



DANREC
THE GREEN CHOICE 



SUSTAINABLE DEVELOPMENT REPORT

2024



ESG Progress Summary

- DANREC's solar energy facility now supplies over 30% of total electricity consumption, saving approximately 228 tons of CO₂ annually and contributing surplus energy to the public grid.
- The company achieved a 91.41% recycling rate in 2024, up from 74.92% in 2023, with a target of 95% by 2025. Combustible waste was reduced by over 18% year-over-year.
- Since the last ESG report, DANREC has doubled revenue, profit, and staff headcount in just three years. 2024 alone saw a 34.2% financial growth, making DANREC one of Europe's largest producers of recycled ground protection mats.
- A circular initiative allowing customers to return used DAN-Boards for reprocessing, extending product life cycles and supporting circular economy principles.
- Noise levels were reduced on average by -22,16 dB through acoustic insulation in production halls. Additional initiatives include annual health checks
- DANREC received the Sustainable Development Goals Award at the Business Viborg Award Show, recognizing its holistic commitment to environmental and social responsibility.

This ESG report is printed on recycled paper

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Sustainable development meets the needs of the present without compromising the ability of future generations to meet their own needs.

This is the definition of sustainability in the context of the UN's Sustainable Development Goals (SDGs). The definition comes from the Brundtland report that was published in 1987. This is also the definition we use at our company and in this report.

Preface

Last year, I wrote the foreword to DANREC's very first ESG report. It was a milestone — and a clear message: we're not here to follow. We're here to lead.

Back then, we set some of the boldest goals in the industry: 100% recycled plastic in all production. 95% waste recycling. 100% renewable energy by the end of 2025. Big promises — but we don't deal in empty words.

Now, just a year later, we've already crossed key milestones. Our own solar park is up and running, producing over 1.6 MWh annually across 16,000 m². This isn't a green pilot project. It's reality — and it works.

At the same time, we've grown. DANREC is now one of Europe's largest producers of ground protection mats made from 100% recycled plastic. In 2024 alone, we reused plastic equivalent to what 125,000 Danes use in a year — and turned it into strong, valuable products.

We've shown that green transformation and solid business go hand in hand. In just three years, we've doubled revenue, profit, and headcount — without compromising on people or the planet.

That's only possible because of a culture where people step up, take ownership, and go the extra mile. We've built a workplace where there's room for everyone — no matter background or education. That's our strength.

But we're not done. New products are on the way, all based on 100% recycled plastic. We're closing the last gaps in our green transition — and picking up speed.

While others still ask if sustainability makes sense, we've already proven that it does.

So dive into this report. See how we do it. Not just to keep up — but to lead the way.



A stylized, handwritten signature in black ink, which appears to read 'H. Ohm'.

Henrik Ohm
CEO at DANREC A/S

Product CO₂ emission

PLATE SIZE	WEIGHT PER PLATE	CO ₂ FOOTPRINT PER PLATE		
		2022	2023	2024
1100x700x20 mm	14,1 kg	18,61 kg. CO ₂	17,34 kg. CO ₂	17,91 kg CO ₂
3000x1100x10 mm	29,5 kg	38,94 kg. CO ₂	36,29 kg. CO ₂	37,47 kg CO ₂
2400x1200x10 mm	25,7 kg	33,93 kg CO ₂	31,61 kg. CO ₂	32,64 kg CO ₂
2000x1000x15 mm	27,3 kg	36,04 kg. CO ₂	33,58 kg. CO ₂	34,67 kg CO ₂

In 2022, 1 kg. ready for sale plate, had a CO₂ footprint of 1.32 kg. CO₂.
 In 2023 we reduced that number to 1.23 kg. CO₂. pr 1 kg. ready plate.
 In 2024, 1 kg. ready for sale plate, had a CO₂ footprint of 1.27 kg. CO₂.

The CO₂ footprint per plate is calculated based on all activities and all purchased materials to finished plate, ready for sale, with emission factor from IDEMAT, Danish Industry and the climate compass.

Due to a large amount of investments on Solar panel park and robot for automatization there is a slight increase in CO₂ pr kg. plate in 2024.

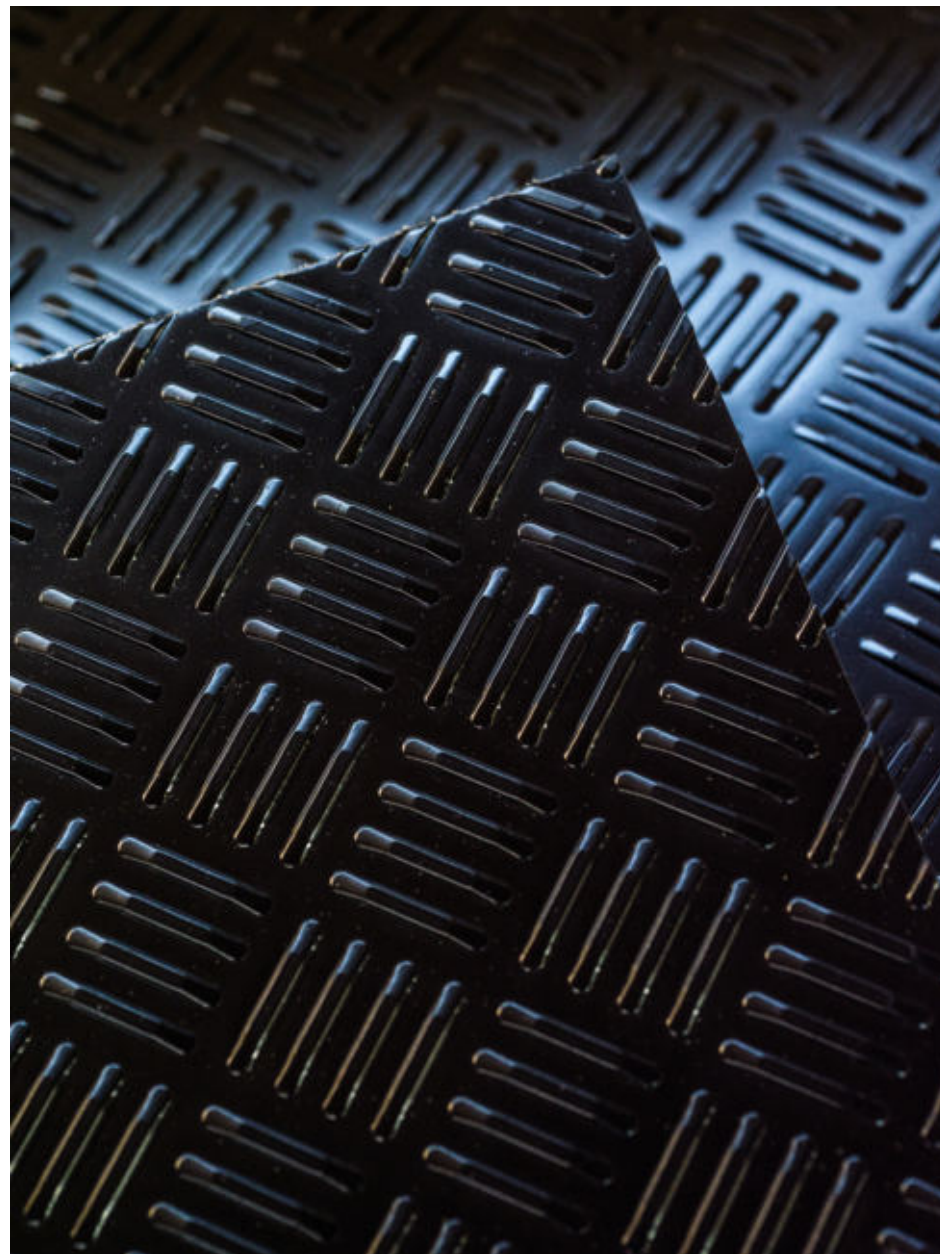
Introduction

In 2024, DANREC took yet another significant step forward in our sustainable development journey with the commissioning of our new solar park. This marks a milestone in our ambition to reduce our climate footprint and take responsibility for the world we are part of.

