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2021

CSR report



Colas Danmark A/S

COLAS



Colas' social responsibility and CSR commitments

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At Colas, we have developed our CSR work over a number of years. As a significant player in the market, we are, and must constantly be, aware of our social responsibility. This is what our stakeholders, our employees and the world around us expect.

Since 2019, we have focused on specific targets under eight of the UN's Sustainable Development Goals, which are relevant to our industry, and in 2021 we added SDG 7 on sustainable energy.

ACT & Commitment Together

In 2020, the Colas Group decided to introduce a new global CSR project to further structure and accelerate work on CSR across the group: **ACT & Commitment Together**. With the project, we have formalised and committed ourselves to this programme, which complements the UN's Sustainable Development Goals.

UN Global Compact

The Colas Group's respect for human rights, dia-

logue with the outside world and fair and open competition in relation to customers, partners and other stakeholders all play a central role in the operation of our company. Colas' overall values and ethical principles are based on the **UN Global Compact**, "**Ethics Policy of the Bouygues Group**" and the "Colas Group Management Principles".

The group is committed to complying with the UN Universal Declaration of Human Rights and fundamental ILO conventions. With this commitment, we commit ourselves to supporting the UN's principles in the areas of human rights, labour rights, the environment and anti-corruption.

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

In the CSR report, you can read about how we have worked with commitments and goals during 2021, and how we will work with our commitments in the coming years. In addition, we are constantly working on new challenges that may arise.

ACT & Commitment Together – Colas Group’s 8 CSR commitments:

We offer our customers and users solutions that meet the challenge of sustainable development in local communities.

We promote circular economy solutions to preserve natural resources.

We reduce the impact of our activities to bolster acceptability.

We roll out a low carbon and biodiversity strategy.



We attract, develop and retain talent through management excellence.

We foster a stronger health & Safety culture to protect lives.

We build a responsible supply chain rooted in sustainable performance.

We shape an exemplary culture of ethics and compliance.

Colas Danmark A/S focuses on the following of the UN’s SDGs:



Colas Danmark A/S has activities throughout Denmark and employs approx. 500 employees. The company produces and lays asphalt, mills and repairs road surfaces and extracts raw materials in its own gravel pits. The solutions are based on know-how and new technology, and Colas is introducing increasingly sustainable and efficient products and solutions for infrastructure.

Colas Danmark A/S is a subsidiary of the Colas Group, which is French-owned and headquartered in Paris. The group is part of the Bouygues Group. The Colas Group’s mission is to develop, build and maintain sustainable transport infrastructure. With a network of 800 construction companies in more than 50 countries on five continents, the group’s 57,000 employees work locally to bind society together and enable transport and trade both today and in the future. Colas’ ambition is to be a world leader in innovative and sustainable infrastructure solutions.

We roll out a low carbon and biodiversity strategy

Colas has an ambitious goal of reducing our CO2 emissions by 30% by 2030. This requires significant investments, and it is crucial that sustainability becomes a competitive parameter in our customers' procurement requirements if, as a society, we are to undertake the great task of meeting the UN's Sustainable Development Goals.

Ourselves, we seek to take advantage of our economies of scale by making new innovative products as profitable for our customers as possible. In 2021, we have established covered halls for our warehouses of recycled asphalt pavement (RAP) and finer gravel pit products at our factory in Horsens. This minimises moisture in the materials. And we can save significant costs in the drying process and reduce CO2 emissions in our asphalt production.

In several places, we have established retention basins for surface water to secure the environment. Thus, the surface water does not overload the sewer system in connection with heavy rainfall. In 2022, Colas' two road laboratories will be merged into a larger knowledge centre in Viborg in order to create a professionally attractive environment with the opportunity for knowledge sharing and specialisation. The knowledge centre services factories, gravel pits and Colas' construction offices.

Colas' management system for environment, quality and working environment is ISO-certified. Furthermore, we have a number of subsystems that we use to monitor CO2 quota consumption and CE marking of stone materials for the production of concrete, asphalt and bitumen emulsion.

Read more www.colas.dk



Biodiversity in Colas' gravel pits

Colas Danmark A/S' gravel pits are part of the group's "One Colas Quarry" strategy and **ACT & Commitment**

Together programme, which focuses on, among other things, the environment and biodiversity in our gravel pits.

We maintain the biodiversity of all our gravel pits in different ways. For example, we have set up beehives, and we protect special habitats that are used by sand martins. The natural flora is maintained by, for example, setting up nesting boxes and establishing shallow lakes. Each individual excavation permit always contains a post-treatment plan, which gives high priority to biodiversity, and which we follow up on an ongoing basis.

In the coming year, we are planning several smaller "unleash nature projects" on open areas in our gravel pits and at our factories where, for example, we convert barren grass areas into small oases for insects and other animals. Biodiversity is also on the agenda at special environmental days. It increases the understanding and interest in how we can all help maintain our biodiversity.



