from a green energy source, but it could be greener if it changed to biogas.
- In all production units, SANOVO TECHNOLOGY GROUP uses an intelligent LED light system (automatic switch-off, etc.).
- In Denmark, SANOVO TECHNOLOGY GROUP installed a type of AC system that reuses the heating.

Savings of CO₂ in tons

	2018	2019	2020
Heating			
The Netherlands	-	-	-
Italy	-	-	-
Denmark	-	-	-
Electricity			
The Netherlands	-	-	-
Italy	36	49	29
Denmark	-	-	-
Travel			
The Netherlands	-	-	100
Italy	-	-	48
Denmark	-	-	375
Other			
Printed brochures, DK	0.18	0.19	1.06
Organic waste, Daka ReFood, DK	4.55	7.14	2.7
Office paper, DK	-	0.98	0.84
Bike to work	0.644	0.752	0.539
Total CO₂ saved in tons	40	45	557

SANOVO TECHNOLOGY GROUP wants to focus even more on its Company Karma work, and it has, therefore, decided to set up new internal procedures for reporting. All measured KPIs will from 2021 be included in its monthly BI reports, covering both production units and sales/service office.

This will enable SANOVO TECHNOLOGY GROUP to act upon its KPIs when it sees fluctuations in consumption of CO₂ and the use of energy sources. SANOVO TECHNOLOGY GROUP will use this, where possible, as the basis for necessary changes and measures to reduce its CO₂ footprint.

Company Description

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

With an extensive product programme, SANOVO TECHNOLOGY GROUP offers its customers innovative, flexible and efficient systems. SANOVO TECHNOLOGY GROUP is the world leading specialist within the development and manufacture of high-standard egg handling and processing equipment. 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. Mainly due to significant growth and development in the egg market where SANOVO TECHNOLOGY GROUP sees an increasing demand for its technologies within egg processing. But also, its new activities are in a very positive development with many new possibilities for future growth.

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

Operation and supply chain

All equipment is being assembled in its state-of-the art production units in Denmark, the Netherlands, Italy and with sub-suppliers. A major part of the components for the assembly are being manufactured by main sub-suppliers which, therefore, play an important role when SANOVO TECHNOLOGY GROUP looks at its overall CO₂ footprint and other Company Karma related topics.

Organisation:

SANOVO TECHNOLOGY GROUP is a technical, innovative and project knowledge-based company with +400 skilled employees located all over the world. Its organisation is structured with own sales and service entities and more than 50 distributors. The composition of its employees are 38% blue-colour and 62% white-colour.

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

- SANOVO TECHNOLOGY A/S
- SANOVO TECHNOLOGY NETHERLANDS, USA, ITALY, CHINA, JAPAN, ASIA, SOUTH AMERICA and MEXICO
- SANOVO PROCESS SOLUTIONS
- RAME-HART
- SANOVO BIOSECURITY
- NIKRO (SANOVO LOGISTICS)
- SANOVO TECHNOLOGY PROCESS
- SANOVO TECHNOLOGY ROBOTICS
- FOODCRAFT 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 SANOVO 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, SANOVO TECHNOLOGY GROUP constantly strives to improve.

SANOVO TECHNOLOGY GROUP's values

Its company culture is embodied in four values: corporation, commitment, dynamics and responsibility. All defined with clear descriptions of what is expected from management and employees. Hereby roles and responsibility.

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. SANOVO 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 global suppliers of complete systems in the industry of machinery, equipment and products to the egg-processing world.

Furthermore, SANOVO 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 fertilised eggs:

To help hatcheries cost effectively improve flock health and increase poultry production, SANOVO TECHNOLOGY GROUP provides advanced systems for collecting and packing of fertilised 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, haemoglobin, 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

SANOVO BIOSECURITY handles all projects concerning killing micro-organisms. The SonoSteam nozzles are driven by steam and ultrasound and disinfect 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, labelling and stock control and a complete egg-to-chick traceability from producer to end user.

Company Karma Organisation

A short description of how SANOVO TECHNOLOGY GROUP have organised the Company Karma work including position of responsibility, committees and procedures in place in order 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 energy usage at its plants.

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 its 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 throughout the world. SANOVO TECHNOLOGY GROUP engages in several activities to give back to those who are less privileged.

SANOVO TECHNOLOGY GROUP 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).

About this report

This Company Karma rapport covers the 2020 calendar year. It aims to provide a balanced overview that identifies the impacts and risks of SANOVO TECHNOLOGY GROUP's work as well as its activities to counter such impacts and risks and to make positive contributions towards a more sustainable world. Through a material aspects review, SANOVO TECHNOLOGY GROUP has strategically identified three focus areas to keep it aligned when implementing Company Karma-related activities throughout the organisation.