At DANREC, we believe responsible business must go hand in hand with financial sustainability and a healthy, thriving work environment. Our ambition is not only to lessen our impact on the planet but to build a profitable company where people feel proud of the work they do.

Responsibility is the keyword in everything we do. With this ESG report, we aim to provide our customers, partners, and stakeholders with a transparent view into our efforts within the environmental, social, and governance spheres. The report acts as both a snapshot and a guide — a way to document the progress we've made and the goals we continue to pursue.





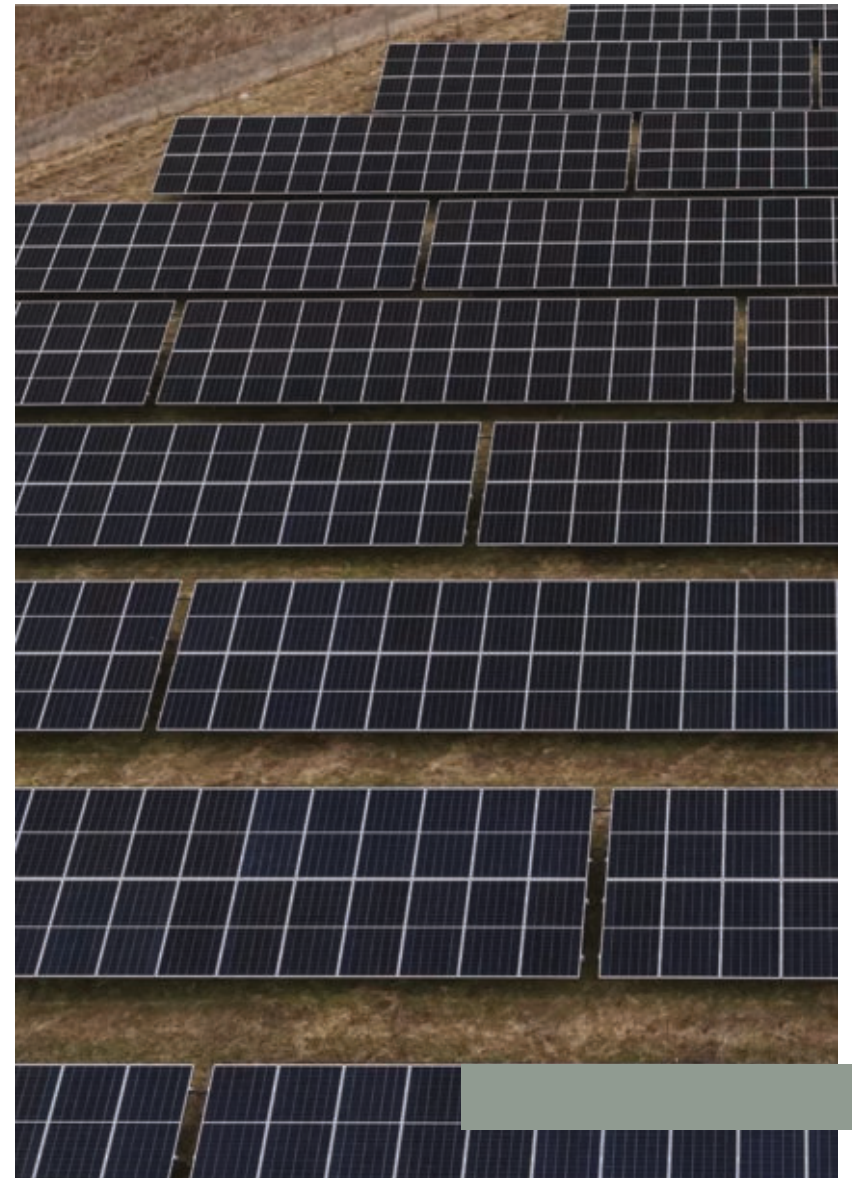
Powering the future

We're proud to announce that our solar energy park is now fully operational, marking a major milestone in our sustainability journey. With an expected annual production of **1,452,875 kWh**, it now supplies **35%** of our total energy consumption, helping us reduce our environmental impact in a meaningful way.

This transition to renewable energy will lower our CO₂ emissions by approximately **228** tons per year, the equivalent of driving over **2.17** million kilometers in a standard passenger car.

When our production is paused during holidays, the surplus solar energy doesn't go to waste. Instead, it's fed directly into the public grid, contributing clean electricity to the wider community and further amplifying the positive impact of our investment.

By integrating clean energy directly into our operations, we're taking a significant step toward a greener future. The solar farm is not just an energy source, it's a statement of our long-term commitment to responsible, eco-friendly production at DANREC.



1 Our company



Overview & key figures

DANREC A/S

Vandværksvej 5, 7470 Karup J, Denmark

Produces DAN-Board plastic plates and ground protection mats for various applications from **100% recycled LDPE** plastic ganules.

Manufactory located in DENMARK.

