



C_{orporate} S_{ocial} R_{esponsibility}

2023

The goal of Scanel International is to continually be active through the entire value chain, when it comes to shaping the future environment, work environment and communication.

This requires a responsible management as well as employees who take responsibility.
This CSR sets the standard for our own actions and behaviour.

The board of directors, management and employees must all comply with this CSR standard.

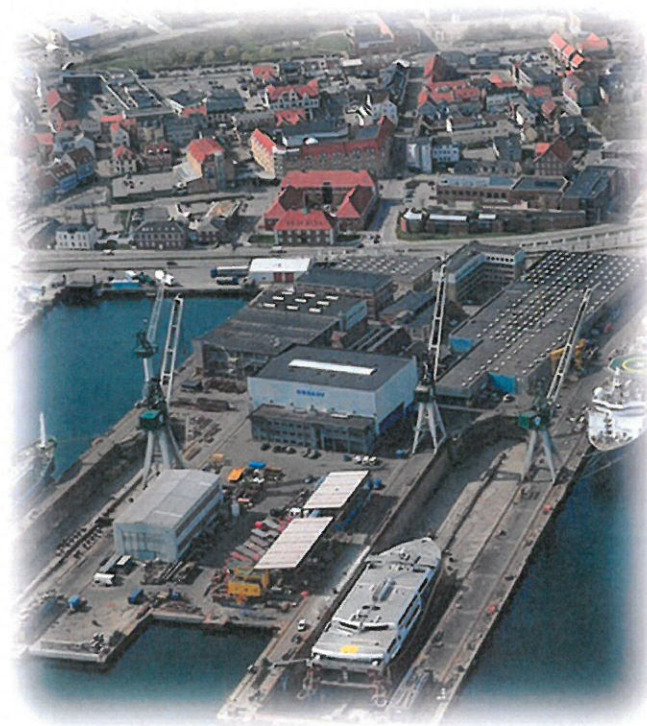
ISO 9001
ISO 14001
ISO 45001
BUREAU VERITAS
Certification





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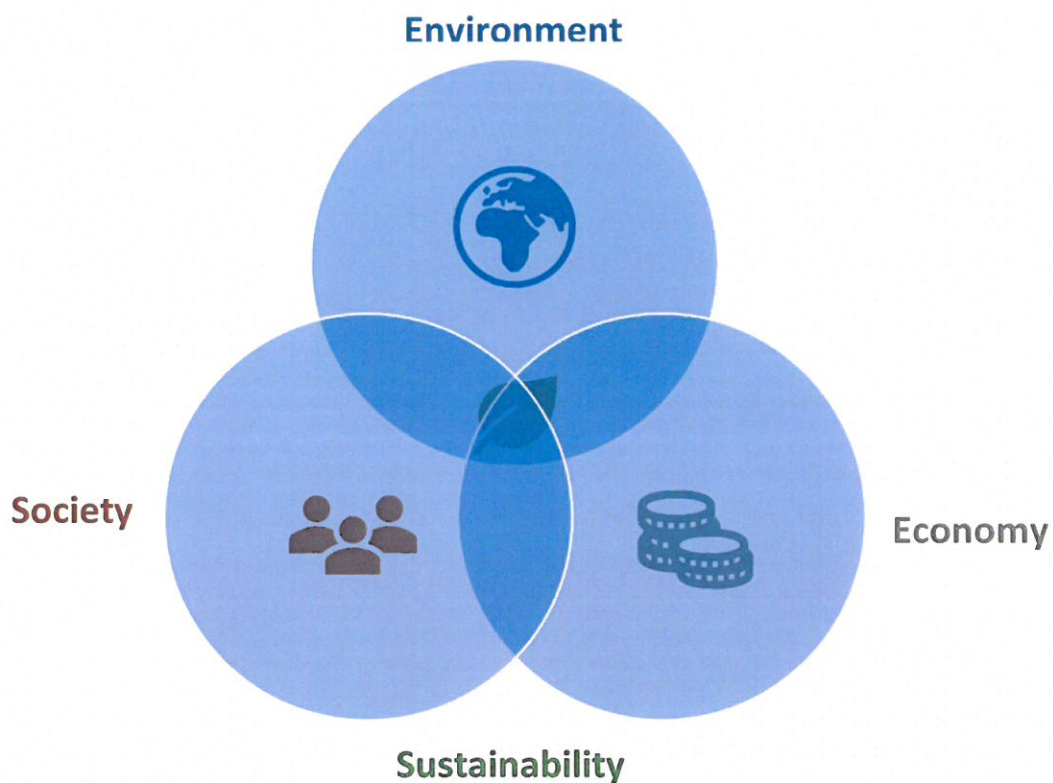


Content

This CSR statement for Scanel International covers the accounting period 2022, with a look back at the years that have passed and the results that have been achieved. In this report, we also look into 2023/24 and the goals that have been set.

