

2019

CSR report



Colas Danmark A/S



Vejlen frem

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CSR report 2019

COLAS DANMARK A/S

Fabriksparken 40,

2600 Glostrup

Tlf.: 4598 9898

Web.: www.colas.dk

Hans Oluf Krog CEO

Lene Møldrup QHSE & CSR manager

colas@colas.dk

Front page photo:

Storage of milled asphalt ready for recycling in our asphalt production. In the photo, CEO Hans Oluf Krog is standing next to Colas' asphalt plant in Hestedøster.

Corporate social responsibility (CSR) at Colas

Colas Danmark A/S celebrates its 90th anniversary in 2020. We can look back on almost a century in business, which began with the laying of cold asphalt in 1930 and saw the opening of our first hot mix asphalt plant in 1942. From the late 1960s until the second energy crisis, Colas helped to expand Denmark's infrastructure, and in the 1980s we helped build the Danish natural gas grid. Since 1995, Colas has been part of the global Colas Group, where social and environmental sustainability are high on the agenda.

Colas Danmark A/S is one of the asphalt industry's leading companies, with branches throughout Denmark and in Iceland. Since 1995, we have been part of the Colas Group, which is owned by the Bouygues Group. The Colas Group is a global market leader in the construction and maintenance of infrastructure. As a market leader, the Group is keenly aware of its social responsibility. Therefore, our employees, occupational health and safety, the environment and ethics are all high priority areas.

Ongoing information and training on compliance and the GDPR are therefore important elements of our ethics and integrity efforts at Colas.



THE GLOBAL GOALS
For Sustainable Development

Ethics and integrity

At Colas, ethics and integrity are ingrained in everything we do, and every company in the Group must comply with rules on anti-corruption, fair competition, conflicts of interest and insider trading.

Values

The foundational values of Colas are rooted in the UN Global Compact, "The Bouygues Group's Code of Ethics" and "Colas Group Management Principles".

In 2018, the Bouygues Group and all of the group's companies implemented a new and comprehensive compliance programme.

In connection with the updated General Data Protection Regulation (GDPR) that entered into force in May 2018, Colas has taken measures to ensure that personal data is handled in accordance with the rules. We have updated IT systems, upgraded and secured physical archives, and performed an extensive review of various procedures, among other measures.

Sustainable products and purchasing policies

Colas Danmark A/S manufactures and sells asphalt, gravel and bitumen products to customers in the private and public sectors. Price is often the decisive competitive parameter in procurement processes, but we are witnessing a growing interest in energy efficiency and innovative sustainable solutions that align with the needs of society for climate protection, CO₂ reductions and new types of road surfacing. Therefore, we hope and anticipate that procurement policies in the coming year will have a greater focus on sustainability as a competitive parameter.

As part of the Colas Group, we have access to important collaborative research being conducted by Colas Group companies, the Group's asphalt laboratories, researchers, customers and partners around the world. Innovation is expensive, but economies of scale in the Colas Group make the development of innovative new products more profitable, which ultimately impacts the products we can offer our customers.

In our own procurement practices, it is essential that our suppliers comply with our requirements and conduct their business responsibly.

Employee well-being and development

Talented and engaged employees with good well-being are essential to meeting our own high standards and our customers' demands for quality, efficiency and cooperation. Our vision is to be the industry's preferred workplace. That is why we strive to create an excellent workplace environment for our employees, with an emphasis on well-being, personal and professional development, and opportunities to collaborate across the organisation. In this way, we contribute to training employees and managers at all levels to meet the challenges of tomorrow.

Colas and the world around us

Colas strives to give the world around us open and honest information about our activities and results. We use our website, social media, direct dialogue at open house events, trade fairs and events for students as channels to engage the world around us.

Colas' mission

Our mission is to safely and sustainably create the roads of tomorrow for the benefit of society, and we perform our work with consideration for the environment, our employees, and the world around us.

Respect for human rights

The ethical principles of the Colas Group – including respect for human rights, dialogue with the world around us, and fair and open competition in relation to our customers, partners and other stakeholders – are at the core of how we do business and must be observed by all of our employees.

Occupational health and safety

Colas is aware of the occupational health and safety dilemmas in connection with long workdays, which are often necessary due to the seasonal nature of our work. Most contracts have tight schedules and often require our employees to work at night to minimise the impacts on traffic. These conditions place great demands on our employees and the planning of their work. Wherever possible, we seek the support of public authorities to route traffic away from road works sites. This makes it safer for our employees working on the road, as well as for road users, and the work can be completed faster than with traffic on the road.

An active contributor

Colas has been an active contributor in the development and construction of infrastructure for 90 years – and we strive to ensure that we will remain a key contributor in the future. We see it as part of our responsibility to keep occupational health and safety and sustainability high on the agenda. We also endeavour to develop new products and solutions, and to train new generations for the benefit of society.

In this CSR report, we take a look at some of our areas of focus during 2019, including the UN Sustainable Development Goals (SDGs). We have chosen to work with specific SDG targets and indicators that are meaningful for our industry, employees and customers.

The CSR report is not an exhaustive account of our CSR activities. Our CSR work covers every area of the company and involves many employees, and we remain attached to addressing new challenges as they arise. ■



Hans Oluf Krog
CEO Colas Danmark A/S

Sustainable Development Goals – a global commitment to sustainability

The concept of sustainability involves a focus on the social, environmental and economic parameters.

To contribute to sustainable global development, we as a company must operate a healthy and strong business while always keeping the social and environmental aspect in mind.



In Colas' work with **social sustainability**, i.e. our social responsibility as a company, we focus in particular on occupational health and safety, training, well-being, equal opportunity and, not least, surfacing that contributes to better traffic safety and climate adaptation.

