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raaco.com

ESG Report 2024



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About this report

The report is based on the new European voluntary standard for SME's sustainability reporting (VSME) (Approved December 2024 version)

INTRODUCTION



A message from the Board and CEO

Sustainability in raaco A/S

We are pleased to present raaco A/S's first ESG report. We have chosen to align our ESG report with the EU's VSME standard, enhancing the credibility of our sustainability efforts and ensuring our communication aligns with EU's ESG framework.

Sustainability in raaco is anchored with our employees, our operations and in our partnerships. We strive to provide a good physical and psychosocial work environment and develop our operations in a way that minimize the burden on our employees.

We are dedicated to implementing production processes that prioritize energy efficiency and minimize our environmental impact. Our commitment extends to developing durable solutions and utilizing recycled materials whenever possible.

Results and highlights in 2024

In 2024, we were able to improve further our energy efficiency, having implemented two new free cooling systems and reducing further our water usage significantly. Additionally, we have focused on circular economy initiatives, advancing our use of recycled plastics, testing new materials for future integration, and tested new recycled plastic film for packaging.

In 2024, we have continued to monitor employee satisfaction and have launched workshops to improve team collaboration and focusing on maintaining a safe and positive work-environment.

Looking forward

Looking ahead, we aim to increase content of recycled materials in our packaging by 2025 and reduce double packaging. Additionally, we want to find new ways to further improve energy efficiency, e.g., through a new optimized propane cooling system. We aim to identify new ways to reduce our CO2 emission and continue to track it through our climate account of scope 1, 2 and 3.

While further reducing our environmental impact, we will continue to focus on the conditions for our employees by tracking satisfaction and well-being, ensuring proper training, and emphasizing health and safety standards.

On behalf of raaco A/S

Alexander Martensen-Larsen
Chairman

Jesper Damberg
Deputy Chairman

Peter Thomas Damberg

Kren Erik Nielsen

René Kuhn-Hansen

Klaus Stæger

Jeppe Seligmann Damberg

Per Lauritsen
CEO

raaco A/S: At a Glance

Introduction

raaco is proud to present our first ESG report, marking an important milestone on our sustainability journey. We are a company committed to designing and producing long-lasting, high-quality and user-friendly storage solutions. Established with a focus on durability, raaco's products are built to last long, reducing waste and promoting sustainability.

We are committed to advancing our sustainability efforts in our operations, including the use of recycled plastic in product manufacturing and the implementation of green accounting to track and optimize energy sources.

This ESG report represents the first step towards structured sustainability reporting, providing transparency on our initiatives and ambitions. It serves as a foundation for continuous improvement.

Strategy, vision and mission

Our vision is to integrate sustainability into

every part of our business, ensuring responsibility towards the environment, employees, and the community. Recognizing that advancements and improved processes are continuously emerging, raaco evaluates and implements sustainable solutions to enhance efficiency while reducing environmental impact.

We are actively exploring circular economy initiatives, including incorporating recycled plastic, reducing consumption and minimizing waste in our production. raaco has also engaged in optimizing its production and energy efficiency, including investments in two cooling systems and a focus on lowering our carbon footprint.

Scope of report:

This report has been developed in alignment with EFRAG's VSME standard's basic module, with the addition of a disclosure of our scope 3 tCO emissions. Moreover, the topic biodiversity is voluntary to report on, but data on the topic has been included in the appendix.



92,4 FTE

33,6 women, 58,8 men



5 OFFICES

Around the world



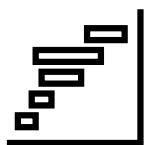
ISO 9001 certified
ISO 14001 certified
ISO 45001 certified

*raaco A/S has decided that revenue and total assets are classified topics in this report and will therefore not be disclosed.

Geographical representation

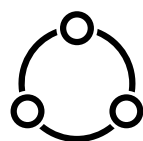


2024 Highlights



Energy efficiency

We implemented two new free cooling systems, cutting water usage significantly and applied for a new optimized propane cooling solution.



Sustainable packaging

We tested new recycled plastic film for packaging, aiming for 30% recycled content by the end of 2025 while reducing double-packaging.



Employee well-being

We launched workshops to improve team collaboration, continued the upskilling of our employees and focused on maintaining a safe and positive work-environment.



Circular economy

We advanced our use of recycled plastics, testing post-industrial and post-consumer materials for future integration.

