

# Corporate Social Responsibility (CSR) Report for 2021

## Statutory Report

The CSR Report is included in this Management Review for Carl Ras A/S in accordance with Sections 99a and 99b of the Danish Financial Statements Act. The Report covers the 2021 calendar year.

The Carl Ras Group has established targets and CSR policies.

As Carl Ras A/S is the primary company in the Group, the report, as well as these targets and policies, will primarily concern this company.

The aim of the CSR Report is to provide a relevant and accurate assessment of Carl Ras' risks of adverse impacts on the environment and climate, labour conditions, diversity, human rights and anti-corruption, as well as our efforts to minimise these risks. The policies for each of these areas are available at [www.carl-ras.dk/csr](http://www.carl-ras.dk/csr). The website also explains in greater detail how our work with CSR is intended to inspire and guide the industry towards sustainable social development.

## Carl Ras' approach to CSR

In 2022, Carl Ras celebrates its 90th anniversary. The company has a long history, with many challenges to navigate. Once again, we are in a period of many changes. For several reasons, the world we once knew so well is no longer at our feet. It takes courage to develop a business on these terms, so that it plays a relevant role in the society of the future. A society that is developing rapidly around us.

At an early stage of the sustainable transformation phase, we decided to use our strong and healthy company to contribute to society by being an active player in developing this transformation. We seek to create positive value at many different levels and through many different channels. We distribute groundbreaking new materials that can transform construction from one of the biggest CO2 sinners to becoming a solution for Denmark to achieve its CO2 goals. We inspire our customers to become part of the green transformation of the industry. We use Carl Ras to take new steps, to inspire others, such as when we create space for biodiversity at our commercial properties. This is a step that is essential to preserve some of the world that we once knew. We devise innovative solutions to minimise our own footprint in our operations, just as we have a strong focus on making a difference for our employees and creating fine results through our inclusion activities. All of this makes Carl Ras what it is today. A ram (as in our logo) with its hooves firmly planted on the ground, ready to take on a challenge and go far for others' benefit.

Throughout Carl Ras' 90-year history, the same drive has always kept the company going. Making a real difference for others. Our driving force as we continue to make Carl Ras stronger is to have the opportunity to make an even greater difference. The efforts we made in 2021 are presented in this report.

## Carl Ras' primary risks and contributions to the Sustainable Development Goals

Risk	Sustainable Development Goals	Risk minimisation
<p>As a trading company, the most significant risk that Carl Ras bears, both commercially and societally, lies in the interface between suppliers and customers. The risk concerns not being able to meet customers' product needs in terms of quality, design and safety, while guaranteeing that products have been manufactured responsibly and that accurate product data is available to customers. This makes it vital for Carl Ras to work with suppliers we trust, so we can deliver the quality that Carl Ras guarantees and maintain good relations with our customers.</p>	<p>The UN has set goals for 2030 to address the economic, social, and environmental challenges the world is facing. Sustainable Development Goal 12 addresses the need to reduce the consumption of nature's resources and to protect the environment in the production phase, as well as responsible consumption and disposal.</p> 	<p>By sharing responsibility for production and consumption behaviour, Carl Ras has an opportunity to influence the value chain, with a positive effect on society. Carl Ras works towards this goal by creating transparency and circular solutions, and by sharing knowledge of sustainable transformation with our key stakeholders: suppliers, customers and employees.</p>

### Carl Ras contributes to achieving the following targets under Sustainable Development Goal 12:

- 12.2: By 2030, achieve the sustainable management and efficient use of natural resources.
- 12.3: By 2030, halve per capita global food waste at the retail and consumer levels.
- 12.4: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle.
- 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
- 12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.
- 12.7: Promote public procurement practices that are sustainable, in accordance with national policies and priorities.
- 12.8: By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature.

In addition to Sustainable Development Goal 12 as a strategic goal, Carl Ras also contributes to achieving a number of other UN Sustainable Development Goals through our sustainable business operations, as shown by each of the following initiatives, which are also attached to the Sustainable Development Goal indicators.<sup>1</sup>

<sup>1</sup>The indicators are named SDG X.X, with reference to which targets the initiative impacts.

