



# SUSTAINABILITY AT DI-TEKNIK

Environment, Social, Governance

## SUMMARY

Through our procurement, business operations, and investments, we want to take care of our shared environment so that social development can be sustainable. We measure our efforts against the concepts of ESG, Environment, Social and Governance, and Ecovadi's Supplier Sustainability Rating System as well as the UN's Global Compact ten principles.

## Table of content

ESG (Environment, Social, Governance) at DI-Teknik A/S.....	3
EcoVadis.....	4
FN's Global Compact ti principper .....	4
Environment .....	5
• Waste separation.....	5
• Electric vehicle charging station .....	5
• Environmentally friendly van transport .....	5
• Phase-in of electric service vans (yellow plate cars) .....	5
• Company cars on white plates in DI-Teknik .....	5
• Sustainable electricity.....	5
• Intelligent sensor-controlled lightning in office and storage .....	5
• Eco-friendly heating.....	5
• Sensor-controlled water in fixtures .....	6
• Ventilation in our building.....	6
• Sustainable components for projects.....	6
• Staff driving.....	6
• FSC approved paper.....	6
• Sustainability at our primary suppliers.....	6
• The Danish Working Environment Authority's Green Smiley.....	6
Social.....	7
• DI-Teknik employees .....	7
• Staff catering .....	7
• Corporate culture .....	8
• Education and knowledge sharing.....	8
• Manual for working environment .....	9
• Health policy in DI-Teknik.....	9
• Social activities among employees.....	9
• DI-Teknik and the local community.....	9
• Examples of testimonials.....	10
Governance .....	11
• Management in DI-Teknik .....	11

- Meetings in DI-Teknik..... 11
- Customer and subcontractor meetings..... 12
- Electrician and technician meetings..... 12
- Financials ..... 12

## ESG (Environment, Social, Governance) at DI-Teknik A/S

DI-Teknik is one of the country's largest and leading electrical, process automation, and technology companies for a wide range of businesses in the industry. We have competent employee competencies in-house, enabling us to function as a total supplier within the design, dimensioning, programming, installation, and servicing of complete automation and systems. As our customer, it means that we efficiently and quickly can work together to carry out your electrical fittings and automation tasks. For instance, tasks such as repairing faults on existing systems, new hardware and software design and plant expansions, quality assurance, validation and documentation, refrigeration technology, building installations, or thermography as part of the preventive maintenance at the factory.

Our purpose is to deliver customized, innovative automation solutions that optimize our customers' processes and production, resource efficiently and sustainably. We continuously take small and large initiatives to optimize our efforts for sustainable behavior. Internally on our own cadasters, construction sites and materials, and for our employees and their success and well-being. Externally to create resource-optimized solutions for our customers, and not least we focus on the sustainability of our most important suppliers. Through our procurement, business operations, and investments, we want to take care of our shared environment so that social development can be sustainable. We measure our efforts against the concepts of ESG, Environment, Social, and Governance - see examples of this below, and Ecovadi's Supplier Sustainability Rating System as well as the UN's Global Compact ten principles.

### Environment

The environment is about how companies affect the environment and climate. These include focusing on energy consumption, water consumption, pollution, CO2 emissions, waste, biodiversity, and nature.

### Social

Social is about both employees, customers, and society. Among other things, you can look at employment conditions, the company's health policy, partners, measure customer satisfaction, and look at how much the company does for, e.g., the local community.

### Governance

Governance is about how management works and generally about transparency at the top. Governance includes issues such as management style, conflicts of interest on the Board of Directors, shareholders' rights, and internal control. It also looks at the transparency of the financial statements, ethics, and anti-corruption.

## EcoVadis

In 2019, DI-Teknik achieved bronze status in the world-renowned Ecovadis Supplier Sustainability Ratings system, an assessment platform for assessing companies' social responsibility and sustainable procurement. Solutions include risk movement, audit management, and sustainability. The certification is valid for two years at a time.

