

idé | pro

ESG REPORT 2023/24

Idé-Pro Skive A/S





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INTRODUCTION

Idé-Pro is one of Europe's leading manufacturers of prototypes and low-volume production parts in plastic, light metal, and EPS/EPP.

We are proud to supply quality parts to a variety of industries, including automotive, consumer, energy, food/farming, and Hi-Tec to customers around the world.

We are preparing for the new EU Corporate Social Responsibility Directive (CSRD) and European Sustainability Reporting Standards (ESRS), which Idé-Pro must comply with from 2025. This report is our first ESG report, structured under the ESG framework: Environment, Social, and Governance, as reflected in CSRD.

The purpose of this ESG report is to identify the potential for optimisation and concrete efforts within the ESG scheme. The overall benefit is sustainable operations and increased competitiveness.

This report only includes Idé-Pro's operations in Denmark.



IDÉ-PRO FACTS

Sector	Plastics, light metal, and EPS/EPP industries
Services	Product development, tool manufacturing, moulding (plastic, light metal, and EPS/EPP), post-processing, assembly and packing
Industries	Automotive, consumer, energy, food/farming and Hi-Tec
Employee count	> 250
Reporting period	2023/2024 financial year (1st July - 30th June)

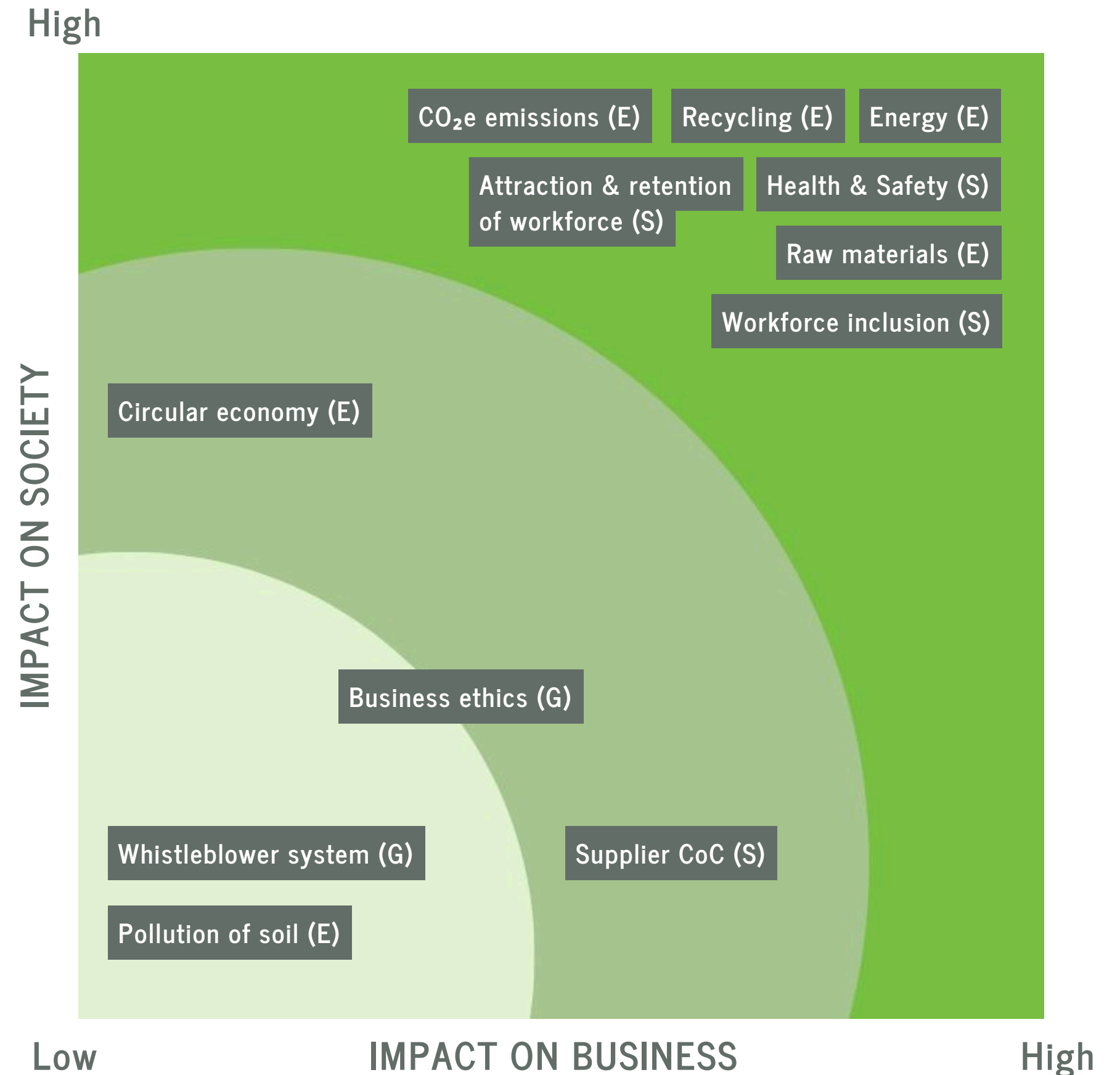
ESG key figures	Unit	2018 (base year)	2023	Note
Environment				
