

Corporate Social Responsibility report



2019

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Leader

Sustainability & decency

Welcome to Frode Laursen's Corporate Social Responsibility (CSR) report for the financial year 2019. This report contains our statutory statement of both our social responsibility and the measures being taken to create a more sustainable business.

Although this report is the first of its kind, Frode Laursen has been working with both social responsibility and environmental issues for some time. As we see it, CSR is basically about operating in a morally responsible way and with a high degree of integrity, and also about having the ambition to constantly improve – and both these have always been key aspects of Frode Laursen. We have always believed in treating everything and everyone with respect, and we have always been aware of our responsibilities, and that as a logistics company and large workplace we have an important role to play both in society as a whole and in the local communities where we are based. Our responsibilities include educating young

people, helping to integrate refugees and giving people a leg up to return to the labour market.

At the same time, the growing focus in recent years on taking responsibility for the environment is not new to Frode Laursen: taking responsibility and using resources wisely is part of who we are, and is in fact covered by two of our eight core values.

Fuel economy has always been a key focus area, together with how many pallets we can load onto a trailer and how much power and heating we consume at our logistics centres. These have always been an integral part of our business, because it makes sense not to waste resources.

However, one area which has not received much attention in the past, but which we intend to focus on much more in future, is coordinating our efforts to a far greater extent as regards both the environment and our social responsibilities. This CSR report is part of this effort.

Vitten, May 2020



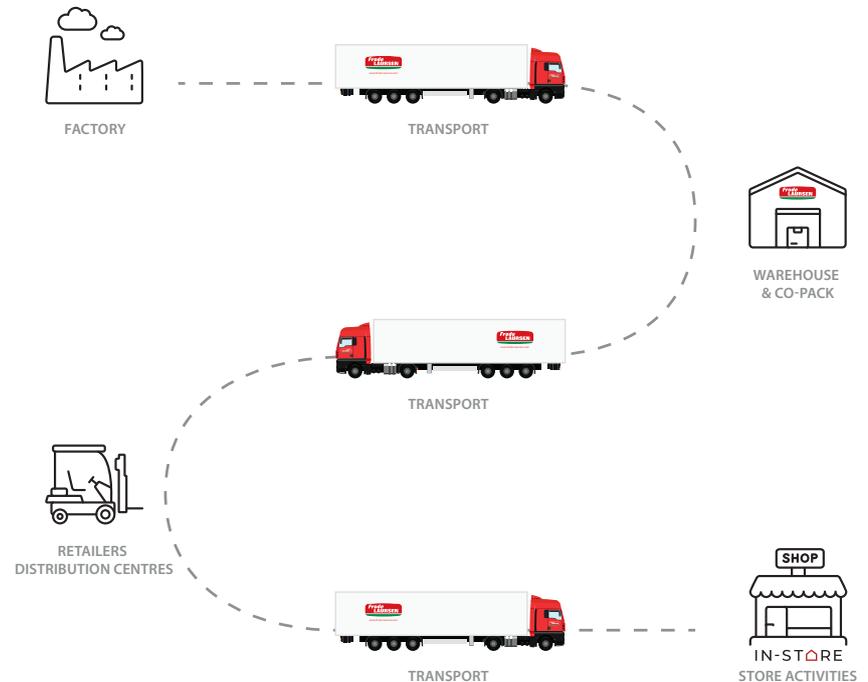
About Frode Laursen Group

Frode Laursen Group is a family-owned Nordic business which was founded in 1948. Today, Frode Laursen is a Nordic leader in logistics solutions within fast-moving consumer goods (FMCG), building materials and recycling.

Our core task is making our customers' products available to consumers – on time, in the right place and in the right state.

Frode Laursen's key focus is our unique 3PL solution: from the factory to the warehouse and on to the consumer.

We operate from our headquarters in Vitten, Denmark, and from our logistics centres, hubs and offices in Denmark, Sweden, Germany, Finland and Poland.