### DI TEKNIK AS

Køge - Denmark | [Electrical, plumbing and other construction installation activities](#)



**45**/100

**53<sup>rd</sup>**  
percentile ⓘ

## FN's Global Compact ten principles

DI-Teknik respects and follows the UN Global Compact's ten principles, including human rights, labor rights, the environment, and anti-corruption.

## Environment

DI-Teknik continuously strives to improve our environmental efforts to reduce our direct and indirect environmental and climate footprint. We have identified areas such as waste, energy, and transport as some of our focus areas.

- **Waste separation**

It is essential for DI-Teknik that waste is sorted into the correct fragments and suitable containers. At the company's address, containers are placed for source sorting, and we use certified suppliers for waste management, who deliver weighing slips after collection. The waste is also sorted and disposed of in customers' containers or taken to the municipal environmental station at temporary workplaces

- **Electric vehicle charging station**

We have installed charging stations at our head office to charge plug-in electric cars for our employees and guests who drive electric vehicles.

The setup of electrical vehicle charging stations is continuously evaluated and expanded as the fleet of electric and plug-in hybrid cars expands.

All employees with electric and plug-in hybrid cars have charging stations installed at their residential address paid for by DI-Teknik.

- **Environmentally friendly van transport**

All DI-Teknik's diesel service vehicles are at most four years old, and thus we comply with environmental requirements for driving in urban zones.

- **Phase-in of electric service vans (yellow plate cars)**

In 2021, DI-Teknik has begun phasing in electric service vans to the extent that the performance of these vehicles is sufficient for handling heavy trailers, for transporting lifts and other heavy equipment to all areas in Denmark.

- **Company cars on white plates in DI-Teknik**

We preferably lease pure electric and hybrid cars to our full-time permanent employees based on the employee's driving needs.

- **Sustainable electricity**

We have installed a 42-kW solar cell panel on the roof of our head office, which produces energy to run the company's internal IT operations and more.

- **Intelligent sensor-controlled lightning in office and storage**

We have installed intelligent sensor-controlled lighting installations that ensure that light sources do not burn unnecessarily, but that the correct light is available in the right amount at the right time using daylight sensors, presence sensors and sophisticated lighting scenarios.

- **Eco-friendly heating**

Our company address in Køge is connected to common district heating (Fjernvarme), which to date is the form of energy that typically emits the least CO2 compared to other energy sources.

- **Sensor-controlled water in fixtures**  
We have sensor-controlled fixtures on our sinks in toilets, kitchen, and canteen to avoid water waste.
- **Ventilation in our building**  
We have installed ventilation systems in our building that cover the office, switchboard workshop, and storage facilities, which have a heat recovery efficiency of 97% with rotary heat exchangers. Controls regulate intake and extraction according to need and load on the house.
- **Sustainable components for projects**  
We use halogen-free cables where it is possible. To minimize transportation, we strive to handle tasks efficiently, so components are purchased and delivered joined, if possible, delivered directly to the customer.
- **Staff driving**  
If a crew is called to a task, we strive to find the employee who is geographically closest to the customer to drive to the job. In case several colleagues attend tasks at the same location, carpooling will, if possible, be coordinated in relation to the shortest possible driving distance and reduce emissions.
- **FSC approved paper**  
We use only FSC approved copy paper for corporate printers.
- **Sustainability at our primary suppliers**  
We emphasize that our primary suppliers of goods and services have a responsible policy for their environmental footprint and sustainability. Our primary suppliers are e.g., Solar A/S<sup>1</sup>, Siemens A/S<sup>2</sup>, Scankab Cables A/S<sup>3</sup>, Brødrene A&O Johansen A/S<sup>4</sup>, Snickers Workwear<sup>5</sup> og Frellsen A/S<sup>6</sup>.
- **The Danish Working Environment Authority's Green Smiley**  
We were awarded the Green Smiley by the Danish Working Environment Authority's inspection on Støberivej 14 in 2016. No site violations of the working environment legislation were identified during a site inspection by the Danish Working Environment Authority in 2020.