In our work with **environmental sustainability**, i.e. respect and responsibility for nature and resources, we have a strong focus on responsible consumption and production, protection of nature and cultural heritage, and transition of our fuel consumption to more sustainable products.

Working with sustainability is not new to Colas, as we already report on our corporate social responsibility in accordance with the Danish Financial Statements Act.

The UN's Sustainable Development Goals

The Sustainable Development Goals (SDGs), adopted by heads of state and government at the UN Summit in New York on 25 September 2015, represents a commitment by all 193 UN member states according to their resources and situation. The SDGs consist of 17 goals and 169 targets that define ambitions and global priorities to be achieved by 2030. The SDGs chart a course for sustainable global development that companies can contribute to through their investments, development and use of business models.

Working with the SDGs, however, is a new initiative at Colas. Therefore, we started by looking at where and how the SDGs are already part of our work, and in the coming year we will define specific targets and actions that will contribute to fulfilling our goals.

The UN's Sustainable Development Goals

Can we as a company contribute to the UN's Sustainable Development Goals? Or are they merely a matter for local and national governments and political leaders?

We cannot fulfil the UN's SDGs alone, but we can contribute with our commitment, know-how and investments in support of specific targets. We view this common commitment as essential to achieving the goal of sustainable development by 2030.

At Colas, we have chosen specific targets that are relevant to our business and which we view as having the greatest potential for creating a sustainable asphalt industry. The chosen targets underlie the following eight SDGs:



Responsible consumption and production, and reduction of carbon emissions



UN Sustainable Development Goals, target 9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



UN Sustainable Development Goals, target 12.2

By 2030, achieve the sustainable management and efficient use of natural resources.

Sustainable products on the menu

Colas showcased Coldrain (permeable asphalt), the solar cell road Wattway, Vegecol, Vandvejen (Waterway) and in particular recycled asphalt at this year's Building Green trade show at Forum in Copenhagen. Visitors to the two-day trade show expressed great interest in our sustainable products, and landscape architects and consultants were particularly interested in learning more about them. Other visitors enquired about internships at Colas and potential collaborations on other fronts, so there are plenty of interesting projects and activities to continue working on.



The Danish Road Forum – conference for the road industry's leaders and employees

In addition to Building Green, Colas participates in the Danish Road Forum every year. The theme of the conference

in 2019 was "Roads, People and Technology". We focused on presenting some of our specialty products relating to, among others, climate and sustainability: permeable asphalt (drainage asphalt), coloured asphalt (including our "parforce asphalt", which was used for the first time to build a cycle route in Kongernes Nordsjælland National Park), Vegecol and recycled asphalt.



Permeable asphalt for the car park at Trekroner Research Park

Precipitation is no match for a new car park in Roskilde. Rainwater runs right through the asphalt, provided the asphalt is kept clean. This car park building project utilised the Colas product Coldrain.

Colas is increasingly working on projects that utilise permeable asphalt, including roads, car parks and, most recently, a rooftop terrace at Grønttorvet in Valby. ■

Encounters with natural and cultural heritage



UN Sustainable Development Goals, target 11.4

Strengthen efforts to protect and safeguard the world's cultural and natural heritage.

Before Colas carries out excavation or construction activities, due diligence is conducted to identify potential objects of cultural or national heritage at the excavation/construction site. We also ensure that museum inspec-

tions are conducted prior to commencing excavation so that, if relevant, the museum experts can perform the excavation and preserve recovered objects of natural or cultural heritage. ■

Biodiversity at Colas' gravel pits



UN Sustainable Development Goals, target 15.5

Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity.

Colas' gravel pits in Jutland and on Zealand offer good conditions for biodiversity. The gravel pits are the breeding grounds and habitat for a wide range of species, including sand martins, kestrels, owls, deer, foxes and bees. As a result, operations must often cease for a few months each year in the parts of the gravel pits where e.g. sand martins choose to breed – because wildlife takes priority over the heavy machinery.

Our goal is to safeguard biodiversity at all of our gravel pits. ■

In the spring, eight kestrels saw the light of day at Løgtved Gravel Pit in one of Factory Manager Ole Bülow's nesting boxes. The box became quite crowded as the kestrels grew!



Production optimisation with a focus on reducing carbon emissions

Colas' product engineering department is continuously working to optimise asphalt formulas and production processes to reduce carbon emissions.

This includes revising processes to allow for increased recycling, which in turn reduces our carbon footprint. Optimisations of asphalt surfacing and processes are tested thoroughly before implementation to ensure that quality is always in compliance with applicable requirements and standards. ■



Colas in Undløse hosted a meeting of Symbiosis Network Holbæk in May 2019. Holbæk Municipality is a partner in the "Waste to Resource" project, which helps local companies achieve a greener business model. Mayor Christina K. Hansen spoke to the network about the municipality's strategy for a green and sustainable transition.

Your waste, my raw materials

In Holbæk, companies share ideas on how one company's waste can become another's raw materials.

Under the heading "Your waste – my raw materials", Colas teamed with Holbæk Municipality, FORS A/S and Symbiosis Network Holbæk on 2 May 2019 to host an open house and networking meeting at Colas' plant in Undløse. At the meeting, Colas talked about the recycling of asphalt and the participants were given a tour of the plant.

Local companies share green ideas

The purpose of Symbiosis Network Holbæk is to give local companies the opportunity to share experiences relating to recycling, and to exchange ideas on how one company's waste can become another's raw materials. ■

Colas strives for efficient utilisation of natural resources

In 2019, Danish road regulations were revised to allow the addition of up to 30% recycled asphalt in the wear layer. This is a long-awaited change, and one that Colas intends to utilise to the fullest. The impact of this change is already evident, as Colas increased the average addition of recycled asphalt by 7% in 2019.