Vision

Within the sectors where we specialise, Frode Laursen aims to be the industry's clear choice as the best logistics partner in the Nordic region.

Mission

We want to build efficient and complete customer solutions centred around our multi-share warehouses. We will achieve our vision through specialisation, a long-term perspective, and open performance orientation.

Values

Frode Laursen is a value-driven business, and our values will always be used to support our goals, mission and vision. Working according to our values helps to ensure both strong compliance and efficient workflows as well as a good working environment for our employees.

We are here for the customer

We strive to improve

We take responsibility

We treat everybody with respect

We honour our agreements

We use resources wisely

We always base judgement on facts

We cooperate and pull together as teams



Our approach to CSR

We define CSR as the way in which we integrate environmental and social concerns in our business strategy and actively implement these CSR initiatives in accordance with legislation and our corporate values. We have based our CSR approach on the UN's 17 Sustainable Development Goals (SDGs), and have defined SDG 8 and SDG 13 as the areas which are most relevant to our activities, and therefore the areas where we can make the greatest difference.

Decent jobs for everyone

We believe that everybody who wants to work should be able to do so. We want to offer secure and decent jobs to all our employees, and we want to make a positive difference to local communities by retaining employees, including those with reduced work capacity and others who normally fall outside the labour market. We want to conduct our business in an ethical and responsible manner, and it is essential for us that our employees and suppliers share the same ethics.

Sustainable logistics

We wish to contribute to addressing the international climate challenge in terms of CO₂ emissions. We want to explore new and alternative fuels for our trucks as well as new technologies. At the same time, we are focusing strongly on employee behaviour, and we want to ensure that our transport and warehousing are as efficient as possible in order to minimise our carbon footprint to the greatest possible extent. This initiative includes focusing on energy consumption as well as waste management.

8 DECENT WORK AND ECONOMIC GROWTH



13 CLIMATE ACTION





In order to take the most effective approach to these focus areas, we have mapped out the risks associated with our business activities on the following pages >

CLIMATE

IDENTIFIED RISK

Transport is one of the main sources of CO₂ emissions.

Increased sales means increased diesel consumption.

Tight deadlines and the demand for short response times can result in increased diesel consumption.

CURRENT EFFORTS

Use of alternative fuels: biogas, RME and HVO.

Focus on driving style and fuel consumption.

Ensuring that we have a state-of-the-art fleet.

Focus on vehicle and trailer utilisation.

Providing CO₂ reports for our customers ensures transparency and thus a constant focus on the topic.

ENVIRONMENT

IDENTIFIED RISK

Our logistics centres produce large quantities of plastic and cardboard waste which, if not recycled, has a negative environmental impact.

Cleaning our trucks and trailers requires large volumes of water. Even though water is not a scarce resource in northern Europe, reducing water consumption makes sense as it reduces the amount of energy required for drinking water supplies.

CURRENT EFFORTS

Strong focus on recycling waste from our logistics centres and hubs.

We are establishing new washing stations on an ongoing basis which recycle the water.

We are constantly exploring new ways of reducing our environmental impact.

EMPLOYEES

IDENTIFIED RISK

The transport and logistics industry involves a high degree of hard manual work, and therefore entails quite a high risk of accidents.

There is a particularly high risk among the following groups:

- Drivers
- Warehouse employees
- Workshop employees

CURRENT EFFORTS

Training and educating employees to ensure they know about the equipment and how to act correctly in every work situation.

Collaboration with national authorities on current challenges, in particular risk groups.

Regular meetings regarding safety and the working environment.

Structured approach towards reviewing accidents and thereby preventing the same accidents from reoccurring.

Automation of physically challenging tasks where possible and relevant.

HUMAN RIGHTS

IDENTIFIED RISK

Suppliers not sharing the same approach towards human rights, working conditions and compliance.

