

An aerial photograph of a beach scene. In the upper portion, there is a dense area of green coastal vegetation. Below this, a sandy beach is visible, marked with numerous footprints. Two bright red metal chairs are positioned on the sand, facing each other. The lower portion of the image shows the ocean with gentle waves washing onto the shore, creating a mix of sand and water. In the top left corner, there is a dark green rectangular box containing the company logo.

HITSA
WE SUPPLY OUTDOOR SPACES

2021 CSR REPORT

ABOUT THE REPORT

Welcome to the HITSA A/S 2021 CSR Report. The report covers the financial year from 1 January to 31 December 2021 and includes all units within the organisation. This is HITSA's first CSR report and thus our first systematic and holistic reporting on our sustainability and social responsibility work to be published.

The purpose of the report is to describe HITSA's work and activities aimed at making a positive difference in society – socially, environmentally and from a managerial perspective. The report thus provides insight into our progress for the year and presents the status of our objectives and initiatives in the fields of environmental sustainability and social responsibility.

The report is supported by the following framework tools: ESG data measurements and objectives, based on FSR – Danish Auditors' framework for ESG key figures and the Danish Business Authority's operationalisation of the Danish Financial Statements Act §99a. Our climate accounts have been compiled using the Danish Business Authority's CO₂ calculator, Klimakompasset, which is based on the recognised GHG protocol.

The Social Accounts have been audited by Beierholm. Environmental data has not been verified by a third party. In the long term we aim to have all figures externally verified. Until then, we would like to emphasise that we are doing a lot of work internally to verify the figures.

Any queries relating to the report should be directed to:

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CSR: Corporate Social Responsibility

ESG: Environment, Social and Governance

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FOREWORD

Working on social and environmental sustainability has been part of the HITSA Group's approach for many years. Two years ago, we stepped up our efforts and developed an overall sustainability strategy. We're now taking things one step further and publishing our first CSR report, taking stock of whether our efforts have been productive.

For us, it's important that we operate in a way that is sustainable in a literal sense. First and foremost, this requires knowledge of our impact. Secondly, it requires methods for changing our actions in a way that is actually an improvement. Sustainability work is complex and overwhelming. However, we are happy to say that we now know much more than we did two years ago.

And we will learn even more going forward. This report will therefore also evolve as important new issues in society come to the fore and as we gradually incorporate new objectives and key figures into the business.

The information selected for this year's report takes stock of our own strategies and objectives (social inclusion and environmental sustainability). In addition, a number of key figures are presented that enable others to form an impression of the company present.



CEO – Henrik Andersen



SCOPE OF BUSINESS

The HITSA Group consists of HITSA, which designs, manufactures and installs urban furniture, and Lampas, which designs and manufactures lighting.

HITSA comprises the companies HITSA A/S in Denmark, HITSA AB in Sweden and VT East Sia in Latvia. HITSA manufactures, sells and installs bike racks, benches, litter bins, shelters and bollards across the Nordic countries and Europe. Our head office, which is home to the majority of our production, sales, construction and administration staff, is located in Kolding, Denmark. In Sweden, we have offices dealing with sales and installation in Arlöv, Malmö and Stockholm. In Latvia we have a steelworks.

Lampas A/S also has its head office in Kolding. Lampas uses the same production facilities as the rest of the group. It produces post lights, bollards, wall lights, indoor lighting and mailboxes for the contract market in the Nordic countries, Europe and the rest of the world.

The group's production facilities include a steelworks and carpentry workshop, in-house assembly, powder-coating and warehouse facilities. We make use of a wide range of subcontractors, for example, for galvanising and casting. Our material purchases consist mainly of wood, steel, aluminium, powder coating, glass, electronics and fastenings. Our production activities in Latvia as well as our external installation activities mean that we use heavy goods transport.

The HITSA Group has a total of 103 FTEs, including metalworkers, carpenters, painters, designers, sales staff and installers, as well as HR, accounting, development and marketing staff.

THE BUSINESS IN FIGURES

PARENT COMPANY HITSÅ A/S

NUMBER OF COUNTRIES 3 COUNTRIES

NUMBER OF EMPLOYEES 103

ELECTRICITY CONSUMPTION 1,074,496 kWh

GAS CONSUMPTION 235,925 m³

TONNES CO₂ (SCOPE 1 & 2) 986.6 TONNES CO₂





A strip of land alongside a fence at our location in Kolding was sown with sunflowers and wildflowers in summer 2021.