Recycled asphalt is a product area with great potential. In 2018, Colas saved 3,740 tonnes of CO₂, or the equivalent of 2,000 flights from Copenhagen to New York or 23 million hours of Netflix. By mixing milled asphalt into new asphalt, we also consume fewer virgin materials and solve the problem of disposing of old asphalt.

Through our product activities, we attempt to replace virgin materials with recycled, and our gravel pits are excavated efficiently and thoroughly to prevent waste and

ensure that it is not too expensive or difficult for future generations to perform further excavation.

At Colas, we work to reduce carbon emissions in many respects. In 2018, we replaced standard diesel fuel at our own tank facilities with the cleaner GTL fuel, which is made from natural gas and emits up to 38% fewer hazardous particles. This represents a major difference, as we are a company that uses many vehicles and heavy machines every day. ■



In 2019, Colas replaced the blades in the Herstedøster plant's drum.

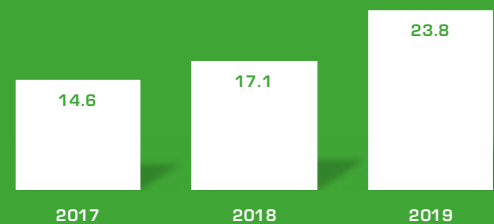
The new blades from KVM International will improve the flow and reduce energy consumption. The raw materials for asphalt are heated and dried in the drum before transport to the heat lift for the next process in asphalt production.

Recycling of asphalt and new trials

At Colas, milled asphalt from roads is an attractive raw material used in the production of new asphalt at all Colas' asphalt plants. This makes the new asphalt more environmentally friendly by reducing the use of virgin materials and, as demonstrated by a project supported by the Danish Environmental Protection Agency, reducing carbon emissions by more than 20%.

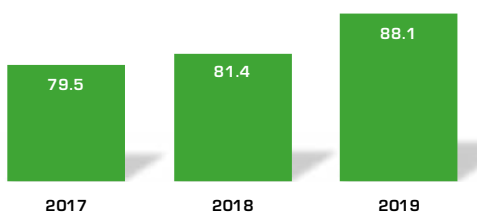
Recycling of Asphalt

■ Average addition of recycled asphalt



Energy consumption in asphalt production

■ Energy consumption in asphalt production (kWh/ton)



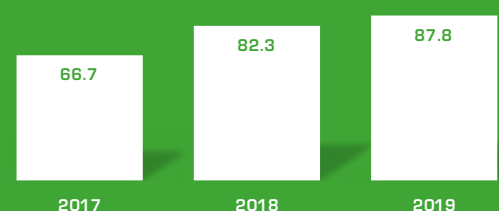
Our increased energy consumption is due in part to the unusually high precipitation in 2019, causing very high moisture content in the materials that must be dried before heating. Therefore, we are working to establish covered storage of raw materials at our plants.

The increased addition of recycled asphalt has also resulted in higher energy consumption. Overall, however, the addition of recycled asphalt reduces total carbon emissions, as the consumption of virgin materials and bitumen is reduced.

Energy consumption in asphalt paving

The total production volume in 2019 declined compared to 2018, combined with a general change in activities from large construction projects to a greater number of smaller and geographically dispersed projects, which increased transport to worksites and thereby increased energy consumption for transport.

■ Energy consumption in asphalt paving (Indexed figures)





WATTWAY®

72 Wattway solar cell modules can power 60,000 kilometres of driving by electric vehicles or 70 street lights.

A solution with 1 to 12 modules measuring approximately 1 square metre each can be combined to form a unit. The system connects to an on-site battery, which is charged by the Wattway solar cells, thereby producing energy on site.

Wattway is in continuous development to make the solar panels even more efficient.

The road to more sustainable energy in the future

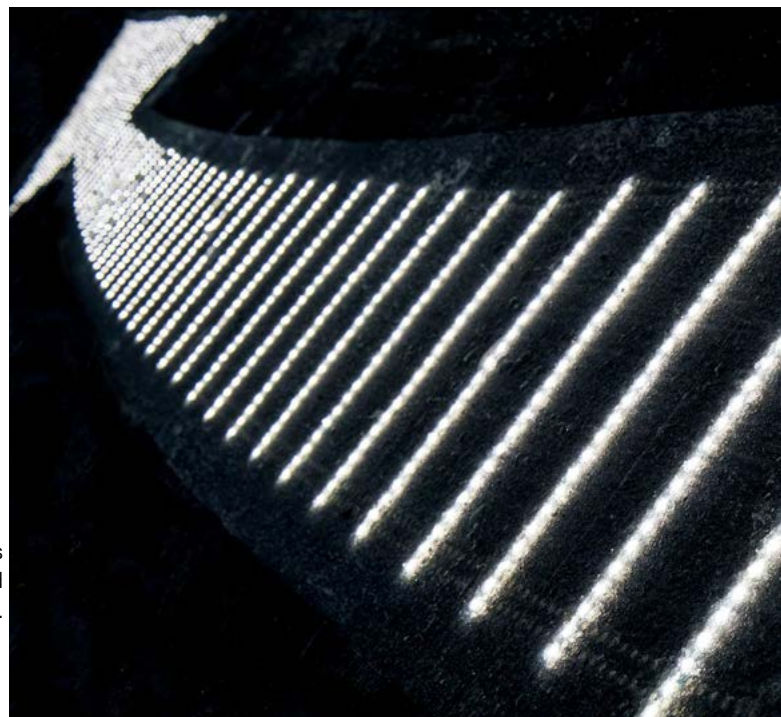
The Colas Group has been testing the solar cell road Wattway for a number of years in several countries, and Colas expects this technology to be introduced in Scandinavia within the next year. Colas Danmark A/S has an ambition that projects will supply energy to many of the new electrical vehicles, including cars, bicycles and scooters, as well as other devices, such as cameras in residential areas, etc.