CLIMATE & ENVIRONMENT



Introduction: Climate & Environment

Introduction

raaco has identified that our primary impacts and risks are related to our CO2 emissions in our own operations and value chain. Therefore, raaco is committed to sustainability and environmental responsibility, recognizing the importance of reducing our carbon footprint and enhancing resource efficiency. In 2024, we have made significant strides compared to 2023.

Efforts and initiatives

raaco's commitment to sustainability is reflected in the gradual progress we have made from 2023 to 2024. By working to reduce energy consumption, improving recycling practices, and refining waste management, we are taking steps toward a more responsible future. As we continue to strengthen our use of data, we remain mindful of our responsibility toward the environment, our employees, and the communities we serve, ensuring that our efforts contribute to long-term sustainability.

Energy efficiency

We have optimized energy consumption, including the implementation of two free cooling systems, resulting

in a significant reduction in water usage for cooling. We continue to explore alternative cooling solutions, such as propane-based systems, to further improve efficiency.

Sustainable packaging

In 2024, we initiated trials with recycled plastic materials for our transport packaging, as part of our broader ambition to significantly increase the use of recycled content. At the same time, we have actively engaged with customers to reduce unnecessary double packaging and are exploring carton-only solutions to lower material consumption and enhance overall sustainability.

Waste management

Our waste management efforts have improved, with reduced production waste and ongoing evaluations of new recycling agreements for materials used in manufacturing.

Data-driven environmental monitoring

We are refining our ability to track and optimize environmental performance through data analysis. By closely monitoring resource use and efficiency improvements, we aim to reduce our environmental impact while maintaining responsible practices.



Energy consumption

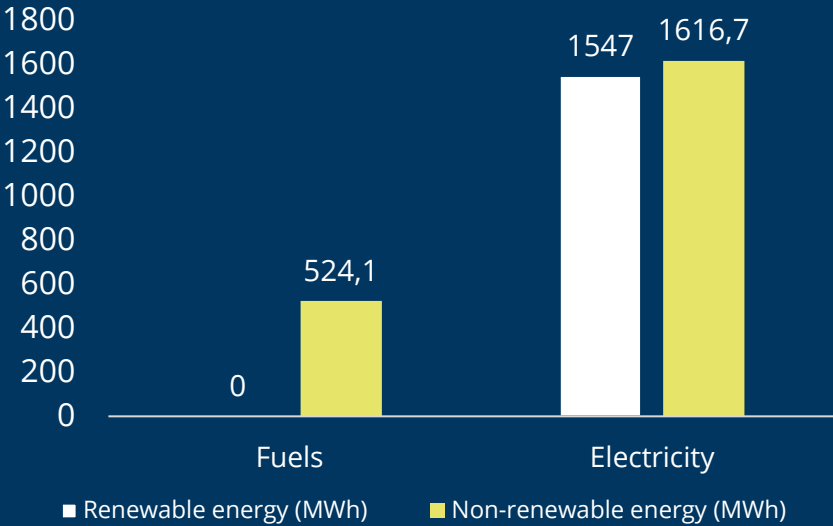
Introduction

We are committed to improving energy efficiency and reducing our overall consumption. By optimizing our production processes and investing in smarter energy solutions, we strive to balance sustainability with operational effectiveness. Our focus remains on lowering energy use while maintaining high-quality standards across our facilities.

Results and initiatives

In 2024, we improved energy efficiency by implementing two free cooling systems, reducing water usage by significantly without increasing energy demand. We also explored propane-based cooling solutions and upgraded equipment to lower electricity consumption. Enhanced energy monitoring now allows for more precise adjustments across our production facilities.

2024



* Fuels include diesel, gasoline and LPG

		2023	2024
 Renewable energy consumption	MWh	1553,3	1547,0
 Non-renewable energy consumption	MWh	2327,7	2158,8
 Total energy consumption	MWh	3863,0	3705,8

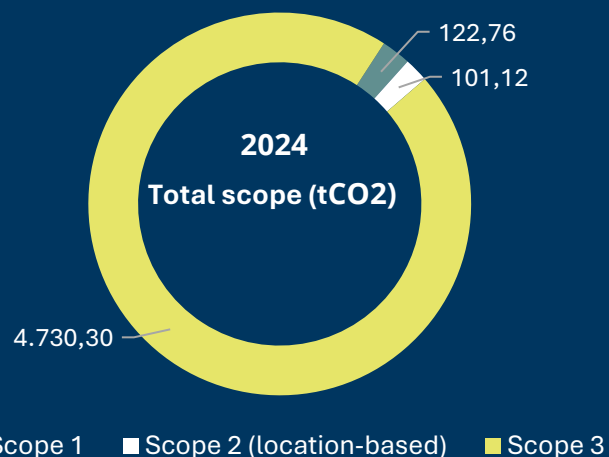
CO2 emissions

Results and initiatives

Managing our CO2 emissions is a key part of our sustainability efforts. In 2024, we continued to improve our data foundation and data quality to identify new ways to reduce our emissions. Our CO2 emissions increased slightly compared to 2023, from 187,09 tCO2 to 223,88 tCO2.