Report scope

SANOVO TECHNOLOGY GROUP has decided to focus on its manufacturing companies:

- SANOVO TECHNOLOGY A/S (DENMARK)
- SANOVO TECHNOLOGY NETHERLANDS
- SANOVO TECHNOLOGY ITALY
- SANOVO TECHNOLOGY ROBOTICS
- SANOVO TECHNOLOGY PROCESS
- SANOVO TECHNOLOGY BIOSECURITY

Reporting principles

The topics included in this report, and the material aspects SANOVO TECHNOLOGY GROUP covers, were selected, and prioritised 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 consist of:

Michael S. Midskov, CEO

Eva N.P. Langhoff, COO Vice President

Pia Lærke, PA/Head of HR

Vicky Engsted, Head of Group Communication

Material Karma Topics

An updated overview of the identified Karma topics in the SANOVO TECHNOLOGY GROUP organisation. 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 4, Materiality Matrix.

SANOVO TECHNOLOGY GROUP's materiality review draws upon analysing key areas within the business environment it operates in by highlighting and categorising Company Karma topics. SANOVO TECHNOLOGY GROUP identified the most relevant elements within its value chain and considered the impact it has on them, or they have on it.

SANOVO TECHNOLOGY GROUP's focus areas

Through the material aspects review, SANOVO TECHNOLOGY GROUP has strategically identified three focus areas to work with when implementing Corporate Social Responsibility (CSR) related activities throughout the organisation. 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 in accordance with its code of conduct.

ENERGY AND 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 CO₂ 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.

Value Chain

To make SANOVO TECHNOLOGY GROUP aware of its risks, it has listed its entire value chain below with challenges and risks for each area. SANOVO TECHNOLOGY GROUP prepares separate identification for each of its production units. This approach helps it to show where its risks and opportunities lie.

SANOVO TECHNOLOGY GROUP makes a positive difference to society across its entire value chain, and it is committed to adverse impacts that its operations have on its surroundings particularly environmental impacts.

Suppliers

Value Creation

Ensure responsible sourcing by:

- Carefully selecting suppliers
- Complying with ethical behaviour (CoC)
- Financial evaluation
- Risk management securing a second source
- Encouraging green energy initiatives
- Establishing supplier policies
- Establishing purchasing policies
- Establishing robust and precise processes to reduce purchasing risks
- Collaborating with suppliers to ensure continuous development

Challenges and Risks:

- Controlling supplier's suppliers
- Variations and demands of the product programme are eliminating the supplier's manufacturing advantages
- Price – far away suppliers vs local suppliers
- Many active suppliers
- Many small suppliers

Manufacturing and Administration

Value Creation

Reduce energy and CO₂ emissions by:

- Initiating green activities to reduce CO₂ emission
- Reducing energy and water consumption during application testing in the manufacturing area
- Using alternative energy sources
- Developing new machines required to reduce the consumption of water energy and chemicals, e.g. by increasing the use of recycling.

Reduce waste by:

- Replacing disposable plastic with biofriendly plastic
- Continuously improving the waste sorting processes
- Reducing water consumption during test
- Eliminating potential purchasing errors (Reducing waste from production by optimising the purchase of project-based goods. Preventing waste from being transported through most of Europe)
- Reducing prints and the use of paper in general

Improve its workplace by:

- Maintaining work enjoyment
- Increasing employee skills
- Promoting work/life balance
- Creating a safe workplace for its employees in compliance with legislation and regulations
- Conducting an employee satisfaction survey
- Contributing to the common job market to ensure a well-educated population that can develop our society.

Challenges and Risks:

- Product mix changes to products that require more energy to produce
- SANOVO TECHNOLOGY GROUP works in a global organisation with diverse cultures
- Legislation and local regulations vary from country to country
- SANOVO TECHNOLOGY GROUP transports large quantities of equipment over long distances
- As a global company SANOVO TECHNOLOGY GROUP needs to travel internationally
- Local circumstances can make sustainability ambitions difficult to fulfil
- Finding sufficient and economic green energy solutions
- Variations and demands of application testing challenge energy and water consumption

Customers

Value Creation

Ensure food safety and meet customer preferences by:

- Ensuring high quality products through its quality management system
- Meeting international food safety standards with food contact material standards and ATEX (EU directive)
- Documentation, manuals, training, national regulations, etc.

Healthier lives:

- Supporting the production of more sustainable and affordable food products.
- Addressing the problems associated with population growth and the need for more proteins.

Less food waste:

- Improving the shelf life of the final product
- Optimal use of the raw product – higher yield

Energy:

- Extending the application life cycle
- Return policy to reuse components or making sure the application is scrapped in the most correct manner with regard to the environment impact.
- Influencing customers to choose a more environmentally friendly transport solution
- Reducing usage of energy (water and electricity)

Challenges and Risks:

- Vegans
- Political impact and legislation
- Egg replacement products
- Animal welfare regulations

Targets and KPIs

In the table below we show an overview of targets and related KPIs, actions conducted and results obtained in 2020 as well as targets and planned actions. All targets are stated with witch UN Sustainable Development Goal(s) the action supports.