“One ideal use of the modules is in car parks with vacant areas outside of the parking spaces themselves,” explains Lars Ladehoff, product engineering manager at Colas Danmark A/S. The Wattway solar panels are easier to place directly on the road surfacing, thus avoiding the unsightly installation of solar panels on facades and rooftops, as well as solar plants that occupy land which could otherwise be used for agricultural purposes. ■

Improved traffic safety and traffic flow with Flowell

Colas' latest innovation, Flowell, consists of LED lighting moulded in strong panels that are built into roads, cycle paths and bus stops. This special technology enables a more dynamic flow in traffic 24 hours a day. During peak hours, at night and in poor weather conditions, Flowell can be used to mark areas of the road and improve traffic safety for vulnerable road users, and to distribute traffic more optimally according to traffic volumes.

Colas Danmark A/S is working to adapt the Wattway and Flowell technologies for Danish conditions, and expects to conduct test projects in Denmark in 2020. ■



Pedestrian crossings, dynamic lanes, bus stops and cycle paths. Flowell can be used for marking in many different places.

Training at Colas



UN Sustainable Development Goals, target 4.4

By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

UN Sustainable Development Goals, target 4.6

By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy.

At Colas, the continuing training and education of our employees is essential to our ability to deliver the quality we desire. It is our goal to ensure that our employees have the qualifications and relevant skills necessary to perform their tasks, and to increase their motivation and commitment.

We have office trainees and apprentices, and for 25 years we have sent students to the road paver training programme, where our asphalt workers receive a the-

oretical and practical education – and a certificate as documentation of their knowledge and skills. Many of our employees attend the Asphalt School, which is a general training programme. In addition, our engineers and staff regularly participate in internal and external continuing education courses.

We also conduct annual courses on first aid, fire and driving safety, as well as statutory courses on safety and transporting dangerous goods for all relevant staff. ■

Road paver training opens doors to new opportunities

Martin Richard Sørensen is the team leader for a two-man team in Køge. He chose the road paver training programme because he wanted documented proof of his skills and knowledge.

When Martin joined Colas four years ago, he jumped at the opportunity to attend the Road Paver School. And although it was challenging along the way – particularly for a family man like Martin with a busy schedule – it is a decision he has not regretted for one second.

Colas News took a trip to Køge to shoot footage for a video about road pavers and road paver trainees at Colas. Team Leader Martin Sørensen agreed to participate, and both he and his partner Christian were in high spirits.

“I took the road paver training in Ulfborg because I thought it would be good to have documented proof of my abilities,” says Martin. “It’s also easier to move up and become a team leader or foreman. It makes you more attractive.”

Interesting and challenging to attend school

Martin found it both interesting and challenging to be a student. The school combines theory and hands-on training, and is designed for people who like to use their hands, he explains. ■



This school is cool

In 2019, six employees from Colas attended the Asphalt School at EUC in Næstved.

The Asphalt School is a programme for employees with difficulties when it comes to words and numbers, and who never completed the 9th form-level school-leaving examination. The school offers general education in Danish, mathematics, IT and English, with the aim of making everyday life easier – both at work and in one's free time. Therefore, the classroom instruction is based on everyday challenges, with content tailored to the individual level of the student.

Colas News instead of short stories

At the Asphalt School in Næstved, students do not read short stories in Danish class. Instead, they use articles such as those from Colas News. The students also visit the library to learn about the many options to borrow e-books and audiobooks.

"It's a completely different and more vibrant approach than working with short stories, for instance."

– Luise Haupt Andersen, teacher at VUC Storstrøm

Mathematics that you can understand – and use

In mathematics class, students gain a greater command of the basic rules, which are reviewed until everyone has understood them. The problems are "everyday mathematics" relating to the student's daily work.

Learning to use e-boks and borger.dk

The IT course teaches students to use a computer, including how to access and use the two essential digital services e-boks and borger.dk, which are used for e.g. communication to and from the authorities.

Everyone must have a successful experience

It is important to the teachers that all students feel that they learn something and that they have a successful experience.

"...the students ask questions and are interested in knowing how they can use the theory in reality.."

– Søren Jensen, teacher at VUC Storstrøm

The Asphalt School

The Asphalt School is run by the 3F trade union, the asphalt companies, and a number of educational institutions in Denmark. Classes are conducted in the winter and class sizes are kept small. ■

The road paver training programme celebrates 25 years

Four Colas employees participated in the first road paver training programme in 1994. Two attended the school in the West Jutland town of Ulfborg, and two attended the school in the Zealand town of Audebo.

All students now attend the programme at Byggetek in Ulfborg. Through the years, Colas has trained 140 students – 108 in the two-year programme, and 32 as merit-based graduates. ■



Two of Colas' most recently trained road pavers, Rasmus Riise and Jacob G. Bak, completed the road paver training in 2019 and received their certificates in a ceremony on 16 August. On that same day, the school celebrated its 25th anniversary.

Sports at Colas

In 2019, Colas participated in the Colas Group's "Colas Team Cup", which brings together the Group's companies and employees across national borders for competitions in football and running.

Colas employees also participate in other sporting events which are organised by the Colas Group or by local sports clubs in Colas Danmark A/S. The purpose of all these events is to engage in sporting activity and socialising with colleagues.



Colas' team "Colas Denmark Vikings" took part in Budapest Marathon together with colleagues from Europe.