ORGANISATION OF CSR WORK

CSR work at HITSA commenced at different times and for different reasons. Consequently, there are many different approaches to the CSR work in all. Here's an overview of the different approaches. The following pages describe in more detail how we comply with these frameworks.



Strategy for social inclusion

HITSA's strategy for social inclusion involves recruiting and retaining a target number of individuals each year who are considered to be from the fringes of the labour market.



Strategy for sustainability

HITSA formulated its first sustainability strategy in 2020. This strategy includes six focus areas, each with underlying activity targets.



ISO 14001

HITSA is working towards ISO 14001 certification by 2022. ISO 14001 is an environmental management system that we use to manage environmental policy, risk analysis and objectives.



Code of Conduct

In 2021, HITSA formulated a Code of Conduct, which sets out the ethical framework within which HITSA operates and the conduct we wish to stand for.



FSC®

HITSA is an FSC®-certified producer with traceability systems within our own operations.



Global Sustainable Development Goals

HITSA has chosen to focus on three of the 17 UN Global Sustainable Development Goals: 8.5 under 'Decent work and economic growth', 11.3 under 'Sustainable cities and communities' and 12.5 under 'Responsible consumption and production'.



UN Global Compact

HITSA aims to operate according to the ten principles of the UN Global Compact.



Green Network

HITSA has been a partner of the Green Network in the Triangle Region of Denmark since 2020 and continues to use the network for training, advice and sparring.



Allan Berthelsen from our steelworks facility and Birgitte Eybye from HR trained as mentors in 2021.

SOCIAL RESPONSIBILITY

The HITSA Group is committed to social inclusion and has been for many years. This means that we employ trainees, apprentices and permanent employees who are or have been on the fringes of the labour market. This could be individuals with problems such as substance abuse, criminal offences, illness or other issues, who are here in flexible jobs, on work placements and in jobs under special or normal working conditions. These efforts are targeted in our KPIs for social inclusion.

We also take social responsibility for our permanent employees by working generally to create a healthy workplace and also helping our employees through periods of crisis with the aim of keeping them in the labour market.

SOCIAL KPIs

KPI 1 – EGU/IGU apprenticeships

HITSA currently employs 1 EGU apprentice (EGU/IGU ≈ Basic Vocational Education and Training/Basic Education and Training for refugees). We aim to have EGU/IGU apprentices at the company at all times.

KPI 2 – Employees and trainees employed for at least 13 weeks in a year

HITSA has a CSR cooperation agreement with Kolding Municipality, which provides for 2 individuals to be on work placement at all times.

KPI 3 – Total number of employees from the fringes of the labour market as of 31/12/2021

This KPI is a summary of KPI 1, KPI 2 and KPI 4 and the individuals who are on placement/employed but have been here less than 4 weeks. In other words, the number of people from the fringes of the labour market right now. Our target for 2025 is for 20% of our workforce in Denmark to be from the fringes of the labour market.

KPI 4 – Employees and trainees employed from 4 to 12 weeks in a year

Some work placements are of shorter duration and some are interrupted for various reasons.

HITSA has 2 employees who have completed a mentoring programme at Kolding Municipality. This is a course where the employee is trained in conflict management, active listening, motivational interviewing and appreciative communication.

We want to fully equip staff to take on the role of mentor and believe it's important to create a safe and enjoyable work environment for staff from the fringes of the labour market. They often need an extra hand.

Targets for HITSA's social KPIs:

SOCIAL KPIs	PERCENTAGE	ACCOUNTS 2021	2021 TARGET	2022 TARGET	2023 TARGET	2024 TARGET	2025 TARGET
KPI 1 – EGU/IGU apprenticeships	20%	1	1	1	2	2	2
KPI 2 – Employees and trainees employed for at least 13 weeks	20%	22	22	24	25	25	26
KPI 3 – Total number of employees from the fringes of the labour market as of 31/12/2021	50%	13	15	15	16	17	18
KPI 3 – Number of employees from the fringes of the labour market relative to the number of employees at HITSA A/S and Lampas A/S		17.3%	19.5%	18.3%	19.3%	19.3%	20.0%
KPI 4 – Employees and trainees employed for 4 to 12 weeks	10%	9	10	11	12	13	14