For Scanel International, since the company's foundation in 1991, it has been completely central that the company's foundation rests on social responsibility and personal behaviour.

This applies to equality, opportunities for additional social groups, the climate and environmental impact as well as our ethical behaviour.



When joining Scanel International as an employee or business partner, you become a member of one big family, which consists of 200 employees. The top management and owners are making sure that the company is operated in accordance with healthy management principles, focussing on employee well-being, environment, economy and constant sustainability improvements.



Through active collaboration and the Scanel International work environment organization, health, safety and environmental work is an integral part of the strategic approach and business development of Scanel International. We have set ambitious goals for this work, and these goals set standards for our operations, customer relations and business development.

Scanel International Policies

At Scanel International, we take responsibility and contribute to the common society, environment & communication. We do this through our policies, communicated and acknowledged by every Scanel International employee. Each of these policy areas include independent activity plans that work as a starting point for identifying risks and planning concrete efforts and actions within the area.

- Abusive Acts Policy
- Alcohol and Abuse Policy
- Internal Employee Policy
- IT Safety Policy
- Purchase and Logistic Policy
- QHSE & Sustainability Policy
- Senior Policy
- Sickness Absence and Retention Policy
- Smoking policy
- Social Media Policy
- Video & GPS Surveillance Policy

Business Model

Strategy

Our strategy and development plan is dynamic. This means that we continuously adjust both objectives and initiatives in relation to internal and external conditions.

Our strategy and development plan is prepared by the management group (CEO, CFO and COO) and with the involvement of all managers and employees in the company. The plan is available to all employees in the Scanel International intranet.

We want to create a foundation to develop Scanel International's future and to define our development and survival as a company. By adhering to the path chosen for our continued activities in the organization, we at all times try to keep pace with development, while making sure that our employees have the necessary training and education, and comply with all laws and regulations.

The strategy plan is developed through situation analyses, SWOT, targets, our choice and definition of activities, customer groups and marketing as well as internal and external conditions.

In addition to the current strategy and development plan, development plans have been drawn up within the following business areas:

- Electromechanics
- Electronics
- Engineering
- Enterprise
- Green Energy
- Industry
- Infrastructure as well as finance and administration
- Marine & Orskov Yard
- QHSE & Sustainability
- Support to Port of Odense



Climate & Environment

Values

One of the great values of Scanel International, which also is going hand in hand with our business model, is sustainability. We respect the resources of nature. Scanel International's solutions constantly contribute to sustainability, by reducing the use of resources, sorting of waste for recycling and less





environmentally harmful work processes.

Scanel International follows the laws and regulations of the Danish government and supports global climate & environment guidelines in order to contribute to the global CO₂ emission reduction.

Commitment

Scanel International's head office is located at the harbour of Frederikshavn in Northern Denmark, where several other companies are also located.

Representatives from all these companies make a great team and hold regular meetings to discuss sustainability improvements.

Scanel International is ISO14001:2015 certified, which means that we also commit to make ongoing corrective actions and follow-ups through audits. All employees are regularly informed about statuses and targets, and trained in how they can contribute to achieving our common goals & QHSE policy.

Scanel International encourages and checks that our subcontractors and business partners deliver environmentally responsible products & services, and follow the same guidelines as we do.

References	
Activity plan	<ul style="list-style-type: none">• QHSE & Sustainability Policy.• ISO14001:2015.
	<ul style="list-style-type: none">• Start measuring CO₂ on scope 1, 2 & 3, presented in a yearly ESG Report.• Installation of LED light in all Scanel International buildings.• Changed to 100% climate-friendly electrical power from Danish wind turbines.• Purchase of electrical company cars.
	<ul style="list-style-type: none">• Reduction of CO₂ emissions with >25%.• Replace diesel-powered cars with electrical cars.• Implemented ISO14001:2015 in all Scanel International segments.• Perform internal energy audits in order to find better energy solutions.• Sorting of waste for recycling with >90%.• Registration of CO₂ emissions on all orders.



