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# 2023

CSR report



**Colas Danmark A/S**





# OUR RESPONSIBILITY

Social responsibility is a core value for Colas. For Colas, demonstrating integrity in all our activities is paramount, whether its carrying out construction work and road projects, producing asphalt or extracting raw materials. Therefore, we are committed to carrying out our work in a responsible manner in relation to safety and the working environment, our natural environment and the society around us – and to showing our employees and the world that we are aware of our responsibility by putting actions behind our words.

## **Ambitious goals for greater sustainability**

Especially in recent years, climate change has shown there is an urgent need to take action and slow down global warming. One of the methods we can use is to reduce CO<sub>2</sub> emissions, and the Colas Group has ambitious targets for CO<sub>2</sub> reduction as well as other measures, such as initiatives in our asphalt production and a focus on renewable energy that can reduce our impact on the environment. This requires real transformation and behavioural change and substantial investment in developing new solutions with an increased focus on responsible sourcing, circular economy and energy consumption – and we are well on our way. We expect society, politicians and customers to have a real intent to create the necessary economic incentives to promote these initiatives by rewarding contractors and suppliers who are able to deliver innovative solutions that contribute to a more sustainable development.

## **Strategic goals and work on CSR reporting**

Our CSR work is structured around a number of

specific goals and commitments based on our most significant impacts on society and the environment. These goals are common to all companies in the Colas Group, and they set the direction for our daily work and CSR reporting.

In Denmark, we also focus on selected UN targets where we can contribute to the UN Sustainable Development Goals through our efforts and responsible business behaviour. We monitor and document our ongoing development, and our business areas and systems are evaluated through internal and external audits.

Our most recent initiatives include a renewable energy purchase agreement and an expansion of our safety work. With a Power Purchase Agreement, we have ensured that Colas' electricity consumption from 1 January 2024 and onwards will be more carbon neutral, with the primary supply coming from wind and solar power. And in the latter half of 2023, we introduced One Colas Safety to support the work on our safety culture.

Combined with other initiatives, these new measures will help optimise our future CSR work. More information is available in this report, where we offer an account of the work relating to our CSR commitments and the results of that work in 2023, including how far we have progressed towards our goals during the period.

**Jan Johansen**  
Chief Executive Officer

## UN SDGs complement the Colas Group's 8 CSR commitments



### UN Global Compact

The Colas Group's respect for human rights, dialogue 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**, "**Bouygues Group Code of Ethics**" ([code-of-ethics.pdf \(bouygues.com\)](#)), and "**Corporate Governance**".

As part of the Colas Group, we are committed to the UN Universal Declaration of Human Rights and fundamental ILO conventions. By joining, we commit ourselves and the Colas Group to support the UN principles in the areas of human rights, labour rights, environment and anti-corruption. Read more at Colas.com: <https://www.colas.com/en/commitments/our-main-challenges>

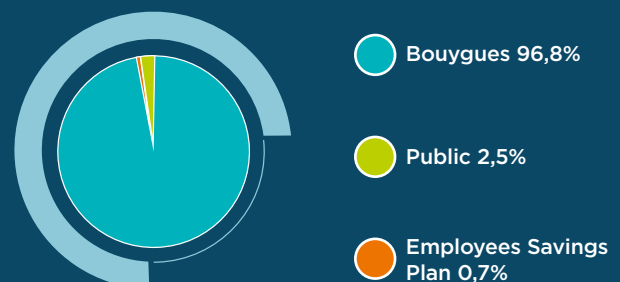
### CSR in a wider context

Colas Danmark A/S is part of the global Colas Group, which is owned by the Bouygues Group. The Colas Group's mission is to develop, build and maintain innovative transport infrastructure. With a network of 800 contracting companies in more than 50 countries across five continents, the Colas Group's approximately 57,000 employees work locally to connect society and enable transport and trade. With the ambition to be a world leader, Colas is constantly introducing new innovative products and solutions, as well as production and raw material extraction measures that are as environmentally friendly as possible.