Colas' European Cooperation Committee

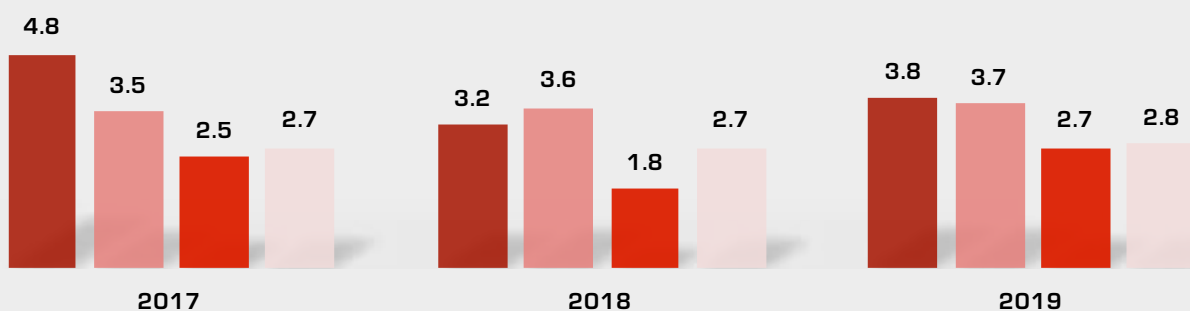
The Colas Group is covered by the Bouygues Group's statutory cooperation committee. The purpose of the committee is to improve employees' access to informa-

tion and consultation on issues regarding the Group's companies across national borders.

Sickness

Colas recorded an increase in sickness absences from 2018 to 2019 for hourly-paid and salaried employees. Sickness absences are in line with the average sickness absence rate registered for the sector by the Confederation of Danish Employers.

- Sickness absences, hourly-paid employees
- Sickness absences, hourly-paid employees (absence statistics for the sector)
- Sickness absences, salaried employees
- Sickness absences, salaried employees (absence statistics for the sector)



Equal opportunity at Colas



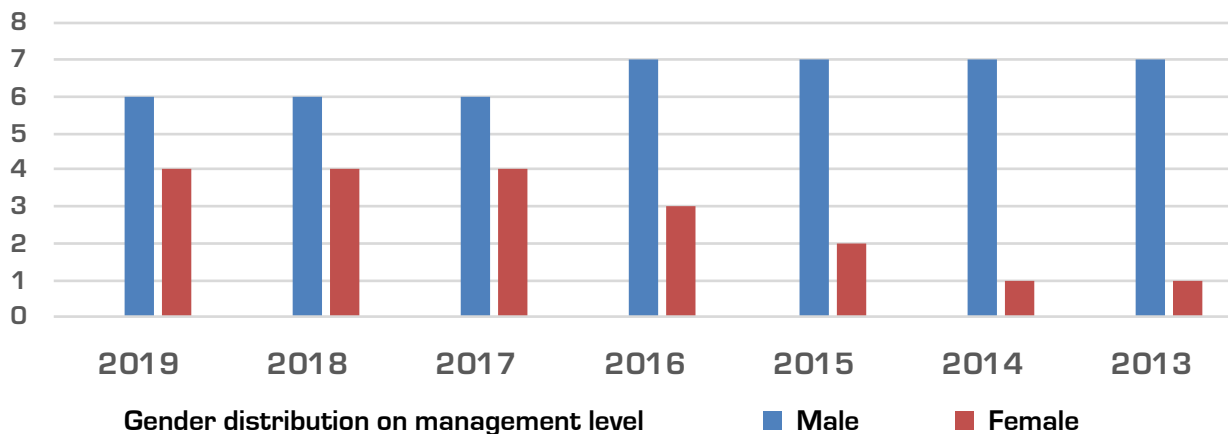
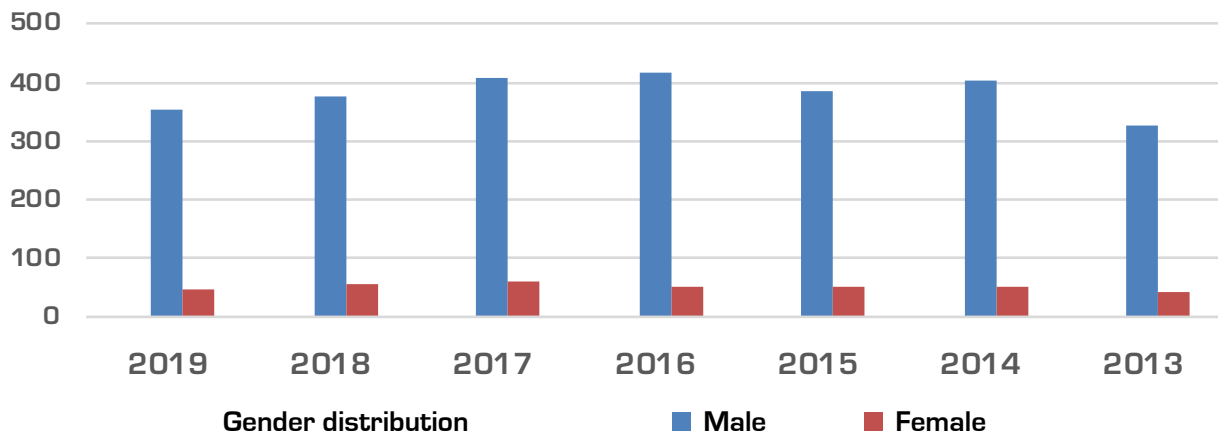
UN Sustainable Development Goals, target 5.C

Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels.

Colas' equal opportunity policy aims to promote gender equality and strengthen women's rights and opportunities at all levels. The goal is to attract more talented women to the industry and employees of both genders with diverse ethnic backgrounds, so that our staff reflects the composition of society.

The equality policy for Colas Danmark A/S and the target for equal representation on the board and in general on management level was approved by the Board of Directors in February 2018:

Colas' equal opportunity policy can be found at colas.dk
[Read Colas' equal opportunity policy.](#)



It runs in the family

Preschoolers in Hørve had fun discovering how asphalt is laid. And it was extra exciting for Felix because his father is the foreman of the asphalt team.