## Carl Ras' business model and focus



The Carl Ras Group sells professional tools, machinery, fittings, fasteners, and chemical products, as well as workwear and items for mobile trailers, on a wholesale basis to the building and construction industry. We sell more than 40,000 different products to craftsmen, contractors, institutions, and the industry in general. These products are continuously adjusted to meet our customers' needs. We service our customers through Carl Ras' 19 wholesale centres and 3Aktives' two wholesale centres in Denmark, as well as two webshops and by consultants who travel throughout Denmark.

Carl Ras was founded in 1932. The Group is owned by a Danish family and is run by the third generation. Carl Ras' vision is to develop the industry. To succeed in this endeavour, Carl Ras needs to continue developing as a company. To this end, Carl Ras is structured around the development of people, relationships and processes. This development is based on a sustainable paradigm that aims to balance economic, environmental and social considerations.

We have made a promise to our customers, to our employees, and to society. This promise determines what we do and serves as the guiding principle in our efforts to contribute to the Sustainable Development Goals and to live up to our CSR policies.

	Why this promise	What we do	How we report
<p>Our Customer Promise:</p> <p><b>At Carl Ras, you won't be taken for granted</b></p>	<p>Customers are the reason we exist and we never take them for granted. Without customers, Carl Ras would not exist. We are constantly striving to build and maintain close relationships with our customers so we can help to find solutions that meet all of their needs, both known and unknown.</p>	<p>Our many efforts include making it easier for our customers to build sustainably through transparency, knowledge, and circular solutions.</p>	<p>Through our policies for the environment and climate, human rights, and anti-corruption, we create results as presented under <i>"Carl Ras makes sustainable construction easier"</i>.</p>
<p>Our promise to employees:</p> <p><b>Job satisfaction is our most important tool</b></p>	<p>Our employees are the key to creating close relationships with our business partners and within the industry as a whole. Without these relationships, we have no hope of being able to make a difference. We believe that happy employees make for happy customers. To be able to keep our promise to our customers, it is crucial that our employees thrive in their jobs.</p>	<p>Our most important task is to lay the groundwork for a workplace where employees thrive and are given opportunities to develop and take responsibility for their work, their relationships, and the outside world.</p>	<p>With our policies on labour rights, diversity and sexual harassment as the foundation, we aim for the results presented under <i>"Job satisfaction is our most important tool"</i>.</p>
<p>Our promise to society:</p> <p><b>A good start towards a sustainable future</b></p>	<p>As a responsible company, we take responsibility for the negative effects we have on the outside world, while our driving force is to create results that make a difference.</p>	<p>We prioritise our efforts according to where we can make the biggest difference and where this results in profitable sustainability.</p>	<p>Based on our environmental and climate policy, we target results as presented under <i>"A good start towards a sustainable future"</i></p>



## Carl Ras makes sustainable construction easier

	Sourcing a green product range	Promotional campaigns										
<i>Our contribution</i>												
<i>The challenge for society</i>	Construction has significant negative effects on the environment and climate, which creates a greater need for sustainable construction products.	Consumption patterns are governed by habits and norms; and serve as a barrier to sustainable development.										
<i>Our challenge</i>	The challenge we face is that there is a limited offering of greener alternatives within the categories we sell.	With a new sales parameter for construction industry products, we operate in an underdeveloped market with a narrow product range.										
<i>Our policy</i>	Environmental and climate policy	Environmental and climate policy										
<i>Our priority</i>	<p>We prioritise our customers' current and future needs while providing inspiration for new products with a green profile to promote sustainable consumption and production patterns.</p> <p>We prioritise the environmental certification of our chemical products.</p>	We prioritise making it easier for customers to choose products with a green profile and products that can be included in certified construction.										
<i>Our procedure</i>	We continuously source new products for our range to meet our customers' needs in the transition to greater sustainability in the industry. This includes a range with environmental certifications and a range that uses circular processes.	Our marketing department is responsible for initiatives to guide customers' purchasing parameters in a greener direction. We measure the turnover of environmentally certified products so we can move them up the value chain.										
<i>Our development</i>	In 2021, we continued to focus on developing our brands in terms of choosing product packaging based on environmental rather than price considerations. We choose the packaging with the lowest negative environmental impact and we encourage manufacturers to develop green alternatives if these are lacking.	In 2021, we continued our focus on presenting our customers with building materials that can be used for certified construction, as well as making ecolabelled products visible in the stores										
<i>Our results</i>	<p><b>SDG 12.2/</b> Proportion<sup>2</sup> of eco-labelled products in our range:</p> <table border="1"> <tr> <td><b>4.74%</b></td> <td><b>4.95%</b></td> </tr> <tr> <td>2020</td> <td>2021</td> </tr> </table>	<b>4.74%</b>	<b>4.95%</b>	2020	2021	<p><b>SDG 12.2/</b> Turnover of eco-labelled products compared to total turnover:</p> <table border="1"> <tr> <td><b>4.6%</b></td> <td><b>5.52%</b></td> <td><b>5.89%</b></td> </tr> <tr> <td>2019</td> <td>2020</td> <td>2021</td> </tr> </table>	<b>4.6%</b>	<b>5.52%</b>	<b>5.89%</b>	2019	2020	2021
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2019	2020	2021										
<i>Our expectations</i>	We expect that the volume of products with an eco-label or circular concept will increase due to our sourcing procedures, as well as our manufacturers' increased focus on developing greener alternatives.	We expect an increased turnover of eco-labelled products due to movements throughout the value chain.										