CURRENT EFFORTS

All suppliers must sign our code of conduct, which was updated in December 2019.

ANTI-CORRUPTION

IDENTIFIED RISK

Corruption is the misuse of entrusted power for private gain. As it puts the individual's need and gain before the needs of the business, it threatens the security of the business and is therefore considered a risk.

CURRENT EFFORTS

We have established a customer-contact model involving three key persons, and which thereby minimises the risk of corruption.

Focusing internally on our values and stating in our code of conduct that we do not accept corruption or bribery of any kind reduces the risk of corruption.



Business ethics & compliance

Decency is a key principle for Frode Laursen Group. As an international business with a proud history of keeping our word and delivering on time, it is imperative that we maintain good business ethics. For Frode Laursen, this includes treating every employee and business partner with respect, paying taxes in the countries in which we conduct business, and having a code of conduct which we require all employees and business partners to accept and follow.

While Frode Laursen is keen to support good business ethics and respect human rights, one of the main risks we face is that our suppliers might not share this approach.

Therefore, even though we have not identified any critical conditions internally at Frode Laursen, we have updated and re-implemented our code of conduct in 2019 to ensure that our suppliers live up to our standards.

Transparency

At Frode Laursen, we believe in transparency and

strong relations with both our customers and employees. Every year in January, our senior management team holds town hall meetings at our main locations to inform our employees how the company has performed over the financial year. We believe that knowledge is empowering at every level, and therefore it is important for us that all our employees – from warehouse workers to truck drivers and office workers – are well informed about the business. At the same time, the town hall meetings are an opportunity for the senior management team to field questions and receive feedback, which makes

them a valuable exercise for both management and employees.

In terms of transparency vis-à-vis our customers, we have seen a growing demand for traceability throughout the entire logistics process. For several years, we have been using our advanced Warehouse Management System (WMS) and our unique Transport Management System (TMS) as internal tools for ensuring full traceability for both whole pallets and repacked displays. We are now working to give customers unrestricted access to the data via our customer portal 'FI Analytics', which we expect to launch in 2020.

CASE

Updated code of conduct

How Frode Laursen conducts itself is defined by our core values, which are very well integrated within the company. However, in order to make our values more specific, especially with regard to our suppliers, we have had a code of conduct for the past few years.

Considering recent revelations regarding poor working conditions for employees in the logistics industry, we have found it necessary to update our code of conduct, which we did in 2019.

In the new code of conduct, we have made it even clearer that human rights must always be respected, and that all employees must be able to enjoy decent working conditions.

All our suppliers have signed our code of conduct, and in 2020 our aim is to raise awareness of our code of conduct within the company.

Our code of conduct can be found via the following link: <https://frode-laursen.com/wp-content/uploads/2020/01/Code-of-Conduct-december-2019.pdf>



SUBJECT



COMPLIANCE

TRANSPARENCY

RESULTS 2019



New code of conduct established

Improved data-collection by employees via TMS

Establishment of a new customer portal 'FL Analytics', which gives our customers easy access to facts and visualisations of their logistics data from both the logistics centres and distribution/transport

OBJECTIVES 2020



Raise awareness of the code of conduct within the company

Roll out 'FL Analytics'

Sustainability & environment

Frode Laursen Group transports thousands of pallets every day, and in so doing consumes significant volumes of fossil fuel, resulting in emissions of CO₂ to the atmosphere. Therefore, we are aware of our responsibility to reduce our fossil fuel consumption. One of the company's key objectives is to reduce its CO₂ emissions per tonne-kilometre year on year.

To achieve this objective, we participate in forums where sustainability in transport is discussed and developed, and we also engage in dialogue with customers and suppliers regarding initiatives that can help us reduce our environmental impact. We see a growing number of customers who are showing an interest in sustainable transport, and we are very keen to work with them to identify the best solutions. In addition, we are also offering our customers carbon emission reports on their supply chains to provide full transparency in carbon emissions.