Reporting Period (2020)

Sourcing Responsibility

UN SDGs #12and #13



Target	KPI	Actions	Results
<ul style="list-style-type: none"> 89 suppliers 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.	<ul style="list-style-type: none"> 71 signed CSR of the 89 targeted. Main reason for the gap is due to the Covid-19 pandemic.
<ul style="list-style-type: none"> Three ATEX zone 20 suppliers All top ten suppliers 	Annual supplier audits for ATEX and top ten suppliers (based on spend).	On site audit to secure that suppliers are compliant with SANOVO TECHNOLOGY GROUP's CSR and CoC.	Performed Audits 2020: <ul style="list-style-type: none"> ATEX: one out of three TOP ten: one out of ten.

Energy and Environment

UN SDGs #7, #12 and #13



Target	KPI	Actions	Results
SANOVO TECHNOLOGY GROUP's goal is to reduce its CO₂ footprint by 30-40% by 2023. Current energy sources: <ul style="list-style-type: none"> District heating Water boilers Water Electricity 	SANOVO TECHNOLOGY GROUP's energy consumption in production units must come from a green energy source to reduce its CO₂ footprint.	Change of electrical energy source from fossil to wind and solar energy; In 2021 in Denmark and in 2022 in the Netherlands.	Will be shown in 2021 and 2022. <i><u>See Appendix 1, Energy consumption, CO₂ in tons.</u></i>
SANOVO TECHNOLOGY GROUP will endeavour to use only freight forwarders with a clear	Reduce its CO₂ footprint on transportation.	SANOVO TECHNOLOGY GROUP has made several inquiries but the transportation sector is not	SANOVO TECHNOLOGY GROUP only uses freight forwarders with a clear target.

<p>and ambitious green profile, but also push other freight forwarders in a green direction by requiring a plan from the freight forwarders on how they intend to reduce CO₂ emissions.</p>		<p>ready with solutions. Their target is 2030 with a solution on alternative energy sources.</p>	
<p>In 2020, SANOVO TECHNOLOGY GROUP's travel level was reduced due to the Covid-19 pandemic. SANOVO TECHNOLOGY GROUP wants to set its target for 2021 based on these numbers.</p>	<p>Reduce its CO₂ footprint on travel.</p>	<p>SANOVO TECHNOLOGY GROUP has started several digitalisation initiatives:</p> <ul style="list-style-type: none"> • Microsoft HoloLens to service its customers long-distance. • Digital meetings • Business model for sales meetings <p>2020 numbers (tons): DK: 163 CO₂ NL: 97 CO₂ IT: 18 CO₂</p> <p>2019 numbers: DK: 538 CO₂ NL: 197 CO₂ IT: 66 CO₂</p>	<p>Start 2020: One HoloLens in use End 2020: 26 HoloLenses in total with 16 in use</p> <p>All employees work with Microsoft Teams.</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 digital meetings and interaction with customers using digital communication platforms. This will reduce the distance and time in customer dialogue, reduce the number of physical meetings, optimise time usage, reduce travelling and travel cost and improve the carbon footprint.</p>
	<p>Reduce the use of plastic.</p> <p>SANOVO TECHNOLOGY GROUP has used 2020 to register and find the level of plastic consumption in Denmark to set realistic targets for the entire group.</p>	<p>Incoming plastic: Monthly measurements of incoming plastic; split up into transparent and coloured plastic.</p> <p>SANOVO TECHNOLOGY GROUP has been in dialogue with its supplier of disposable plastic to see if there are alternative solutions. It is changing types where possible.</p>	<p>Denmark: The main part of the incoming plastic is due to 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 level of plastic in Denmark is very low, and SANOVO TECHNOLOGY GROUP has concluded that the impact is limited. Therefore, SANOVO TECHNOLOGY GROUP will not conduct further actions at present.</p> <p>SANOVO TECHNOLOGY GROUP has been informed by its supplier of disposable plastic that SANOVO TECHNOLOGY GROUP's present products are already as bio as they can be. Some of the types do not have a relevant alternative and therefore, SANOVO TECHNOLOGY GROUP will not change the types.</p>

90% of SANOVO TECHNOLOGY GROUP's waste must be sorted.	Sorting of waste into; paper, food, wood, plastic, cardboard and other waste.	<p>Denmark: Investigated a possible setup depending on the overall waste collection in Denmark.</p> <p>Italy: sort all waste into</p> <ul style="list-style-type: none"> • plastic and other waste • paper and cardboard • wood. <p>The Netherlands: sort all waste into</p> <ul style="list-style-type: none"> • paper • plastic • other waste 	<p>SANOVO TECHNOLOGY GROUP will change the setup of how it sorts waste in its office in Denmark. All office waste bins will be changed to only include paper. All other waste must be collected in the small kitchen areas of each department.</p> <p>Result will be no use of small plastic bags in all offices.</p> <p>No further actions in the Netherlands and Italy as they sort all waste already.</p>