SOCIAL AND MANAGEMENT DATA

HITSA social data for 2021:

SOCIAL DATA	TOTAL FIGURE	HITSA A/S	LAMPAS A/S	HITSA AB	VT EAST	UNIT
SOCIAL AND EMPLOYEE CONDITIONS						
Covered by a collective agreement	56	49	0	7	0	Number of people
Not covered by a collective agreement	47	17	7	3	20*	Number of people
Full-time workforce	103	66	7	10	20	Number of people
Employee turnover	26	22	0	4	0	Number of FTEs
Absence due to illness*	8.20	8.86	3.29	12.60	5.55*	Days/FTE
Accidents at work	3	3	0	0	0	Number
GENDER DIVERSITY						
Women	31	21	3	2	5	Number of people
Men	72	45	4	8	15	Number of people
GENDER DIVERSITY OF MANAGEMENT TEAMS						
Managers in total	17	13	1	2	1	FTEs
Women	4	4	0	0	0	FTEs
Men	13	9	1	2	1	FTEs

*In Latvia it is not possible to be covered by a collective agreement.

**VT East has not recorded the difference between own sick days and child sick days.

Absence due to illness includes long-term sickness, sickness among employees from the fringes of the labour market, ordinary sickness and Covid-19.

GENDER PAY GAP	HITSA A/S	LAMPAS A/S	HITSA AB	VT EAST	UNIT
Managers	1.0	-	-	-	times
Middle managers	0.9	-	-	-	times
Other white-collar staff	1.2	1.3	0.9	1.6	times
Hourly-paid staff	1.1	-	-	1.6	times

“Gender pay gap” shows by how many times the average male employee’s pay differs from the average female employee’s pay within different job grades in the organisation. The “gender pay gap” does not take into account job function, experience and level of education.

HITSA management data for 2021 across the organisation:

MANAGEMENT DATA	TOTAL	UNIT
GENDER DIVERSITY ON THE BOARD OF DIRECTORS		
Men on the board	4	Number of people
Women on the board	0*	Number of people
ATTENDANCE AT BOARD MEETINGS		
Present	95	%
PAY GAP BETWEEN CEO AND EMPLOYEES		
HITSA A/S	2.6	times
HITSA AB	3.6	times
Lampas A/S	2.7	times
VT East	5.9	times

*HITSA has a strong focus on increasing gender diversity on the board

SUSTAINABILITY WITHIN THE BUSINESS

The HITSA Group's 2020 sustainability strategy identifies 6 focus areas:

CO₂ reduction, sustainability certification, circular economy, materials and suppliers, social sustainability and sustainability at our own sites.

The strategy establishes activity targets for the selected focus areas. At the time it was drawn up we did not have the necessary data for setting performance targets, for example, for reductions in CO₂ emissions or waste volumes. Instead, the strategy includes goals such as undertaking a zero-point measurement for our CO₂ emissions and starting to sort our waste.

These efforts have formed a basis for the objectives now included in our ISO 14001 certification. The following sections review some of our sustainability efforts and achievements, as well as the objectives that will take effect once we complete our ISO 14001 certification in 2022.

CO₂ REDUCTION

Goal achieved:

- All office and production lighting at our Kolding site was switched to LED in 2020
- All electricity for our Kolding site comes from wind power from 2021
- CO₂e emissions* are calculated using Klimakompaset from the Danish Business Authority. The calculation serves as guidance and is used as a basis for reductions
- CO₂ accounts for the entire organisation for 2021 (Scope 1 and 2)

REDUCTION TARGETS	2022	2025	2030
	CO ₂ accounts for the entire organisation for Scope 1 and 2	15% reduction in Scope 1 and 2 compared to 2019	30% reduction in Scope 1 and 2 compared to 2019

*CO₂e emissions are the same as CO₂ equivalents. CO₂e is a conversion factor for comparing the greenhouse effect of different greenhouse gases.



Cups with the old logo were handed in for recycling in 2021 by Marketing Assistant Maja Andersen and Sustainability Project Manager Josephine Husted Jespersen.



