



# ESG DOCUMENT

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2025

**DELPRO A/S**

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**DELPRO**<sup>AS</sup>

## ESG document for DELPRO

### Introduction

DELPRO is a company with its head office in Denmark and subsidiaries in several countries.

DELPRO's main activity is installing and servicing facilities in the electricity pathway - from wind turbines and solar cells through the electricity grid to larger electricity-consuming devices such as Power-to-X plants, railways, data centres, large industrial companies, and the like.

DELPRO's work supports phasing out fossil fuels, thus contributing to the transition to a sustainable future.

In addition to our core services supporting a sustainable future, we also aim to operate our business to a high ethical and responsible standard, as described in this ESG Policy.

### Purpose

The purpose of this ESG Policy is to set out policies and overall objectives in the areas of Environment, Social Responsibility and Governance. Our policies and objectives are translated into concrete actions and continuous monitoring and evaluation within the company.

## CO2 reduction

### Policy

We are systematically committed to improving our environmental performance in line with customer and regulatory requirements. In dialogue with our customers, we identify focus areas regarding plants, components and work tasks that contain environmental impacts, including hazardous substances, which is also part of our environmental assessment.

Our focus areas are selected to commit to continuous improvement and prevention of adverse environmental impacts and contribute to establishing sustainable energy. Everyone at DELPRO - management, employees, the HSE organisation and all external people at DELPRO's workplaces - has a responsibility for a good environment to ensure that we at all times comply with laws and the requirements of environmental authorities. In addition to actively contributing to realising our action plans and objectives.

### Goal:

DELPRO's impact on the environment, as a service provider in the energy sectors, is considered more climate-friendly, such as the reduction of CO2 emissions and increased renewable energy, than traditional environmental impacts, such as the risk of environmental incidents or use of chemical products. Therefore, we strive to work proactively with the UN SDGs as our future goals. It gives us more opportunities to reduce our environmental impacts and support the environment than traditional environmental goals would do.

- By 2025, the goal is to reduce CO2 emissions by 10%/employee compared to 2022 levels (scope 1+2).
- By 2030, the goal is to reduce CO2 emissions per employee by 50% compared to 2022 levels (scope 1+2).

## Waste reduction

### Policy

As a minimum, we follow the legislation in the area and agree on any local measures with the customer. For small projects, an agreement can be made with an approved waste carrier for the source separation of waste at the reception facility.

### Goal:

- By 2025, the amount of residual waste must be reduced by 60% per employee compared to 2022.
- By 2030, this goal should be changed to 75%.

## Safety/accidents at work

### Policy

DELPRO wants a healthy and good working environment, as reflected by our Lost Time Incident Frequency (LTIF), our sickness absence rate and our annual employee satisfaction survey. Based on these records, we will commit ourselves to working in a targeted way to prevent injuries and work-related sickness.

Through an active work environment effort, we will develop in harmony with the requirements of customers and authorities, including committing ourselves to ensure that our employees are up to date with the requirements and comply with the work environment legislation and the content of the Electrical Safety Act. Everyone at DELPRO - management, employees, the health and safety organisation and all external parties at DELPRO's workplaces - has a responsibility for a good working environment and for actively contributing to realising our action plans and goals.

### Goal:

At DELPRO, we measure our number of workplace accidents resulting in absence beyond the accident day; LTIF. LTIF is calculated on the 2nd working day of a new month. Below is our LTIF reduction target for the coming years.

	2022 Realised	2025	2030
DELPRO	13.75	0	0

## Apprentices, trainees and training

### Apprenticeship/Work Placement Policy

At DELPRO, we want to be an active player in the education system and help secure the new employees of the future for the high-voltage industry. We have both a moral and political responsibility to provide apprenticeships and traineeships and support our communities' educational institutions.

We will actively work with our customers to ensure that we at all times comply with applicable government guidelines and legislation in this area.

Everyone at DELPRO - management and staff - has a responsibility to contribute to this policy and objective and actively contribute to realising our action plans.

### Apprenticeship/Work Placement Policy

#### Apprenticeships/Traineeships

DELPRO aims to meet the learning objectives set for our industry. Apprenticeship AUB (Apprenticeship Employer Training Allowance) will help create more apprenticeships so that young people and adults can choose a vocational training path. Apprenticeship AUB has produced a target training ratio per 100 trained employees for all sectors.

- Our goal is that the number of apprenticeships at DELPRO is at least 2.9 per 100 trained employees.

#### Trainees at DELPRO

At DELPRO, we must not only offer apprenticeships for vocational training but also take responsibility for higher education. Therefore, our ambition and goal are to offer traineeships for relevant higher education programmes.

- Our goal is to have at least 2 trainees at DELPRO per year.

## **Trainees in Wind**

At Wind, we have trainees on our projects all the time. Different customers have different requirements, and we target training to customer needs. Common to all of them is that they are trained in-house at our HV training academy, where we have specialised and external auditor accredited HV training. We also have various training programmes at our Academy in switchgears, troubleshooting, and other industry relevant components, systems, and techniques.

Our number of trainees is based on market demand and sometimes in collaboration with our customers, as we often rely on the theory being complemented by on-the-job training leading to possible positions on projects. We strive to have 10% of our total staff in trainee positions.

## **Collective agreements and workers' rights**

DELPRO will follow and comply with the 10 principles of the UN Global Compact, and specifically for collective bargaining and workers' rights, we will follow principles 3 to 6.

### **Policy**

Principle 3: DELPRO supports the right of employees to organise freely and to negotiate collective agreements for work performed at DELPRO.

Principle 4: DELPRO distances itself from all forms of forced labour.

Principle 5: DELPRO denounces the use of child labour.

Principle 6: DELPRO rejects discrimination based on race, colour, sex, religion, political opinion, national origin, age, disability, HIV/AIDS status, trade union membership and sexual orientation.

## Ethics & Reassurance

### Policy

DELPRO is a company that operates on a foundation of sound values. DELPRO is and will be known for being a reliable and serious partner, as well as an attractive and developing workplace.

DELPRO wants an open corporate culture where everyone can come forward and report suspected irregularities or illegalities, whether it is employees, management, customers, or suppliers of DELPRO A/S.

### Objective

The company's objective is that employees, board members, customers, suppliers, and other stakeholders can make anonymous reports in case of justified suspicion of serious and criticisable facts or illegalities. The system is designed to ensure that such reports are treated seriously and appropriately and to provide reassurance that any person reporting a serious suspicion in good faith will be protected from reprisals or similar action. The scheme will ensure compliance with the applicable whistle-blower legislation.

## Diversity on the Board

### Policy

DELPRO strives for good diversity on its Board. We believe diversity is a strength in managing the business. Therefore, it is company policy to ensure diversity of skills, experience, and gender on the Board.

### Objective

- The company's objective is that both genders are represented on the Board with at least 40% of the total number of Board members.