How to reduce CO₂

CO₂ in transport can be reduced in two ways:

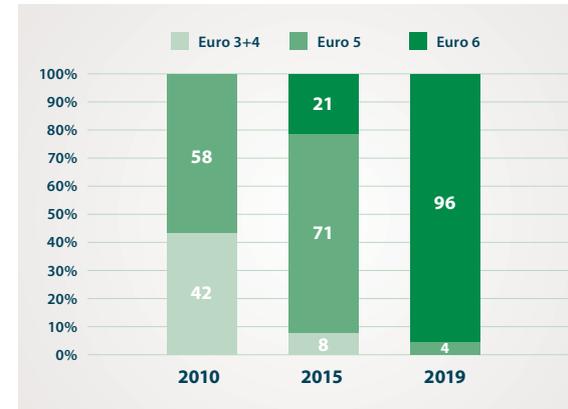
- **Energy consumption**
- **Emissions**

Within these two areas, there are four different parameters to focus on:

- **Equipment**
- **Fuels**
- **Driving style**
- **Utilisation**

As we own the majority of the vehicles that we use for our transport activities, Frode Laursen has a unique opportunity to ensure that both our vehicles and our drivers are equipped for the job.

Our fleet is state of the art. Of our vehicles, 96% are Euro 6 standard, while in the Nordic region we have one of the largest fleets of EMS road trains, which ensures the best possible capacity utilisation.



Another key focus area is training our drivers to drive more efficiently and sustainably, and we are always looking for new ideas and alternative solutions, especially as regards fuel.

CASE

Driving style

Cutting CO₂ emissions from transport is not all down to which fuel you use and which vehicle you drive – it's also about the way in which the vehicle is driven. Consequently, we have been focusing more on driving style in recent years.

"In a relatively short space of time, we have managed to increase driving efficiency from an average of 69% to 83% among our Danish drivers, which reflects a huge effort on their part," says Jan Skov Pedersen, technical manager at Frode Laursen. Driving efficiency is based on many different parameters, such as coasting (i.e. letting the vehicle roll along in gear) and breaking.

Our success in this area has attracted the interest of another of the group's companies, FL Polska, which has now chosen to participate in the project.

CASE

Alternative fuels

We are constantly looking at alternative fuels which can replace regular diesel fuel.

In 2016, we were one of the very first companies to invest in a gas-driven truck, and in 2019, together with a customer we invested in another type of gas truck which is being used for transporting coffee in Sweden, and fuelled exclusively with biogas.

“Driving biogas-fuelled trucks can reduce CO₂ emissions by up to 100%,” says Jan Skov Pedersen.

Another alternative fuel which is being increasingly used by Frode Laursen is HVO biodiesel.

“HVO biodiesel is a 100% biological diesel fuel, which can cut CO₂ emissions by up to 88%,” says Jan, who continues:

“We are already running this solution for

customers in Sweden, which has meant that over the past two years we have gone from using 15,529 litres of HVO (in 2017) to using 556,078 litres in 2019. This corresponds to approx. 18% of the fuel we use for refuelling in Sweden.

We hope that in time we can extend the HVO solution to Denmark. However, as things stand at the moment, the duties are too high for us to do so. Recently, together with our trade organisation the Danish Chamber of Commerce, we submitted a proposal to Danish politicians that the government should start taxing roads for heavy goods vehicles, and to earmark the revenue for initiatives aimed at promoting non-fossil fuels through tax reductions, i.e. HVO, LBG etc.”





Buildings

With regard to our logistics centres and other facilities, Frode Laursen's pollution risks and consumption are continuously being monitored, and we are doing our best to minimise risk and reduce energy consumption.

The idea behind our multi-share warehouse solution is, as per definition, sustainability: Shared facilities save resources – both in transport and in the warehouses. Nevertheless, having 600,000 square metres of storage and office space means that it is important for Frode Laursen to identify the best energy-saving measures related to both heating and lighting.