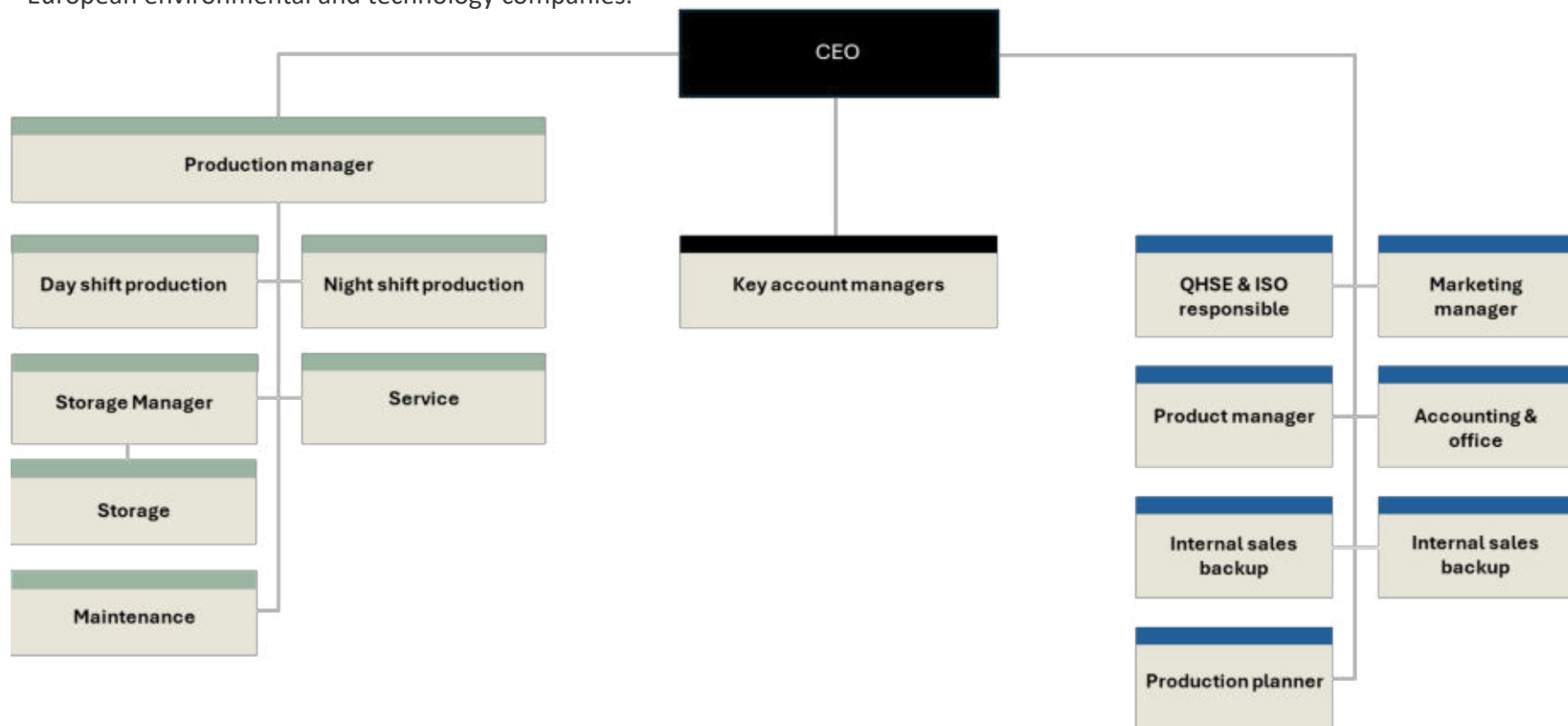
Key figures

Turnover (mDKK)			Number of employees		
2022	2023	2024	2022	2023	2024
54,8	59,3	79,6	22	31	32
Earnings (mDKK)			Financial growth		
2022	2023	2024	2022	2023	2024
0,562	4,783	14,936	15,6%	8,2%	34,2%

Ownership and organization

DANREC A/S was founded in 1992 and even then, was a pioneer in the treatment and processing of recycled plastics. Even today we are a leader in this field and are among the few companies that have the equipment and expertise to process recycled plastics and manufacture plastic sheets with a variety of uses.

As a subsidiary of the DAW Deutsche Abfallwirtschafts Gesellschaft we belong to the German ARAN Group, which owns interests in several European environmental and technology companies.



Products, Customers and markets

We manufacture and sell high-quality DAN-Board LDPE plastic plates made from sorted and cleaned plastic granules. This ensures that all our plastic plates and ground protection mats are produced from 100% recycled plastic.

Our plates are engineered to withstand mechanical loads and pressure, offering excellent wear resistance. They also demonstrate a high level of durability against water, chemicals, and bio-organic liquids.

All production takes place in our factory located in Karup, Denmark.

At DANREC A/S, our dedication to sustainable waste management has firmly positioned us as a key player in the European market. Throughout 2024, we have been actively expanding our reach across Europe, with a stronger focus on market development and building long-term partnerships.

We proudly serve a wide range of customers across Europe, supplying our products to businesses in Denmark, Sweden, Norway, Germany, France, Poland, the Netherlands, and more.

Our ambition doesn't stop there. We are continually seeking new opportunities and strengthening our presence in both established and emerging markets, all with the shared goal of driving a cleaner, greener future.

Ground protection mats are vital assets across industries such as construction, agriculture, heavy transport, and wind energy. In construction, they protect the terrain from heavy machinery while providing stable platforms for workers, increasing both safety and efficiency.

In agriculture, they serve in stalls and as bases for feeding troughs. Within the wind turbine sector, our mats are used to protect the ground and to store windmill components directly in the field before final assembly.

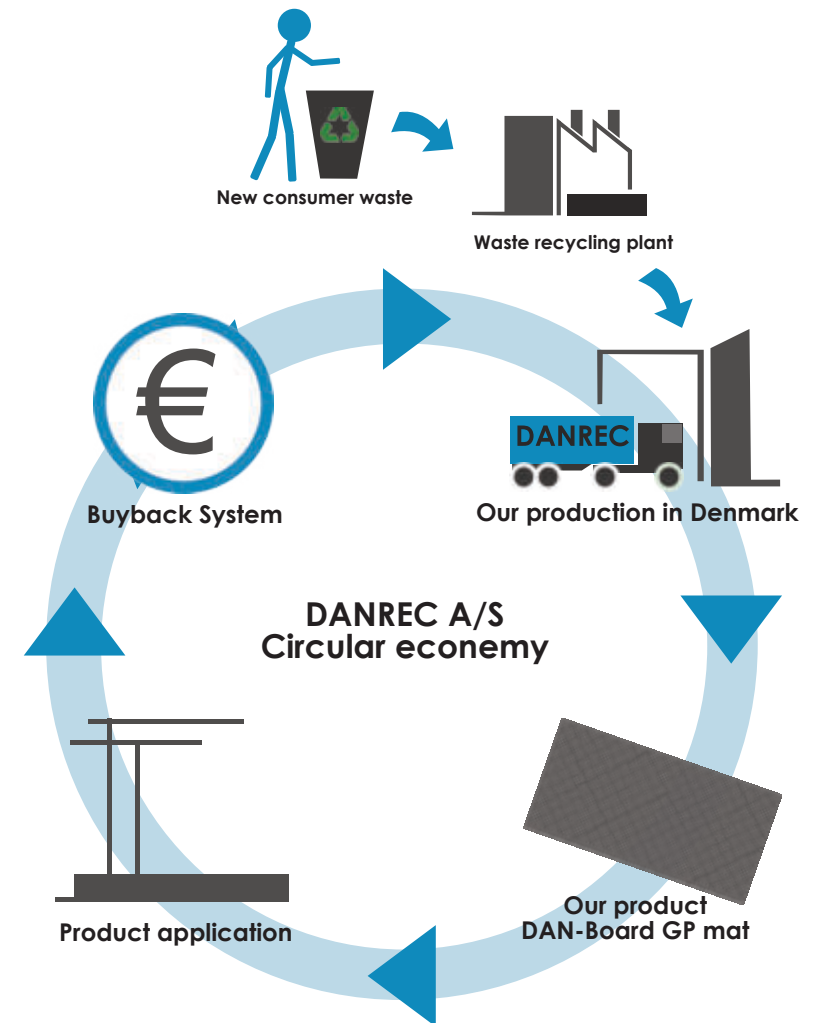
Our BuyBack system

At DANREC, we've introduced a buyback system for DAN-Board Classic and DAN-Board Xtreme as part of our ongoing commitment to sustainability and circular economy principles.

This initiative allows customers to return used boards in exchange for a financial return, creating a practical incentive to extend the life cycle of our products and reduce waste. By reintroducing materials into production wherever possible, we reduce environmental impact and support responsible resource use.

Beyond its environmental benefits, the buyback system offers a tangible value to our customers—reinforcing our goal to make sustainability not only achievable, but advantageous across the industry.