We have selected the Scope 3 categories where we know we have the largest and most significant emissions. We are working towards monitoring these emissions with the aim of continuously reducing them over time. Our Scope 3 emissions dropped to 4.730,30 tCO2 in 2024, a significant decline from 6,283,73 tCO2, in 2023. This was driven by a reduction in category 1: Purchased Goods and Services and due to our sourcing strategy and increased use of recycled materials in production.

As we continue refining our approach, we are working to integrate post-consumer recyclable materials into our products, with full implementation planned by 2025.



CO2 emissions

		2023	2024
Scope 1 GHG emissions	tCO2	145,0	122,8
Scope 2 GHG emissions (location-based)	tCO2	42,1	101,1
Samlet scope 1 og scope 2 GHG-emissioner (location-based)	tCO2	187,1	223,9
Scope 2 GHG-emissioner (marked-based)	tCO2	949,9	895,3
Total scope 1 and scope 2 GHG emissions (marked-based)	tCO2	1.094,9	1.018,1
Scope 3	tCO2	6.283,7	4.730,3
Purchased goods and services	tCO2	4.483,4	3.011,3
Capital goods	tCO2	10,7	2,6
Fuel- and energy-related activities	tCO2	168,5	144,4
Upstream transportation and distribution	tCO2	115,2	107,6
Waste generated in operations	tCO2	0,2	0,3
Business travel	tCO2	82,5	109,0
Employee commuting	tCO2	163,7	161,8
Upstream leased assets	tCO2	-	-
Downstream transportation and distribution	tCO2	1.248,2	1.182,9
Processing of sold products	tCO2	-	-
Use of sold products	tCO2	-	-
End-of-life treatment of sold products	tCO2	11,3	10,4
Downstream leased assets	tCO2	-	-
Franchises	tCO2	-	-
Investments	tCO2	-	-

Water

Introduction

We acknowledge that our production processes generate a substantial amount of heat, which is why we need cooling systems to ensure that our machines do not overheat. These cooling systems require a large amount of energy, which is why we, in 2024, continued to identify ways to improve our production and energy efficiency measures. As we continue to refine our water efficiency strategies, we remain dedicated to identifying new ways to further reduce water withdrawal and consumption, ensuring a responsible approach to resource management while supporting our broader sustainability goals.

Results and initiatives

In 2024, our water withdrawal totaled 1.761 m³, marking a significant reduction from 2.495 m³ in 2023. This progress reflects our commitment to responsible water management and efficient resource use.

Our focus on water conservation is evident in the implementation of two new free cooling systems in our production, allowing us to better recycle water and to significantly reduce evaporation. These systems have resulted in significant reduction in water withdrawal and consumption within our cooling processes, contributing to more sustainable operations.



WATER WITHDRAWAL

1,761 m³ Total amount of water withdrawal for all locations.



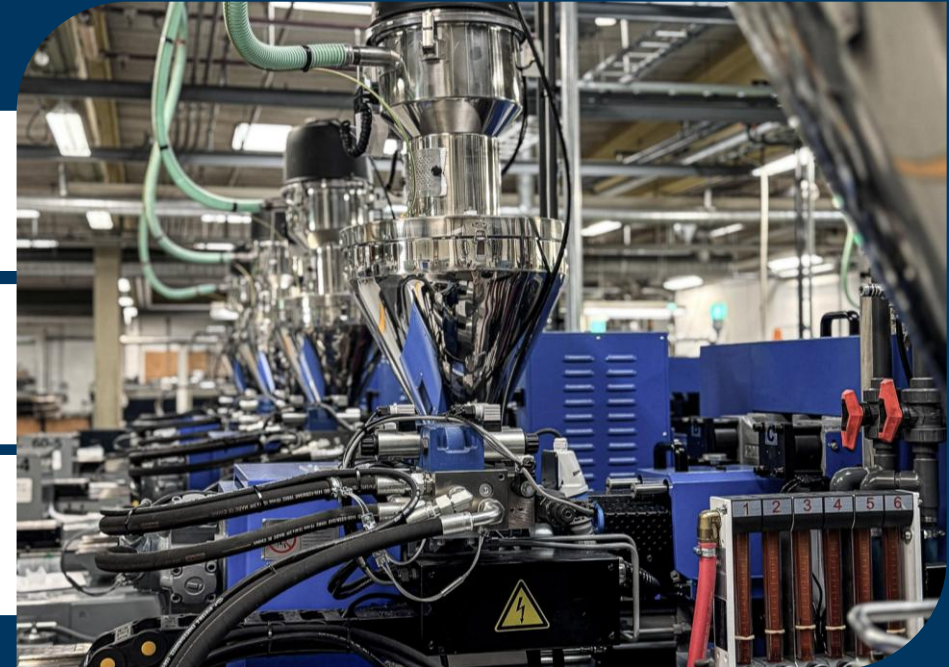
WATER CONSUMPTION (HIGH WATER STRESS)