Colas has activities all over Denmark and carries out assignments in Iceland, Greenland and the Faroe Islands. We employ approximately 450-500 people. Our customers include both public and private clients, and we undertake main and subcontracting assignments within the areas of construction, asphalt, sealing and raw materials

It is our philosophy that the industry can and must take joint social responsibility - and that we can do that even better through co-operation. That is why we are a member of the Asphalt Industry and the Confederation of Danish Industry, where we contribute to developing and improving safety, the working environment, development, environment and training employees in the industry.

Ownership of the Colas Group:





# CIVIL WORKS

# ENVIRONMENT & CLIMATE

## Responsible consumption and production and reduction of CO<sub>2</sub> emissions

The Colas Group aims to reduce the Group's CO<sub>2</sub> emissions by 30% by 2030. In setting this goal, the Colas Group has focused on integrating scientific methods and data to define, map and assess the carbon footprint. To that end, the Colas Group has joined the Science Based Targets initiative (SBTi). This approach ensures that we can map the carbon footprint of the substances and materials we use in our production.

An important part of the SBTi is reporting the group's direct and indirect emissions from the supply chain and products (scope 1-3). The starting point for the Group's 2030 target is 2019, and the Colas Group, including Colas Danmark A/S, has documented scope 1 and 2, which include the direct consumption of electricity and fuel (gas, diesel, etc.), and scope 3a, which includes best practice for responsible procurement, cf. the section on responsible value chain, page 9.

## Solutions that meet the needs of society

We offer our customers products and solutions that optimise our shared infrastructure and civil works projects. Our operations require a lot of raw materials, and we are committed to contributing to a more responsible value chain and are continuously implementing new initiatives to improve our production and work towards greater sustainability. We do this by recycling materials and promoting and prioritising the use of road products that preserve the environment to the greatest possible extent, which includes choosing local products where possible.

Many of the Colas Group's innovative products, such as Wattway, which utilises renewable solar energy, the Vandvejen ("Waterway") climate adaptation solution and permeable asphalt, are the result of collaborations with specialists and researchers from both public and private organisations in Denmark and abroad.

Read more in [Colas' Quality, Environmental and Health & Safety Policy](#).

## Environmental Product Declarations (EPD)

In 2021, we implemented new software for creating Environmental Product Declarations (EPD) for asphalt products. We use the software to map differences and optimise the environmental impact of our asphalt products. We have already prepared EPDs for a number of products, which can be found on the website <https://www.epd-norge.no>.

We use EPDs to document the environmental impact of asphalt products. Going forward, these can also be used to optimise and assess changes in environmental impact due to changes in the product. During 2023, we developed and utilised EPDs internally, but also in connection with public tenders. We expect usage to intensify in 2024.

## Recycling

A goal for the Colas Group is to market products with recycled components and help create new behaviour - both for ourselves and consumers - and we are continuously testing new opportunities to recycle waste and residues from other industries.

## Residues from the paper industry replace bitumen

In 2022, we started testing a new variant of a binder where part of the bitumen is replaced by oil extracted from residues from the paper industry. The purpose of the development work is to minimise the use of bitumen and thus reduce CO<sub>2</sub> in our asphalt production. In 2023, we built on this by expanding the scope of testing in the lab to ensure and document the quality of asphalt with the new binder. Among other things, we carry out tests of the asphalt's rutting resistance, which is a simulation of how the asphalt is affected by heavy traffic. So far, the results have been positive and the outlook is favourable. Using this new product could potentially reduce CO<sub>2</sub> by approx. 20-30%.

## Recycling end-of-life car tyres

In 2023, we also trialled a new type of recycling on a road in Aarhus. In the trial, Colas replaced the traditional bitumen modifier with granulated rubber from end-of-life car tyres.

This is an exciting experiment that Colas carried out in collaboration with Aarhus Municipality and the

tyre recycling company Genan, which produces the granulated rubber product which makes it possible to replace the traditional product with end-of-life car tyres. This enable us to use a residual product that may be difficult to utilise in the quantity available. Here, too, the preliminary results are encouraging. It is important for us to ensure that there are no issues regarding the working environment, natural environment or recycling of the asphalt when it is replaced – and of course regarding quality. Thorough documentation work will therefore be carried out before the trial can be finalised.