Waste management is a focus area, both internally at HITSA and in the development of our product range.

Objectives for reducing HITSA's CO₂ emissions:

OBJECTIVES	2021	2025	2030
Renewable energy	Electricity at our Kolding site must come from renewable energy	By 2025, electricity throughout the organisation must come from renewable energy sources	-
Green consultant	In 2022, a green consultant will assess the business and the potential for utilising process heat, energy optimisation, alternative energy sources, waste collections, etc. New objectives and action plans will then be drawn up.	-	-
Electric cars	2022: Investigate the possibility of having charging stations installed for business use	In 2024, the process of replacing company-owned and leased cars with electric vehicles will begin. All cars will be replaced over a 3-year period.	All owned and leased cars are electric.

Objectives for HITSA's CO₂ accounts:

CO ₂ ACCOUNTS	2021	2025	2030
Verifying our reduction targets	Connection to SBTi in 2022	-	-
Scope of the calculation	Organisation-wide accounting to begin for Scope 1 and 2	Organisation-wide accounting for Scope 1 and 2	Organisation-wide accounting for Scope 1, 2 and 3
Scope 3	We obtain as much data as possible from purchases.	Systems are implemented to obtain data from purchased materials as accurately as possible.	Document and work on Scope 3 in relation to CO ₂ reduction.

SCOPE 1:

Is all direct emissions from owned or controlled sources, e.g. fuel from owned and leased cars, and gas in production activities.

SCOPE 2:

Is indirect emissions from purchased electricity and district heating.

SCOPE 3:

Includes indirect emissions related to goods and services in the value chain that are not controlled by the organisation.

The biggest challenge for most businesses lies in correctly calculating their Scope 3 emissions. This is also where most CO₂ emissions arise.

CO₂ ACCOUNTS, HITSA A/S (DK) and Lampas A/S

CO₂ accounts

HITSA has set a target to reduce our CO₂ consumption by 30% in Scope 1 and 2 by 2030. This applies to the entire organisation. In 2019 and 2020, we compiled the CO₂ accounts for HITSA A/S (DK) and Lampas A/S. From 2021, the accounts will be extended to include HITSA A/S, Lampas A/S, HITSA AB and VT East Sia.

Our goal is to be able to compare figures from 2021 and 2022 for the entire organisation in the 2022 accounts.

Comments on this year's CO₂ accounts

The graphs below show HITSA's CO₂ consumption in tonnes for Scope 1 and 2. The CO₂ accounts include gas, electricity and fuel from owned and leased cars. See input and output from HITSA DK and Lampas for in-depth information on figures. There has been a big reduction in CO₂ from electricity consumption this year, due to our shift to renewable energy in this area. 2019 shows a low Scope 1 figure due to outsourcing of powder-coating operations for 4-6 months (reduced gas consumption), while our powder-coating plant was relocated and set up at a new location.



HITSA's environmental data for the organisation located in Denmark:

TOTAL INPUT AND OUTPUT	VEKSØ A/S + HITSA A/S 2019*	HITSA A/S + LAMPAS A/S 2020	HITSA A/S + LAMPAS A/S 2021
CO₂ EMISSIONS	TONNES	TONNES	TONNES
Scope 1	576.1	645.8	656.7
Scope 2	224.3	298.1	113.7
Total CO ₂	800.4	943.9	770.4
ENERGY CONSUMPTION	KWH	KWH	KWH
Electricity consumption	614,266	816,383	763,697
... of which renewable energy	0	0	763,697
District heating	0	0	0
ENERGY CONSUMPTION	M³	M³	M³
Natural gas (heating)	117,665	100,120	81,076
... of which biogas	0	0	0
Natural gas (painting facility)	75,982	145,846	154,849
... of which biogas	0	0	0
FUEL – OWNED AND LEASED CARS	L	L	L
Petrol	1119.91	3946.15	6019.72
Diesel	52,566.23	31,641.59	42,802.87
WATER CONSUMPTION	M³	M³	M³
Total water consumption	1626.33	1776.08	413.72
WASTE	KG	KG	KG
Total waste volume	293,918	370,027	162,578

* Key figures calculated for the Danish location(s) from 2019, 2020 and 2021. During 2019, the companies were located together at a new location. In 2020, HITSA A/S and VEKSØ A/S merged to form HITSA A/S, and Lampas became independent as Lampas A/S

The next page shows data collected for 2021 from across the organisation. Comparison of the two years will be implemented in 2022.