0 m³ Total amount of water withdrawn in areas with water scarcity (high level of water stress).



WATER CONSUMPTION

414 m³ Total water consumption for all locations.



Resource consumption, circular economy, and waste management

Introduction

We acknowledge that we have an impact on the environment as a result of the products and materials we source and depend on in our production. Therefore, we constantly strive to identify ways to minimize our environmental impact by integrating sustainable practices into our operation.

Our approach to resource consumption, circular economy principles, and waste management ensures that our products and processes are designed with the future in mind, emphasizing efficiency, durability, and environmental responsibility at every stage.

Results and initiatives

We prioritize reducing our footprint by using robust and recyclable materials, ensuring that our product designs are both durable and environmentally friendly. We design for dismantling, so our products can be sorted and recycled and disposed responsibly. In 2024 our total amount of waste increased. However, this is because we utilize waste as a resource and was storing waste from 2023 for potential use and ultimately disposal in 2024.

A key focus has been the increased use of recycled plastics in our products. In line with the new extended producer responsibility for packaging law in Denmark, we are currently managing over 6 tons of packaging materials and ensuring that our cardboard is made from 100% recycled or reused materials. At the same time, we explore alternatives for adhesive film, which presents recycling challenges.

CIRCULAR ECONOMY TARGETS



- Looking ahead, we plan to introduce recycled plastic film in our transport packaging by end of 2025, aiming for 30% recycled content. We are actively seeking new recycling opportunities and working closely with customers to transition toward more sustainable packaging solutions.
- By 2025, we aim to start eliminate double packaging with film and cardboard, focusing solely on cardboard-based solutions as part of our commitment to sustainability. This initiative supports our broader goal of achieving zero double packaging by 2030.

Total amount of waste annually (kg)

	2023	2023	2024	2024
Waste category	Total amount of waste	Waste send for recycling or reuse	Total amount of waste	Waste send for recycling or reuse
*****			93.439 * - metal scrap due to removal of one injection moulding machine	
Non-hazardous waste (total)	66.080	45.600		68.229
Hazardous waste (total)	480	-	274	-

Resource consumption, circular economy, and waste management

Introduction

In order to understand our resource consumption and waste, we need to understand our mass flows, as it shows the amount of critical resources that flow through raaco each year.

raaco is operating in a sector with a significant material flow and the nature of the business revolves around the manufacturing of durable storage systems for both the industry and professional craftsmen around the world. Therefore, it is important to understand our annual mass flows to be able to identify new innovative ways to produce our products in the future.

Results and initiatives

In 2024 we managed to reduce our annual mass flow in several categories compared to 2023. This includes, but is not limited to categories such as plastic, polypropylene, polycarbonate and steel. We will continue to monitor our essential material mass flows to understand the development and identify sustainable alternatives in production.



MASS-FLOW

- As part of our efforts, we strive to utilize materials that are less environmentally damaging. We have established clear guidelines that only allows products to be designed with the purpose of living up to national and international laws, especially focusing on Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Restriction of Hazardous Substances (RoHS), use of Conflict Minerals as well as POP and PFAS requirements.

Annual mass flow (kg)

	2023	2024
Essential materials in raaco		
Plastic total	1.123.837	1.032.978
Steel total	532.402	364.221
Cardboard total	140.152	185.436*
Powder paint total	12.714	7.894

- Increased use of cardboard due to single packaging for on-line end users.

SOCIAL



Introduction: Social



Introduction

At raaco, we acknowledge that our employees are our most valuable asset, and we believe that our employees' well-being and work-life balance are the most important aspects of our operations.