CO ₂ e emissions Scope 1	T CO ₂ e	399	213	Idé-Pro's consumption of natural gas for EPS/EPP production, as well as a small part for driving company-owned or controlled vehicles. Natural gas will be phased out from 1/5, 2025 where the EPS/EPP production will run on electricity from an electric steam boiler
CO ₂ e emissions Scope 2	T CO ₂ e	932	271	Location based electricity consumption, which means that the CO ₂ e factor is based on Denmark's electricity production mix.
CO ₂ e emissions Scope 3	T CO ₂ e	-	12,235	2023/2024 was the first year we calculated Scope 3. The category 'Purchased goods and services' accounts for the largest share of scope 3 at 80.4%, the majority of which are emissions from purchased plastic granules. The second largest category is Capital goods at 13.3%, which is emissions primarily from newly purchased injection moulding machines.
CO ₂ e intensity	T CO ₂ e per mio. revenue	7.37 (scope 1 + 2)	1.5 (scope 1 + 2)	As Idé-Pro is a growing organisation, it is relevant to look at CO ₂ e intensity. This metric is important to ensure that the company does not undermine its principles just for the sake of growth. The number represents how many tonnes of CO ₂ e we emit for every million we generate in revenue.
Social				
Supplier CoC	Yes/No	Yes	Yes	
Health & Safety policy	Yes/No	Yes	Yes	
Governance				
Code of Conduct	Yes/No	Yes	Yes	
Whistleblower System	Amount of reports	-	0	Idé-Pro's whistleblower system was introduced in December 2023.