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<sup>1</sup> <https://www.solar.dk/om-os/miljo-og-kvalitet/>

<sup>2</sup> <https://new.siemens.com/global/en/company/sustainability.html.html>

<sup>3</sup> <https://scankab.dk/om-os/baeredygtighed/>

<sup>4</sup> <https://ao.dk/om-ao/fakta-om-ao/csr>

<sup>5</sup> <https://www.snickersworkwear.dk/page-list/sustainability>

<sup>6</sup> [https://issuu.com/frellsen/docs/frellsen\\_kaffe\\_csr\\_katalog\\_2020?fr=sMzMzNjI0NzcxODc](https://issuu.com/frellsen/docs/frellsen_kaffe_csr_katalog_2020?fr=sMzMzNjI0NzcxODc)

## Social

Our employees are the foundation of our success and are our greatest asset. We intend to be a socially responsible company, where employees thrive and develop their social and professional skills in a healthy and responsible work environment.

- **DI-Teknik employees**

Pr. June 2021, we are 180 employees in DI-Teknik, divided into management, administration, project engineers in hardware and software and design, electricians, and apprentices, respectively.

We employ an average of 15 apprentices a year. In fact, it can be stated that DI-Teknik in relation to AUB requirements is significantly above the mandatory requirement for apprentices in relation to employees. See below from VIRK.dk DI-Teknik is more than 200% above the target for the number of apprentices.

### 1. Jeres mål for elevpoint

Det første kriterie i skal opfylde for at undgå bidrag, er jeres mål for elevpoint.

[Se detaljer](#) [Hjælp](#)

Jeres mål for elevpoint	Vægtede erhvervsuddannede 121,41	x	Målratio 0,04	=	4,63	elevpoint
Jeres aktuelle elevpoint	Vægtede erhvervsuddannede 121,41	x	Elevratio 0,13	=	15,54	elevpoint
<b>I overstiger jeres mål for elevpoint</b>	<b>15,54 elevpoint</b>	-	<b>4,63 elevpoint</b>	=	<b>10,91</b>	<b>elevpoint</b>

Alle tal er beregnet med 10 decimaler. I tabellen er tallene afrundet til to decimaler.

The average seniority for employees in the company is 8 years per. June 2021.

Pr. June 2021, we are 168 men and 13 female employees divided into electricians and employees in the project department, administration, management, IT, and QA department.

- **Staff catering**

In 2020, we eliminated the purchase of bottled water so that today only tap water is drunk from a recyclable glass. In addition, all employees have been given a double-walled water-vacuum bottle made of stainless steel inside and out, which can be used repeatedly.

In 2020, we abolished all disposable plastic cups in our offices, so we only drink coffee/tea or tap water from porcelain mugs or compostable bio-cardboard cups to be used several times.

We drink organic Fairtrade coffee. We have chosen the sustainability brand Fairtrade, as in addition to protecting nature, it also guarantees a minimum price for the coffee farmer and supports education and social projects locally.

We mainly use organic ingredients, including Danish fruits and vegetables in season, to produce lunch arrangements in our employee canteen. When purchasing other raw materials in our canteen, we intensely focus on animal welfare, e.g., free-range eggs and poultry, pigs, etc.



- **Corporate culture**

Collaboration and knowledge sharing go hand in hand with us, and we recognize and respect each other so that friendships thrive both at work and in particular spare time. We experience that the better we know each other, the better we are at placing the right team that solves and collaborates on customers' projects.