We work to ensure a safe and healthy work environment by taking responsibility, offering training, educating in health and safety issues, and taking precautions regarding accidents and occupational diseases. Our environment and safety management system ensures that best practices are implemented, supporting physical and mental well-being.

Efforts and initiatives

To strengthen workplace safety and employee well-being, we have onboarding periods, ongoing training, and regular safety assessments. Employees receive side-by-side guidance for the first three months, ensuring they understand proper handling of equipment, chemical safety, and workplace protocols. Additionally, we conduct annual refresher training and risk evaluations based on employee feedback to continuously improve our approach. We also have annual internal audits as well as APVs (workplace evaluations) – conducted every 3 years, where all

employees provide feedback.

Policies and guidelines

Our Code of Conduct covers our own employees and affects a wide variety of people. It reflects our values of being a work-place where employee well-being, work-life balance and health and safety are vital aspects of our day-to-day activities.

Our Supplier Code of Conduct sets specific demands to our suppliers on their behavior and our business relationship, including human rights topics. We expect suppliers to respect human and labour rights in alignment with the Universal Declaration of Human Rights and the eight fundamental conventions of the International Labour Organization (ILO). It also sets requirements on privacy, discrimination and impacts on local communities.

Our Whistleblower policy ensures the possibility of submitting complaints anonymously, and our Modern Slavery Statement covers our own employees in alignment with the Modern Slavery Act 2015.

General Characteristics

Introduction

Creating a positive and inclusive workplace is essential to ensuring employee well-being, engagement, and professional growth. By fostering open communication and providing meaningful support, we strive to maintain a work environment where everyone feels well and valued.

Initiatives

In raaco, our approach for creating a healthy work environment includes structured training programs, flexible work options, and proactive well-being initiatives. Employees benefit from side-by-side mentorship during

onboarding, regular health and safety education, and annual workplace assessments to promote a secure and supportive atmosphere. We also offer flexible scheduling for employees with personal challenges, helping them balance work and personal responsibilities.

Keeping employees informed and engaged is a priority, and our monthly newsletters play a key role in this. These updates cover company developments, sustainability efforts, workplace policies, and upcoming events.



CONTRACT TYPES

111 permanent contracts (head count).

3 temporary contracts (head count).



EMPLOYEE TURNOVER RATE

15,2 %

employee turnover rate

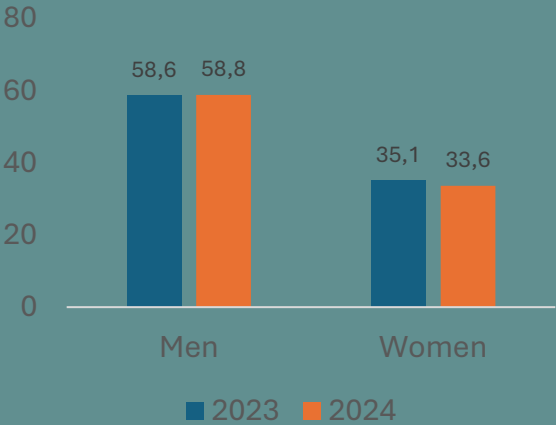


EMPLOYEES GLOBALLY

92,4 (FTE)

79	Denmark	1	The Netherlands
6	Germany	1	Sweden
2	France	3	UK

Gender distribution (Total FTE's)



Health and Safety

Introduction

The health and safety of our employees is a top priority at raaco. We are committed to creating a safe working environment and continuously improving our health and safety practices. In 2024, we recorded 3 workplace accidents, one less than in 2023. We acknowledge that workplace accidents can occur due to the nature of our own operations involving manual production activities, but we strive to minimize it as much as possible. While all workplace accidents are serious, we want to highlight that all 3 accidents occurring in 2024 were of a minor degree. We register near misses and take action to prevent accidents.

Policies and initiatives

New employees undergo a three-month onboarding process, which includes training on safety protocols, handling chemicals, and other essential practices. Employees are required to sign a declaration confirming their understanding of these safety measures. Additionally, we refresh safety rules annually based on feedback from employees, ensuring that our training remains relevant and effective.



REGISTERED WORK ACCIDENTS

3 recordable workplace accidents.

3,2 frequency of recordable workplace accidents per 200.000 hours worked.



WORK-RELATED DEATHS DUE TO INJURY/ACCIDENT

0 deaths due to work-related injuries/accidents.



WORK-RELATED DEATHS DUE TO ILLNESS

0 deaths due to work-related diseases.