For more information or to arrange a return, our customer contacts our service team. The boards will then be evaluated based on their condition and eligibility in accordance with our guidelines.





SDGs Awards

Proud Winner of the SDGs Award at the 2024 Business Viborg Award Show.

In 2024, we had the great honor of receiving the Sustainable Development Goals (SDGs) Award at the Business Viborg Award Show, a moment that still fills us with pride.

This award is a meaningful recognition of our continuous efforts to integrate sustainability into every corner of our business. For a company like ours, working with recycled plastic products and durable ground protection solutions, the SDGs are not just a framework, they're a guiding principle. They shape how we innovate, produce, and act responsibly in everything we do.

Being acknowledged for our contribution to a greener and more sustainable future has only strengthened our commitment. We're grateful to Business Viborg for shining a spotlight on companies working toward positive change, and to everyone who supports our journey.

Together, we keep pushing forward, building solutions that last, with sustainability at the core.

2 Our Sustainable development

VISION, AMBITION, AND GOAL

At DANREC A/S, sustainability isn't just something we talk about — it's the foundation of everything we do. We view sustainability as an ever-evolving process and constantly seek ways to improve.

Our goal is clear:

We aim to minimize our CO₂ footprint to the greatest extent possible and lead the industry in sustainable production.

A major step on this journey is the operation of our very own solar park. It now covers 30% of our energy consumption and significantly reduces our dependence on fossil fuels. This is a concrete investment in the future — for both the company and the environment.

Waste management is another key focus. Our target is for at least 95% of our waste to be recyclable. A small share — up to 5% — will inevitably go to incineration or landfill, but we treat this as a ceiling, not a goal. In 2024, we've already achieved a recycling rate of nearly 92%, so we're well on track.

We view technology and innovation as key drivers for making work easier — both for those at the screen and those on the shop floor. In production, for example, we've installed a robot to punch holes and handles in our boards. In the office, we've rolled out new systems that provide better visibility into data, orders, and performance. It's all about efficiency and job satisfaction.

Being a financially healthy and profitable business is just as important as our green ambitions. Financial stability allows us to invest in innovation, retain talented employees, and create a workplace where well-being and responsibility go hand in hand.

Maturity

At DANREC A/S, we've moved beyond the early, pragmatic stages of our sustainability journey and have become a proactive player in reducing our environmental footprint. This was a key goal for 2023, and we're proud to say that we've made significant progress.

Across the organization, there's now a greater understanding of and engagement in sustainability. We've succeeded in getting everyone on board with our mission to be a truly sustainable production company. This transformation stands as clear proof of our shared effort and dedication.

But we're not stopping here. We remain committed to pushing the boundaries of what it means to take responsible and environmentally conscious action. We've improved our data collection processes, making it easier to measure and understand our CO₂ footprint. With these tools, we're better equipped to identify solutions that actively reduce our environmental impact.

Sustainability is a continuous journey — and we intend to lead the way!

FN17 BUSINESS: THE MATURITY STAIRCASE

Sustainable development is a process, and in theory the journey never ends. It is important that the company knows its starting points and is concrete about going from reactive to pragmatic to proactive. Everyone wants to climb the maturity staircase but at different speeds and with different levels of ambition.

In sustainable development, a key point is that the further you climb the staircase, the greater the business potential! You evolve from doing what everybody else can do and complying with minimum requirements to a strategic focus for sustainable development and a competitive advantage that is difficult to imitate.



Combination of an FN17 model, a phasemodel from Dania's SME survey (based on Bob Willard's sustainability journey), and the DTI / REGLAB model

Automated Robot

At DANREC, we continually invest in automation to ensure high-quality products and efficient production processes. One of our key innovations is the integration of a specialized robot designed to make handles and holes into our ground protection mats.

This robot is programmed to deliver precision and consistency, operating with exceptional speed and accuracy. It creates uniform handle cutouts and strategic hole placements, which are essential for ease of use, transport, and assembly. Whether it's for improving grip, or facilitating secure anchoring in ground protection applications, the robot guarantees each board meets our exact standards.

By automating this process, we not only increase productivity but also minimize the margin for error. The result is a cleaner finish and a functional product, ready for demanding environments and heavy-duty use.

Our robot also helps eliminate monotonous work, allowing our team to focus on more skilled and engaging responsibilities.

This robot is a part of our broader commitment to modernizing production while maintaining sustainable and cost-effective manufacturing practices.



3 GOOD HEALTH AND WELL-BEING



ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES.

CURRENT EFFORTS

We make an active effort to ensure that all employees thrive – both physically and mentally.

Health and Exercise

Walk and Talk: Anyone interested can join a 30-minute walk, twice a week.

Health Check: We offer a health check once a year.

Vaccinations: Free flu and COVID vaccines for everyone.

Fruit Scheme: Eat as much fruit as you like.

Security and Balance

Health Insurance: Everyone is covered by a health and treatment insurance.

Workplace Assessment: We conduct a workplace assessment once a year.

Privacy: We recognize and respect that family life and leisure time are important factors in employee well-being.

Community and Development

Social Events: For example, a family day at Djurs Sommerland and other group activities 3-4 times a year.

Skills Development: We offer courses and continuing education if an employee wishes to participate.

OUR GOAL

- To be a workplace where people want to stay.
- To avoid sick leave caused by work.
- To promote health and well-being for all.

7 AFFORDABLE AND CLEAN ENERGY



ENSURE ACCESS TO AFFORDABLE, RELIABLE,
SUSTAINABLE AND MODERN ENERGY FOR ALL.

CURRENT EFFORTS

A newly constructed solar park has been put into use and is already covering a significant portion of our energy needs. By summer 2024, it is expected to supply +30% of the company's total electricity consumption.

We have implemented a solution where excess heat from the production hall is used to partially heat the administration building. This contributes to a significant reduction in the need for gas heating.

OUR GOAL

Expansion of the Solar Park

We plan to expand our existing solar park to increase the share of self-produced renewable energy.

100% Renewable Energy Purchases from 2026

Starting in 2026, all of our remaining electricity will come from certified renewable energy sources.

Elimination of Gas Heating

A key goal for 2025 is to completely or partially eliminate the use of gas for heating both the administration building and the packing hall at the warehouse.

Continuous Improvement

We continue working to identify new energy-saving opportunities and maintain an ongoing ambition to reduce our overall energy consumption and CO₂ footprint.

8 DECENT WORK AND ECONOMIC GROWTH



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL.

CURRENT EFFORTS

Equal pay and fair employment: We practice equal pay for equal work and make all hiring decisions based solely on qualifications, without discrimination based on gender, age, ethnicity, or other factors. We value diversity and actively work to foster an inclusive culture.

Long-term retention and team cohesion: We focus on reducing employee turnover by providing a good working environment, opportunities for development, and strong team spirit.

Investment in well-being and the work environment: To reduce monotonous tasks, we have invested in new technologies that relieve employees and allow for more meaningful work.

OUR GOAL

- Technological investments that free employees from repetitive and monotonous tasks.
- Further reduction of noise and other occupational environmental impacts in production.
- Better access to information and inclusion through an effective management system.



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS.

CURRENT EFFORTS

The sorting of waste continues steadily and is going very well. The recyclable share of the total waste has reached 91.41%. The total amount of waste in 2024 was 93,741.98 kg, of which 85,689.54 kg was sent for recycling! We are proud of that!

