



# CSR report.

## Corporate Social Responsibility.

### Introduction.

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#### Foreword

We have always been aware of our responsibility towards employees, customers and society.

Because we manufacture labelling solutions, we are aware of our impact on the environment and our role in promoting sustainability and responsibility.

This CSR report presents our efforts and results in recent years, where we have worked to reduce our climate footprint, strengthen employee well-being and ensure high ethical standards in our business, and the report also shows our current focus areas.

We believe that even small steps can help make a big difference, and we are proud of our improvement initiatives while committing to doing even more in the future.

We look forward to continuing the dialogue with our partners and hope that this report provides a clear picture of our commitment and ambitions.

#### Purpose

We strive to fulfill our social responsibility by operating our business in a profitable and sustainable manner, as well as by integrating social, environmental and ethical considerations into our processes and material selection.

We strive to create a sustainable development of our business and ensure high safety for our employees, high service levels, high quality and continuous sustainable development throughout the value chain.

We support the UN Guiding Principles on Human Rights, and we strive to ensure that these principles are part of our business and value chain.

#### Profile

We are a machinefactory that designs, builds and installs printing solutions and labelling equipment. The primary competitive parameter is to deliver customized and reliable units for our customers' production.

In addition to the machine elements we manufacture ourselves, we use quality components from subcontractors – including printers and consumables.

# The CSR Strategy.

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## Mission with CSR

We are a contract manufacturing company, and our CSR mission is to contribute to achieving the UN's 2030 Sustainable Development Goals.

We believe we can contribute to the realization of several of these goals, which is why our CSR activities towards 2030 are an integrated part of our business strategy.

We can make a difference in two areas in particular:

1. Sustainable manufacturing (energy-efficient operation)
2. Sustainable materials (better utilization)

Our efforts so far have been to:

- Switching to LED lights in the factory and office
- Replace oil and gas boiler with electric heat pumps
- Buy certified electricity produced by wind turbines
- Avoid using chemicals in flower beds and lawns and establish flower meadows
- Sort waste and send as much as possible for recycling and reuse
- Make climate accounting
- Purchase office supplies that are less environmentally damaging than conventional products and ensure environmentally optimized delivery
- We replace physical meetings with virtual meetings whenever possible

We have established a CSR committee to ensure that CSR efforts are part of daily operations and included in plans for future development.

The committee consists of our owner, an administrative employee and an external consultant.

# Environment.

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## Focus areas

We work for a sustainable and systematic approach to environmental challenges, and we are committed to taking the necessary steps to protect the environment.

We do this among other things by minimizing our negative impacts on the environment through reduction of resource consumption and an ongoing assessment of the impact of our products on the environment.

## Areas of focus and results

- We implement energy-saving solutions, for example by using paper instead of plastic when packaging our products
- We use environmentally friendly technologies internally in our company as much as possible, and this is also a factor when we select suppliers
- We strive to choose the least environmentally harmful production materials and components
- We do not use energy, water and materials in larger quantities than is absolutely necessary
- We have a strong focus on recycling production materials and packaging

# Social conditions.

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## Focus areas

We respect civil and political rights, such as the free choice of union membership, freedom of opinion and expression, and the privacy of both employees and partners. We also respect economic, social and cultural rights.

We will always make an effort to avoid bullying and discrimination against vulnerable groups, such as the elderly, pregnant women and the disabled.

## Areas of focus and results

- We ensure access to job-relevant education and learning
- We ensure freedom of association and fair working conditions
- We ensure equality
- We offer low-wage jobs for people with disabilities
- We are committed to the local community through donations to associations and clubs
- We choose local suppliers of goods and services wherever possible

## Business ethics.

### Focus areas

We strive to promote good principles of social responsibility throughout the entire process from subcontractor to customer, for example through procurement and dialogue with other companies.

We contribute to economic growth through fair competition, complying with competition laws. We respect property rights and do not accept corruption.

We treat our suppliers in a fair, respectful and responsible manner. This involves both ethical and legally correct behavior, but also forms of cooperation that support mutual trust and long-term relationships.

### Areas of focus and results

- We avoid working with suppliers from areas known for corruption
- We have clear, open and ongoing dialogue with our suppliers
- We use transparent and clear contracts with transparent price and delivery terms
- We have transparent and objective processes for selecting suppliers
- We do research on new customers and suppliers so that we have knowledge of economics, sustainability, social responsibility, etc.