DOUBLE MATERIALITY ASSESSMENT

The topics chosen for this report are based on a double materiality assessment, which serves as a tool that helps identify significant areas for sustainability.

Management and key personnel at Idé-Pro from the financial, quality, and environmental fields have reviewed and assessed the European Sustainability Reporting Standards (ESRS) topics to find the most impactful and relevant topics for Idé-Pro.

The topics established through the double materiality assessment are shown in the figure.



ENVIRONMENTAL KEY TOPICS

CO₂e emissions

Fig. 1 shows our CO₂e (scope 1 + 2) development since our base year. The number represents how many tonnes of CO₂e we emit for every million we generate in revenue.

Fig. 2 shows the ratio between our CO₂e emissions in scopes 1, 2, and 3. It is evident that we have the best opportunities for significant reductions in scope 3, but that is also the hardest scope to manage.

We will continue to work on reducing the CO₂e emissions in our scope 3 by encouraging our customers to choose materials with low CO₂e emissions (compared to other materials) or recycled materials when possible.

Fig. 3 shows the development of our scope 1 and 2 since the base year. Scope 3 is excluded in the figure, as 2023 is the first year we have a calculated scope 3.

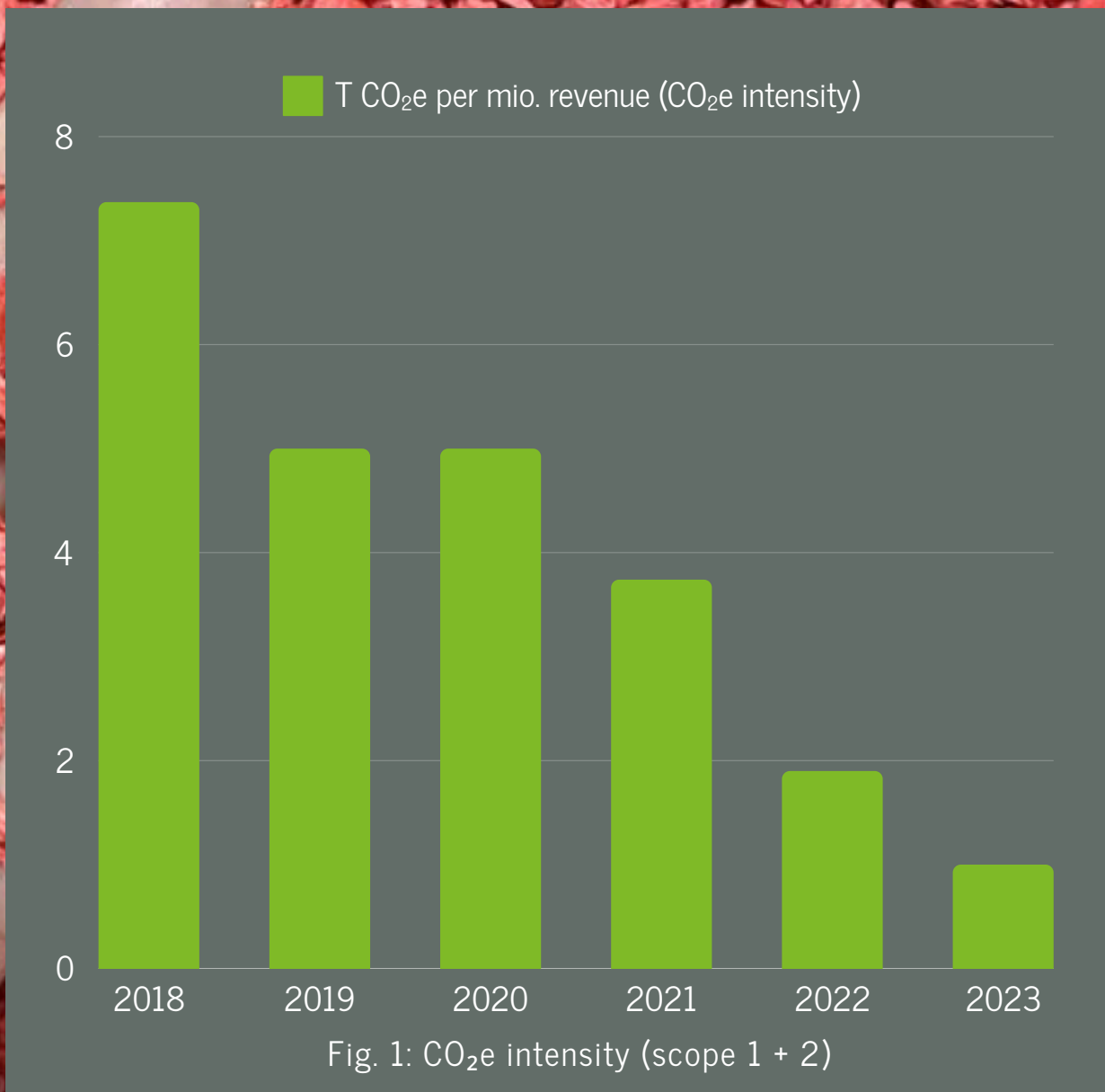


Fig. 1: CO₂e intensity (scope 1 + 2)