For a number of years, Colas has stopped production in areas of its gravel pit in Kaldred when the sand martins visit. In 2021, the sand martins also visited our new gravel pit in Hvirring.

We offer our customers and users solutions that meet the challenge of sustainable development in local communities



Customer satisfaction and quality play a crucial role for Colas. It is our ambition to develop the sustainable infrastructure of the future and contribute

to a more responsible value chain by marketing and prioritising the use of the most energy-friendly road products, including choosing local products whenever possible.

Many of the Colas Group's innovative and sustainable products, such as the Wattway solar cell road, the Waterway (Vandvejen) climate adaptation solution, environmentally friendly binders (Vegecol)

and permeable asphalt (Coldrain), are the results of collaborations with specialists and researchers from both public and private organisations.

Responsible consumption, responsible production and reduction of CO₂

During 2021, Colas has participated in the development of software for the preparation of environmental product declarations for asphalt products. The program is based on a similar Norwegian software. It is now in operation and can be used to map differences and optimise the environmental impact of our asphalt products.

We promote circular economy solutions to preserve natural resources



In 2021, Colas Danmark A/S replaced over 30% of the virgin raw materials with recycled materials. In particular, this is RAP from asphalt milling that we mill ourselves or collect to mix into new asphalt.

We strive to replace virgin materials with recycling as much as possible, and in our gravel pits we extract raw materials in an optimal way, minimising waste in connection with the extraction.



For the next three years, Colas will lay wearing surfaces on the Funen motorway (E20). – We use 50% recycling in the sublayers, while the wearing surface contains approx. 10% recycling, sales and construction manager Damir Kandic explains



Colas receives a statutory energy inspection every 4 years. Here, our factories, workshops, gravel pits and rolling stock are reviewed with a view

to recommendations for optimising our energy consumption. In connection with the construction of new office buildings in Horsens, we have installed photovoltaic systems on the roof in addition to calorific heat fans.



In Colas' gravel pit in Kaldred, the production equipment has been optimised with a new and more energy and environmentally friendly loader.

We attract, develop and retain talent through management excellence

Skilled, committed and well-educated employees are a prerequisite for us to be able to meet our customers' requirements for quality, efficiency and cooperation. We want to be the industry's preferred workplace. This requires us to keep up with the times and continuously adapt our management practices.

Well-being and development

At Colas, we emphasise well-being and personal and professional development. Both for the individual employee and the team as a whole.

In July 2021, the Colas Group conducted a global well-being survey for all employees. The measurement included the categories: commitment, well-being, Covid, workload, safety, management and strategy, values, diversity and inclusion, efficiency, empowerment, learning and development, my manager, performance and goals, as well as remuneration.

182 employees – primarily salaried employees – from Colas Danmark A/S (42% of all employees) participated in the survey. The result of the survey showed that we need to focus even more on values, safety and goals in 2022. The plan is for the survey to be conducted again in 2023.

Onboarding – the way to retain new employees

In 2021, we have worked with the HR processes that support employees and managers with a good and professional process throughout their employment with Colas. To ensure full GDPR compliance, we have implemented a platform that includes recruitment, onboarding, personnel information, etc.

Both internal and external employees can apply for our vacancies. And when the employee is recruited, we ensure that the new employee gets a good introduction to the job, is introduced to the nearest colleagues and gets an opportunity to ask questions or “chat” with them. All employees have access to a personal employee file, where they can see the information we have recorded about them.

Talent development

Talent development where the key employees of the future are found and developed is also supported by the integrated platform.

The same goes for our staff development interview, which in 2021 was replaced by a “Performance and goals interview”, where employees and managers give each other feedback on the past year, and discuss skills development, training planning and goals for the coming period.



At Colas, we work with educational institutions that want to hear more about our work. In September 2021, in connection with our participation in “Open Business”, we had a visit from a fifth grade class from the School at Islands Brygge.



Gender equality and diversity at Colas

The Colas Group's equality and diversity policy aims to promote diversity and gender equality. Traditionally, our industry has primarily attracted men. For a number of years, we have therefore focused on attracting more women in all professional groups. The means for doing this are branding our industry as attractive to all, focusing on retention and offering individual career plans. When we appoint new employees, however, we always choose the most qualified candidate, regardless of gender, age, ethnicity, etc.

The Colas Group's goal is for 20% of the workforce to be made up of women. In 2021, 12% of Colas Danmark A/S employees were women. Colas Danmark A/S' Executive Board consists of 50% women.

In addition to the Executive Board, the management team consists of 10 people, of whom women currently make up 30%. The goal is to continue to increase the proportion of women, including women in management positions.