- o We want to be a partner rather than a supplier
- o We show outstanding commitment in all phases of tasks and projects
- o We are used to adapting to the different needs and requirements of customers, colleagues, and authorities
- o Innovation is one of the cornerstones of DI-Teknik, we solve the tasks with maximum optimization and the most excellent functionality
- o We continuously ensure that we have a high level of education, which is adapted to the requirements of customers and the authorities
- o We place great emphasis on open and honest communication in our everyday lives
- o We put the task at the center when we choose the technical solution
- o We show financial responsibility in the operation of DI-Teknik, which ensures our existence
- o We always deliver the agreed product, at the agreed time
- o We want to provide a quality product and we therefore never compromise
- o We take pride in long-term employee relationships, and support when needed
- o We maintain a high level of safety in the workplace and our work environment is adapted to the needs of our employees
- o We show great respect for each other, it is experienced through a good and respectful tone towards everyone, regardless of the size and cause of the conflict
- o Mutually, we inspire each other and through that we achieve a great motivation in everyone
- o No maximum age in DI-Teknik, with us competencies weigh higher than a year of birth

- **Education and knowledge sharing**

We are aware of our responsibilities in relation to education and knowledge sharing. At DI-Teknik, it is ensured that employees are competent in all areas, including working environment and safety. This is a prioritize to solve assigned tasks according to the latest standards, correctly in terms of electrical safety

and have a high level of education, which is adapted to customers 'and authorities' requirements. Therefore, employees are registered as needed for relevant training, such as the high-voltage and installation executive order, supplementary work environment training, forklift, scaffolding course, customer safety introductions, and annual training in "Operation of machines", "Operation of installation" and "Operation of plant" (old statutory L-AUS / AUS) and first aid for relevant employees. The professional manager is responsible for ensuring that employees 'competency forms reflect the employees' competencies and that new employees are competency assessed and trained in the company's business areas.

- **Manual for the working environment**

DI-Teknik has a "Manual for the Working Environment (HSE)" 1, which is based on compliance with LBK no. 375 of 31/03/2020 - Executive Order on the Working Environment Act. "Manual for Working Environment (HSE)" describes both working environment and environmental work in DI-Teknik.

- **Health policy in DI-Teknik**

We pursue a responsible health policy with health insurance for all employees. We offer canteen arrangements at our head office, where healthy food and fruit are served in collaboration with a dietitian. We have signed company agreements with the fitness chain, so that our employees have an employee discount on membership.

- **Social activities among employees**

A wide range of initiatives outside regular working hours across professions in the staff, which the company supports. It is i.e., a fishing club, a running club, a mountain bike club, and a brewing club.

- **DI-Teknik and the local community**

DI-Teknik annually supports:

- BROEN Køge dept. BROEN aims to support vulnerable children and young people with contingents and equipment for sports and other leisure activities. It takes place in local associations and clubs with sports, theater, music or other activities for children and young people as the focal point.
- HB Køge Football Club
- AIK 65 Strøby Football Club
- Music society "Bygningen" in Køge
- Stevns Triathlon Club
- The Association of Veteran Shooters - dedicated to current and former soldiers who have been wounded in connection with service, as well as their relatives
- The Danish Cancer Society - Business partner

- **Examples of testimonials**

### **Fire at AffaldPlus in Slagelse**

»DI-Teknik is super professional. There are not as many suppliers to choose from when it comes to industrial installations on plants like ours. Here, it is important to have a partner who has the necessary knowledge, expertise, and experience, and DI-Teknik has it. The way they handled the task after the fire was right by the book. At first, they formed an overview and then they made a plan, the tasks was solved the right way and at the agreed time, "says Peter Valsøe, AffaldPlus Slagelse.

### **Establishment of charging stations for 20 electric buses for UMOVE in Roskilde**

In collaboration with Umove, DI-Teknik has delivered the largest Danish solution to date for charging electric buses. In addition to the 20 electric buses and 2 transformers and 10 charging stations, the solution includes the bus operator Umove in Roskilde. DI-Teknik was chosen for the establishment of power supply, transformers and charging stations. »For Umove, it is a historic project that we could not have managed without DI-Teknik. No similar plant has been made in Denmark before. We have a lot of visits from players in both Denmark and abroad who would like to see our solution. There is a huge interest in electrifying bus operations, and we are of course very proud that we are at the forefront of that development, "says Kim Koefoed-Larsen from Umove in Roskilde.