<sup>2</sup>Proportion of products in our range within the seven most common schemes recommended for DGNB-certified and Nordic Swan ecolabelled construction.



## Carl Ras makes sustainable construction easier



	Product data	Supplier management
<i>Our contribution</i>		
<i>The challenge for society</i>	Products that lack sufficient data are difficult to circulate.	Sustainable development of society can only take place if companies take social responsibility.
<i>Our challenge</i>	Suppliers must become accustomed to stricter requirements for data, documentation and labelling, while it is also a challenge to set up processes that ensure the availability of the latest data.	Another challenge is determining whether our suppliers comply with Carl Ras' Code of Conduct.  Yet another challenge is the fact that our industry does not have a culture of entering into trade agreements with "private label" manufacturers, which impedes supplier management of this group of manufacturers.
<i>Our policy</i>	Environmental and climate policy	Environmental and climate policy Human rights policy Anti-corruption policy
<i>Our priority</i>	We prioritise providing our customers with what they need to complete their projects, including sufficient documentation about products that will be used in certified construction projects.	We prioritise our suppliers respecting Carl Ras' Code of Conduct and working to minimise any negative impacts in relation to its content.
<i>Our procedure</i>	Our procedure for collecting product data is manual because our experience with currently available data systems shows that they do not provide a better solution.	We have added sustainability and the Code of Conduct as fixed agenda items at our annual supplier interviews.  We have no control over whether our suppliers operate in accordance with Carl Ras' Code of Conduct, but we have close relations with our primary suppliers that are based on cooperation and sound business ethics.  Our ambition is to pay an annual visit to the primary manufacturers of "private label" products to inspect their production facilities. It has not been possible to do so during the Covid pandemic.
<i>Our development</i>	To create greater transparency with the products and make it easier for customers to document their purchases for certified construction, product labels and environmental approvals are visible in our webshop.	We developed and implemented a new Code of Conduct in 2020. It complies with international standards and applicable legislation and it takes human rights, anti-corruption and the environment into consideration. In 2021, this Code of Conduct is a fixed part of all A and B trade agreements.
<i>Our results</i>	<b>SDG 12.2/</b> Compared to 2020, we have maintained status quo.	<b>SDG 12.6/</b> All 157 active A and B trade agreements include the new Code of Conduct.
<i>Our expectations</i>	We continue to develop data collection processes and expect our increased focus on this to strengthen our suppliers' understanding of how important data and certifications are.	We expect to continue the sharper focus on our upstream value chain, including which processes are needed to ensure that our suppliers live up to our Code of Conduct.

