

2020

CSR report



Colas Danmark A/S





Colas' social responsibility

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CEO Colas Danmark A/S

As a global market leader, Colas Group is very conscious of its social responsibility, which includes respect for the climate. To translate this awareness into action, the Group has taken a wide range of global development initiatives over the years. We will further strengthen these efforts in the coming years, including the adoption of a strategy for carbon emissions and biodiversity.

For more than 90 years, Colas has been part of building roads. Our goal is to also be part of building roads of the future with our know-how and expertise.

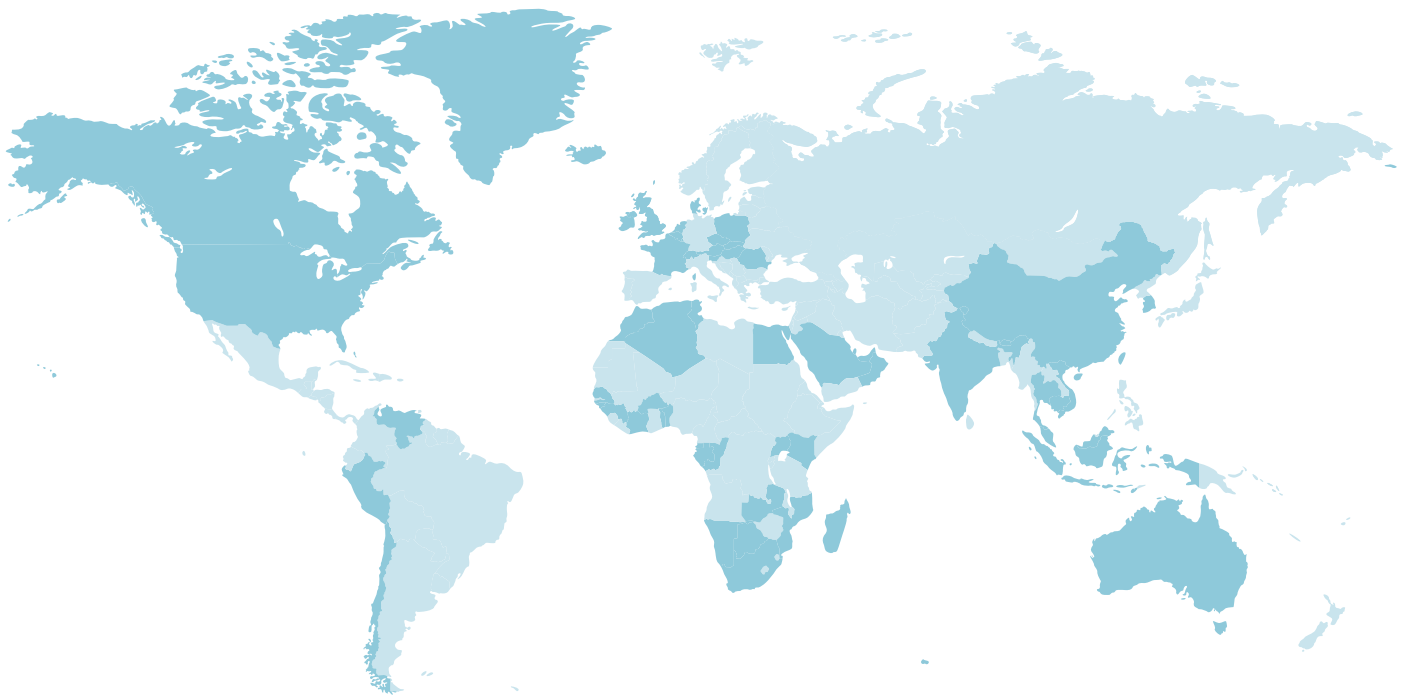
Sustainable products and purchasing policies

Major investments are required to transition a carbon-intensive industry and to research and develop new sustainable products. As a Group, we can draw on our economies of scale to make the development of innovative new products and solutions more profitable.

We also expect that sustainability will become an increasingly important competitive parameter in our customers' requirements regarding purchasing. This is a crucial area of focus if we as a society are to successfully meet the UN Sustainable Development Goals and implement a true circular economy.

Colas focuses on the following of the UN World Goals:





At Colas Group, we want to contribute to the development of a more sustainable value chain, which means that our suppliers must meet our CSR requirements in their products and services.

UN Global Compact

Everything we do at Colas Group builds on our respect for human rights, our dialogue with the world around us, and fair, open competition in relation to our customers, partners and other stakeholders. The foundational values and ethical principles of Colas Group are rooted in the [UN Global Compact](#), "[The Bouygues Group's Code of Ethics](#)" and "Colas Group Management Principles". Colas Group is committed to observance of the UN Universal Declaration of Human Rights and fundamental ILO conventions. By joining the UN Global Compact, we have pledged to support UN principles in the areas of human rights, labour rights, the environment and anti-corruption.

Read more at [Colas.com](https://www.colas.com)

In this CSR report, we take a look at some of the areas in which we worked during 2020. We also present the goals that will guide our efforts in the coming years, and we reaffirm our commitment to addressing new challenges as they arise.