Employees

UN SDGs #3, #4 and #8



Target	KPI	Actions	Results
Zero cases of major work-injuries at all production sites.	SANOVO TECHNOLOGY GROUP continues to offer a safe and healthy work environment.	<p>A safe and healthy work environment is highly prioritised especially with focus on safety. SANOVO TECHNOLOGY GROUP follows all rules set by the local authorities in each country.</p> <p>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.</p> <p>Actions: On a regular basis, SANOVO TECHNOLOGY GROUP makes a workplace assessment in cooperation with an external consultant measuring both</p>	<p>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</p> <p>Result in 2020</p> <p>Denmark: Less than one day = 3 Between one to ten days = 3 More than ten days = 1 Note: Zero major injuries with permanent injuries.</p> <p>The Netherlands: Less than one day = 2 Between one to ten days = 0 More than ten days = 1 Note: Zero major injuries with permanent injuries.</p> <p>Italy: Less than one day = 0 Between one to ten days = 2 More than ten days = 0</p>

		<p>the physical and the mental work environment.</p> <p>The assessment report is presented to an internal committee consisting of managers and employee representatives including worker safety representatives. Together, they plan for required initiatives to meet the conclusions from the report for the purpose of minimising future work injuries. SANOVO TECHNOLOGY GROUP prioritises implementing all needed actions immediately.</p> <p>Besides this, SANOVO TECHNOLOGY GROUP discusses a plan for ongoing improvements where different subjects are focused on to raise awareness of safety in general.</p>	
<p>Maintain a low level of sickness absence and employee turnover and keep a high level of seniority average and measured employee satisfaction.</p>	<p>SANOVO TECHNOLOGY GROUP wants to have satisfied employees and encourage work-life balance.</p> <p>SANOVO TECHNOLOGY GROUP measures the satisfaction of its employees based on several elements:</p> <ul style="list-style-type: none"> • sickness absence • seniority average • turnover rate of employees 	<p>Regarding employees, SANOVO TECHNOLOGY GROUP acts professionally and reliably with a high level of information and an 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. SANOVO TECHNOLOGY GROUP measures the satisfaction of its employees based on several elements; sickness absence, satisfaction analyses, seniority average, turnover rate of employees.</p> <p>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 gradual return or adapt the job tasks.</p>	<p>Total sickness absence is measured by total sick hours in % of man-year: Denmark: 0.73% The Netherlands: 4.01%* Italy: 2.21%**</p> <p>Turnover rate of employees: Denmark: 8.3% The Netherlands: 18% Italy: 9.7%</p> <p>Seniority average: Denmark: 7.53 years The Netherlands: 9.06 years Italy: 8.52 years</p> <p>*SANOVO TECHNOLOGY GROUP pays sick employees for up to two years) **The number is higher than normal due to employees with long-term illnesses.</p>

		<p>SANOVO TECHNOLOGY GROUP appreciates and supports an informal culture where it can also have fun. SANOVO TECHNOLOGY GROUP organises several social events during the year.</p> <p>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 own development to keep them motivated and skilled for present and future work tasks. Encourage cross-organisational cooperation to ensure joint efforts in the organisation.</p> <p>Open leadership based on trust and in accordance with its values.</p> <p>Employee development 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 in accordance with SANOVO TECHNOLOGY GROUP's values, development - wishes and needs, success criteria (KPIs) Mutual expectations Well-being and satisfaction</p>	
<p>Annual evaluation of the organisation and skills in the group according to its strategy and expected development.</p>	<p>Continuously focus on having the right and sufficient competences for the present and future work tasks.</p>	<p>Tools to support the ongoing evaluation of competences will be implemented in SANOVO TECHNOLOGY GROUP's HR-system which will give it an overview of the current</p>	<p>Set up competence matrix.</p>

		<p>competencies as well as define a possible competence gap. The competency evaluation is an integral part of the annual employee performance appraisal and must result in a development plan for courses, education, training, etc. for the individual employee.</p> <p>SANOVO TECHNOLOGY GROUP will focus on the development of digital competences and digital social networking and relationships and how to keep competences and knowledge inside SANOVO TECHNOLOGY GROUP by creating a culture where internal recruitment and knowledge sharing is common.</p> <p>All employee competence evaluations and registrations will be finalised in Q2 2021.</p>	
<p>Keep a high level of involvement within different employee types and educational directions</p>	<p>Sustainability in the future job market and be known as an attractive workplace that can attract new skilled employees.</p>	<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.</p> <p>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>Denmark: Two student assistants, two apprentices</p> <p>The Netherlands: 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>Italy: one apprentice</p> <p>PROCESS: one student assistant</p>

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

Over time, SANOVO TECHNOLOGY GROUP has initiated many initiatives in its group. SANOVO TECHNOLOGY GROUP has combined all in timelines:

Appendix 5, Initiatives Related to KPIs and Targets; Employees
Appendix 6, Initiatives Related to KPIs and Targets; Sourcing
Appendix 7, Initiatives Related to KPIs and Targets; Energy and Environment

Targets for the Coming Period (2021-2023)

In the table below you see an overview of targets and related KPIs as well as planned actions in the coming reporting year 2021-2023. We have stated which UN Sustainable Development Goal(s) the action supports.