In March 2019, Paw Larsen's asphaltting team carried out a paving job by the hall in the town of Hørve on Zealand. Paw is father to Felix, who attends preschool in Hørve. When the preschoolers went out with their teachers for a walk, they had the opportunity to see how asphalt is laid. Incidentally, Paw Larsen also succeeded his father, Peter Egon Larsen, as foreman when Peter retired at the start of the new year. ■

Felix's mother sent a photo of a collage that hangs on the wall of the preschool in Hørve.



Education fair in Aalborg

Colas participates in a number of education fairs in Denmark, and we also invite young people to visit our company. This collaboration is of great value to Colas. We gain the opportunity to share our knowledge with the coming generation of engineers and other professions that we want to attract to our industry.

Colas regularly offers internships where young people have the opportunity to put theory into practice. In this way, we are helping to educate and train the new generations – and we hope that some of these young people will return to Colas as employees after they complete their schooling. ■

John gave 3F and the Danish Asphalt Pavement Industry a tour

Trade union 3F's new education and training consultant wanted to visit an asphalt plant and an asphalt team to learn more about the industry. Plant Assistant John Christian Povelsen gave a tour of the plant in Herstedøster.

John knows his way around every nut and bolt at Colas' asphalt plant in Herstedøster. He was part of the team that installed the first bolt and tightened the last nut when new plant was built in 1995. That is why he is always the person who guides new welders when they have to repair something at the plant. John has been in the industry for 34 years!

John showed our guests from the 3F trade union and the Danish Asphalt Pavement Industry around the plant and explained all of the processes, from the receipt of

raw materials to the finished asphalt product.

The asphalt plant in Herstedøster supplies asphalt to all of Greater Copenhagen, and it produces all types of asphalt, including "Copenhagen asphalt" (a special mixture used in the City of Copenhagen), coloured asphalt and asphalt with recycled asphalt content.

After visiting the plant, our guests met with an asphalt team from Colas' Greater Copenhagen and North Zealand district. ■

Hearing loss isolates you.
Forever.



Noise-induced hearing loss can be permanent. **Preserve and protect your hearing.**



SAFETY WEEK 2019

Safety Week 2019 – Noise in the workplace

On 24-28 June 2019, Colas held a special safety week for the seventh year in a row. This year's theme was "noise", with a focus on preventing noise-related injuries in the workplace. Safety week is held in all Colas Group companies worldwide.

During safety week, we took a closer look at myths about

noise, and how we protect our hearing from noise at the workplace. All employees gathered by branch, team, etc. for meetings where the year's theme was reviewed and discussed.



External audit of Colas branches nationwide

In September 2019, external auditors visited Colas branches throughout Denmark. We then followed up on minor deviations and proposed improvements, after which the ISO certification of our management system for quality, occupational health and safety, and environment was renewed.

Among others, plant Manager Ole Gertsen explained the energy-saving benefits of storing products under a roof at Colas' asphalt plant in Djeld. When the materials are stored under a roof, they do not have to be dried at high temperatures, thereby reducing the consumption of natural gas.

Be careful for my dad's sake

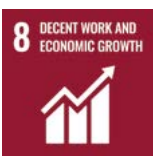
Once again in 2019, Colas conducted the “Be careful for my dad's sake” campaign in collaboration with the Danish Asphalt Pavement Industry and 3F. The campaign was launched in April and all employees were given a “Be careful for my dad's sake” safety vest. Colas participates in the campaign because we want to raise awareness regarding our employees' working conditions and appeal to motorists to slow down along road works so that our employees – and the motorists – can come home safely to their families.

Colas Europe was inspired to conduct similar campaigns in a number of European countries, including Iceland. Like our Danish “Be careful for my dad's sake”, the campaign aims to inspire motorists to reduce their speed along road works.



Colas Europe's “Be careful for my dad's sake” campaign is called “My dad works here” and is translated into the local language of each country. In Iceland, it's called: “Pabbi vinnur hér” or “Mamma vinnur hér”.

Occupational health and safety



UN Sustainable Development Goals, target 8.8

Protect labour rights and promote safe and secure working environments for all workers.

At Colas, we have a strong focus on creating a safe and stable working environment for our employees. One element of this focus is our accident prevention efforts. Information and training is provided at start-up meetings each spring when the season begins, in addition to ongoing courses, safety week and monthly safety reporting, where all asphalt teams must discuss the report and accompanying advice. The aim is to prevent accidents and to learn from each other.

All employees at Colas have a pension scheme and a health scheme that provides access to quick treatment for a wide range of healthcare services. For employees who perform demanding physical labour, as well as office staff who work in static physical positions for extended periods, easy access to physical therapy or chiropractic treatment is often essential for treating discomfort

from inexpedient working posture before it evolves into a chronic injury. Therefore, the health scheme is an important asset for the physical health and well-being of our employees – at work and in their free time.

Employees' well-being is regularly measured through dedicated well-being surveys, as well as the mandatory annual appraisals for salaried employees. Since 2018, appraisals have also been offered for hourly-paid employees on our asphalt teams. This scheme is not mandatory, but we recommend these interviews because they give employees the opportunity to step back from daily routines and talk about well-being and motivation – topics that may rarely come up in the course of a busy workday. The appraisal interviews also provide a forum for giving and receiving constructive feedback.

New occupational health and safety organisation

In 2019, Colas made changes to its occupational health and safety (OHS) organisation. The changes aim to make the organisation's work more relevant and targeted, regardless of where and what our employees work with.

As a result of the change, Colas established six new OHS subcommittees, which serve as links between Colas' working environment committee and local OHS groups that have been established for each contract manager's area of responsibility. Colas' working environment committee is responsible for overall planning, while the OHS subcommittees are responsible for practical coordination within their given geographical areas. The OHS groups manage the OHS groups' efforts in their local areas.