## Carl Ras makes sustainable construction easier

	Circular solutions	Collaboration
<i>Our contribution</i>	 	   
<i>The challenge for society</i>	Energy and resource consumption for the production of goods and the disposal thereof.	Developing our society and new solutions to society's challenges requires collaboration across institutions, industries and value chains.
<i>Our challenge</i>	Circulation of the products in our range is challenging because the processes in the value chain do not support this. We focus on finding business partners with whom we can further develop this area.	We are part of a well-established industry that is governed by norms, force of habit and professional pride, which can be a barrier to collaborating on development and change.
<i>Our policy</i>	Environmental and climate policy	Environmental and climate policy
<i>Our priority</i>	We prioritise preserving the value of our products for as long as possible.	Collaboration is one of Carl Ras' strongest values. We believe that strong collaboration with our stakeholders helps us to make a difference and generate value for the industry.
<i>Our procedure</i>	We take on the logistics task of passing on customers' used tools and suppliers' surplus goods to minimise wasted resources and other waste.	We have set out to use Carl Ras' position to contribute actively to creating positive value for society. We are therefore curious and receptive towards enquiries that require cooperation on the development of the industry or the sustainable development of society.
<i>Our development</i>	In 2021, we continued to donate contributions from tool collection activities to socio-economic projects that support the development of people, their living conditions and the communities in which they live.	<p>Through our partnership with "Havnens Hænder" (Helping Hands), in 2021 we continued to disseminate bio-based construction materials to include these healthy, carbon-neutral materials in construction, thereby reducing Denmark's carbon footprint.</p> <p>In 2021, we were active in the Confederation of Danish Industry's Sustainability Committee and the Committee for Green Strategy and Conversion in Herlev Municipality to promote new initiatives and drive the green transformation, including public procurement practices.</p> <p>Our "Vild med Vilje" (Wild Nature) project in Kolding was completed and we gave an external lecture on the construction of wild vegetation at commercial properties. We also started a new Vild med Vilje project at our Holstebro branch, whereby transforming outdoor areas will promote insect life and make other companies interested in using their sites to enhance biodiversity.</p>
<i>Our results</i>	<p><b>SDG 1.2 + 12.5/</b> Among several recipients, we donated tools to the Red Cross Crisis Centre, which helps women who have lived at the crisis centre to establish a new home for themselves and their children.</p> <p>We also donated tools to the Capital Region of Denmark's Recycling and Donation project, which ensures that the equipment is sent to recipients with the need and ability to use it for the development of the world's poorest countries.</p> <p>Autismecenter Vest also received a donation for a new workshop for its users.</p>	<p><b>SDG 9.4 + 12.2 + 12.7 + 15.5 + 17.17/</b> We opened a showroom with Havnens Hænder's bio-based materials in our branch in Sydhavn.</p> <p>We completed the transformation of the outdoor areas at the Kolding branch to promote biodiversity and natural vegetation.</p>


<i>Our expectations</i>	Tool collection has been challenged by the closure of sales channels due to the Covid situation, including our partner, Repair Cafe. This created a bottleneck in terms of the tools' further circulation, which we expect will continue in 2022.	We expect that our collaboration with Havnens Hænder will have a positive effect on the sustainable development of the Danish construction industry.
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## Carl Ras makes sustainable construction easier




	<b>Knowledge for employees</b>	<b>Knowledge for customers</b>
<i>Our contribution</i>		
<i>The challenge for society</i>	Sustainable social development is dependent on the skills development of the workforce.	The construction industry has a significant negative impact on the environment and climate, which creates a need for knowledge in order to change patterns.
<i>Our challenge</i>	It is a challenge to equip employees to be able to keep up with our customers' rapidly growing need for knowledge within sustainable construction.	Moving into an area outside our usual business model is also challenging.
<i>Our policy</i>	Environmental and climate policy	Environmental and climate policy
<i>Our priority</i>	Our employees are an active and essential part of the sustainable transformation of Carl Ras. In addition, we prioritise employee involvement and training activities to develop our employees.	We prioritise inspiring our employees to take responsibility in the purchasing, use and disposal phases, so they are active participants in society's transition to greater sustainability, and also to help our customers be part of this sustainable transformation.
<i>Our procedure</i>	All new employees are introduced to the Group's focus on CSR, and managers are responsible for maintaining the focus on CSR within the teams.	Every year we undertake initiatives to support our priorities. All our magazines have content with a sustainable focus.
<i>Our development</i>	The Covid situation in 2021 prevented us from undertaking all the employee training activities we had planned.	In 2021, we significantly enhanced our communication platforms with content that inspires sustainable choices, sustainable construction and vulnerable people in the labour market.
<i>Our results</i>	<b>SDG 12.8/</b> In 2021, our sales representatives received training in Havnens Hænder's bio-based construction materials.	<b>SDG 12.8/</b> See above.
<i>Our expectations</i>	We expect that sales staff will continue to acquire the required knowledge about the industry's development, so that they can guide and develop our customers.	We continue to share knowledge about the sustainable development of the industry.