Danmark A/S' gender equality policy can be read on Colas' website:

<https://www.colas.dk/om-colas/aarsrapport-og-csr/>



Education

Continuing education qualifies our employees and helps to increase motivation and commitment. We train trainees and apprentices, offer internships and the like to students and give employees at all levels the opportunity for continuing education, e.g. Colas' international university for young engineers or the road asphalt training for employees on road crews. Many employees also participate in Danish and international networks with colleagues in the Colas Group.

In 2021, the educational activity has been impacted by cancellations due to Covid-19. This has affected some of the courses we usually offer our employees during the winter period, e.g. at the Asphalt School. We have completed several courses online or as peer training on the teams and in our departments. Certificate courses, e.g. "The road as a workplace", driving licences and EU continuing education were completed as planned.

At Colas, we currently employ road asphalt apprentices and apprentices/trainees in the workshop and laboratory.

Colas is helping to educate the employees of the future

To strengthen the road asphalt education, we have updated our apprenticeship programme. The purpose is to make the education broader and equip the apprentice even better for the job, and the opportunities the education provides.

The apprentice receives a mentor throughout the course and during the 2 years they must work in the workshop, factory, gravel pit, laboratory, milling department and construction department. This provides a greater understanding of the entire value chain and Colas' business areas.

At all our factories and construction sites, we are responsible for complying with environmental regulations and helping to reduce environmental impacts and inconvenience to our neighbours. We continuously introduce new environmental improvements and make measurements and control

We reduce the impact of our activities to bolster acceptability

environmental impact. The Covid-19 situation has been a challenge in relation to open houses for neighbours to our factories and gravel pits. This is an initiative we will resume whenever possible.



During the winter of 2022, we will gather our asphalt and emulsion production in a new factory facility close to the motorway in the industrial district of Horsens Syd. With the move, we have greatly reduced driving through the city and production in the residential area around the port. (photo: @Arnaud Fevrier)



Notification of roadwork

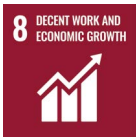
Among other things, we use a text messaging system to notify of roadwork, just as citizens can easily get in touch with us by phone or our Facebook page.

Culture- and natural heritage

When establishing new gravel pits or in connection with new construction, we are responsible for conducting an archaeological investigation in collaboration with a local museum in order to secure finds of cultural and natural heritage.

Find our policy for quality, environment and working environment at: www.colas.dk

We foster a stronger health & Safety culture to protect lives



Health, safety, working environment

Health and safety must always be given top priority in a company like ours.

Roadwork is dangerous, and we are committed to preventing accidents for the sake of our employees, business partners, road users and citizens who live close to our workplaces on the road.



In 2020, we rolled out the Colas Group's health and safety rules, which must now be anchored throughout the organisation.

A global health and safety culture

It is our goal to create a global culture of health and safety and to nurture safer behaviour by strengthening cohesion and responsibility, as well as our shared vision of zero accidents.

In Denmark, we have strengthened our working environment organisation with local working environment representatives with relevant knowledge of local conditions. Monthly safety reports with near-misses are shared locally and throughout the Group. The reports sharpen our attention to critical focus areas and are actively used in our work to prevent accidents throughout the group.

Health

All employees have a pension plan and a health scheme that provide access to health services such as physiotherapy or chiropractics, where prompt treatment of discomfort is often necessary before they develop into permanent injuries. Therefore, the health scheme is a vital asset for our employees' physical well-being and satisfaction – at work and in their free time.

We build a responsible supply chain rooted in sustainable performance

In the Colas Group, we want to contribute to the development of a more sustainable value chain. We make it a prerequisite for our suppliers to live up to our accountability requirements for products and services. In 2021 and in 2022, we will further formalise our responsibilities through a new Charter for suppliers and subcontractors.

Supplier management is part of our work with quality management. It is crucial for Colas to ensure that our suppliers live up to our requirements and work responsibly in relation to quality, environment and working environment.

We have chosen to focus on suppliers whose service is important for our strategy and focus areas, or where the quantity is large enough to constitute a significant delivery risk.

The suppliers are evaluated annually in relation to the services provided and other parameters that impact quality, the environment and the working environment. The evaluation can be followed up by an audit of the supplier. This audit forms the basis for any action and follow-up.

We shape an exemplary culture of ethics and compliance



At Colas, ethics and integrity are anchored in all of our activities. The group's companies must adhere to compliance programmes on anti-corruption, fair competition, conflicts of interest and insider trading.

To ensure that our employees know the rules and can avoid conflicts of interest and other actions that are incompatible with our policies, communication, training and follow-up are constantly on the agenda. In 2021, approx. 95% of our management completed a thorough training.

Full transparency

Colas has systematised the handling of gifts and invitations throughout the group with a new reporting platform (e-Comply), which all employees must use. This creates transparency for all parties, both locally and for the parent company.