## Working conditions.

### Focus areas

We prioritize the well-being and safety of our employees by investing in continuing education, constantly focusing on reducing occupational injuries, and offering flexibility in employment.

We strive to create a workplace where everyone feels valued and where diversity and equality are core values.

### Areas of focus and results

- We hold employee development interviews
- We hire local workers
- We offer continuing education
- We ensure clear and understandable distribution of responsibilities and tasks
- We use clear and understandable employment contracts
- We comply with collective agreements
- We implement and follow up on the statutory workplace assessment

## Objective for the future.

### Energy consumption/CO<sub>2</sub> emissions

- To reduce our energy consumption in relation to the number of employees and production areas
- Replacing company cars with vehicles with the best possible green profiles
- To replace or supplement with production machines that are more climate-friendly
- To achieve a significant reduction in scope 3 emissions
- To achieve EcoVadis evidence-based sustainability scores

### Employees

- Conducting well-being surveys with a focus on the physical working environment (ergonomics, light, air, noise, etc.)
- Ensuring that recruitment is solely based on professional qualifications

### Suppliers

- To be visible in relation to our ethical guidelines, and work to ensure that our suppliers also live up to them
- To work towards ensuring that our primary suppliers provide data to enable correct Scope 3 calculations

## Data and measurements.

### Climate accounting

We calculate our climate footprint according to the method in the Danish Business Authority's 'Climate Compass'.

We are aware that it is - still - very difficult to obtain data from our suppliers of, for example electronics, machine components, printers, ink ribbons and ink cartridges.

This means that our calculations are based on Idemat emission factors, average figures, our balance sheet, assumptions, internet searches and material categories that best describe the materials.

We have included approximately 95% of our purchases in the calculations.

Production area: 1,243 m<sup>2</sup>

Main category	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025
Number of employees	18	18	17	17	16
Total energy and processes	29.86	33.63	33.55	30.52	0.00
Total purchases		525.54	517.72	484.85	867.40
Total transportation	18.90	122.23	113.42	114.27	115.12
Total waste and recycling		1.22	1.13	1.10	1.04
<b>Total</b>	<b>48.76</b>	<b>682.62</b>	<b>665.82</b>	<b>630.74</b>	<b>983.56</b>

## Notes.

In recent years, we have made some huge investments to become more climate-friendly, but also to optimize our production and administration.

Among other things, we have invested in 2 new CNC machining centers, we have purchased heat pumps, created flower beds, purchased noise insulation for the workshop, LED lamps for the entire company, implemented new IT systems and used external consulting to a very high degree.

The purchase of the 2 CNC centers in 2025 alone represents an increase of 260 tons of CO<sub>2</sub>e.

- And with an increase in revenue of approximately 15 percentage points, there will be increased purchases of, for example, electrical components, aluminum and steel.

## Conclusion.

### Summary of the year's efforts and future direction.

We have worked to improve both environmental and social aspects of our operations through a number of initiatives and objectives.

We have focused on reducing our energy consumption in relation to the total number of working hours and have set a goal that our energy consumption should come from green energy.

Our own direct CO<sub>2</sub> emissions have been reduced as a step towards our long-term goals towards 2030.

With regard to our employees, we have focused on the physical working environment, including ergonomics, lighting, air quality and noise levels. This helps us to - continuously - improve working conditions and ensure employee well-being and safety.

We have also focused our attention on our suppliers and are working towards ensuring that they meet our ethical guidelines. This ensures that we work with suppliers who share our values of sustainability and responsibility.

Going forward, we will continue to implement and follow up on our statutory workplace assessment and maintain a high level of transparency through an annual ESG report.

Our goal is to continue to reduce energy consumption, increase the use of green energy and improve working conditions for our employees.

### Invitation to dialogue.

We value openness and collaboration with our customers, suppliers, employees and other stakeholders. We believe that honest dialogue and feedback are essential to strengthening our work on sustainability and responsibility.

We would therefore like to hear your thoughts, ideas and questions about our initiatives and report. Whether you are a customer, employee, supplier or part of the local community, your voice is important to us.

You are welcome to contact us via [info@elmoprint.dk](mailto:info@elmoprint.dk), by phone at (+45) 59 43 44 10 or visit our website at [www.elmoprint.dk](http://www.elmoprint.dk) to learn more and share your input.