## Job satisfaction is our most important tool



<i>Our focus</i>	<b>Psychosocial working environment</b>												
<i>Our contribution</i>													
<i>The challenge for society</i>	Expenditure on treating illness and stress-related issues.												
<i>Our challenge</i>	The Covid restrictions constituted a stress factor that we had to deal with.												
<i>Our policy</i>	Labour rights policy.												
<i>Our priority</i>	<p>At Carl Ras, we constantly focus on creating a good working environment in which everyone can thrive.</p> <p>We prioritise creating an organisational culture of openness, security and helpfulness. We are aware of the need to preserve this culture as the company grows and the number of employees increases.</p>												
<i>Our procedure</i>	<p>We measure employee well-being every eight weeks. In addition, we conduct an annual survey together with Danmarks Bedste Arbejdsplads (Denmark's Best Workplace) to achieve an indication of employee well-being.</p> <p>We use the survey results constructively and take action where the results show that there is a need for improvement or where dissatisfaction is apparent.</p> <p>Our managers are in close contact with their teams. We also have a mentoring arrangement whereby managers can confide in someone outside their team.</p>												
<i>Our development</i>	We continue to focus on the current management – also during the Covid pandemic. We have also updated our ongoing satisfaction surveys so that they now also concern the increase in working from home. This ensures that on a timely basis we address the challenges that working from home can present, for example in relation to cooperation, teamwork and sense of belonging.												
<i>Our results</i>	<p><b>SDG 8.8/</b> Ranking in Denmark's Best Medium-sized Workplace:</p> <table border="1"> <tr> <td><b>12</b></td> <td><b>7</b></td> <td><b>6</b></td> <td><b>10</b></td> <td><b>6</b></td> <td><b>2</b></td> </tr> <tr> <td>2014</td> <td>2016</td> <td>2018</td> <td>2019</td> <td>2020/2021</td> <td>2022</td> </tr> </table>	<b>12</b>	<b>7</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>2</b>	2014	2016	2018	2019	2020/2021	2022
<b>12</b>	<b>7</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>2</b>								
2014	2016	2018	2019	2020/2021	2022								
<i>Our expectations</i>	We will work in a structured way on the new work structure that has arisen as a consequence of the extensive working from home during the pandemic, in order to strike the right balance between flexible workplaces, cooperation and cohesion.												