### Recycled asphalt and other recycling

In addition, Colas has been recycling milled asphalt in its asphalt production for many years. An average of around 30% of the total material volume in our asphalt is recycled asphalt (called GMA). By reusing old asphalt in new asphalt, we significantly reduce material consumption and solve a waste problem at the same time. The quality of the new asphalt is just as high as non-recycled asphalt.

Other recycled materials include crushed glass, filler from flue gas cleaning, concrete and sweeping sand.

### CO<sub>2</sub> initiatives in asphalt production

We have also implemented a number of initiatives in production at our factories to help reduce our emissions.

In addition to promoting recycling, we have a strong focus on the production temperature in our factories. We have installed alarms in the control systems that alert the production worker if the

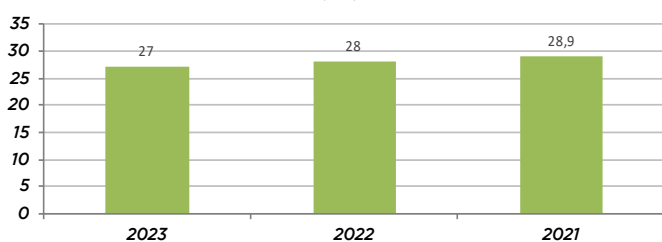
temperature gets too high. The type of asphalt produced at the lowest possible temperature is Colas' "Low-temperature-asphalt". In 2023, this product accounted for 20% of our total asphalt production. In addition, we have established covered halls at most of our factory sites, where stocks of recycled asphalt and finer gravel pit products can be kept as moisture-free as possible. We also place high demands on our suppliers in terms of the moisture content of the materials they supply. When the moisture in the materials is minimised and the materials are dry, less energy is required to use them in our asphalt production, thus saving energy and reducing CO<sub>2</sub> emissions.

### Environmental regulations and consideration for neighbours

At all our factories, construction sites and gravel pits, we take responsibility for complying with environmental regulations and helping to reduce environmental impacts and nuisances for the environment and our neighbours. We continuously measure and control environmental impacts and introduce new environmental improvements etc.:

- In 2022, we started using a new electronic system (ECHO) for environmental checklists. The system provides transparency and streamlines the work with environmental checklists
- We can see that the CO<sub>2</sub> load is decreasing year by year due to the increased content of biogas in the natural gas grid
- Colas has a statutory energy audit carried out every 4 years. Factories, workshops, gravel pits and rolling stock are reviewed for recommendations on optimising energy consumption
- Environmental impact reports that include information on dust, noise, traffic, nature, protected and preserved species, groundwater and cultural heritage are prepared in connection with the establishment of new excavation areas, and excavation permits are subject to neighbour consultation. For Colas, good relations with neighbours is an important part of production, and neighbours are always welcome to ask questions and visit us, including on special neighbour days, when Colas invites people to open house events.

Average addition of recycled asphalt (%)



The average addition of recycled asphalt is calculated as the proportion of recycled asphalt to the total amount of asphalt produced

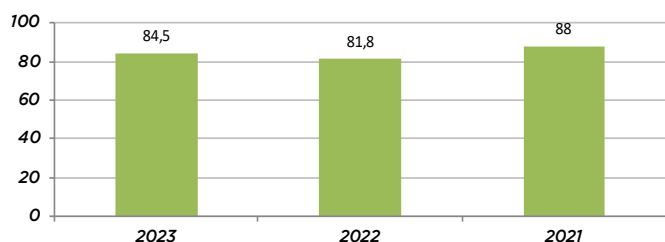
## Carbon-neutral energy

Colas Danmark A/S has entered into a Power Purchase Agreement (PPA) with Jysk Energi A/S for the supply of carbon-neutral energy. The agreement enters into force on 1 January 2024. From this date, we ensure that our electricity consumption is covered by renewable electricity production from two Danish plants with a 16.97% share from a wind turbine at Sdr. Bork and a 4.47% share from Høvsøre solar farm. Consumption will be documented and optimised and matched with the highest possible hourly coincidence between renewable production and consumption. The percentage that does not match hourly coincidences is secured through the purchase of energy with a certificate of origin. Colas can track delivery via monthly reports and overall ESG reporting.