Sourcing Responsibility

UN SDGs #12 and #13



Target	KPI	Planned actions [until 2023]
<ul style="list-style-type: none"> 89 suppliers with a signed CSR and CoC 	All suppliers with a spend above EUR 100,000 must have a signed CSR and CoC.	Target not reached for 2020 – target is to be completed in 2021. New target will be defined for 2022.
<ul style="list-style-type: none"> Three ATEX zone 20 suppliers top ten suppliers 	Annual supplier audits for ATEX and Top ten suppliers (based on spend).	Target not reached for 2020 – target is to be completed in 2021. New target will be defined for 2022.

Energy and Environment

UN SDGs #7, #12 and #13



Target	KPI	Planned actions [until 2023]
<p>SANOVO TECHNOLOGY GROUP's goal is to reduce its CO₂ footprint by 30-40% by 2023.</p> <p>Current energy sources:</p> <ul style="list-style-type: none"> District heating Water Electricity Gas Others 	SANOVO TECHNOLOGY GROUP's energy consumption in production units must come from a green energy source to reduce CO ₂ footprint.	<p>In Denmark in 2021, SANOVO TECHNOLOGY GROUP will change its electricity to come from wind energy. Result = a reduction of 150 tons of CO₂ equals 100%.</p> <p>During 2021 and 2022, SANOVO TECHNOLOGY GROUP will set up solar panels on the roof of the building in the Netherlands. SANOVO TECHNOLOGY GROUP expects the project to be finalised at the beginning of 2022. Result = a reduction of 127 tons of CO₂ equals 100%.</p> <ul style="list-style-type: none"> - 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 insulated 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 which need permanent light. - Building no. two will have one system for heating and cooling so no more AC.

		<p>See Appendix 1, Energy 2020.</p> <p>In 2021, SANOVO TECHNOLOGY GROUP will investigate potential green alternatives to water and heating.</p> <p>In 2021, SANOVO TECHNOLOGY GROUP will investigate setting up electrical chargers for cars at headquarters.</p>
SANOVO TECHNOLOGY GROUP will endeavour to use only freight forwarders with a clear and ambitious green profile, but also push other freight forwarders in a green direction by requiring a plan from the freight forwarders on how they intend to reduce the CO ₂ emissions.	Reduce its CO ₂ footprint on transportation.	No new action is planned. SANOVO TECHNOLOGY GROUP will continue to monitor.
Reduce SANOVO TECHNOLOGY GROUP's total travel by 30% with 2019 as the baseline.	Reduce its CO ₂ footprint on travel.	<p>Continue the procedures set up in 2020.</p> <p>Look into the travel spend in SANOVO TECHNOLOGY GROUP's sales and service offices.</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 reduction of single use plastic in general.	Reduce the use of plastic.	<p>In the Netherlands and Italy, SANOVO TECHNOLOGY GROUP will initiate monthly measurements of incoming plastic; split up into transparent and coloured plastic. Afterwards, SANOVO TECHNOLOGY GROUP will set actions.</p> <p>In 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 alternative biofriendly types of wrapping.</p> <p>Continue the dialogue with its supplier of disposable plastic to see if there are alternative solutions.</p>
90% of SANOVO TECHNOLOGY GROUP's waste must be sorted.	Sorting of waste into paper, food, wood, plastic, cardboard and other waste.	Denmark: New containers for paper will be implemented.

Employees

UN SDGs #3, #4 and #8



Target	KPI	Planned actions [until 2023]
Zero cases of major work-injuries at all production sites.	SANOVO TECHNOLOGY GROUP will continue to offer a safe and healthy work environment.	<p>Continue SANOVO TECHNOLOGY GROUP's focus and create awareness on health and safety.</p> <p>Evaluate and create preventative actions for each incident.</p>

<p>Maintain a low level of sickness absence and employee turnover and keep a high level of seniority average and measured employee satisfaction.</p>	<p>SANOVO TECHNOLOGY GROUP wants to have satisfied employees and encourage work-life balance. It measures the satisfaction of its employees based on several elements:</p> <ul style="list-style-type: none"> • sickness absence • seniority average • turnover rate of employees 	<p>Continue SANOVO TECHNOLOGY GROUP's focus on sick absence through close dialogue and communication.</p> <p>Continue its focus on turnover rate through close dialogue in absence interview.</p> <p>SANOVO TECHNOLOGY GROUP will in 2021 evaluate if it should conduct an employee satisfaction survey.</p>
<p>Annual evaluation of the organisation and skills in the group according to its strategy and expected development.</p>	<p>Continuously focus on having the right and sufficient competences for the present and future work tasks.</p>	<p>The registration of competences is in progress and when finalised, the gap of competences will be evaluated. The target and potential initiatives will be considered.</p>
<p>Keep a high level of involvement within different employee types and educational directions.</p>	<p>Sustainability in the future job market and be known as an attractive workplace that can attract new skilled employees.</p>	

Please add any narrative that you find relevant for understanding your current activities.