Compensation, Agreements, and Education

Introduction

At raaco, we believe in fair compensation and continuous education for our employees. We are committed to providing opportunities for professional development and ensuring that our employees are compensated fairly. We believe that training and education of our workforce not only improves performance, but also provides employees with the necessary competency development that increases employee satisfaction.

58,8% of employees are covered by collective agreement, remaining are covered by individual contracts in compliance with national regulations.

Results and initiatives

All employees in raaco are compensated fairly and above the minimum wage.

We recognize that each employee's contribution is valuable, and we strive to maintain an open dialogue about compensation and benefits for each employee group. We continue to evaluate our policies and encourage all employees to share their thoughts and feedback. Together, we can work towards a more inclusive and equitable workplace for everyone.



TRAINING HOURS

2,8

Average annual training hours for male and women employees.



MINIMUM WAGE

YES

Employees are paid at least the minimum wage.

COLLECTIVE AGREEMENT

58,8%

Percentage of employees who are on a collective agreement in the company.



BUSINESS CONDUCT



Introduction: Business Conduct



Introduction

raaco is committed to responsible business operations that contribute to sustainable development while maintaining high integrity and credibility. We recognize the risks and impacts in our value chain that can occur when operating in countries with higher levels of corruption and risk of human rights violations, which is why our approach is guided by the principles of the UN Global Compact, focusing on human rights, labor rights, environmental stewardship, and anti-corruption. We uphold ethical practices in all our activities and require our partners to do the same.

Efforts and initiatives

As part of our training and onboarding, we ensure that employees are educated on ethical business practices, to ensure that our values and standards are apparent throughout the entire organization.

Policies and guidelines

Our policies are designed to uphold ethical standards and prevent corruption. We have a zero-tolerance policy towards bribery and corruption, ensuring that all interactions with

stakeholders are conducted with honesty and integrity.

Our supplier code of conduct has specific expectations to our suppliers on business ethics and anti-corruption, and we communicate the importance of them ensuring ethical practices in their operations.

We expect all suppliers to comply with all applicable international, national and local laws as well as all relevant regulations and industry standard in alignment with our own policies. They must demonstrate honesty and integrity in their operations, and raaco has a zero-tolerance approach to all forms of corruption.

Business Conduct: Convictions

Introduction

raaco is committed to maintaining high ethical standards and ensuring a safe and inclusive workplace. This is reflected in our partnerships and supplier relationship and along our entire value-chain, where we have established clear requirements for business conduct.

Policies and initiatives

Our Whistleblower Policy allows employees to report concerns if they find it necessary, including the option to do so anonymously. The Modern Slavery Policy applies to raaco's own employees in accordance

with the Modern Slavery Act 2015, ensuring that we uphold the rights of all individuals within our organization.

Moreover, our Code of Conduct outlines the terms for raaco's employees and addresses a range of human rights issues, reinforcing our commitment to ethical practices. Additionally, the Supplier Code of Conduct sets clear requirements for suppliers within raaco's value chain, ensuring that they adhere to the same high ethical standards we uphold.



CONVICTIONS

0 number of convictions.



TOTAL SUM OF FINES FOR VIOLATIONS

0 DKK total amount fined for violations of anti-corruption and anti-bribery laws.



APPENDIX



Location overview

Location	Address	Postal code	City	Country	Geolocation (coordinates)
Production and administration	Platanvej 6, 17, 19, 21	4800	Nykøbing F	Denmark	54.759966050247776, 11.829532410419143
Administration	Argovej 1	4800	Nykøbing F	Denmark	54.75778322566129, 11.827506241904473
Sales office	Agrovej 1	4800	Nykøbing F	Denmark	54.75778322566129, 11.827506241904473
Sales office	Admiralstr. 21	28215	Bremen	Germany	53.08937830934275, 8.80760471930895
Sales office	13 Parc Burospace	91572	Bièvres Cedex	France	48.767738471320584, 2.2219698414889244
Sales office	Unit 5 Wenrisc House Meadow Court	OX28 6ER	Witney	United Kingdom	51.78715798694555, -1.4851760770915639