In the period 2022–2023, we installed 10 double electric charging points at our facilities in Glostrup, Køge, Horsens, Viborg and Nørre Sundby. Establishing charging points will facilitate and promote the switch to electric cars, both for our employees and Colas' own fleet.

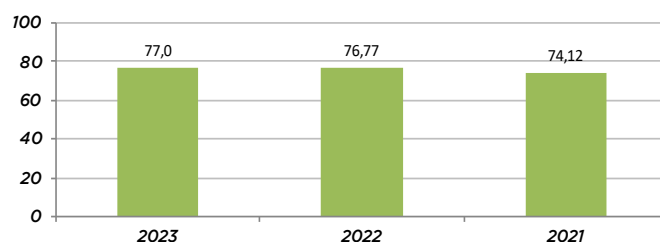
Energy consumption in asphalt production (kWh/ton)



Energy consumption in asphalt production is calculated on the basis of the energy used in the production plant itself and does not include energy used for rolling stock. Energy consumption is calculated on the basis of the most recently published standard factors for calorific values from the Danish Energy Agency (2016):

- Natural gas: 0,0396 GJ/Nm<sup>3</sup>
- LPG: 46,00 GJ/tonne.

Energy consumption in asphalt paving (index)



Energy consumption for laying asphalt is calculated on the basis of the contract tonnes laid and fuel consumption, which includes rolling stock except for milling and spraying vehicles. Energy consumption is given as an index, where the baseline year 2011 is index 100.

The reason for a higher energy consumption per contract tonne laid in 2023 is due to very wet weather conditions that required higher production temperatures, just as the special CO<sub>2</sub>-reducing asphalt laid for the Danish Road Directorate must be produced at slightly higher temperatures.



**Colas' management system for environment, quality and the working environment is ISO certified. Furthermore, we have a number of subsystems that we use to monitor CO<sub>2</sub> quota consumption and CE marking of stone materials for the production of concrete, asphalt and bitumen emulsion.**

**Read more:**  
[www.colas.dk/om-colas/qhse/](http://www.colas.dk/om-colas/qhse/)



# ASPHALT



# ENVIRONMENT AND BIODIVERSITY IN COLAS' GRAVEL PITS

## Information, participation and co-responsibility

The Colas Group's programme to promote biodiversity at our production sites etc. is supported by the Group's internal One Colas Quarry strategy and **ACT & Commitment Together programme**, which focus on the environment and biodiversity.

The purpose of the strategy is to increase understanding of how we can all play a part in maintaining and promoting biodiversity and protecting the environment through education and participation. The Colas Group holds special Environmental Days in connection with the programme. In 2023, the Environment Days focused on pollution, microplastics and water scarcity, including what we can do ourselves to avoid chemical pollution. In Denmark, we launched a new and simplified "spill kit" to safely collect any chemical residues.

## Biodiversity has plenty of room in our gravel pits

We have set up beehives, bird boxes and insect hotels and protect special habitats such as those of bank swallows, and we have established shallow water areas and planted native flowers in reclaimed areas to benefit bees and other insects. Colas' industrial department has its own in-hou-

se geologist who, in collaboration with our QHSE department and others, helps to ensure that the gravel pits are operated and processed responsibly and in accordance with our licences, and that the extraction of raw materials takes place with the least possible disturbance and with optimal use of the resources available to us.

## Initiatives in our gravel pits in 2023

In Nysum in North Jutland, we have re-established a lake for amphibians.

In Hvirring in Southeast Jutland, 14 hectares have been approved for reclamation. We took into account the importance of slopes, so that bank swallows can build nests and Eurasian eagle-owls can nest in safety from predators. In the gravel pit, we also created shallow lakes and corridors for lake-dwelling amphibians protected under section 3 of the Nature Conservation Act. Slopes, loose sand and gravel materials also attract sand lizards.

In Løgtved, Kaldred and Bjergsted gravel pits in West Zealand, we also established shallow lakes for amphibians and slopes for colonies of bank swallows. The lakes also attract a lot of deer, and in Kaldred, slopes and loose sand and gravel materials act as corridors for sand lizards.