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 3, Company Karma Projects.](#)

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 which boosts immunity levels, supports brain development in infants and concentration levels in children attending school. Eggs are an 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 programme 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 was 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, Energy Consumption, CO₂ in tons

CO ₂ in tons	2014	2015	2016	2017	2018	2019	2020
The Netherlands							
Water (m ³)	688	767	807	1,183	637	751	677
Heat (m ³)	40,537	54,376	78,432	66,108	61,168	69,183	77,600
Heat (kWh)	445,907	598,136	862,752	727,188	672,848	761,013	853,600
CO₂ in tons	40	53	77	65	60	68	76
Electricity (kWh)	404,360	460,900	452,673	379,704	374,357	347,934	369,487
CO₂ in tons	147	168	165	138	136	127	134
Italy							
Water (m ³)	441	535	318	278	312	500	146
Heat (m ³)	15,833	20,572	23,883	34,377	36,462	50,000	
Heat (kWh)	174,163	226,292	262,713	378,147	401,082	550,000	246,862
CO₂ in tons	16	20	23	34	36	49	22
Electricity (kWh)	56,691	72,389	85,894	117,256	96,865	100,000	80,685
CO₂ in tons	21	26	31	43	35	36	29
Denmark							
Water (m ³)	1,056	1,361	1,489	1,244	1,158	1,190	1,021
Heat (m ³)	36,605	31,040	37,340	29,939	24,981	17,881	22,948
Heat (kWh)	402,655	341,440	410,740	329,329	274,791	196,686	252,431
CO₂ in tons	36	30	37	29	24	18	22
Electricity (kWh)	327,282	270,198	294,000	274,561	345,151	412,000	369,549
CO₂ in tons	119	98	107	100	126	150	135

Calculation

Emissions: Electricity: 364 g/kWh

District heating: 89 g/kWh (source: Energi Fyn A/S)

Conversion: 1 m³ gas = 11 kWh




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° novembre '20 - 31 dicembre '21**



FREELUCEGAS.IT

CERTIFIKAT VINDMØLLESTRØM

Det attesteres herved, at

Sanovo Technology A/S

for perioden 1. januar 2021 - 31. december 2021

har købt fynsk vindmøllestrøm fra nye produktionsanlæg
på LINDØ port of ODENSE

svarende til 412 MWh for perioden.

Elektricitet produceret på vindmøller medfører ikke udledning af drivhusgasser som f.eks. CO₂ og medfører ingen partikelforurening 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 forbrugerne 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.



Finn Andersen, Kommerciel direktør



EnergiFyn

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

CSR Materiality Matrix 2020 – 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 Waste water
- 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 5, Initiatives Related to KPIs and Targets; Employees

Education



	2016	2017	2018	2019	2020	2021
Group						
Denmark		<ul style="list-style-type: none"> • 3 student assistants (Supply Chain and R&D) • 1 student graduation project (Supply Chain and R&D) • 1 student business practice (Marketing) • 2 Bachelor of Technology Management and Marine Engineering in workshop practice 	3 student assistants (Supply Chain and R&D) 1 student graduation project (Supply Chain) 1 student business practice (Marketing) 2 Marine Engineering in workshop practice 3 automation technician apprentices	<ul style="list-style-type: none"> • 3 apprentices • 2 student assistants • 2 company internships 	SANOVO TECHNOLOGY A/S (DENMARK) 2 student assistants, 2 apprentices PROCESS: 1 student assistant	
Netherlands		We had in total 9 apprentices/interns during 2017 working in R&D, Production and Warehouse/logistic. Besides these initiatives we have 2 employees with small handicaps in government supported positions.	In 2018 we had 8 Apprentices/Internships and 2 employees, who already work for us, but go to school 1 day/week for follow-up-education Production-Assembly: 3: each apprentice for period of 10 weeks (13-11-2017/2-2-2018; 23-4/13-7-2018; 27-8/7-12-2018) 2: student from high school, for 1 week for orientation (week 13 and week 46) 2: employees, who work 4 day/week and 1 day/week go to school (follow-up-education) R&D: 3 : 12-2/13-7-2018; 3-9-2018/25-1-2019; 1-10/31-12-2018 Employees with a small handicap. We still have 2 employees with a small handicap, working for us. Job areas: Production-Assembly and Logistic-Cleaning.	In 2019 we had 8 Apprentices/Internships/Students Production-Assembly: 3 for 10 weeks 1 for 4 months Logistic: 1 for 10 weeks R&D: 2 for 4-5 months Sales: 1 for 5 months and 3 employees, who work for us, but go to school for follow-up-education Production-Assembly: 3 employees, who work 4 days/week and 1 day/week go to school (follow-up-education): In 2019 we still have 2 employees with a small handicap (government supported) Job areas: Production-Assembly and Logistic-Cleaning.	In 2020 we had 8 Apprentices/Internships/Students Production-Assembly: 5 for 10 weeks 1 for 20 weeks Projects: 2 for 5-6 months and 2 Traineeships R&D: 1 for 6 months Projects: 1 for 2 months and 5 employees, who already work for us, but go to school for follow-up-education Production-Assembly: 4 employees, who work 4 days/week and 1 day/week go to school (follow-up-education): Logistic: 1 employee, who works 3 days/week and 2 days/week to school	
Italy		In Italy we employed 4 trainees for warehouse and administration for a 3-year long education. We now have 5 trainees. Further-more we had one intern for half a year and one student worker.	6 apprentices / trainees	2 apprentice	1 apprentice	