HITSA environmental data for 2021:

TOTAL INPUT AND OUTPUT PER UNIT	TOTAL 2021	HITSA A/S + LAMPAS A/S 2021	HITSA AB 2021	VT EAST 2021
CO₂ EMISSIONS	TONNES	TONNES	TONNES	TONNES
Scope 1	759.4	656.7	50.9	51.8
Scope 2	227.2	113.7	35.1	78.4
Total CO ₂	986.6	770.4	86	130.2
ENERGY CONSUMPTION	KWH	KWH	KWH	KWH
Electricity consumption	1,074,496	763,697	96,199	214,600
... of which renewable energy	763,697	763,697	-	0
ENERGY CONSUMPTION	M³	M³	M³	M³
Natural gas (heating)	235,925	235,925	0	0
... of which biogas	0	0	0	0
District heating	0	0	0	0
ENERGY CONSUMPTION	L	L	L	L
Diesel – heating oil	12,200	0	0	12,200
FUEL – OWNED AND LEASED CARS	L	L	L	L
Petrol	7,558.16	6,019.72	1,538.44	0
Diesel	66,198	42,802.87	18,299.13	5,096
WATER CONSUMPTION	M³	M³	M³	M³
Total water consumption		413.72	*	165
WASTE	KG	KG	KG	KG
Total waste volume	162,578	162,578	**	**

*Not yet calculated by the water company in Sweden.

** Waste data missing for Sweden and Latvia. To be entered once the figures have been compiled and forms part of the basis for comparison in 2022.

A CIRCULAR ECONOMY

Goal achieved:

HITSA has reviewed and optimised its waste sorting from production activities in Kolding. It is now sorted into 12 fractions: metal, plastic, wood, wood chips, electronic waste, paper, cardboard, plaster, concrete, glass, hazardous waste (e.g. waste oil) and residual waste. Metal and wood chips are sold for recycling and other purposes.

Objectives for a circular economy at the company:

A CIRCULAR ECONOMY	2021	2025	2030
Waste sorting	Optimisation of waste sorting at our Kolding site. The aim is to send less waste for incineration and more for recycling.	Reduction in waste sent for incineration across the organisation*	
Reduction in total waste volume	Measuring our total waste volume at our Kolding site	Reduce our total waste by 10% across the organisation.	-
Development of new products	-	By 2022, sustainability criteria to be set for the development of new products with a focus on circular principles.	

*Percentage targets are set after inventory and comparison of 2022 figures for total waste volume.