# RESPONSIBLE VALUE CHAIN

In the Colas Group, we focus on a responsible value chain where parameters such as recycling, environmental considerations, local sourcing, human rights, etc. are all taken into account. We expect our suppliers to fulfil our requirements for responsible products and services. Our own responsibility is formalised through a new Supplier and Subcontractor Charter, which is available on our website:

[Colas Danmark A/S terms and policies.](#)

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

working environment. We have chosen to focus on suppliers whose performance is important to our strategy and focus areas or whose volume is sufficient to pose a significant risk to delivery.

Suppliers are evaluated annually in relation to the services provided as well as other parameters that influence quality, the natural 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. Audits are defined in Colas' internal compliance rules and management system.

# HEALTH, SAFETY AND WORKING ENVIRONMENT

Health and safety must always be a top priority in a company like ours. The road is a dangerous place to work, and we are committed to preventing accidents for the sake of our employees, partners, road users and citizens living near our work sites on the road.

## **A global health and safety culture**

Since 2020, the Colas Group has had a special focus on creating a new and comprehensive safety culture across the group. The aim is to develop a global culture of health and safety that promotes safer behaviour by strengthening cohesion and responsibility and a shared vision of zero accidents. Work on the new culture was rolled out in 2020 and is continuously followed up with information, dialogue, annual safety weeks, training and education, a daily risk assessment before the day's work, etc. The work on the new culture is also supported by a new programme, One Colas Safety, which will equip our managers to educate and coach their employees and colleagues. The programme focuses on behaviour and how to raise awareness and change dangerous behaviour in a constructive and engaging way. We introduced the programme in Denmark at the end of 2023.

For training activities, see annex 3.

## **Accident prevention**

As part of our accident prevention efforts, we encourage our employees to take responsibility and share and report their experiences of dangerous situations and near misses. That way, everyday experiences will help form the basis of a targeted, preventive approach.

Our working environment is supported by our health and safety organisation with local health and safety representatives who have relevant knowledge of local conditions. Monthly safety reports with near misses are shared locally and across the Colas Group. And our communication app makes it possible to inform and train hourly employees. We are fully transparent in relation to accidents and publish an internal monthly report, providing information about accidents – and how to avoid them – in the app.

Easy access to health and safety information for all employees sharpens our focus on critical areas and is actively used in our efforts to prevent accidents.

### Ongoing training and global safety week

In 2023, Colas' annual safety week focused on collisions and safe driving, including mobile phone use. The safety week is held every year for the group's 57,000 employees worldwide. During the week, we

focus on one or more important topics relevant to our employees and their safety. The theme is common, but the week is organised locally to ensure relevance to the work in the respective countries.

Work-related accidents		2023	2022	2021
Fatal accidents at work	Number	0	0	0
Accidents resulting in absences	Number	11	5	13
Accidents resulting in absences, frequency per million hours worked		13,68	6,41	15,85
Accidents at work not resulting in absences	Number	9	16	14

All accidents at work are recorded immediately after the incident and recorded as resulting or not resulting in absence. Hours worked are calculated on the basis of hours recorded. The rate of accidents at work is calculated as the number of accidents at work resulting in absences per million hours worked. The asphalt industry statistics only contain figures for asphalt laying and production in Denmark. Unlike Colas Danmark A/S' statistics, asphalt industry statistics do not include road and verge maintenance or gravel pit production.

### 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. News and offers related to the health schemes are communicated to employees via the intranet and communications app.

Employees	Unit	Colas 2023	*Benchmark Dansk Industris fraværstatistik 2022	Colas 2022	Colas 2021
Sickness absenteeism, all		3,33	5	4,17	3,28
Sickness absenteeism, hourly workers	%	4,04	5,2	4,79	4,39
Sickness absenteeism, salaried employees	%	2,56	4,8	3,11	1,89

\*Sickness absenteeism at Colas is benchmarked against the most recently published absenteeism statistics for the Confederation of Danish Employers published by the Confederation of Danish Industry, "Statistics on Absenteeism 2023" ("Fraværstatistik 2023"), which is based on 2022 figures.