Appendix 6, Initiatives Related to KPIs and Targets; Sourcing

Sourcing responsibility



	2016	2017	2018	2019	2020	2021
Group						
Denmark			<p>Supplier management is an integral part of our quality management system and is a measurable KPI. Our Supplier Code of Conduct, Responsible Sourcing Programme and our corporate culture and ethics, dictate supplier due diligence and define the CSR requirements we set for suppliers and partners.</p> <p>On site audit to secure that the suppliers are compliant to our CSR & CoC</p>			
Netherlands						
Italy						

Appendix 7, Initiatives Related to KPIs and Targets; Energy and Environment, (pages 29-32)

Electricity 	2016	2017	2018	2019	2020	2021
Denmark	<p>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.</p> <p>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.</p>					<p>From January 2021 all our electricity will come from windmills as we have made an agreement with our supplier.</p> <p>In 2021 we will investigate in setting up electrical charters for cars in the headquarters.</p>
Netherlands		<p>Replacement of all light fittings from ordinary neon tubes to LED tubes in the Production and have also replaced everywhere in the Administration.</p>				<p>We start with the renovation of our building(s) in 2021, extra attention for energy&environment:</p> <ul style="list-style-type: none"> - electricity will come from solar panels; it is estimated that they will deliver 90% more than we use, so that will be “delivered” to the electricity-company - the roof and walls will be of material, which is extra isolated - the heating in the production area will be with radiation panels - the ventilation-system in the production area will be better, so the climate will improve - the lighting (ledlamps) will have sensors, except the places who need permanent light - building no.2 will have 1 system for heating and cooling, so no more airco’s
Italy		<p>We changed electricity supplier and now use a company who produces electricity from renewable energy sources (100% green energy), and who cooperates with the WWF in order to contribute to the CO2 emissions reduction goals and to combat climate change.</p>				

Travel



	2016	2017	2018	2019	2020	2021
Group					<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. This will reduce the distance and time in customer dialogue, reduce the number of physical meetings, optimize time usage, reduce travelling and travel cost and improve carbon footprint.</p>	Look into the travel in sales and service offices.
Denmark						
Netherlands						
Italy						

Paper



	2016	2017	2018	2019	2020	2021
Group						
Denmark		Most printed paper items have been replaced with cradle-to-cradle certified products. This has improved our paper-related life-cycle impact considerably.		We have changed the print paper used internally in Denmark to Cradle-to-Cradle. We use 360,000 pieces of A4 paper and thereby saves 5.4 tonnes of wood, 77,623 litres of water, 13,896 kWh electricity and reduced CO2 emissions by 1.2 tonnes.	All printers in Denmark have been updated with log in verification. We expect to see a reduction in our use of paper.	
Netherlands						
Italy						

Waste




	2016	2017	2018	2019	2020	2021
Group						
Denmark		<p>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 personal 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.</p> <p>In 2017 DAKA ReFood has helped us recycle 2.613 kg of waste.</p> <p>This is nutrition enough to manure 4.265 kg carrots, reducing emissions by 1.863 kg Co2 or 88 days to heating up an average household.</p>	<p>We begin to also collect waste from the canteen.</p> <p>In 2018 DAKA ReFood has helped us recycle 6.386 kg of waste.</p> <p>This is nutrition enough to manure 10.422 kg carrots, reducing emissions by 4.553 kg Co2 or 215 days to heating up an average household.</p>	<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 heating up an average household.</p>	<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 heating up an average household.</p>	
Netherlands						
Italy						

Canteen




	2016	2017	2018	2019	2020	2021
Group						
Denmark		<p>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.</p>	<p>In our takeaway setup sustainable material is now being used.</p>			
Netherlands						
Italy						

Plastic		2016	2017	2018	2019	2020	2021
							
Group							
Denmark				<p>All deposable plastic such as cups, spoons etc. have been changed to a sustainable alternative.</p> <p>We use no plastic water bottles but encourage all employees to use tap water. As an alternative for 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.</p>			
Netherlands							
Italy							

Employee initiatives



Employee initiatives		2016	2017	2018	2019	2020	2021
							
Group							
Denmark	<p>“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</p>	<p>“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</p> <p>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.</p>	<p>“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.</p> <p>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.</p> <p>Mo’ Brothers played their part: They grew their mous-taches for the entire month of November and collected 10.000 DKK in charity for prostate cancer victim groups.</p>	<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 moustaches were sold and over 4000 DKK went to the Movember Foundation all in charity for prostate cancer victim groups.</p>	<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 cancelled in the beging of 2020, but conducted later in the year. We had a smaller number of participants due to homework.</p>		
Netherlands							
Italy							

Appendix 8, Initiatives Related to Company Karma Projects

(pages 34-38)