Direction for OHS efforts in 2020

The first meeting of the new Colas working environment committee was held in December 2019. The purpose of the meeting was to chart a direction for OHS efforts in 2020.

After a review of accidents and near misses, the committee decided that the focus in 2020 would be on falling and stumbling risks, and collision risks in the workplace (on the road).

The committee also decided to adjust the use of "daily risk assessments" in the new season.

Colas' working environment committee consists of 4 OHS representatives, 4 supervisors and Managing Director Hans Oluf Krog (chairman). ■

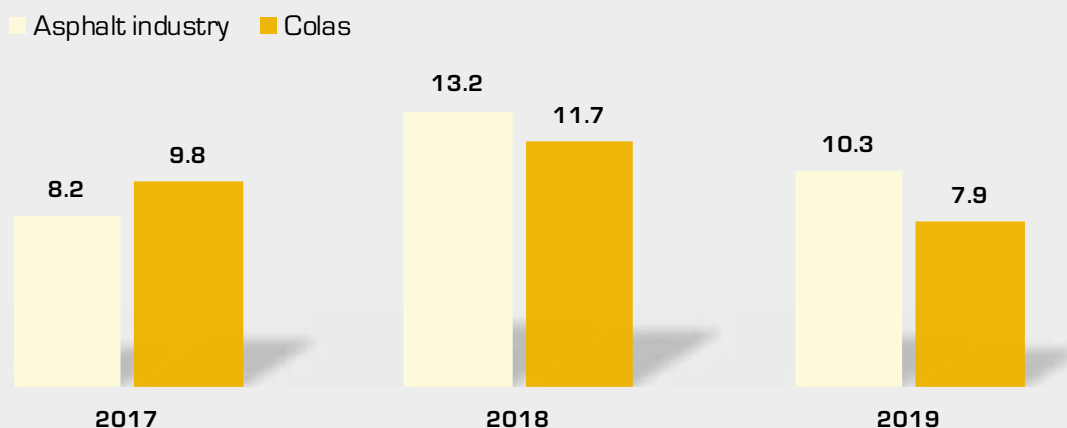
Reporting of incidents offers greater opportunity to prevent accidents

The accident rate in 2019 was 7.88, which is a decline compared to the 2018 rate of 11.69. Colas' goal is an accident rate under 5. Unfortunately, we have not reached this goal, but it is a decline in accidents compared to 2018, which may be attributable to increased focus at Colas on accidents and near misses.

One of the areas receiving strong praise by the external audit of Colas in September 2019 is our work with reporting incidents. Colas employees report more near misses than in the past, which provides a much better

basis for discussing and preventing accidents.

A total of 197 near misses were reported in 2019, which is significantly more than in previous years and is the result of a dedicated effort by the management and employees of Colas Danmark A/S. Near misses reflect four recurring risks: 78 fall/slip/trip risks, 41 collision risks, 25 hit by objects, and 11 driving accidents. The occupational health and safety organisation will continue its work with these reports in order to help prevent and reduce the risk of accidents in the workplace. ■



Traffic accidents and clear rules on mobile telephone use

For many years, Colas has recorded the number of traffic accidents both with and without a third party. The purpose is to create a safer working environment for our employees and to contribute to the UN Sustainable Development Goal, target 3.6, which aims to halve the number of global fatalities and injuries due to traffic accidents by 2020. ■

- 0 Traffic fatalities at Colas in 2019
- 0 Traffic accidents with personal injuries reported as industrial injury
- 22 Traffic accidents involving a third party

Mobile telephone use at Colas – What’s the problem?

Shouldn’t you be allowed to hold the phone in one hand and your coffee in the other while your foot is on the accelerator?

We are definitely talented at Colas, but our vehicles are not (yet) driverless. Therefore, Colas has rules for mobile telephone use while driving.

Mobile telephone use is the most common cause of traffic accidents. In the past, alcohol and failure to use a seat belt were the most common cause of traffic injuries. According to the Danish Council for Traffic Safety, mobile telephone use while driving is now the most serious problem.

“We want motorists to slow down alongside road works. But if we want other motorists to behave properly, we must lead the way,” said QHSE Manager Lene Møldrup to the Danish newspaper Ekstra Bladet, which interviewed her last spring about our efforts at Colas.

“Traffic is a matter of life and death. And so we have to take traffic safety very seriously,” says Lene Møldrup. ■

Colas’ rules on mobile telephone use

All handheld mobile telephone use while driving is strictly prohibited. If the driver has to speak on a handheld mobile telephone, he or she must pull over to the side of the road. Also, telephone conversations that need your full concentrations, e.g. meetings are prohibited when driving. Moreover, mobile telephone use in construction equipment and in certain working areas is prohibited.



[Read the article in Ekstra Bladet:](#)

Anti-corruption and bribery



UN Sustainable Development Goals, target 16.5

Substantially reduce corruption and bribery in all their forms.

The Colas Group has a strong focus on anti-corruption and bribery, and in 2017 the Group introduced a comprehensive compliance programme. Follow-up activities, including e-learning, will be introduced in Denmark during 2020. ■

Supplier management

At Colas, supplier management is part of our quality management work. It is essential for Colas to ensure that our suppliers comply with our requirements and work responsibly in terms of quality, environment and occupational health and safety.

We have chosen to focus on the suppliers whose products and services are important to our strategy and

areas of focus, or where the volume is sufficiently large to represent a significant risk. The suppliers are assessed annually in relation to the services and goods they supply, as well as other parameters relating to quality, environment, and occupational health and safety. The assessment can be followed up with an audit of the supplier. This audit forms the basis for any subsequent action and follow up activities. ■

Sponsorships

In the Colas Group, sponsorships and other support of charitable causes are regulated according to our code of ethics. The purpose is to avoid conflicts of interest and other actions that are inconsistent with our policies and/or which can tarnish the reputation of the Group.