Every day, we continue to examine our waste and explore how we can further reduce the quantities. At the end of 2024, we established a new environmental group with the purpose of focusing specifically on daily waste and helping colleagues remember the importance of sorting.

We are also looking into other initiatives that can benefit the environment and reduce waste. For instance, we use a significant number of cloths for cleaning our rollers. Until now, these cloths were simply discarded after use. Elis now washes our cloths using rainwater and has systems that effectively filter the water.

In addition, in 2024 we launched a new buy-back system. This means that our customers can return their used boards, which can then be turned into new boards or other items made from recycled plastic.

OUR GOAL

We are committed to increasing the share of recyclable waste. These efforts are an integrated part of our contribution to achieving the Sustainable Development Goals and highlight our commitment to sustainable practices and effective resource management.

SUBSTANTIALLY REDUCE
WASTE GENERATION

TARGET 12.5



A photograph of three large, black, three-dimensional letters spelling 'ESG'. The letters are positioned against a light-colored, textured concrete wall. The floor in the foreground is dark and appears to be made of wood or a similar material. The lighting is soft, casting subtle shadows behind the letters. A green geometric shape is visible in the top-left corner of the page.



3 Our ESG-B key figures

We have used the most recent publicly available emission factors at the time of preparing the climate report. If an emission factor is not available at the time of the report's preparation, the previous year's emission factor is used. To calculate the total emissions, we use the Climate Compass tool.

We have entered data covering as many activities as possible, such as our purchases, energy consumption, heating usage, transportation, operations, travel, and more. These figures cover the periods from January 1 to December 31 for the years 2022, 2023, and 2024, and are primarily based on our financial records, suppliers, and supplier invoices.

E



ENVIRONMENTAL MEASUREMENTS

	2022	2023	2024
Energy consumption (total)	2985 Mwh	2963 Mwh	3658 Mwh
Energy mix (Types of energy sources)	100%	100%	100%
Water consumption	130 M3	107 M3	181,92 M3
Gas consumption	26.256 Nm3	16.743 Nm3	18.060 Nm3
CO2e scope 1 (total)	57,78 Tons	36,85 Tons	25,09 Tons
CO2e scope 2 (total)	314,90 Tons	312,58 Tons	295,94 Tons
CO2e scope 3 (total)	4095,27 Tons	3498,02 Tons	5037,67 Tons
CO2e emissions (total)	4467,95 Tons	3847,45 Tons	5358,71 Tons
Waste (total)	100,99 Tons	96,84 Tons	93,75 Tons
Hazardous waste	6,14 Tons	1,41 Tons	0,39 Tons
Recyclable waste	65,75 Tons	72,55 Tons	85,69 Tons
Recyclable waste (share)	65,11 %	74,92 %	91,41 %

E

The LIFEcycle Approach at DANREC

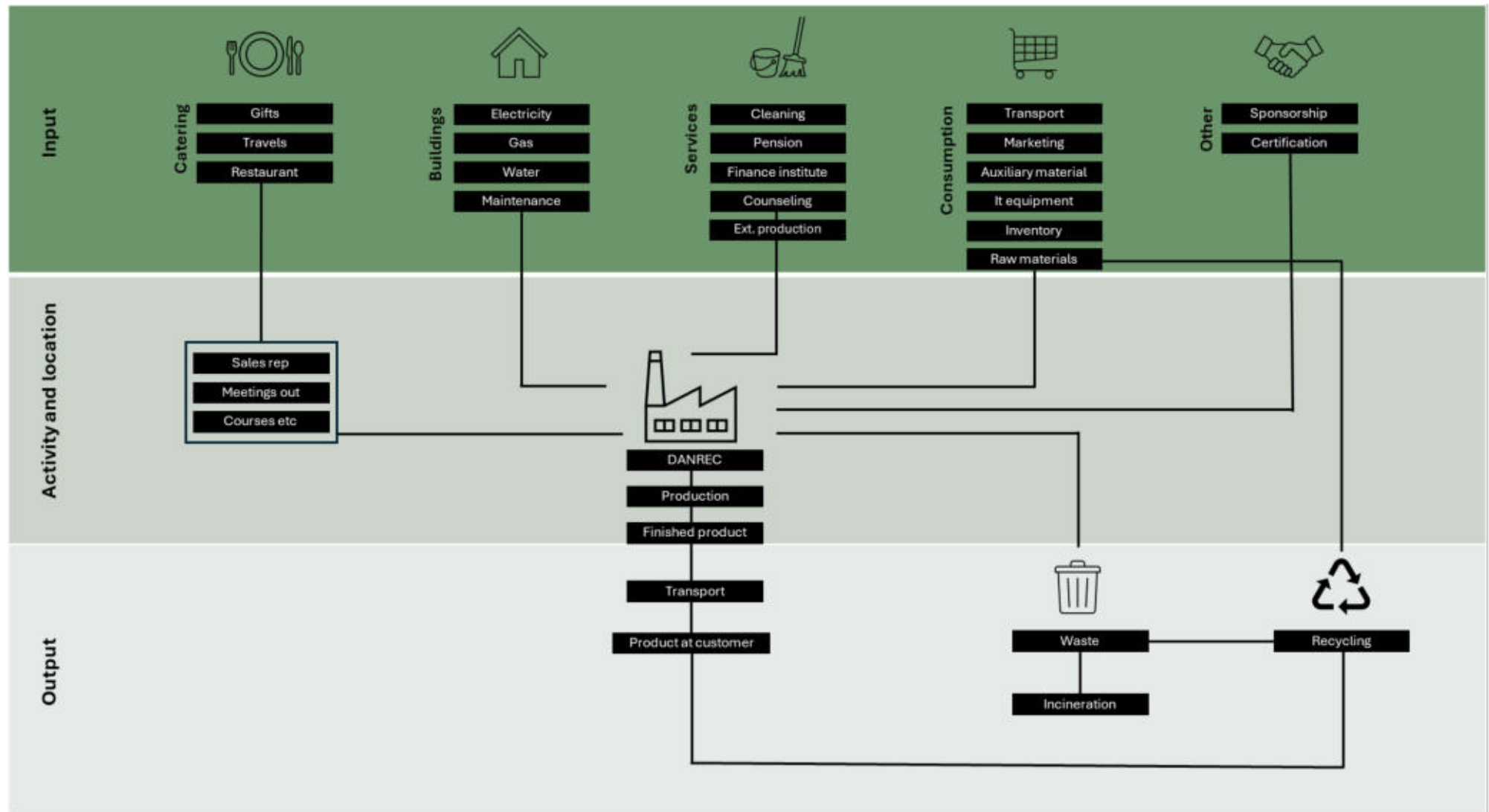
At DANREC, sustainability is not just about our products it's about how we operate every day. Our LIFEcycle model provides a clear overview of the resources we use, the activities we engage in, and the outputs we generate across our value chain. It reflects our commitment to transparency, responsibility, and continuous improvement.

The model captures the full scope of our operations, from inputs like catering, building operations, and service partnerships, to consumption of transport, materials, and energy. It also includes contributions such as sponsorships and certifications that reflect our broader role in society.