ESG KPI - E

Energy Consumption and Greenhouse Gasses	Unit	2023	2024	Water	Unit	2023	2024
Total energy consumption	MWh	3863,0	3705,8	Water withdrawal			
Total consumption of fossil fuels	MWh	611,9	542,1	For all locations	m³	2.495,0	1.761,0
Total electricity consumption	MWh	1.903,1	1.772,7	From locations in areas with high water stress	m³	0,0	0,0
Share of renewable energy sources in total electricity consumption	MWh	1.535,3	1.547,0	Water consumption			
Share of non-renewable energy sources from electricity consumption	MWh	1.715,8	1.616,7	For all locations	m³	602,0	414,0
Total scope 1 and scope 2 GHG emissions (location-based)	tCO2	187,1	131,5				
Scope 1 GHG emissions	tCO2	145,0	30,4				
Scope 2 GHG emissions (location-based)	tCO2	42,1	101,1				
Total scope 1 and scope 2 GHG emissions (market-based)	tCO2	1.094,9	925,9				
Scope 2 GHG emissions (market-based)	tCO	949,9	895,3				
GHG intensity (location-based)*	tCO2/ EUR	N/A	N/A				
GHG intensity (marked-based)*	tCO2/ EUR	N/A	N/A				
Biodiversity	Unit	2023	2024				
Total area of owned/managed/leased locations in or near sensitive biodiversity areas	m³	0,0	0,0				
Total use of land area	m³	87.692	87.692				
Total paved area	m³	22.294	22.294				

*the GHG-intensity (location-based) has not been calculated as raaco's revenue and total assets is identified as a confidential topic.

ESG KPI - E

Resource consumption, circular economy, and waste management

Total amount of waste annually (kg)

Waste category	Unit	Total amount of waste	Waste send for recycling or reuse	Total amount of waste	Waste send for recycling or reuse
		2023	2023	2024	2024
Non-hazardous waste (total)	Kg	66.080	45.600	93.439	68.229
Steel prod.	Kg	37.440	37.440	38.051	38.051
Steel other	Kg	10	10	19.107	16.107
Plastic wrap	Kg	-	-	1.441	1.441
Cardboard	Kg	4.600	4.600	2.893	2.893
Paper mixed	Kg	580	580	610	610
Paper	Kg	-	-	265	265
Bigbags	Kg	250	250	785	785
Electronics	Kg	-	-	260	260
Combustible waste	Kg	19.520	-	20.180	-
Food waste	Kg	960	-	2.030	-
Mixed plastics from sorting	Kg	400	400	1.736	1.736
Glass	Kg	20	20	115	115
Plastic cakes (PP/PC)	Kg	2.300	2.300	5.966	5.966
Hazardous waste (total)	Kg	480	-	274	-
Hazardous waste	Kg	480	-	274	-

Essential material flows

Category	Unit	2023	2024
Plast total	Kg	1.123.837	1.032.978
Steel total	Kg	532.402	364.221
Cardboard total	kg	140.152	185.436
Powder paint total	kg	12.714	7.894
Plastic wrap	kg	4.516	2.274

ESG KPI – S

General characteristics	Unit	2023	2024	Health and Safety	Unit	2023	2024
Number of employees by contract type				Reported workplace accidents			
Total number of employees	FTE	93,7	92,4	The number of recordable workplace accidents	Number	4	3
Employees on full-time contracts	Number	109	111	Frequency of recordable workplace accidents	Frequency	4,3	3,2
Employees on temporary contracts	Number	2	3	Work-related fatalities			
Gender distribution among all employees				The number of deaths caused by work-related injuries or accidents	Number	0,0	0,0
Men	FTE	58,6	58,8	The number of fatalities resulting from work-related illnesses (occupational diseases)	Number	0,0	0,0
Women	FTE	35,1	33,6				
Other	FTE	0,0	0,0				
Do not wish to disclose	FTE	0,0	0,0				
Number of employees by country							
Denmark	Number	79	79				
Sweden	Number	1	1				
Germany	Number	6	6				
France	Number	2	2				
The Netherlands	Number	1	1				
UK	Number	3	3				
Employee turnover rate							
Employee turnover rate	%	10,7	15,2				

*Gender pay gap is not disclosed as it is, according to the VSME standard, only relevant for companies with more than 150 employees.