Colas Danmark A/S is a part of the French-owned Colas Group, a subsidiary of the Bouygues Group. Colas Group is a global market leader in building and construction. In Denmark, Colas is one of the largest asphalt contractors, with branches throughout the country and a subsidiary in Iceland. We manufacture and sell asphalt, bitumen and gravel to private and public sector customers, and we lay and repair all types of asphalt surfacing for infrastructure projects.





Ethics and integrity

At Colas, ethics and integrity are core elements of all of our activities. The Group's companies must follow all compliance programmes on anti-corruption, fair competition, conflicts of interest and insider trading.

Ongoing training in compliance and GDPR ensures that all of our employees know the rules and avoid

conflicts of interest and other actions that are incompatible with our policies. In 2021, it is our goal to provide our employees training in the compliance rules.

Code of Ethics

https://www.colas.com/sites/default/files//code_of_ethics-2020-english.pdf



Employee well-being and development

Talented, engaged and well-educated employees are essential to meeting our customers' demands for quality, efficiency and cooperation. We want to be the industry's preferred workplace. This requires that we keep up with the times and continuously adapt and develop our management practices. Dialogue with our employees indicates that well-being and individual career development are important areas of focus at present.

Equal opportunity

The Colas Group's equal opportunity and diversity policy aims to promote diversity and equality between the sexes. Traditionally, our industry has primarily attracted men. Therefore, we have focused for a number of years on attracting more women in all areas of specialisation. Our methods include

branding our industry as attractive for all, focusing on retention, and offering individual career plans. When hiring new employees, however, we always choose the most qualified candidate regardless of gender, age, ethnicity, etc.

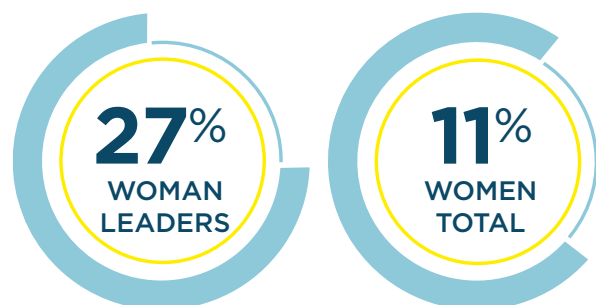
It is a goal of Colas Group to have a workforce where 20% of staff are women. In 2020, 11% of Colas Danmark A/S employees were women. The share of women at the management level was 27%. The goal is to continue increasing the share of women, including women in senior positions.

The Colas Danmark A/S equal opportunity policy can be found on Colas' website at <https://www.colas.dk/om-colas/aarsrapport-og-csr/>

Goal for Colas Group before 2030:



Colas Danmark A/S 2020:

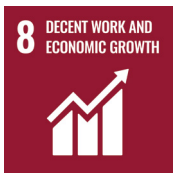




Training

Continuing training increases the qualifications of our employees and improves motivation and commitment. We Train apprentices and trainees, we offer internships for students, and we give employees at all levels opportunities for continuing training through programmes such as [Colas' international university for young engineers](#) and road paver

training courses for road construction staff. We also conduct annual courses on first aid, fire awareness and driving safety, as well as legally-required courses on safety and transporting dangerous goods for all relevant staff. Many employees also participate in Danish and international networks with colleagues in the Colas Group.



Occupational health and safety

At Colas, we are aware of the dangers of road construction work, and we are committed to preventing accidents so that our employees can work safely and with peace of mind every day. In 2020 the Group launched an initiative to create a global health and safety culture that aims to develop safer behaviour by improving cooperation and responsibility, and by establishing a common vision of zero accidents.

In Denmark, we have strengthened our occupational health and safety organisation by adding local safety representatives who have relevant knowledge about local conditions. Monthly safety reports on near-miss incidents are shared locally and throughout the Group. These reports sharpen our awareness of important focus areas, and they are actively used in our efforts to prevent accidents throughout the Group.

Health and well-being

All employees have a pension and healthcare scheme that provides access to various health services, including physiotherapy and chiropractic treatment, where quick treatment is often key to prevent the development of chronic injuries and ailments. The healthcare scheme is an important

asset for the physical health and well-being of our employees – at work and in their free time. Employee well-being is also measured through well-being surveys and discussed in the obligatory annual performance reviews.



The theme of the 2020 Colas Group Safety Week was "Group Safety Rules". The rules are the foundation of a new safety culture that is being implemented in Colas Group companies worldwide.



Responsible consumption and production, and reduction of carbon emissions

Customer satisfaction and quality are essential to our success as a company. We want to contribute to a more responsible value chain by marketing and prioritising the use of the most energy-efficient road products, including the use of local products when possible.

Many of our innovative and sustainable products, such as the **Wattway** solar cell road, the **Vandvejen** (Waterway) climate adaptation solution, environmentally-friendly binders (**Vegecol**) and permeable asphalt (**Coldrain**), are the result of collaborations with specialists and researchers from both public and private sector organisations.