Health, Safety & Well-being

Health & Safety

Scanel International prioritizes health & safety. This means that we throughout the company demand a safe and healthy working environment.

The management is responsible for the area health & safety, but the employees and the safety groups work actively on constant improvements every day.

Scanel International wants to be one of the leading companies in the field of safety. Within the field of electricity, safety is our highest priority and our staff is trained to analyse safety risks prior to task implementation.



In 2023, we are implementing a campaign “Don’t Walk By”, which focusses on taking action immediately when you detect a safety risk and hereby also increase the number of observations and near misses in order to continue to reduce the accident rate and strengthen the team spirit through common helpfulness in terms of safety.

Our internal Health & Safety Organization is working to improve the health, safety and well-being every day, which contributes to our internal values and ensures that all employees have a healthy and safe working environment.

Well-being

Our internal values contribute to ensuring well-being and job satisfaction as well as a tolerant and inclusive work culture. With constant focus on the core values, we form the framework together for how we solve our tasks every day. This requires that our values are wide-ranging and not limiting, but also concrete and understandable. The employees have both the right and the duty to speak up – to ask for help, and to admit mistakes.

References

Activity plan

- QHSE & Sustainability Policy.
- Abusive Acts Policy.
- Sickness Absence and Retention Policy.
- Smoking Policy.
- ISO45001:2018.

- Implementing a registration system for creating observations and near misses on mobile phones.
- Reduction of accidents with 57% compared to the year before.
- Implementing safety campaigns and continued focus on lowering accidents within Scanel International.

- Increased focus on safety risk analyses and implementation of emergency drills.
- Continue creating increased registrations on observations in order to prevent accidents.
- Continued HSE training to all employees on a regular basis.

Employee Conditions

Future Workforce

In the beginning of 2023, we are a total of 200 employees; 28 of them are electrician apprentices.

We regard it to be a great responsibility as well as a necessity that we take an active part in the training of a new generation of skilled workers within our industry. We therefore prioritize being able to hire apprentices on an ongoing basis, and assign interns to all our departments.





Social Conditions

Scanel International is a company with social initiatives, which contribute to the community. It is important that all employees feel safe and that everyone respects and experiences openness, understanding, trust and pleasantness in everyday life. That there is room for differences and that the individual is heard.

The end of the year, wins, birthdays and anniversaries are celebrated with various social events. All employees are offered a health care programme and employees are invited to participate in various exercise activities, also on a local basis.

Competence Development

We continuously train our employees to ensure that they are updated in terms of the professional and technological development, and in order to help them become even better managers and responsible employees in everyday life.

We can only achieve success, if our employees develop to fit our customers' needs, and if we always have the right employees with the right skills.

References

Activity plan

- QHSE & Sustainability Policy.
 - Internal Employee Policy.
 - Senior Policy.
 - ISO9001:2015 / ISO14001:2015 / ISO45001:2018.
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- Employee satisfaction analysis result, with an average satisfying score of 98% out of 100%.
 - Several social activities and events conducted.
 - 28 electrician apprentices in 2023.
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- Continue with social activities and events.
 - Ensure that the employee satisfaction continues to be high.
 - Remain an attractive educational choice among young people.



UN Global Compact Principles

Human rights, Anti-corruption & Ethical principles

Scanel International adheres to the 10 principles of the UN Global Compact and commits to act ethical in relation to integrity, fairness and social responsibility. Scanel International ensures that the international human rights are also respected by business partners and suppliers.

The purpose of these principles for good ethical behaviour is to ensure that we and our suppliers conduct business in accordance with internationally recognized minimum requirements for human rights, workforce and the environment.

Scanel International respects freedom and recognizes the right of employees to collectively bargained agreements, supports the eradication of all forms of forced or child labour and eliminates discrimination in all work and employment conditions.

We take initiatives to promote greater environmental and sustainability responsibility, and encourage the development and dissemination of environmentally friendly technologies.

We oppose all forms of corruption, including extortion and bribery.

January, 2023

Jakob T. Grønkjær

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