WASTE

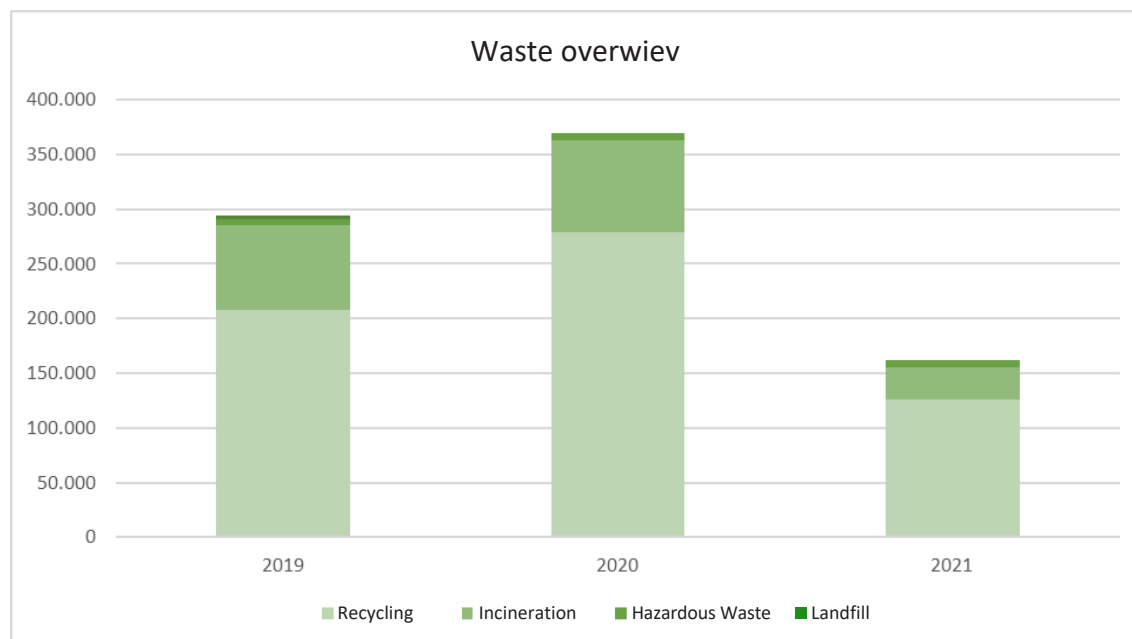
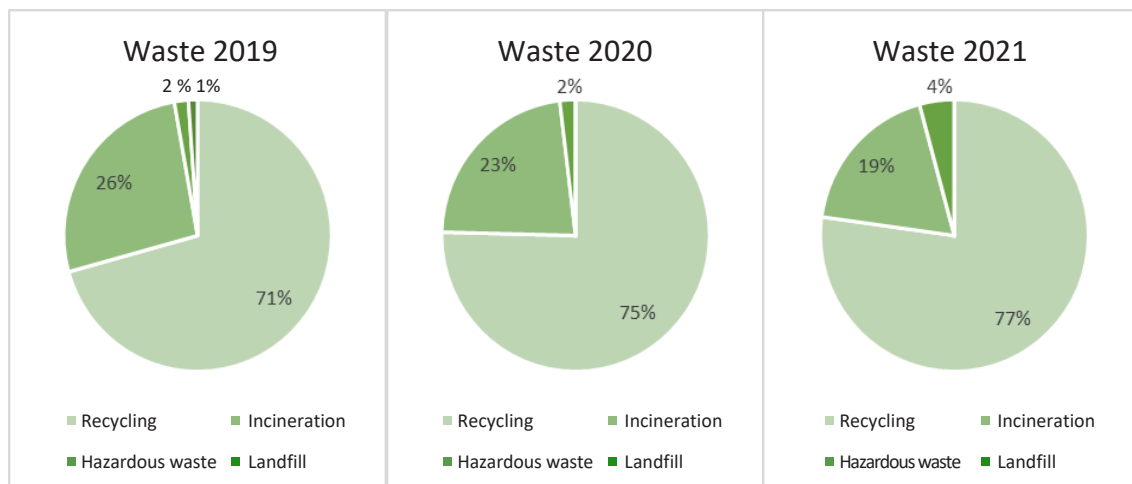
Waste for HITSA A/S (DK) and Lampas A/S

The next page shows graphs of waste volumes for 4 groups over the past 3 years. In this report, total waste is calculated for our Kolding site. The aim is for the 2022 report to show an extended overview for the entire organisation.

Comments:

From 2020 and 2021, a large reduction can be seen for our Kolding site, with a reduction of 56.1% in total waste consumption. Although waste sorting has increased, this reduction is also due to the merger of Veksø and Hitsa. In connection with this, the product range has been rationalised, resulting in a higher than normal discard rate. Nevertheless, it's still a significant improvement in 2021 compared to 2019, when the businesses were still separate. The reduction from 2019 to 2021 is 44.7%.

TOTAL	2019	2020	2021
KG	293,918	370,027	162,578
% Recycling	70.7	75.4	77.2
% Incineration	26.5	22.7	18.6
% Hazardous waste	1.7	1.9	4.2
% Landfill	1.1	0	0
Kg Recycling	207,881	279,235	125,516
Kg Incineration	77,768	83,905	30,160
Kg Hazardous waste	5,129	6,887	6,902
Kg Landfill	3,140	0	0



CERTIFICATION SCHEMES

Objectives for certification schemes:

CERTIFICATION SCHEMES	2021	2025	2030
ISO-14001, environmental management	Implementation and completion in spring 2022	-	-
Swan-labelled products	-	Target in 2022 is for selected products to be Swan-labelled	-
FSC certification	-	Investigate whether more types of wood can be included in the FSC-certification. To be incorporated into a new system.	-

ESG KEY FIGURES FOR 2021

Key figures are calculated according to the FSR formula. Calculation methods for the individual categories are shown in the accompanying appendix. The key figures are for the entire organisation.