Company Karma Projects



2007-2014

2015

2016

2017

2018

2019

2020

2021

<p>Heart for Africa As well as providing a sustainable food supply, eggs are a high-quality protein source which boosts immunity levels, supports brain development in infants and concentration levels in children attending school. Eggs are an 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.</p> <p>Janine Maxwell and her husband, Ian, co-founded Heart for Africa, a humanitarian organisation focusing on the areas of Hunger, Orphans, Poverty and Education in Eswatini. The organisation brought hope to the region with its large-scale farming project for orphaned and abandoned children.</p> <p>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 programme that delivers 74,000 hand-packed meals every month to rural areas through a network of 30 churches.</p> <p>https://www.sanovogroup.com/company-karma/company-karma-projects/heart-for-africa-project-canaan/</p>			<p>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 in order to accommodate local conditions, and the entire operation is supported by solar energy.</p>		<p>In 2018, a new donation arrived in Eswatini - an egg cooling machine.</p> <p>The warm weather in Eswatini has been a challenge, and a solution to cool down the eggs was needed.</p> <p>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.</p> <p>For the past two years in total 3,284,760 hard-boiled eggs have been distributed to children in need in the surrounding areas and to the orphans living at Project Canaan - all produced by SANOVO TECHNOLOGY GROUP's machine.</p> <p>The donation covers 2018-2021.</p>	
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2007-2014

2015

2016

2017

2018

2019

2020

2021

International Egg Foundation (IEF)

The IEF works with international and local NGOs, agencies and charities to develop tools and best practice guidelines to improve access to information and education. SANOVO TECHNOLOGY GROUP partners with existing development projects and organisations to help boost natural human immune systems and improve the standard of human nutrition through better access to high quality protein.

<https://www.internationaleggfoundation.com/>

Donation of USD 30,000 to the IEF. This donation is based on the sales of the GraderPro and other machines within that year.

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 own eggs".

2007-2014

2015

2016

2017

2018

2019

2020

2021

<p>Feed the hungry In cooperation with DanChurchAid, SANOVO TECHNOLOGY GROUP supported setting up of an egg laying farm in Malawi. The main product of the chicken farm will be to produce and sell eggs to local institutions or at the local market.</p> <p>The project will start up by building a henhouse to occupy a population of 300 chickens. Besides the henhouse and the 300 chickens, the project includes a proper supply of feed, education of the local staff and vaccines for the chickens. Everything will be handled by a group of preselected local women who will receive training in the process.</p> <p>[Dette afsnit står der allerede ovenfor!]The project includes a proper supply of feed, education of the local staff and vaccines for the chickens. Everything will be handled by a group of preselected local women who will receive training in the process.</p> <p>Update vol 8 Update vol 7 Update vol 6 Update vol 5 Update vol 4 Update vol 3 Update vol 2 Update vol 1</p>	<p>The project ran from 2007-2014 with a yearly donation of between DKK 60,000 - 100,000.</p> <p>The project was stopped by DanChurchAid as at that time, the project was self-sustaining.</p>							
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	2007-2014	2015	2016	2017	2018	2019	2020	2021
<p>WAWCAS WAWCAS International is run as a non-profit organisation. Through WAWCAS' 16 month educational entrepreneurship programme, SANOVO TECHNOLOGY GROUP supports Nepalese women living in poverty to develop and run their own businesses and cooperatives. The women have the opportunity to obtain small loans to start and develop the businesses, and experience from the project shows that the women repay the loans as agreed. WAWCAS' professional team in Nepal supports the women by means of education and supervision both before and after the establishment of the small businesses.</p> <p>WAWCAS stands for Women At Work, Children At School. Consequently, the children of the women involved are an essential part of the WAWCAS programme. Therefore, it is required that the women's children must attend school from the day the women enter into the programme. The women's new source of income enables the children to go to good schools. WAWCAS supports the women in understanding the importance of their children's education and for the children to have time for both school and leisure time with room for play.</p>		<p>In 2015, SANOVO TECHNOLOGY GROUP and SANOVO Lactosan Ingredients Group decided in cooperation with WAWCAS to send 1,000 solar lamps to the earth quake affected Nepal.</p> <p>The women are given the opportunity to develop and run their own 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 in order for the children to be able to read and do homework. Light is a way of regaining some of what was lost in pursuit of life as it used to be.</p>						
<p>Help to the underprivileged SANOVO TECHNOLOGY USA has made donations to different causes in the local area.</p>		<p>Donated a percentage of its spare parts sales (USD 6,500) to a food bank.</p>			<p>The employees have generously donated money and gifts to help provide a better Christmas holiday for an underprivileged family.</p>	<p>Donated just under USD 17,000 to Lighthouse of Oakland County. Again, this was a percentage of a week's spare part sales.</p>		

<p>Help to the underprivileged SANOVO TECHNOLOGY NETHERLANDS has made donations to different causes in the local area.</p>							<p>Electrocar for older/disabled people (volunteers drive people in electrocars, e.g. to the supermarket or a doctor's appointment)</p> <p>Eat&Meet for elderly people (three restaurants in Aalten make free dinner parties for 'lonely' elderly people)</p> <p>Sports clubs During the Covid-19 pandemic, there has been less income for sports clubs, because canteens are closed. And less sports activities for the members. Money is spent on other activities for the young ones.</p> <p>Food bank At Christmas time, extra special food was donated.</p>	
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