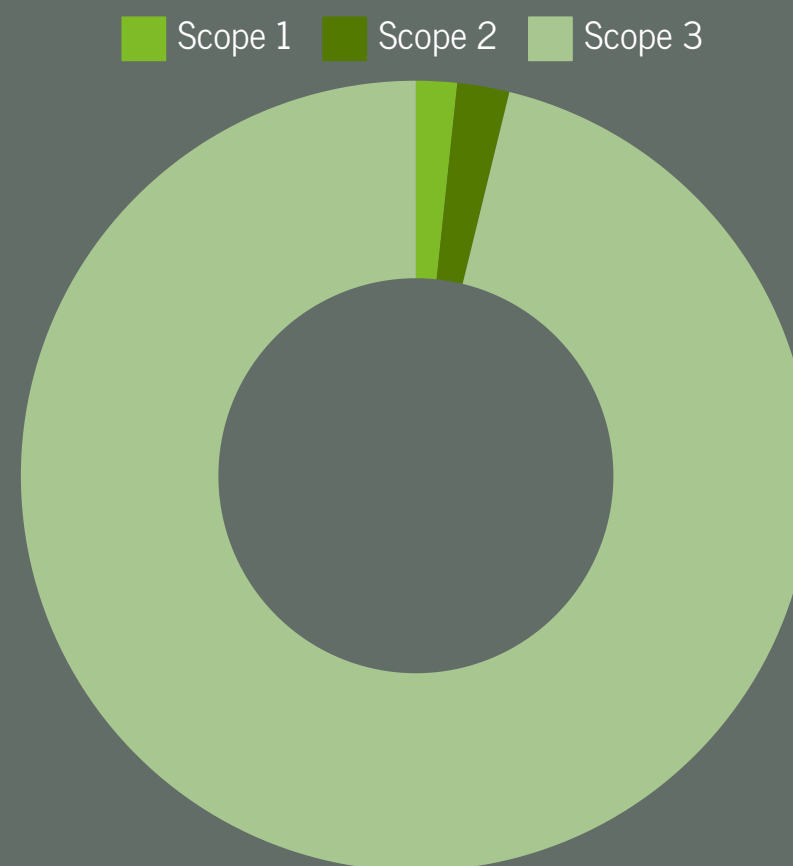


Fig. 2: Idé-Pro CO₂e emissions ratio 2023

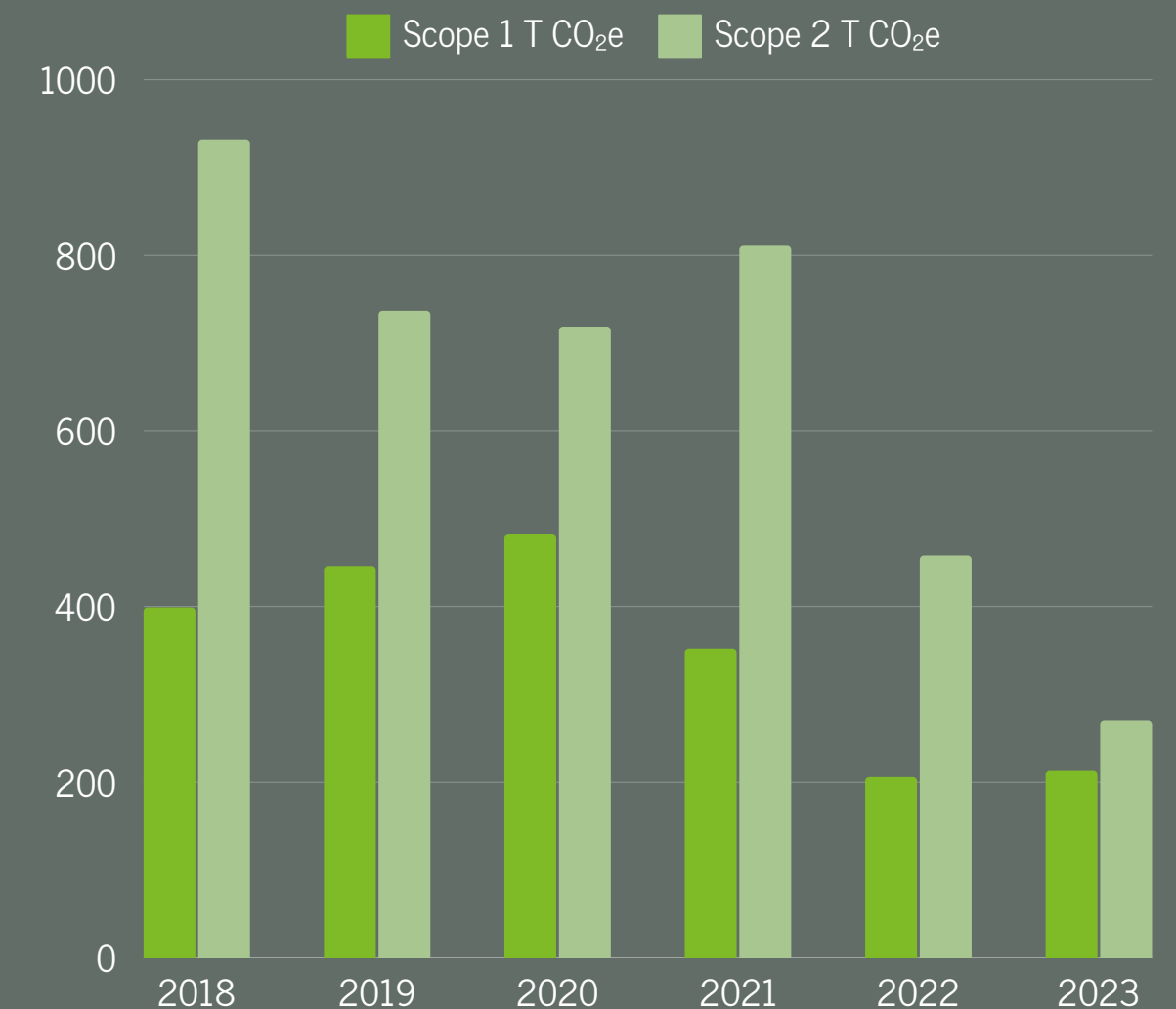


Fig. 3: CO₂e emissions scopes 1 and 2

ENVIRONMENTAL KEY TOPICS



Energy

Energy management is a central part of our sustainability strategy, and we have been ISO 50001 certified since 2016. This certification ensures that we continuously work to improve our energy efficiency and reduce our energy consumption.



We have implemented several optimisation projects, focusing on reusing heat from our production processes and transitioning to more energy-efficient machines and technologies.

Raw materials