REF.	ESG – ENVIRONMENTAL DATA	TOTAL VOLUME FOR 2021	UNIT
2.	CO₂ EMISSIONS		
2.1	Scope 1	759.4	tonnes CO ₂
2.2	Scope 2	227.2	tonnes CO ₂
	Total CO ₂	986.6	tonnes CO ₂
3.	ENERGY		
3.1	Energy consumption	12,739.87	GJ
3.3	Proportion of renewable energy	30.4	%
4.	WATER		
4.1	Water consumption	579	m ³
5.	WASTE*		
5.1	Waste consumption	162	tonnes
	Recycling	77.2	%
	Incineration/thermal recovery	18.6	%
	Landfill	0	%
	Hazardous waste	4.2	%

*Waste figures for Latvia and Sweden have not been compiled. These figures will be included in next year's CSR report.

REF.	ESG – SOCIAL DATA	TOTAL VOLUME FOR 2021	UNIT
7.	SOCIAL AND EMPLOYEE CONDITIONS		
7.6	Collective agreement	54*	%
7.8	Full-time workforce	103**	FTE
7.9	Employee turnover	25	%
7.10	Absence due to illness	8.2	days/FTE
7.12	Accidents at work	15	factor
8.	DIVERSITY		
8.5	Gender diversity in the organisation	30	%

*Not possible to obtain data on collective agreements in Latvia. Excluding Latvia, the figure is 67%.

**The full-time workforce has been calculated according to the formula in the accounts. In 2022, we will calculate it according to the FSR formula.

REF.	ESG – MANAGEMENT DATA	TOTAL VOLUME FOR 2021	UNIT
11.	BOARD OF DIRECTORS		
11.1	Gender diversity on the board of directors	0	%
11.3	Attendance at board meetings	95	%
12.	SENIOR MANAGEMENT AND OTHER MANAGEMENT TEAMS		
12.1	Gender diversity of management teams	24	%
12.4	Pay gap between CEO and employees	2.6*	times

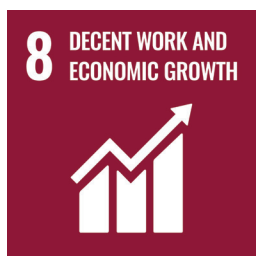
*This figure is for HITSA A/S. The social responsibility section provides further detail on the pay gap between the CEO and employees for the entire organisation. The gender pay gap is also shown here.

REF.	ESG – ENVIRONMENTAL DATA	HITSA A/S + VEKSØ A/S 2019*	HITSA A/S + LAMPAS A/S 2020	HITSA A/S + LAMPAS A/S 2021	UNIT
2.	CO₂ EMISSIONS				
2.1	Scope 1	576.1	645.8	656.7	tonnes CO ₂
2.2	Scope 2	224.3	298.1	113.7	tonnes CO ₂
	Total CO ₂	800.4	943.9	770.4	tonnes CO ₂
3.	ENERGY				
3.1	Energy consumption	9,478.16	12,143.18	11,589.7	GJ
3.3	Proportion of renewable energy	-	-	30.4	%
4.	WATER				
4.1	Water consumption	1,626.33	1,776.08	413.72	m ³
5.	WASTE*				
5.1	Waste consumption	294	370	162	tonnes
	Recycling	70.7	75.4	77.2	%
	Incineration/thermal recovery	26.5	22.7	18.6	%
	Landfill	1.1	0	0	%
	Hazardous waste	1.7	1.9	4.2	%

* Key figures calculated for the Danish location(s) from 2019, 2020 and 2021. During 2019, the companies were located together at a new location. In 2020, HITSA A/S and VEKSØ A/S merged to form HITSA A/S, and Lampas became independent as Lampas A/S

THE UN'S GLOBAL SUSTAINABLE DEVELOPMENT GOALS

The HITSA Group has chosen to focus on targets within three of the 17 UN Sustainable Development Goals. Work on fulfilling the Sustainable Development Goals will commence in 2022, when we will set specific objectives within each target.



Sustainable Development Goal no. 8

Target 8.5:

“By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.”