At all of our factories and construction sites, we have a responsibility to comply with environmental regulations and to help reduce the environmental impacts and inconveniences for our neighbours. We are continuously implementing new environmental improvements, and we conduct measurements and controls to monitor environmental impacts. In the coming years, for example, our goal is to establish

covered storage facilities for our stores of recycled asphalt to minimise moisture in these materials. We can thereby significantly reduce costs in the drying process and reduce carbon emissions in our asphalt production.

Supplier management is an integrated 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 focus on the suppliers whose products and services are important to our strategy and areas of focus, or where the volume of trade with the supplier constitutes a significant business risk.

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. These assessments can be followed up with an audit of the supplier, which in turn forms the basis for follow-up and any measures deemed necessary.

Colas' management system for environment, quality and occupational health and safety is ISO-certified. We also utilise a number of subsystems to monitor carbon quota consumption and CE marking of stone materials for the manufacture of concrete, asphalt and bitumen emulsion.

Read more at www.colas.dk



Efficient utilisation of resources

Building and construction projects require many raw materials. At Colas, we strive to maximise the use of recycled materials in place of virgin materials, and we have optimised the extraction of raw materials from our quarries to minimise waste. In 2020, we replaced more than 30% of virgin raw

materials with recycled materials. When establishing new quarries or commencing new building projects, we take responsibility for conducting an archaeological investigation in collaboration with a local museum to preserve cultural and natural artefacts.

Goal for Colas Group before 2024:



Colas Danmark A/S 2020:



Biodiversity

We take a variety of measures at our quarries to ensure and maintain biodiversity. For example, we have erected beehives and we preserve special habitats used by dove swallows. The natural flora is maintained by erecting birdhouses and establishing shallow lakes.

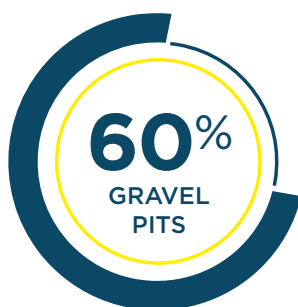
Colas Danmark A/S' gravel pits are part of the Group's "One Colas Quarry" strategy, which ensures a focus on the environment and biodiversity at our quarries. We also plan special environmental training days to ensure that our employees understand and can help to maintain biodiversity.

Every excavation permit includes a post-treatment plan that prioritises biodiversity, and we conduct ongoing follow-up on these plans.

Quality, health, safety and environment policy - see www.colas.dk

Gravel pits with biodiversity initiatives:

Colas gruppen 2021:



Colas Danmark A/S 2020:





Accounting practices

All data refers to Colas Danmark A/S.

Employees	Unit	2020	2019	2018
Total employees as of 31 December	Total	414	404	431
Average number of employees during the year	Total	426	420	459
Share of hourly-paid staff	%	61	62	61
Share of salaried employees	%	39	38	39
Men	%	89	88	87
Women	%	11	12	13
Women on the board of Colas Danmark A/S	%	0	0	0
Women in the management of Colas Danmark A/S	%	27	40	40
Average age, hourly-paid staff	Year	45	44	44
Average age, salaried employees	Year	48	47	46
Average seniority, hourly-paid staff	Year	8	8	6
Average seniority, salaried employees	Year	13	13	9

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

In regard 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	2020	2019	2018
Energy consumption in asphalt production	kWh/ton	85,9	88,1	81,4
Energy consumption in asphalt paving	Index	69,44	87,8	82,3

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	Enhed	2020	2019	2018
Average addition of recycled asphalt	%	28	24	17,1

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	2020	2019	2018
Work accidents resulting in death	Total	1	0	0
Lost-time work accidents	Total	8	8	13
– frequency per million working hours, Colas		9,5	7,9	11,7
– frequency per million working hours, Asphalt industry		11,8	10,3	13,2
Working accidents without lost time	Total	16	15	12

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	2020	2019	2018
Employees who completed a course	Total	34	82	99
Employees with valid fire safety and first aid course	Total	103	235	257
% employees with valid fire safety and first aid course	%	58	58	60

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

Driving safety	Unit	2020	2019	2018
Driving accidents, total	Total	35	31	56
Driving accidents involving a third party	Total	22	22	26
Driving accidents involving a third party, frequency as share of the total motor vehicle fleet		0,04	0,04	0,05

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	2020	2019	2018
Employees who completed a course	Total	25	77	119

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



Accounting practices

All data refers to Colas Danmark A/S.

Sickness absences	Unit	2020	2019	2018
Sickness absences, hourly-paid staff	%	3,3	3,8	3,2
Sickness absences, hourly-paid staff (stats. for DA sector)	%	3,7	3,7	3,6
Sickness absences, salaried employees	%	2,3	2,7	1,8
Sickness absences, salaried employees (stats. for DA sector)	%	2,8	2,8	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, "Fraværsstatistik 2019", which is based on 2018 figures:

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

Retention of employees	Unit	2020	2019	2018
Employees in jobs with light duties	Total	2	3	3

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

Continuing education	Unit	2020	2019	2018
Employees who participated in training courses	Total	220	301	318
Duration of training courses	Days	2222	2142	2416
Employees who participated in training courses, hourly-paid staff		161	192	214
Employees who participated in training courses, salaried employees		59	109	104

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





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