# SEALING

# SOCIAL RESPONSIBILITY

For Colas, social responsibility is about showing respect and consideration for our employees and the world around us and creating the best possible conditions for diversity. We are convinced that a high level of safety and well-being, continuous training and personal and professional development, as well as high ethics, make our organisation stronger. It is the Colas Group's strategy to optimise the business in a responsible way, focusing on targeted international growth in low-risk countries to protect the company and the people we employ.

Read about our Code of Ethics (link on page 14).

## Well-being and development

To attract and retain employees, we focus on the well-being and personal and professional development of the individual employee and the team. Employee development is supported by talent development programmes and an annual performance and goal review, among other things. Ongoing wellbeing surveys provide important insights into areas we need to focus on improving. That is why wellbeing surveys are an important tool for employee retention.

### Wellbeing survey

In Denmark, we achieved a response rate of 70% for the Colas Group's annual global job satisfaction survey for hourly paid and salaried employees.

Overall, the survey showed that workplace well-being is good and that Colas employees believe they make good use of their skills and abilities. The survey also showed that there is trust in immediate managers and that employees feel they receive the help and support they need to fulfil their tasks. In addition, the survey showed that we must continue to focus on safety and the working environment, and that we must become better at concretising and communicating our goals. These areas will therefore be in focus in 2024, including through the new One Colas Safety programme and continuous information about strategy development at Colas.

### Developing the employees of the future

Colas trains road asphaltting apprentices and trainees in workshops, offices and laboratories. Every

year, we offer internships, e.g. to constructing architect or engineering students, and many of them choose to stay at Colas after completing their education.

To strengthen road asphalt apprenticeships, we updated our apprenticeship programme in 2021. The aim was to broaden the training and equip apprentices even better for the job and the future.

At Colas, we see management as a professional discipline that must be supported and maintained with training. We therefore prioritise the training of current and future leaders. In 2023, Colas again focused on leadership training. Among others, crew supervisors, project managers and foremen participated in a 4-day internal management course, "Management in Practice", which could subsequently be completed with an exam for 10 ECTS credits.

In addition, 20 selected project managers participated in the academy course "Financial Management in Practice". The course consists of 6 course days, and after completing the exam, project managers could also earn 10 ECTS credits. The aim was to give participants an overall understanding of business economics and processes.

For the first time, an asphalt-specific internal adult vocational training ("AMU") course was held in Zealand for our construction department with support from the Audebo Education Centre. Our asphalt workers and project managers from Zealand participated.

### Onboarding new employees

It is important for Colas that new employees have a good introduction to the Colas culture. All new salaried employees are therefore invited to an annual induction day (Colas Day). This is where we talk about the company's strategy and history, and work with Colas' values and safety culture. Employees in different functions and locations have an opportunity to meet and network with others from across our locations nationwide. This helps to ensure that silos do not emerge within the organisation.

## Equality and diversity at Colas

**Colas Danmark A/S' gender equality policy** aims to increase the proportion of the underrepresented gender so that Colas Danmark A/S achieves a more equal gender distribution in management and among salaried employees, and to promote diversity and gender equality generally. Women and female managers are underrepresented in the industry as a whole and this is also reflected in the

composition of Colas Danmark A/S' workforce. For a number of years, we have therefore focused on attracting more women across all professions. 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**

## Our goals for gender equality

Colas Group's 2026–2027 targets	Colas Danmark A/S 2023
	<b>Women make up 30% of all white-collar workers</b>
2027: The aim is for the proportion of female managers at all levels, including the management team* (see <b>Colas Danmark A/S in brief</b> ), to be 25%	<b>Women make up 25% of the management team</b>
2026: We aim to achieve a representation of at least 25% women on the board of directors	<b>50% of the executive board</b> (the executive board consists of two persons)

\*The group of salaried employees covered by the target includes salaried employees in management, staff and contract management in offices.

Colas Danmark A/S has seen an increase in the number of women in salaried positions over the years and will continue to strive to reduce the gap. In 2020, 75% of Colas Danmark A/S' salaried employees were men and 25% were women. In 2023, the breakdown was 70% men and 30% women.