Data ethics and GDPR

Data ethics and GDPR are ensured through efficient IT systems, data security and an ongoing review of our data management guidelines.

Cola's Privacy Policy can be read at <https://www.colas.dk/om-colas/privatlivspolitik/>.

Colas Danmark A/S is aware of the rules and practices that apply to the processing of data, including personal data, just as a DPO (Data Protection Officer) has been engaged at group level. Beyond Colas Danmark A/S' privacy policies, however, Colas Danmark A/S does not have an actual policy on data ethics. The reason for this is that, apart from Google Analytics, Colas Danmark A/S does not use

algorithms for data analysis, artificial intelligence or automated processes related to individuals' rights and opportunities, just as such use of data is not an integral part of Colas Danmark A/S' business strategy and business activities.

Whistleblowing

Colas wants to promote a speak-up culture where employees can confidently point out issues that they believe are problematic. In 2021, we supplemented our existing whistleblower scheme with the Danish rules on the protection of whistleblowers.

Code of Ethics

The Colas Group Code of Ethics can be found here <https://www.bouygues.com/wp-content/uploads/2020/05/2020-code-of-ethics.pdf>.

Communication on time

Colas wants to be transparent and will communicate honestly with stakeholders and the outside world in general. During the year, we inform about our projects and initiatives, including via our website and social media. Our CSR report and commitments are available at www.colas.dk and on the Group's website www.colas.com.

Internally, we provide information via the intranet and the internal social network Yammer, where employees can share their experiences and knowledge. In 2022, Colas Danmark A/S will also offer all employees access to a mobile intranet via an app solution. The app must meet the wishes and needs of a number of hourly-paid employees to be able to better stay informed about internal conditions and events at Colas.



Accounting practices

All data refers to Colas Danmark A/S.

Employees	Unit	2021	2020	2019
Total employees as of 31 December	Total	381	414	404
Average number of employees during the year	Total	410	426	420
Hourly-paid staff		211	251	250
Salaried employees		170	163	154
Gender distribution of employees				
Men		335	370	355
Women		46	44	49
Women on the board of Colas Danmark A/S				
Men		4	4	4
Women		0	0	0
Women in the management of Colas Danmark A/S				
Men		7	8	6
Women		3	3	4
Average age, hourly-paid staff		45	45	44,4
Average age, salaried employees		47	47,9	47,3
Average seniority, hourly-paid staff		8	8,1	7,8
Average seniority, salaried employees		13	13,3	13
Sickness absences, hourly-paid staff	%	4,39	3,34	3,82
Sickness absences, salaried employees	%	1,89	2,29	2,67

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.

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 2021", which is based on 2020 figures:

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

Retention of employees	Unit	2021	2020	2019
Employees in jobs with light duties	Total	2	2	3

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

Continuing education	Unit	2021	2020	2019
Employees who participated in training courses	Total	216	220	301
Duration of training courses	Days	1467	2222	2142
Employees who participated in training courses, hourly-paid staff		106	161	192
Employees who participated in training courses, salaried employees		110	59	109
Training course costs in proportion to total wages	%	0,52	0,37	0,67
Asphalt school participants	Total	0	21	5
Road asphalt trainees as of 31 December	Total	11	8	10
Road asphalt trainees who completed their training	Total	6	3	2
Apprentices as of 31 December	Total	1	1	1
Apprentices who completed their training	Total	0	0	0
Trainees as of 31 December	Total	1	0	1
Trainees who completed their training	Total	0	0	2
Interns during the year	Total	1	0	0

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

First aid courses	Unit	2021	2020	2019
Employees who completed a course	Total	6	34	82
Employees with a valid fire safety and first aid course	Total	39	103	235
% of employees with valid fire safety and first aid course	%	9	25	58

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

Work accidents	Unit	2021	2020	2019
Work accidents resulting in death	Total	0	1	0
Lost-time work accidents	Total	13	8	8
Lost-time work accidents, frequency		15,9	9,5	7,9
Working accidents without lost time	Total	14	16	15

All work accidents are registered immediately after the event and calculated according to whether or not they result 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 gravel pit operations.



Accounting practices

All data refers to Colas Danmark A/S.

Driving safety	Unit	2021	2020	2019
Driving accidents, total	Total	30	35	31
Driving accidents involving a third party	Total	22	22	22
Driving accidents involving a third party, frequency as a share of the total motor vehicle fleet		0,05	0,04	0,04

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	2021	2020	2019
Employees who completed a course	Total	0	25	77

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

Energy consumption	Unit	2021	2020	2019
Energy consumption in asphalt production	kWh/ton	88	85,9	88,1
Energy consumption in asphalt paving	Index	77,01	69,44	87,8

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		2021	2020	2019
Average addition of recycled asphalt	%	28,9	28	24

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





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