## Job satisfaction is our most important tool

<i>Our focus</i>	<b>Physical working environment</b>	<b>Inclusion</b>																														
<i>Our contribution</i>	 																															
<i>The challenge for society</i>	Expenditure on treatment of injuries, illness and attrition.	A labour market that lacks flexibility and inclusiveness increases the risk of unemployment and excludes more citizens from society's development.																														
<i>Our challenge</i>	<p>Risk of injury at warehouses where there is heavy lifting and accidents.</p> <p>Risk of injury from repetitive and sedentary work.</p>	The Group faces the challenge of finding employees with the right skills. This also means that recruitment of students and trainees is more difficult due to the low unemployment rate and smaller cohorts.																														
<i>Our policy</i>	Labour rights policy	Diversity policy																														
<i>Our priority</i>	<p>Respect for labour rights is a fundamental aspect of our responsibility as a company and is essential for the sustainable operation of our business.</p> <p>We prioritise a safe and healthy working environment and we focus on exercise and a healthy lifestyle to prevent injuries, illness and stress.</p>	We want the profile of our employees to reflect that of society. We prioritise inclusiveness and people development. We believe that this results in a dynamic workplace where we each interact better according to the differences between us.																														
<i>Our procedure</i>	Carl Ras' working environment organisation works in a structured manner to minimise work-related injuries. The organisation consists of a representative sample of employees. They prepare working environment assessments, which are followed up by action plans to continuously improve our processes and continue to develop a culture aimed at avoiding accidents. Our employees are obliged to identify and reduce the risk of work-related accidents on an ongoing basis and all work-related injuries are reviewed to establish procedures to avoid repetitions.	<p>We are aware of changes in the labour market and adapt to meet the needs of our employees.</p> <p>We make an extra effort to retain employees with special needs.</p> <p>We prioritise the creation of traineeships, and helping to develop skills for the industry.</p>																														
<i>Our development</i>	<p>In 2021 we had a very low rate of absence due to illness as a consequence of lockdowns and the reduced risk of infection. However, this was offset by the omicron variant of the virus at the end of the year.</p> <p>In 2021, we had three work-related injuries with subsequent absence, and 29 injuries without absence, compared to 11 the year before. The large increase in registered injuries is due to our even greater focus on registering both major and minor injuries.</p>	A great effort continues to be made at the central warehouse in the work with vulnerable people in the labour market. As a result, we were named as Denmark's Best Workplace for Inclusion by GPTW (Great Place To Work).																														
<i>Our results</i>	<p><b>SDG 3.4 + 8.8/</b> Absence due to illness:</p> <table border="1"> <tr> <td>2.9%</td> <td>3.2%</td> <td>3.9%</td> <td>3.9%</td> <td>2.9%</td> </tr> </table>	2.9%	3.2%	3.9%	3.9%	2.9%	<p><b>SDG 8.5 + 8.6/</b> Number of trainees and apprentices:</p> <table border="1"> <tr> <td>30</td> <td>35</td> <td>32</td> <td>25</td> <td>28</td> </tr> <tr> <td colspan="5">Number in supported functions:</td> </tr> <tr> <td>29</td> <td>26</td> <td>22</td> <td>26</td> <td>25</td> </tr> <tr> <td colspan="5">Total number of employees:</td> </tr> <tr> <td>341</td> <td>352</td> <td>349</td> <td>354</td> <td>370</td> </tr> </table>	30	35	32	25	28	Number in supported functions:					29	26	22	26	25	Total number of employees:					341	352	349	354	370
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	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
<i>Our expectations</i>	We expect a higher rate of absence due to illness in 2022 due to the omnikron variant in Q1 2022.					In 2022, we expect to extend the work with vulnerable people to other branches, and to draw up a targeted strategy for the work.				

## Job satisfaction is our most important tool

<i>Our focus</i>	<b>Diversity</b>	<b>Discrimination</b>										
<i>Our contribution</i>												
<i>The challenge for society</i>	Skills that could benefit society may be suppressed by labour market patterns that hamper diversity and gender equality.	Sexual discrimination of women in the workplace.										
<i>Our challenge</i>	<p>Recruiting women into the workforce in a traditionally male-dominated industry is a challenge for the Group. We see a low proportion of female applicants for our positions, despite our focus on appealing to both genders through Carl Ras' employee branding.</p> <p>The low proportion of female employees is a barrier to increasing the proportion of female managers, as Carl Ras' culture is based on internal promotion if we already have the right skills within the company.</p>	In a company where there is a marked predominance of male employees, there is a risk of female employees experiencing discrimination. The majority of managers in the Group are also men, which also creates an unequal balance of power.										
<i>Our policy</i>	Diversity policy	Labour rights policy Anti-sexual harassment policy										
<i>Our priority</i>	<p>We see diversity as a strength. A diverse workplace is more efficient, more attractive and more innovative.</p> <p>Our diversity policy applies to the board of directors, as well as other management levels.</p>	The company considers any form of sexual harassment to be unacceptable.										
<i>Our procedure</i>	<p>We focus on the individual's skills and potential, regardless of gender, and any management potential among employees is identified by our evaluation system.</p> <p>We support the development of women with leadership potential, in order to utilise this potential.</p>	We have procedures in place to ensure that everyone in the Group is aware of the Group's position on sexual discrimination and knows what action to take if they are subject to or witness an incident, including use of our whistleblower scheme.										
<i>Our development</i>	<p>The proportion of female employees in the Group is increasing. Our goal is for the proportion of women at all management levels in the Group to reflect the gender distribution in the company as a whole.</p> <p>The indicator below reflects a declining proportion of female managers. This does not mean that there are fewer female managers in the Group, but rather that we have more management positions due to organisational changes.</p>	We continued our focus on Carl Ras' inclusive culture and maintaining a respectful tone towards each other, irrespective of gender, and without causing colleagues to feel insecure.										
<i>Our results</i>	<p><b>SDG 5.5/</b> Proportion of women on the board of directors:</p> <table border="1"> <tr> <td>16.7%</td> <td>25%</td> <td>16.7%</td> <td>16.7%</td> <td>16.7%</td> </tr> </table> <p>Proportion of women in management:</p> <table border="1"> <tr> <td>7.7%</td> <td>7%</td> <td>8%</td> <td>5.5%</td> <td>5.5%</td> </tr> </table>	16.7%	25%	16.7%	16.7%	16.7%	7.7%	7%	8%	5.5%	5.5%	<p><b>SDG 5.1/</b> In 2021, we implemented a whistleblower scheme. We had no specific cases in 2021 and in our GPTW measurement, our female employees</p>
16.7%	25%	16.7%	16.7%	16.7%								
7.7%	7%	8%	5.5%	5.5%								