At the heart of the cycle are our daily activities from production and logistics to meetings, sales, and training which are supported by infrastructure and resources. These activities lead to outputs that include both our finished products and the waste they generate, which we aim to handle responsibly through recycling and energy recovery.

The LIFEcycle is a practical tool for evaluating our environmental and social impact. It helps us identify where improvements can be made and ensures we stay aligned with our ESG goals minimizing waste, optimizing resource use, and strengthening our commitment to sustainable development.

LIFECycle



PARTIAL RESULTS 2022-2023

	2022			2023		
Energy & Proccess	CO ₂ e scope 1+2+3 (Tons)	% of scope 1+2+3	CO ₂ e outside of scope (Tons)	CO ₂ e scope 1+2+3 (Tons)	% of scope 1+2+3	CO ₂ e outside of scope (Tons)
Electricity	494,57	11,1%	0,00	490,93	12,8%	0,00
Heating and process energy	66,62	1,5%	0,00	42,49	1,1%	0,00
Purchases						
Materials (primary purchase)	3.620,58	81,0%	0,00	3.184,82	82,8%	0,00
Physical units purchased	279,70	6,3%	0,00	394,81	10,3%	0,00
Physical units with own emission factors	3.340,88	74,8%	0,00	2.790,01	72,5%	0,00
Products and services (primary purchase)	0,10	0,0%	0,00	0,08	0,0%	0,00
Purchasing of physical products in units	0,10	0,0%	0,00	0,08	0,0%	0,00
Products and services (secondary purchase)	286,08	6,4%	0,00	128,93	3,4%	0,00
Purchasing of physical products in units	3,39	0,1%	0,00			0,00
Purchases of products in monitary units (DKK)	282,69	6,3%	0,00	128,93	3,4%	0,00
Waste & recycling						
Waste	0,00	0,00%	-29,04	0,00	0,00%	-39,33
TOTAL						
	4.467,93	100%	-29,04	3.847,45	100%	-39,33

PARTIAL RESULTS 2024

Energy & Proccess	CO ₂ e scope 1+2+3 (Tons)	% of scope 1+2+3	CO ₂ e outside of scope (Tons)
Electricity	445,12	8,31%	421,39
Heating and process energy	29,64	0,55%	15,14

Purchases

Materials (primary purchase)	4.315,76	80,54%	0,00
Physical units purchased	354,84	6,62%	0,00
Physical units with own emission factors	3.960,50	73,91%	0,00
Products and services (primary purchase)	0,42	0,01%	0,00
Purchasing of physical products in units	0,42	0,01%	0,00
Products and services (secondary purchase)	568,18	10,60%	0,00
Purchases of products in monitary units (DKK)	564,31	10,53%	0,00

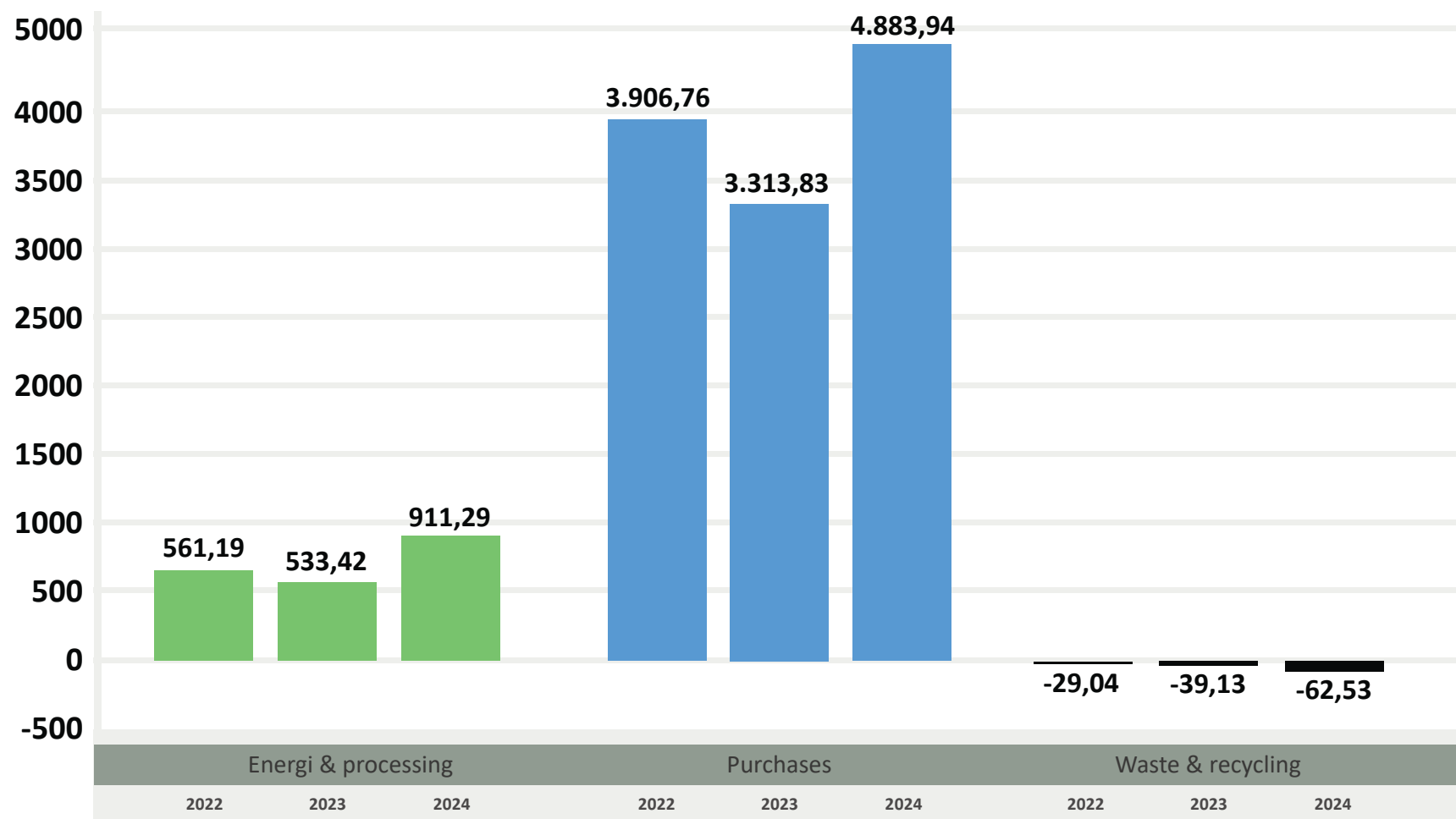
Waste & recycling

Waste	0,00	0,00%	-62,53
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TOTAL

	5.358,71	100%	374,00
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CO₂ EMISSION (tons)



OBJECTIVE BY 2026

We’ve made solid progress on the sustainability goals we set in 2023 and are moving steadily toward greener, more resource-efficient operations. Our solar park now supplies around 30% of our electricity, and we aim to expand its capacity further. Although we won’t reach 100% green energy by 2025, we’ve secured a renewable energy agreement starting in 2026, which will bring us very close to full green power coverage.