ESG KPI – S AND G

Governance	Unit	2023	2024
Convictions and fines for corruption and bribery			
Number of convictions	Number	0,00	0,00
Total monetary value of fines for violations of anti-corruption and anti-bribery laws	DKK	0,00	0,00

Overview: Datapoints

BASIS FOR PREPERATION

General Data	Description	Page
B1.24a i, 24a ii	Choice of basic module and/or comprehensive module	P. 5
B1.24b	Classified or sensitive information	p. 5
B1.24c	Individual or consolidated basis	p. 6
B1.24d	List of subsidiaries and addresses	p. 24
B1.24i	Undertakings legal form	p. 32
B1.24ii	NACE sector classification code	p. 32
B1.24v	Total number of employees in FTE	p. 5
B1.24vi	Country of primary operations and location of significant assets	p. 24
B1.24vii	Geolocation of sites owned, leased or managed	p. 24
B1.25	Sustainability-related certification or labels	p. 5

PRACTICES, POLICIES, AND FUTURE INITIATIVES FOR
TRANSITIONING TOWARDS A MORE SUSTAINABLE
ECONOMY

General Data	Description	Page
B2.26	Statement that the company has sustainable practices, policies or future initiatives for transitioning towards a more sustainable economy	Covered throughout the report
B2.26a	Practices	Covered throughout the report
B2.26b	Policies	Covered throughout the report
B2.26c	Future initiatives or forward-looking plans	Covered throughout the report
B2.26d	Targets	Covered throughout the report
B2.27	Inclusion of disclosure on mitigating actions and positive impacts	Covered throughout the report

Overview: Datapoints

	E data	Description	Page
ENERGY CONSUMPTION AND GREENHOUSE GASES	B3.29	Total energy consumption	p. 10
	B3.29	Total fossil fuel consumption	p. 10
	B3.29	Total electricity consumption	p. 10
	B3.29	Share of renewable energy sources in total electricity consumption (if available)	p. 10
	B3.29	Share of non-renewable energy sources from electricity consumption (if available)	p. 10
	B3.30a	Scope 1 GHG emissions	p. 11
	B3.30b	Scope 2 GHG emissions (location-based)	p. 11
	B3.30b	Total Scope 1 and Scope 2 GHG emissions (location-based)	p. 11
	B3.30b	Scope 2 GHG emissions (market-based)	p. 11
	B3.30b	Total Scope 1 and Scope 2 GHG emissions (market-based)	p. 11

	E data	Description	Page
WATER	B6.35	Total amount of water withdrawal for all locations	p. 12
	B6.35	Total amount of water withdrawal in areas with water scarcity (high water stress)	p. 12
RESOURCE CONSUMPTION, CIRCULAR ECONOMY, AND WASTE MANAGEMENT	B6.36	Total water consumption across all locations	p. 12
	B7.37	Description of how the company applies circular economy principles in its operations	p. 13
	B7.38a	Total annual amount of hazardous waste	p. 13
	B7.38a	Total annual amount of non-hazardous waste	p. 13
	B7.38b	Total amount of hazardous and non-hazardous waste sent for reuse or recycling	p. 13
	B7.38c	Total annual mass of relevant materials used (in sectors with significant resource flows)	p. 14

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	S data	Description	Page
GENERAL CHARACTERISTICS	B8.40	Total number of full-time equivalents (FTEs)	p. 17
	B8.40a	Employees on full-time contracts	p. 17
	B8.40a	Employees on temporary employment contracts	p. 17
	B8.40b	Male employees	p. 27
	B8.40b	Female employees	p. 27
	B8.40b	Employees of other genders	p. 27
	B8.40b	Employees who prefer not to disclose their gender	p. 17
	B8.40c	Geographical distribution of employment contracts – (only applicable if the company operates in more than one country)	p. 17
HEALTH AND SAFETY	B8.41	Employee turnover rate for the reporting period (only applicable if the company employs at least 50 people)	p. 17
	B9.42a	Number of recordable work-related injuries	p. 18
	B9.42a	Frequency of recordable work-related injuries	p. 18
	B9.42b	Number of fatalities resulting from work-related injuries or accidents	p. 18
	B9.42b	The number of deaths caused by work-related diseases (occupational diseases)	p. 18

	S data	Description	Page
COMPENSATION, AGREEMENTS, AND EDUCATION	B10.43a	State whether employees receive wages that are equal to or above the applicable minimum wage for the country being reported on, regardless of whether the wage is set directly by a national minimum wage law or through a collective agreement.	p. 19
	B10.43b	Gender pay gap (Only relevant if your company has more than 150 employees.)	N/A
	B10.43c	Percentage of employees covered by a collective agreement	p. 19
	B10.43d	Average number of annual training hours for male employees	p. 19
	B10.43d	Average number of annual training hours for female employees	p. 19
	B10.43d	Average number of annual training hours for all employees	p. 19
	G data	Description	Page
CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY	B11.44	Number of convictions	p. 22
	B11.44	Total monetary value of fines for violations of anti-corruption and anti-bribery laws	p. 22



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