Our facilities department is constantly working to save energy and reduce our environmental impact.

In the past few years, our facilities department has been looking in particular at gas, electricity and heating. Here, considerable savings have been realised through switching to more energy-efficient light sources and installing heat pumps. In 2019, these measures reduced the company's CO₂ emissions by 220 tonnes.

When we establish new logistics centres, we make sure that our buildings meet high energy efficiency

requirements. We always install LED lighting with movement sensors, which we have helped to design ourselves to ensure the best possible functionality at our facilities. In addition, we have started installing heat pumps in the office buildings, which has proven to be the most efficient form of heating compared to anything else.

When planning a construction project, we also calculate which potential locations will entail the lowest total transport costs, and thus the lowest carbon emissions.

At each of our logistics centres, we systematically sort our waste, with more waste being recycled year on year. We are also making considerable efforts to improve our approach to waste collection and recycling.

At the same time, reducing our water consumption is a key priority when cleaning vehicles, and we have invested in new washing stations for our trucks which reuse the grey water from cleaning. This is saving approximately 9,000 cubic metres of fresh drinking water a year, which equates to the annual water consumption of 64 households.





CASE

New washing stations save water

In cooperation with external companies, Frode Laursen has developed a truck washing station which decontaminates and reuses the grey water from cleaning.

“We use biological cleaning, which involves adding additional oxygen to the water; this helps cultivate bacteria that ‘eat’ the oil residues in the grey water,” says Jakob Gundal Nikolajsen, facilities manager at Frode Laursen.

In addition to purifying the grey water, we also add rainwater from the roofs of the buildings.

“A little water will always be lost during washing – some will be left on the truck, and some will also evaporate. By supplementing with rainwater, we’re able to completely avoid using fresh drinking water to wash the vehicles,” says Jakob, who also reports on how Frode Laursen is working to develop a sand separator that can remove sand from the used grey water. Today, the process takes place in a tank where the sand settles. However, efforts are being made to remove the sand without having to set up a tank, which will reduce the company’s environmental impact even further.

Today, Frode Laursen has environmentally friendly washing stations in Odense and Vitten in Denmark and in Stenkullen in Sweden. In spring 2020, we will be opening the next environmentally friendly washing station at our location in Åstorp in southern Sweden.



CASE

Recycling cardboard saves thousands of tonnes of CO₂

Last year, Frode Laursen produced 9,300 tonnes of waste, of which it recycled 95%. Most of the recycled material was used to produce heat through incineration.

For several years, we have had an effective recycling procedure for cardboard and plastic.

In 2019, we sent 3,294 tonnes of cardboard and 311 tonnes of plastic for recycling, thus saving 2,685 tonnes and 124 tonnes of CO₂, respectively.

However, we intend to do more:

“We are working to streamline our processes even further, so that in coming years we can sort even more and thus ensure that we make the most of our waste,” says Kurt Fagerlin, who, as head of the co-pack department, has overall responsibility for waste sorting at our logistics centres.

The focus over the past year has been to make the locations even better at sorting waste and working even more closely with external partners.

“A great deal is happening within the waste sector at the moment, and there are more and more opportunities for sorting and reusing biological waste in better ways,” adds Kurt Fagerlin.

As a result, in 2019 Frode Laursen managed to increase the amount of waste being used for biogas production from 7% to 24%, while the proportion of waste destined for incineration fell by 16%. This development is expected to continue in 2020.