Price fluctuations of raw materials affect Idé-Pro's business, and simultaneously Idé-Pro relies on the supply of raw materials. Regarding the impact on society, Idé-Pro's biggest CO₂e emissions stem from raw materials in scope 3.

Recycling

We recycle all our scrap from plastic production and light metal production. Of course, when we generate more scrap, our recycling increases. Therefore, it is most favourable to avoid scrap, but recycle it, when it occurs.

Circular economy

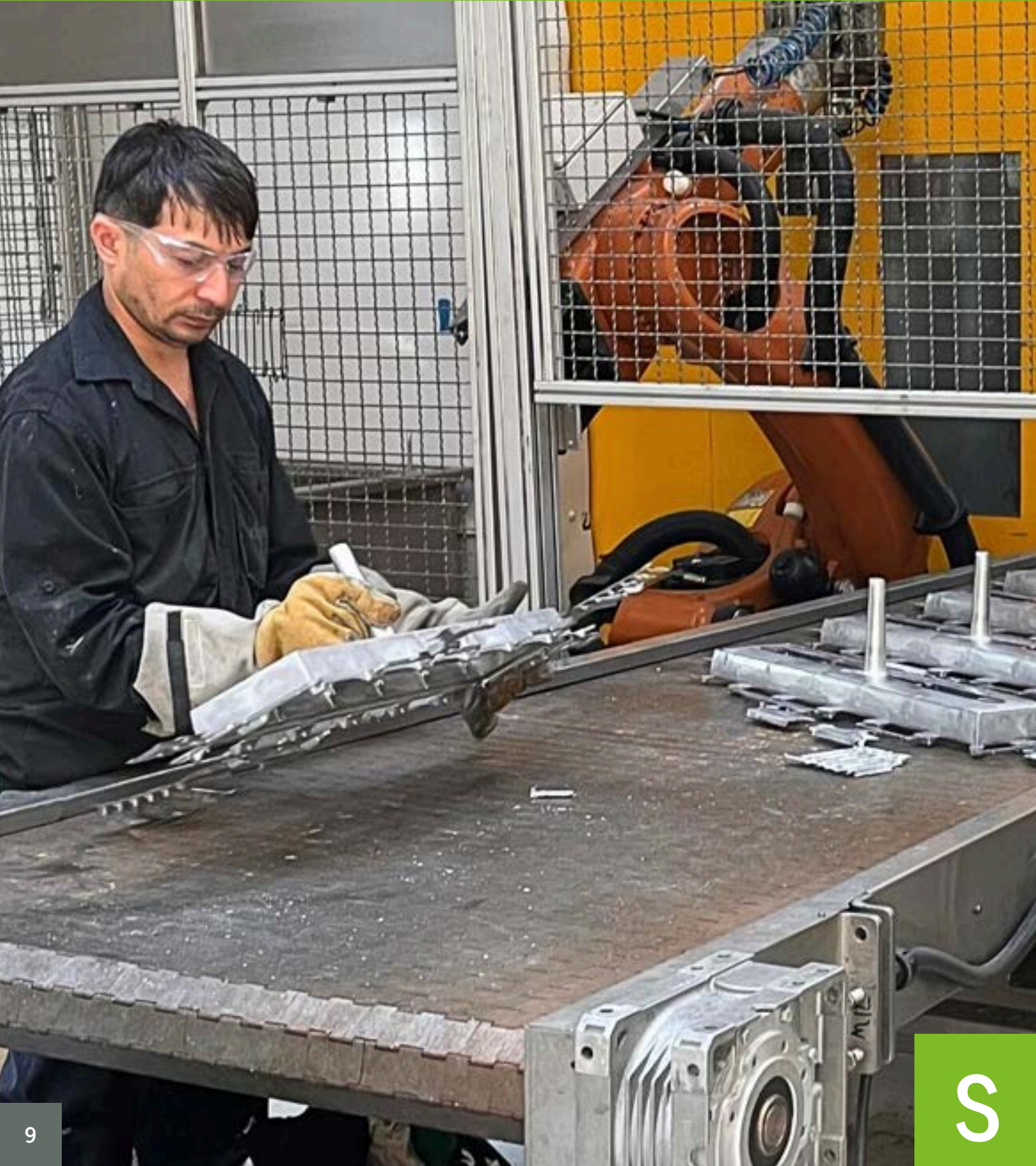
In general, we have little opportunity to influence this. Our customers must be the force to ensure this through product design, choice of materials, and information to end customers.