In 2019, organisations supported by Colas Danmark A/S included the Christmas Seal Foundation, which works to ensure that children in Denmark can live a life free of bullying, loneliness and neglect. ■



Julemærkehjemmene

Her bliver børn – børn igen



Accounting practices

All data refers to 100% Danish-owned activities and therefore does not include Dansk Overfladebehandling I/S and Malbikunarstödin Hladbær-Colas h.f, unless otherwise indicated.

Employees	Unit	2019	2018	2017
Total employees as of 31 December	Total	404	431	469
Average number of employees during the year	Total	420	459	470
Share of hourly-paid staff	%	62	61	62
Share of salaried employees	%	38	39	38
Men	%	88	87	87
Women	%	12	13	13
Women on the board of Colas Danmark A/S	%	0	0	0
Women in the management of Colas Danmark A/S	%	40	40	40
Average age, hourly-paid staff	Years	44	44	45
Average age, salaried employees	Years	47	46	48
Average seniority, hourly-paid staff	Years	8	6	9
Average seniority, salaried employees	Years	13	9	11

Calculated on the basis of data recorded in the payroll system.

In regards to equality, including the gender composition of the senior management, we refer to Colas Danmark A/S' equality policy at www.colas.dk.

Energy consumption	Unit	2019	2018	2017
Energy consumption in asphalt production	kWh/ton	88.1	81.4	79.5
Energy consumption in asphalt paving	Indexed figures	87.8	82.3	66.7

Energy consumption used in asphalt production is calculated on the basis of calculations of the energy used at the production plant itself, and does not include the energy consumption of rolling stock.

Energy consumption is calculated on the basis of the latest published standard factors for calorific values from the Danish Energy Agency (2016):

- Natural gas: 0.0396 GJ/Nm³
- LPG: 46.00 GJ/ton

Energy consumption in connection with asphalt paving is calculated on the basis of tons of asphalt laid and fuel consumption, which includes all rolling stock with the exception of milling and spraying vehicles. Energy consumption is calculated as indexed figures (the year 2011=100).

Recycling of asphalt		2019	2018	2017
Average addition of recycled asphalt	%	23.8	17.1	14.6

Average addition of recycled asphalt is calculated as the share of recycled asphalt in relation to the total amount of asphalt produced.

Work accidents	Unit	2019	2018	2017
Work accidents resulting in death	Total	0	0	0
Lost-time work accidents	Total	8	13	11
Lost-time work accidents, frequency	Per million working hours	7.88	11.69	9.77
Working accidents without lost time	Total	15	12	12

Work accidents and working hours for Colas Danmark A/S, Malbikunarstödin Hladbær-Colas h.f and Dansk Overfladebehandling I/S are included in the calculation.

All work accidents are registered immediately after the event and calculated according to whether or not they resulted in absence. Working hours are calculated on the basis of time registration.

The accident rate is calculated as the number of lost-time accidents per million working hours.

The asphalt industry's statistics only include figures for asphalt laying and production in Denmark. Unlike Colas Danmark A/S' statistics, they do not include foreign asphalt production or gravel pit operations.

First aid courses	Unit	2019	2018	2017
Employees who completed a course	Total	82	99	87
Employees with valid fire- and first aid course	Total	235	257	234
% employees with valid fire- and first aid course	%	60	60	50

The number of participants in first aid courses is calculated on the basis of the registered course activities.

Driving safety	Unit	2019	2018	2017
Driving accidents, total	Total	31	56	20
Driving accidents with a third party	Total	22	26	17
Driving accidents with a third party, frequency	As a share of the total motor vehicle fleet	0.04	0.05	0.03

All driving accidents are registered immediately after the event and calculated according to whether or not a third party was involved.

The number of motor vehicles is calculated at the end of the year.

The driving accident rate is calculated as the number of driving accidents involving a third party in relation to the number of motor vehicles.

Transport of dangerous goods	Unit	2019	2018	2017
Employees who completed a course	Total	77	119	0

The number of participants in dangerous goods courses is calculated on the basis of the registered course activities.

Sickness absences	Unit	2019	2018	2017
Hourly-paid staff	%	3.8	3.2	4.8
Hourly-paid staff (statistics for the sector)	%	3.7	3.6	3.5
Salaried employees	%	2.7	1.8	2.5
Salaried employees (statistics for the sector)	%	2.8	2.7	2.7

Sickness absences are calculated on the basis of entries in the payroll system and benchmarked in relation to the latest absence statistics for the sector published by the Confederation of Danish Industry, "Fraværstatistik 2019", which is based on 2018 figures:

- Sickness absences, hourly-paid staff: 3.7 %
- Sickness absences, salaried employees: 2.8 %

Retention of employees	Unit	2019	2018	2017
Employees in jobs with light duties	Total	3	3	1

Calculated on the basis of data recorded in the payroll system.

Training and continuing training	Unit	2019	2018	2017
Employees who participated in training courses	Total	301	318	237
Duration of training courses	Days	2142	2416	2605
Employees who participated in training courses, hourly-paid staff	Total	192	214	165
Employees who participated in training courses, salaried employees	Total	109	104	72
Training course costs in relation to total wages	%	0.7	0.74	1.5
Asphalt school participants	Total	5	7	13
Road asphalt trainees as of 31 December	Total	10	6	11
Road asphalt trainees who completed their training	Total	2	7	9
Apprentices as of 31 December	Total	1	1	1
Apprentices who completed their training	Total	0	1	1
Trainees as of 31 December	Total	1	2	2
Trainees who completed their training	Total	2	1	1
Interns during the year	Total	0	0	3

Calculated on the basis of data recorded in the payroll system.



Vejen frem