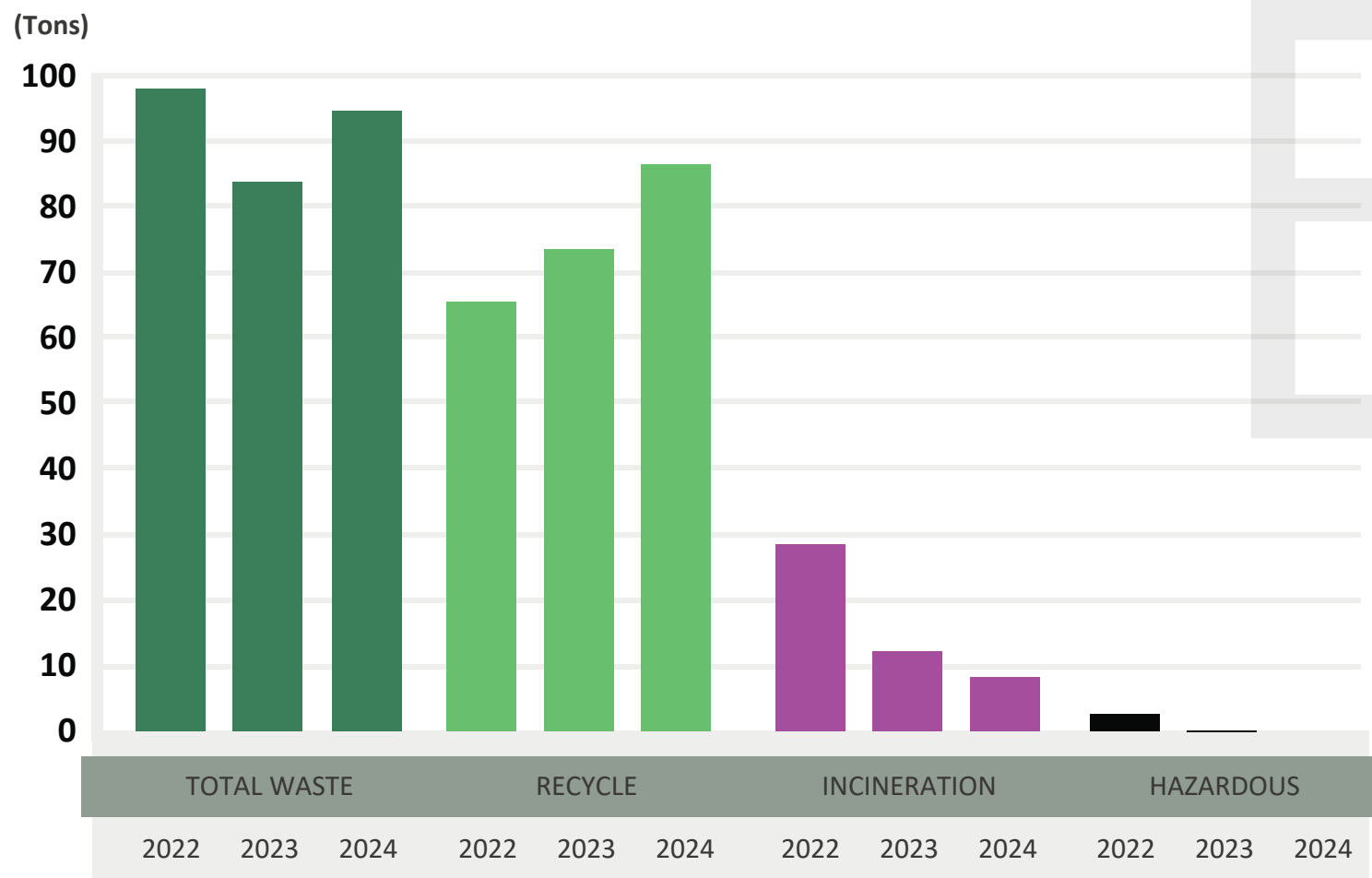
Waste sorting is now fully implemented across the company, with 91.41% of our waste already being recycled in 2024. We’re on track to meet our 95% recycling goal within the next two years. We’ve also begun reducing gas use by heating our administration building with surplus heat from production, and we’re working on a similar solution for our packing hall, expected to be in place by the end of 2026.

Continuous optimization remains central to our strategy. Sustainability reporting helps identify areas for improvement, and we’re investing in more efficient equipment—like a new grinder arriving in mid-2025 that cuts energy use by 33% and lowers noise levels. It processes production waste, helping us keep plastic waste below 1%. We’re well on our way.

ENVIRONMENTAL GOVERNANCE REPORTING

Do you have an environmental policy?	Yes
Do you have a policy for waste, water, energy, and/or recycling?	Yes
Does the board monitor climate-related risks?	No
Does management monitor climate-related risks?	Yes
Do you have a policy for reducing climate impacts?	Yes
Do you have a due diligence process for environmental issues and climate impacts?	Yes







SOCIAL MEASUREMENTS

	2022	2023	2024
Number of employees (full time)	22 people	31 people	32 people
Number of part-time employees (share)	4,76%	3,23%	3,13%
Salaried employees			13 people
Hourly employees			19 people
Sick leave	3,95%	2,27%	3,52%
Work place accidents	2	1	2
Employee turnover	19,04%	9,68%	12,5%
Gender wage difference	0%	0%	0%
Gender diversity in organisation	19,05%	19,35%	25%
Gender diversity in other management	0%	0%	0%
Gender diversity in top management	0%	0%	0%

SOCIAL GOVERNANCE REPORTING

Can the CEO be chairman of the board?	No
Management is formally rewarded for sustainable performance?	No
Do you have a policy for ensuring human rights compliance?	Yes
Do you have a policy for preventing gender violations and discrimination?	Yes
Do you have a health and safety policy?	Yes
Do you have a policy for preventing child labour and forced labour?	Yes
Do you have a due diligence process for human rights issues?	Yes
Do you have a staff policy?	Yes
Do you have a due diligence process for staff issues?	Yes



GOVERNANCE MEASUREMENTS

Members of the board	3 people
Gender diversity on the board	33%
Presence at board meetings (attendance)	100%
External board members	100%
Employees covered by collective agreements	100%

GENERAL GOVERNANCE REPORTING

Do you have a Code of Conduct?	Yes
Do you prepare and publish an annual sustainability report?	Yes
Does sustainability data form part of your reporting to authorities?	No
Do you focus on specific SDGs?	Yes
Do you set targets and report progress as regards the SDGs?	Yes
Do you work with risk management regarding climate and financial consequences?	No
Do you have a policy for ethical behaviour and anti-corruption?	Yes
Do you have a data protection policy?	Yes
Have you taken steps/actions to comply with GDPR rules?	Yes
Do you have a due diligence process for ethical behaviour, anti-corruption, and bribery?	Yes



4 Our Certifications and labels

Certifications

DANREC A/S is officially certified under both ISO 9001 and ISO 14001 standards, a major achievement in our commitment to quality management and environmental responsibility.

The ISO 9001 certification affirms that our internal processes meet internationally recognized standards for quality management systems. It demonstrates our focus on operational consistency, compliance, and continual improvement.

The ISO 14001 certification highlights our dedication to environmental stewardship. It confirms that our management systems are designed to minimize environmental impact and ensure compliance with relevant environmental regulations.

Together, these certifications represent a strong foundation for our future development, reinforcing our values of accountability, transparency, and sustainability in all aspects of our operations.



TÜV test report

DANREC A/S commissioned the Munich branch of TÜV SÜD Industrie Service GmbH to perform pressure testing on three floor protection plates and a material characterization of the materials used.