SUBJECT



ALTERNATIVE FUELS AND THE FLEET

DRIVING STYLE & UTILISATION

ENERGY CONSUMPTION

WASTE RECYCLING

WATER CONSUMPTION

RESULTS 2019



In Sweden, we used 556,078 litres of HVO, which corresponds to 27% of all the fuel used to refill our vehicles in Sweden

Invested in a new biogas truck for the Swedish market

State-of-the-art fleet – 96% Euro 6 standard

72% of our drivers have been informed about correct driving style. Driving efficiency has increased from 69% to 83%

Expanded the driving style focus to include FL Polska and its drivers

80% of our lighting is LED

New heat pumps installed

32% less CO₂ emissions per m²

95% of all waste is recycled

The proportion of waste for biogas plants has increased by 17%, while the proportion of waste for incineration has decreased by 16%

Intense focus on procedures at logistics centres and hubs

Planning of new washing station in Åstorp

OBJECTIVES 2020



An even bigger percentage of fuel which is environmentally friendly

5-10 new gas-powered trucks

Ongoing replacement of the fleet – 98% highest standard, Euro 6

Expand the number of drivers in the project

Improve driving style efficiency in FL Polska

At least 95% of our lighting must be LED

Fewer CO₂ emissions/m²

Look into buying green energy

Focus on how we can recycle more biological waste

Higher percentage of recycling

Lower percentage of recycled waste destined for incineration

Finish construction of new washing station in Åstorp

Employees & society

At Frode Laursen, we see our employees and the experience and knowledge they possess as our most important resource. This means that every employee is expected to take responsibility, collaborate and pull their weight.

On the other hand, freedom, self-determination and respect are also par for the course at all levels. And it is important for us that all of our employees are taken seriously and treated with dignity. This is also why issues relating to employee safety, working conditions and education have a high priority at Frode Laursen.

We are therefore also very proud that many of our employees choose to stay with us for many years. Average seniority is 6.25 years, which we consider to be satisfactory.

Diversity

Gender diversity is a priority, as we consider it an advantage for the company. Although the transport and logistics industry is a business with a large majority of men, we have an objective that at least 20% of the Executive Board are women. We are currently meeting this objective.

However, it is Frode Laursen's ambition to improve the gender balance at other management levels.

Guidelines have been set covering the recruitment and retaining of female managers, which include:

- **Support for establishing individual career plans**
- **Equal career opportunities for both genders**
- **Procedures that help ensure consistent recruitment opportunities for both genders**

As a result, between 2018 and 2019, the number of female managers increased from 24 to 35, or from 35% to 39% of the management.

Work safety

Another key focus area is work safety. It is vital for us that it is safe to go to work at Frode Laursen, and we do our utmost to prevent industrial accidents from occurring.

To prevent accidents, all employees are entitled and have access to essential safety equipment, and risk assessments of work processes are regularly performed. In addition, employees attend proper and appropriate safety training courses.

Frode Laursen collects comparable safety data from the countries in which we operate. The results are reported four times a year to the Board of Directors, which ensures that we continually focus on improving safety.

In 2019, these efforts resulted in a 15% decrease in work-related accidents. Furthermore, all the accidents were only minor incidents.



Education

Good education and proper training are also important, not only to avoid accidents, but also in maintaining a reliable and skilled workforce which can ensure that work processes run smoothly.

It is important for Frode Laursen that we help our employees to develop in tandem with the company. Consequently, we have invested in tailor-made courses for our truck drivers, our employees and our office staff.

Since 2013, we have, for example, had a Master Driver Concept, in which 28 experienced Frode Laursen drivers act as mentors/instructors for new employees to ensure a smooth introduction to the way in which we operate as well as consistently high-quality work. In 2019, we have improved and upgraded our Master Driver Concept with an extensive course in coaching, and a further upgrade is planned for early 2020.

CASE

Management training for the warehouse

In 2019, we started to provide management training for 34 forepersons at our Swedish logistics centres in Angered, Stenkullen and Åstorp. The course comprised a series of management modules, in which the forepersons learn, among other things, about Frode Laursen's core values, conflict management and personal profile analysis (DISC).

"Our forepersons manage the full-time employees at the logistics centres as well as the temporary staff, which is why it is important to give them the tools they need to perform their daily management tasks," says Jesper Kallesø, HR manager at Frode Laursen.