(Avoiding) Pollution of soil

Idé-Pro is part of Operation Clean Sweep and thereby committed to organising our business in a way that avoids the waste of plastic granules. We commit to preventing, collecting, cleaning, and disposing/recycling plastic waste and audit our own performance regularly.



SOCIAL KEY TOPICS



Health and Safety

Idé-Pro is committed to creating a workplace where all employees thrive and are protected from physical and mental risks. Our health and safety policy is based on the principles of respect, safety, and equality, and we continuously work to improve our standards in line with Danish legislation and industry best practices.

We take responsibility for the working environment, and our health and safety policy provides a framework for organising work routines where risks are minimised or eliminated. Where possible, all accidents and nearby accidents/incidents must be analysed to ensure learning to optimise the current and future desired situation. All measures to optimise the working environment take due consideration of technological and economic feasibility.

Additionally, all Idé-Pro employees are covered by health insurance.

Inclusion in workforce

In line with our commitment to fostering diversity and inclusion, we actively prioritise creating an inclusive work environment. As part of our social responsibility efforts, we have hired refugees from a wide range of countries, e.g. Congo, Syria, and Ukraine.

By doing so, we strengthen our organisation with a workforce that brings diverse perspectives, skills, and experiences.

SOCIAL KEY TOPICS



Attraction and retention of workforce

Our workforce is important to us, which is why we work hard to make the industry interesting and show how to combine modern technology with practical training. Therefore, we have a critical focus on spreading awareness of the technical education programmes and try to reach potential apprentices and trainees from the 5th grade and upwards. Our initiatives include:

- Internships in our tool factory and plastic production
- Collaborations with the local school for tool makers
- Collaboration with a local school, offering 7th – 9th grade students to attend tool-making courses

Currently, we have apprentices/trainees in the:

- Tooling department
- Plastic production
- PTA department
- Internal sales department
- Logistics department

Supplier CoC

We strongly believe that it is in the mutual interest of both Idé-Pro and our suppliers to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the people included in the manufacturing and delivery of products and services.

GOVERNANCE KEY TOPICS



Business ethics

Idé-Pro Skive A/S has a strong commitment to economically, environmentally, and socially sustainable development. As a result of this commitment, Idé-Pro are subscribed to the principles of the United Nations Global Compact.

Principle 10 defines that businesses should work against corruption in all its forms, including extortion and bribery. Compliance with this code is included in separate Supplier CoC and a Whistleblower system, which are both accounted for in this report.

Whistleblower system

We want an open corporate culture where everyone feels free to report their reasonable suspicion or knowledge regarding our activities, employees, management, suppliers, etc.

We are aware that, in some cases, an open corporate culture is not sufficient to ensure that information regarding illegalities or irregularities will be reported through our ordinary communication channels.