### **Modernization and standardization project at production plant at NOV in Kalundborg**

»DI-Teknik has shown an understanding of our situation that we have not experienced with other suppliers. They have been committed and have been able to give us competent advice and counterplay in the decision-making processes. DI-Teknik has acquainted themselves to know our workflows and all the necessary technical processes. They have handled the tasks without anything falling between two stools. DI-Teknik has clear standards for handling the various phases of the projects. Overall, everything has been executed very professionally, and it has given us peace of mind along the way, "says Rune Wissing, NOV Kalundborg.

### **Reviews via Google**

DI-Teknik is pr. June 2021 overall rated with 4.6 stars on Google, with reviews like "Professionalism and quality at your fingertips!" and "super place".

## Governance

- **Management in DI-Teknik**

Structures and business procedures in DI-Teknik A/S are flat and flexible. We have open doors and open agendas. We practice a management structure where we work closely and have a dialogue with everyone across the various professional groups. The company's owners themselves take part in the daily theoretical and practical task solution in DI-Teknik. The overall interaction in the dedicated and specialized employee group creates a healthy and natural breeding ground for optimal knowledge sharing and customized solutions that are one step ahead of development.

- **Meetings in DI-Teknik.**

In DI-Teknik, we hold different kinds of meetings with different purposes within working environment and environment. Common to them all, however, is that they are value-creating, in line with e.g. the strategic HSE direction and ensure planning and management of daily operations.

- **Project coordinating meetings (HW-meetings)**

Regular meetings are held (every other week) with the participation of all those responsible for the case, the project manager, the professional responsible and the person responsible for HR, safety and the environment. These meetings are governed by a fixed agenda, where e.g. HSE-related topics and project implementation are discussed, including management system, specific cases, resource allocation, competencies, instructions, incidents (work environment and environment) and legislation, to ensure a relevant and broad exchange of experience and knowledge sharing from project to project among meeting participants.

- **Work environment meetings (AMU)**

DI-Teknik's management is responsible for ensuring that AMU functions optimally for the benefit of customers, the company and not least the employees, including the holding of regular ordinary meetings, and extraordinary in case of need, such as in the event of serious accidents, any injunctions from the Danish Working Environment Authority, etc.

The Working Environment Committee (AMU) meets for four annual ordinary meetings, of which at one meeting the statutory annual working environment discussion is carried out. At this work environment discussion, a decision is made on the results of the previous year and work environment goals and efforts are determined for the coming year.

In addition, the purpose of the working environment committee and discussion is to organize the collaboration and the working environment work in the best possible way. This prevents work environment problems and the framework for utilizing the resources as best as possible is discussed.

- **Instructions and supervision**

The working environment committee discusses incidents and ensures knowledge sharing in the organization, among other things by preparing minutes and sending emails with essential information to all employees. In addition, DI-Teknik uses customers' instructions, where these are prepared and available. This ensures that the work is carried out in accordance with the customer's any stricter requirements or where there is simply a clarification of applicable legislation.

The project manager must ensure the necessary instruction and supervision. All employees are responsible for starting work only if this is risk assessed and possibly instructions are read and understood.

- **Customer and subcontractor meetings**

The project manager is responsible for contributing to the commitment and participation of DI-Teknik in project-related customer and subcontractor meetings, eg contractual meetings, kick-off meetings, construction meetings, safety meetings, ERFA-meetings and the like.

- **Electrician and technician meetings**

The project manager ensures that meetings are convened and held with the electricians / technicians, with the aim of discussing relevant HSE issues and solutions in relation to upcoming tasks.

- **Financials**

DI-Teknik's accounts are available via official websites, eg Proff.dk.