The management training course in Sweden is a pilot project, and will be rolled out in both Denmark and Germany in 2020.

CASE

A decent place to rest for the night

Being a truck driver means many kilometres on the road, and for a large number of the truck drivers arriving at our logistics centres, it also means sleeping in the truck. At Frode Laursen, we would like to be able to offer our drivers decent accommodation where they can overnigh. Consequently, we have established bathrooms and washing facilities and a common room at each of our locations. There is also free Wi-Fi available as well as kitchen facilities.



Part of the local community

A natural extension of Frode Laursen's employee focus is our commitment to the communities in which we operate as well as society at large.

In many cases, our logistics centres are one of the largest workplaces in the local area, and consequently we have a duty to contribute to the local community. We work closely with the local authorities, and at most of our locations we have people in job testing, or we are involved in other programmes which are designed to open a door to people on the edge of the labour market.

One example of this is our long-standing co-operation with the state-owned Samhall organisation in Sweden, while another is the work we carry out related to the Danish government's basic integration education IGU – a programme that combines work experience with education to include refugees in Danish society and ensure good integration.

Sponsorships

Our local commitment is also reflected in the large number of local sponsorships we provide. It is important for us to make a difference for our local employees – even in their spare time. Therefore, we sponsor local sport clubs or local events in the areas in which our facilities are located.

Every year, we also support the fight against cancer as part of the Danish 'Knæk Cancer' campaign. This is a team effort, in the sense that the company's employees make donations, and Frode Laursen doubles the amount. This has become a good tradition, which both the company and our employees are proud of.

In 2020, Frode Laursen will continue to sponsor activities in the local communities, but we would also like to strengthen these efforts and explore different ways of structuring the sponsorships.

Establishing of foundation

In 2019, the Andersen family, which owns the Frode Laursen Group, established the ATTA Foundation (Frode Laursen Foundation), which aims to support the education of:

- **Young people with dyslexia**
- **Young people breaking free from the cycle of disadvantage**
- **Young people whose parents are employed in the logistics industry**

Furthermore, the foundation will support non-profit causes in the logistics industry, focusing on education and projects involving technological research and development.

In 2020, the ATTA Foundation will establish application procedures regarding donations.



CASE

Two awards in one year

In 2019, Frode Laursen received two awards for its social commitment. The first award went to Jane Malmberg from Frode Laursen's logistics centre in Åstorp, who was named 'Most Dedicated Person of the Year from the Malmö Area' by Samhall, an organisation which helps people who are finding it difficult to enter the labour market.

"Jane has that rare ability of being highly dependable while bringing a fresh approach to everything she does. She inspires and encourages everyone working under her, while acknowledging that everyone is different with their own talents and abilities," wrote Samhall in explaining its choice of winner.

Jane has been at Frode Laursen for 13 years, and a coordinator with Samhall for the past seven.

"We don't distinguish between whether or not you come from Samhall at Frode Laursen. We believe in finding the right person for the right job. Everyone is just as important when it comes to getting things to function," explains Jane, who is delighted to have a job that makes a difference.

"I'm proud of all the times we have managed to change the workers' attitudes from 'I can't do this' to 'Yes, I can!'"

Our logistics centre in Hørning took home the second award of the year. In December, Allan Thorup, warehouse manager, received the language centre Sprogcenter Midt's integration award, which cited the extraordinary lengths to which Frode Laursen goes to integrate new citizens of Eritrea and Syria into the workplace.

"Frode Laursen has put a lot of work into this project. They have sent Danish colleagues on mentoring courses, and held Danish language courses from start to finish for the benefit of both IGU students and Polish and Romanian employees. And by doing so, they have created strong links between the two staff groups," says Elna Leth Pedersen, who manages Sprogcenter Midt.