<i>Our expectations</i>	Proportion of women amongst all employees:					expressed great confidence in the workplace in relation to gender discrimination.
	<b>15.6%</b>	<b>16.7%</b>	<b>17.1%</b>	<b>18.4%</b>	<b>21.4%</b>	
	2017	2018	2019	2020	2021	
	We expect that the Carl Ras Group will continue to have one female board member and two female managers.					We expect ongoing dialogue on these matters within the Group so that potential cases are raised quickly and can be dealt with.

## A good start towards a sustainable future

	<b>Consumption and recycling</b>	<b>Waste as a resource</b>
<i>Our contribution</i>		
<i>The challenge for society</i>	Depletion of resources is a challenge for the environment.	Decomposition of waste and loss of resources are a challenge for the environment.
<i>Our challenge</i>	<p>Packaging is a major expense and resource item in the Group, and increasing prices make sustainable solutions a necessity. The challenge lies in finding a sustainable balance for the use of packaging that protects the product while minimising resource consumption and the amount of time spent on handling and logistics.</p> <p>This also includes the challenge of increased e-commerce and the related need for rapid delivery, which are important for our customers' completion of their projects, but which also result in more packaging and freight.</p>	It is an economic and logistical challenge to have the same waste sorting options in both our small and large stores.
<i>Our policy</i>	Environmental and climate policy	Environmental and climate policy
<i>Our priority</i>	We prioritise sustainable processes in relation to our packaging consumption, as this has a significant negative environmental impact.	We focus on how waste is a resource that loses value, so that we prioritise minimising the amount of waste and increasing the degree of recycling.
<i>Our procedure</i>	We have delegated responsibility for the various focus areas in the company, to drive continuous development in order to improve the target figures.	Anyone in contact with hazardous waste is trained to deal with it, and ongoing training is provided.
<i>Our development</i>	<p>In 2021, we developed a new packaging solution for door handles, which reduces the amount of plastic by 90%, protects the handles better and thereby reduces the amount of defective handles, while optimising tradesmen's work processes. This is an innovative solution that improves and accommodates multiple parameters at the same time.</p> <p>As expected last year, in 2021 we reduced our consumption of cardboard boxes by 50,000 units by delivering recycled boxes to our stores.</p> <p>We have been able to remove paper-based filler and minimise the volume of cardboard for all deliveries, due to our new type of cardboard box, and we have also eliminated wood to package long products.</p> <p>We recycle pallets from suppliers to reduce our own wood-based waste.</p>	<p>The downward trend in the recycling rate has turned. The continued focus on sustainable procedures for logistics, purchasing and sales is affecting waste volumes.</p> <p>All waste emptying now takes place on request, instead of automatically, which saves transport and unnecessary transport.</p> <p>In 2021, we initiated a project with Foodop, which uses solutions for companies to minimise food waste by 70%.</p>
<i>Our results</i>	<p><b>SDG 12.2/</b> For the benefit of our efforts to minimise the consumption of materials in our packaging process, we have changed the target figure compared to the previous year, to ensure increased transparency in relation to our actual consumption.</p> <p>Tonnes of cardboard used for packaging: <b>113.7</b></p>	<p><b>SDG 12.3 + 12.4 + 12.5/</b> The amount of hazardous waste has been halved from the prior year before as a result of new procedures to reduce the amount of expired chemical products.</p>