Test methods

1. Fourier-Transform Infrared Spectroscopy (FT-IR): Used for qualitative and semi-quantitative analysis of organic compounds, identifying material composition by comparing spectra with database entries.
2. Differential Scanning Calorimetry (DSC) (ISO 11357:2017): Analyzed thermal effects, crystallinity, and melting behavior of the materials, identifying three crystalline melting points corresponding to PE-LD, PE-HD, and PP.
3. Pressure Testing (ISO 306: 2003): Conducted on conditioned samples to measure compressive strength, which was found to be at least 398 t/m² with no plastic deformation observed.

Conclusion

The tested floor protection plates demonstrated robust material properties and high compressive strength, suitable for heavy-duty applications. The materials used were accurately characterized as composites of PE-LD, PE-HD, and PP, contributing to their structural integrity and durability under pressure.



Commitments

At DANREC, we are dedicated to integrating sustainability and proactive environmental stewardship in all our operations. Our commitment to "Climate-Ready Production" (Klimaklar Produktionsvirksomhed) ensures that our processes not only meet current environmental standards but are also prepared for future climatic challenges. This initiative reflects our ongoing efforts to reduce carbon emissions and enhance energy efficiency across our production lines.

We are proud members of the Danish Red Cross Corporate Club, where we join forces with other businesses to support humanitarian efforts both locally and globally. Our collaboration with the Red Cross allows us to contribute meaningfully to disaster response and community resilience, affirming our commitment to social responsibility.

Additionally, DANREC is actively involved in Operation Clean Sweep, an international campaign aimed at preventing the leakage of plastics into the environment. By adopting best practices in our handling and disposal of plastic materials, we are taking concrete steps towards a cleaner and more sustainable planet.

Together, these initiatives represent DANREC's holistic approach to corporate responsibility, where environmental care and community support go hand in hand.



**CORPORATE
MEMBERSHIP 2024**



We contribute to the work
of the Danish Red Cross

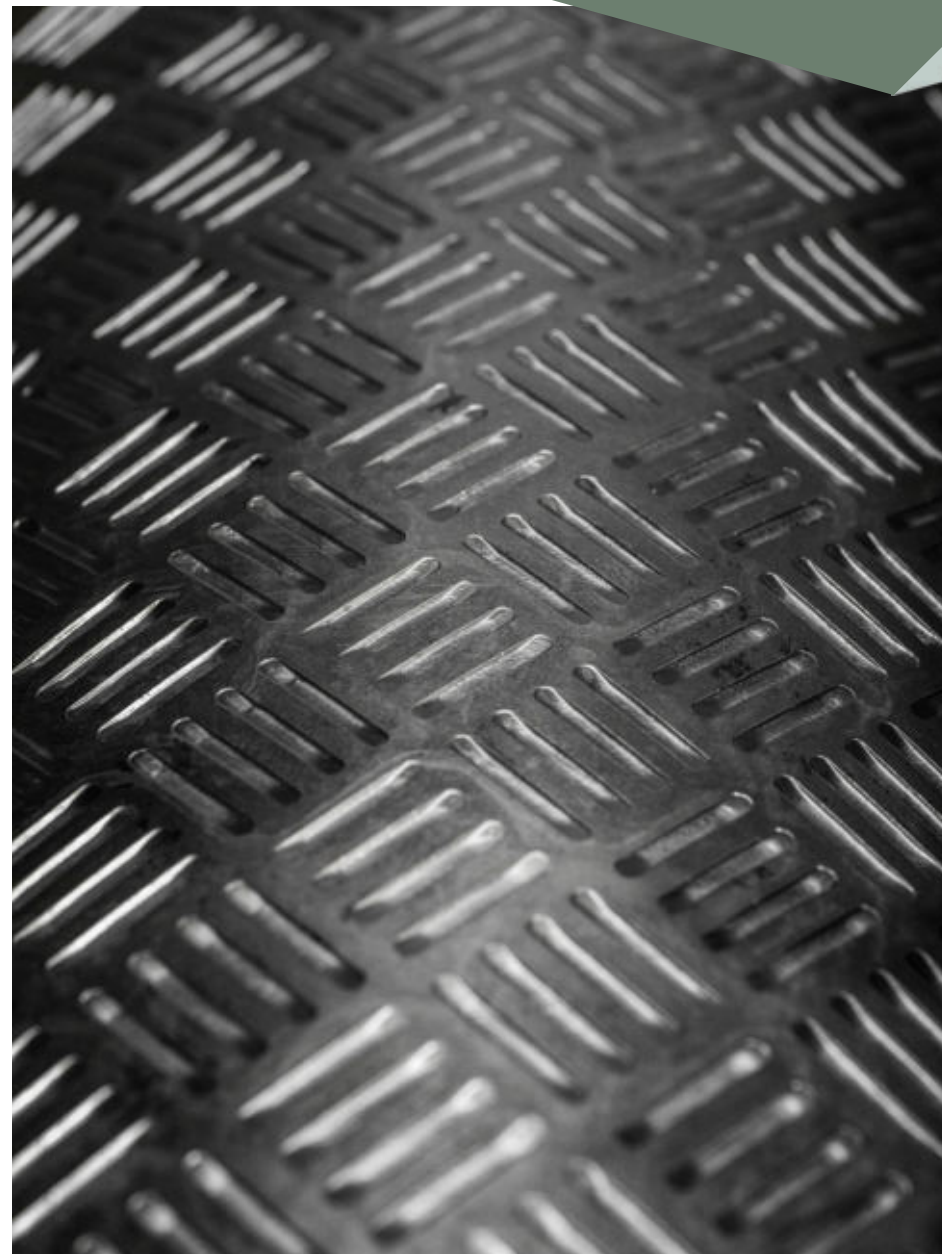


Our perspectives

2024 marks an important turning point for us at DANREC. We are proud to say that we have completed the establishment of our solar park — a tangible step toward greener energy supply and a reduced CO₂ footprint. At the same time, our efforts toward better waste management have paid off: our waste sorting is now functioning effectively and as intended, supporting our goal of more circular and responsible operations.

But sustainability is not just about the environment. It is also about people. That's why we continue to work purposefully to create a workplace with room for everyone — a workplace where a good working day is central, both professionally and socially. Our social events play an important role in strengthening community, promoting well-being, and supporting a strong corporate culture.

We believe that a healthy business and a healthy environment go hand in hand. That's why it is a cornerstone of our strategy to create solid profits while also taking good care of the resources entrusted to us — both natural and human. With this perspective, we move forward into the future with optimism and a strong commitment to sustainable growth.





Voices of DANREC: What It's Like to Work Here

- Even from 1,500 km away, I've always felt like a true part of the team.
- Strong support from colleagues allows focus on growth, innovation, and customer relationships.
- Despite rapid growth, we've maintained a human, customer-first approach.
- The company has a clear purpose—investing in sustainability and future development.
- Team spirit is strong—collaboration and support are part of daily life.
- Every day is different—full of variety, energy, and learning.
- Knowing the office team has your back makes facing challenges easier.
- You're trusted to take ownership and make independent decisions.
- Work is flexible, with room for both personal and professional growth.
- Freedom with responsibility is part of the culture.
- Everyone has a voice and can influence both daily work and company direction.
- A flat structure makes it easy to be heard and create impact.

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