CASE

Tailor turned truck driver

Hamid Hassan was the very first IGU student employed by Frode Laursen. He has used the IGU programme to qualify for an HGV driving licence, and is now employed as a truck driver at Frode Laursen.

“I like my work. As I see it, you must take care of your work in the same way that you take care of your family,” says Hamid, smiling, and continues:

“That’s why other people sometimes shout at me: ‘Hamid, remember to take a break!’ I forget to take breaks because I’m so preoccupied with my work!”

Hamid, who is a Kurdish Syrian, fled from Syria back in 2012. In Syria, Hamid had his own tailor’s shop, but that wasn’t an option in Denmark.

“It’s difficult to become a tailor here in Denmark, and I enjoy being a truck driver. I’m not stuck inside a shop, and I get to drive on the roads and see all the Danish towns,” he says.



SUBJECT



DIVERSITY

WORK ENVIRONMENT

EDUCATION

SOCIAL RESPONSIBILITY

LOCAL CHARITIES AND SPONSORSHIPS

RESULTS 2019



Increased the proportion of female managers by 3%

Reduced the number of work-related accidents by 15%

Started management training for warehouse forepersons

Implemented an upgrade of the Master Driver Concept

Danish courses conducted in Hørning and Jyderup

Integration award won in Hørning

Award won for our cooperation with Samhall

DKK 110,000 spent on local sponsorships and charity donations

DKK 51,200 donated to 'Knæk Cancer'

OBJECTIVES 2020



Increase the number of female managers

Further reduce the number of work-related accidents

Roll out management training course for warehouse forepersons

Leadership training start-up

Further upgrade of Master Driver Concept

Continue Danish courses and courses for dyslectics

Focus on a more structured approach towards sponsorships and charity

Key figures

KEY FIGURES	2019	2018	2017	2016	2015
CO₂					
CO ₂ emissions (tonnes) – Transport	43,436	44,904	44,854	43,013	43,356
Average energy efficiency (g CO ₂ /tonne-km)	39.82	40.69	40.69	41.41	42.15
CO ₂ emissions (tonnes) – Buildings	1,823	2,526	2,016	2,972	3,073
CO ₂ emissions (kg/m ²) – Buildings	3.85	5.67	4.98	7.48	8.27
Water consumption					
m ³ ('000) – Water consumption	17.27	16.25	15.71	14.08	13.38
Water consumption (m ³ /m ²)	0.04	0.04	0.04	0.04	0.04





KEY FIGURES	2019	2018	2017	2016	2015
Euro engine standards					
Percentage of FL trucks satisfying Euro 6 standard	96	91	70	48	21
Percentage of FL trucks satisfying Euro 5 standard	4	8	29	49	71
Percentage of FL trucks satisfying Euro 4 standard	0	1	1	3	6
Percentage of FL trucks satisfying Euro 3 standard	0	0	0	0	2
Recycled waste from warehouses					
Percentage destined for CHP	25	41	40	39	30
Percentage recycled paper and cardboard	36	36	35	32	38
Percentage recycled plastic	3	4	3	4	6
Percentage organic waste for biogas production	24	7	9	10	9
Percentage recycled glass	0	0	0	1	0
Percentage recycled iron	2	4	4	5	6
Percentage recycled wood	4	3	3	4	4
Percentage not recycled	5	6	5	6	7

KEY FIGURES	2019	2018	2017	2016	2015
Employees					
Employees (full-time) *	1,778	1,869	1,779	1,722	1,603
Executive Board gender ratio (%)					
Female	20	20	20	20	20
Male	80	80	80	80	80
Management gender ratio (%) *					
Female	39	35	28	-	-
Male	61	65	72	-	-
Work-related accidents					
Number of work-related accidents with one or more days of absence **	34	40	47	39	50

* Only Frode Laursen ** Only Danish accidents



Corporate Social Responsibility report 2019



ONE-STOP LOGISTICS
frode-laursen.com