<i>Our expectations</i>	Tonnes of plastic used for packaging:	Wood packaging waste has been reduced, as we have phased out wood as a packaging material and pallets are circulated.				
	<b>3.7</b>	Total recycling rate:				
	2021	<b>70.6%</b>	<b>68.6%</b>	<b>66.2%</b>	<b>64.5%</b>	<b>67.5%</b>
		2017	2018	2019	2020	2021
	We expect to be able to further reduce packaging for our own deliveries, among other things by circulating packaging material with our customers.	We expect the amount of hazardous waste to decline now that we have implemented procedures to reduce the amount of expired chemicals.				
	We will also include 3Akte's packaging consumption in this indicator.					

## A good start towards a sustainable future

<b>Minimising CO2</b>													
<i>Our contribution</i>													
<i>The challenge for society</i>	Burning fossil fuels emits CO2 into the environment.												
<i>Our challenge</i>	<p>It is a challenge to find solutions to reduce CO2 emissions from our energy and gas consumption, which constitute 44% of the calculated CO2 emissions in 2021. The increasing electricity and gas prices also require energy-saving solutions for the benefit of CO2 emissions.</p> <p>Company cars account for 47% of our CO2e, which increases the need to consider more environmentally friendly alternatives. Employees have the opportunity to choose electric or hybrid company cars, but the high emissions ratio indicates the need for a change in behaviour.</p> <p>Our delivery of goods using our own vehicles accounts for 6.7% of the calculated CO2 emissions. It is still a challenge to acquire electric freight vehicles that can cover the distances we require.</p> <p>Our external carriers use electric vehicles in the three largest Danish cities, but still cannot cover the entire country.</p>												
<i>Our policy</i>	Environmental and climate policy												
<i>Our priority</i>	We are focused on minimising the Group's CO2 emissions.												
<i>Our procedure</i>	When we make new investments, we assess alternatives that improve the environment and we balance our decisions based on profitability, and environmental and labour-market considerations. We find this most sustainable for the Group.												
<i>Our development</i>	<p>Our CO2 emissions are generally declining, with the exception of an extraordinarily low 2020 result as a consequence of the Covid-19 lockdown in Denmark. Despite a slight increase in 2021, emissions are generally declining and have decreased by <b>32%</b> since we began to calculate this in 2018.</p> <p>In 2021, we invested in a Plugin Hybrid van for express transport, where geo-coordinates make it possible to run solely on electric power. We also invested in a large van that runs 100% on electricity for deliveries in the Copenhagen area, as a replacement for a former diesel van.</p>												
<i>Our results</i>	<p><b>SDG 13.2/</b> CO2 emissions<sup>3</sup> Scope 1 and Scope 2 in tonnes:</p> <table border="1"> <tr> <td><b>1054"</b></td> <td><b>813</b></td> <td><b>703</b></td> <td><b>716</b></td> </tr> </table> <p>CO2e tonnes per employee:</p> <table border="1"> <tr> <td><b>2.99"</b></td> <td><b>2.33"</b></td> <td><b>1.99"</b></td> <td><b>1.94"</b></td> </tr> <tr> <td>2018</td> <td>2019</td> <td>2020</td> <td>2021</td> </tr> </table>	<b>1054"</b>	<b>813</b>	<b>703</b>	<b>716</b>	<b>2.99"</b>	<b>2.33"</b>	<b>1.99"</b>	<b>1.94"</b>	2018	2019	2020	2021
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2018	2019	2020	2021										

<sup>3</sup>CO2 emissions are calculated within Scopes 1 and 2, including energy, gas, transport of goods to customers using our own freight vehicles, and employees' business transport and use of company cars. Employees' mileage is based on an emission factor of 103.5 g CO2/km (cf. Statistics Denmark).

*Our  
expectations*

We monitor the development in the market in terms of both internal and external transport, but the technological development is now moving too fast to predict future solution models.

We make ongoing energy-improving investments in the properties, including by budgetting to invest in two rapid-closing gates that automatically close immediately, unlike the current manual gates, which release a lot of heat.