At HITSA, social responsibility is paramount. We want to measure gender equality and are making an effort to minimise the differences. Helping people from the fringes of the labour market has been HITSA's goal for many years. We are continuing with these efforts in order to improve inclusion and to take responsibility as a business in our local community.



Sustainable Development Goal no. 11

Target 11.3:

“By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries.”

HITSA is aiming for our products to support a more sustainable world for many years to come, after leaving our production facility. Therefore HITSA aims to focus on holistic design, a circular economy and product life cycles.



Sustainable Development Goal no. 12

Target 12.5:

“By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.”

HITSA is aiming for its production activities to support a greener world. We will therefore set targets for waste reduction and increased recycling.

APPENDIX

FSR – Danish Auditors' framework

Insight into calculation methods and definitions for ESG key figures

DATA	DESCRIPTION	CALCULATION METHOD
ENVIRONMENT – ENVIRONMENTAL DATA		
CO ₂ equivalents, Scope 1	Direct emissions resulting from the company's own combustion of fuels and materials	Greenhouse gases (GHG) are calculated based on each individual fuel type = \sum (fuel type used in tonnes x conversion factor per fuel type) per fuel type. Subsequently normalised to CO ₂ equivalents.
CO ₂ equivalents, Scope 2	Indirect emissions from the energy used to produce electricity, district heating or district cooling purchased by the company for its consumption	Scope 2 emissions are calculated per country per purchased MWh of electricity and/or GJ of district heating/cooling
CO ₂ equivalents, Total	Total emissions	\sum (Scope 1 + Scope 2 + Scope 3)
Carbon intensity	Total emissions/turnover	\sum (Scope 1 + Scope 2 + Scope 3)/total turnover for the year
Energy consumption	Energy consumption must include both Scope 1 and 2 sources (see previous definitions), including renewable energy consumption	\sum (fuel type used (t) x energy factor per fuel type) per fuel type + (electricity used (incl. renewable energy) (MWh)*3.6) + (district heating/cooling used, incl. renewable sources of heating/cooling (GJ))
Energy intensity	Total energy consumption/turnover	Energy consumption/total turnover for the year
Renewable energy share	Proportion of total energy consumption coming from renewable energy sources	(Renewable energy/Energy consumption) x 100.
Water consumption	The total volume of water drawn within the boundaries of the company from all sources, including surface water, groundwater, rainwater and municipal water supply	Total water consumed – gross
Waste consumption	Total volume of solid materials leaving the company directly for waste management	Total waste – gross

SOCIAL – SOCIETAL DATA		
Collective agreements	People covered by a collective agreement	Number of people employed in the business covered by a collective agreement/total number of people in the business at the end of the period.
Full-time workforce	Number of full-time equivalents	FTEs + temporary staff
Employee turnover rate	Proportion of voluntary and non-voluntary departures	$((\text{Voluntary} + \text{Non-voluntary departing FTEs}) / \text{FTEs}) \times 100$
Absence due to illness	Number of full days the total number of employees are sick and not at work, compared to the number of full-time equivalents	$(\text{Number of sick days for all own FTEs for the period}) / (\text{Total FTEs})$
Accidents at work	Proportion of hours lost due to accidents at work	Number of accidents at work multiplied by 1,000,000/total number of hours worked by all FTEs
Gender diversity in the organisation	Proportion of female employees	$((\text{Female FTEs} + \text{Female temporary workers}) / (\text{Full-time workforce})) \times 100$

GOVERNANCE – MANAGEMENT DATA		
Gender diversity on the board of directors	Proportion of female board members	$((\text{Female members of the board elected by the General Meeting}) / (\text{All members of the board elected by the General Meeting})) \times 100$
Attendance at board meetings	Attendance at board meetings	$((\sum \text{Number of board meetings attended}) / (\text{Number of board meetings} \times \text{Number of board members})) \times 100$
Gender diversity in other management layers	Proportion of female managers	$((\text{Female managers}) / (\text{All managers})) \times 100$
Pay gap between CEO and employees	How many times the median employee salary can be covered by the CEO's salary	CEO compensation/Median employee salary
Gender pay gap	The difference between the median gross hourly earnings of male employees and of female employees as a percentage of the average gross hourly earnings of male employees	Median male salary/Median female salary



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