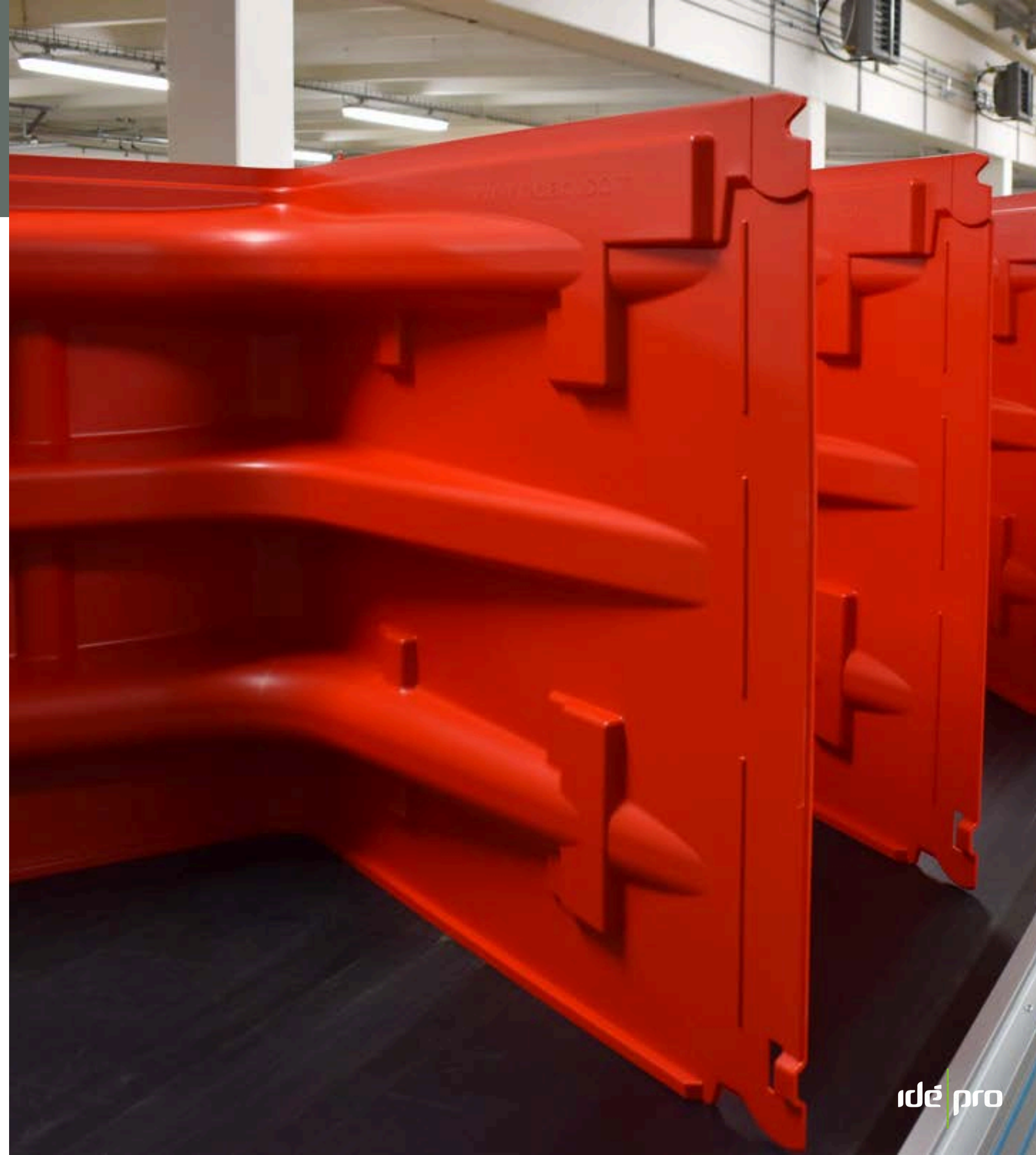
Thus, we have established an internal whistleblower scheme per the Danish Act's rules on the protection of whistleblowers (Act no. 1436 of 29/06/2021) (the Whistleblower Act) as a supplement. The purpose of the whistleblower scheme is to:

- Increase the possibility of reporting reasonable suspicions or knowledge of certain illegalities and/or serious matters within Idé-Pro without fearing negative consequences.
- Protect persons who make reports in good faith.
- Increase the likelihood of detecting mistakes and irregularities as soon as possible.

There are 0 whistleblower reports.

ORGANISATIONAL GOALS

- Reduce scope 1 and 2 emissions by 70% by 2030, compared to 2018 (base year).
- Reduce scope 3 by 42% by 2030, compared to 2023 (First accounting of scope 3 CO₂e emissions).
- Reduce CO₂e intensity (S1 + S2) to less than 1 T CO₂e per mio. revenue by 2030.
- Encourage customers to choose recycled materials or materials with low CO₂e emission (compared to other materials) when possible.
- In future reports, we want to include our operations outside of Denmark.



THANKS FOR READING

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