In the autumn of 2023, a new Executive Board took office at Colas Danmark A/S. The previous Executive Board consisted of one man and one woman. The new Executive Board, consisting of the CEO and CFO, comprises two men. Colas Danmark A/S' management team consists of 12 people, of which 25% are women.

Colas Danmark A/S' gender equality policy can be read on Colas' website: <https://www.colas.dk/om-colas/aarsrapport-og-csr/>

## Collective agreements and freedom of association

At Colas, we respect our employees' right to freedom of association and to negotiate collective agreements, and we value the work our union representatives do for their colleagues. We are continuously working to build a good and efficient structure and process for cooperation between management and union representatives.

Union representatives and management meet regularly three times a year to discuss topics such as the company's operations and finances, well-being, training, pay and conditions, as well as other relevant topics.

In 2023, Colas Danmark A/S had three employee-elected union representatives, and both they and Colas would like to see more union representatives elected.

## Social integration is Cool

The Colas Group supports a number of social initiatives worldwide through the Colas Foundation (**Colas - The foundation**), which promotes the social integration and education of children and young people.

Colas Danmark A/S is a co-sponsor of activities in **Cool East** in Aalborg, which through cultural, social and sporting events contributes to social cohesion in the local community in the eastern part of Aalborg. Cool East focuses on integration, including through supporting local Leisure Heroes ("Fritidshelte"), who work to ensure that young people have a smooth transition to adulthood. Cool East also collaborates with the Aalborg Pirates ice hockey club on a number of initiatives, including fundraising for humanitarian causes.

# ETHICS, COMPLIANCE AND COMMUNICATION

At Colas, ethics and integrity are anchored in all of our activities. Colas Group companies, including Colas Danmark A/S, are required to adhere to compliance programmes relating to anti-corruption, bribery, fair competition, conflicts of interest and insider trading, among others.

To ensure that our employees know the rules and can avoid conflicts of interest and other actions that are inconsistent with our policies, communication, training and follow-up are regular features on the agenda. In 2023, approximately 58 of our employees completed a thorough compliance training programme.

In addition, the Colas Group has a number of online compliance training programmes that are mandatory for a large proportion of Colas Danmark A/S' employees.

## Full transparency

Colas has systematised the handling of gifts and invitations throughout the group with a reporting platform (E-Comply) that all employees are required to use. This creates transparency for all parties, both locally and for the parent company.

## Data ethics and GDPR

Data ethics and GDPR compliance are ensured through effective IT systems, data security and ongoing review of our guidelines for the handling of data and personal data. Colas Danmark A/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, and a DPO (Data Protection Officer) has been appointed at group level. However, apart from Colas Danmark A/S' privacy policies, Colas

Danmark A/S does not have an actual policy on data ethics. The reason for this is that, apart from Matomo Analytics which replaced Google Analytics in 2022, Colas Danmark A/S does not use algorithms for data analysis, artificial intelligence or automated processes relating to individuals' rights and opportunities, nor is such use of data 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 and Colas Danmark A/S participates in the Colas Group's whistleblower scheme. (<https://colas.besignal.com/entreprises>)

## Code of Ethics

<https://www.bouygues.com/wp-content/uploads/2022/12/code-of-ethics-enen.pdf>

## Open and honest communication

Colas wants to be transparent and communicate honestly with our stakeholders and the rest of the world around us. We provide information about our projects and initiatives via our website, social media and trade fairs. Our CSR report can be found at [www.colas.dk/om-colas/aarsrapport-og-csr](http://www.colas.dk/om-colas/aarsrapport-og-csr), and our commitments can be found at <https://www.colas.dk/om-colas/vores-csr-forpligtelser/> and at [www.colas.com](http://www.colas.com) further information on the Group's actions and commitments can be found at [www.colas.com](http://www.colas.com).

Internally, we communicate via intranet and a communication app, where all employees have easy access to news, internal issues and other communication with the opportunity to interact and provide feedback. The communication app is used by the majority of our hourly and salaried employees.



# RAW MATERIALS AND INDUSTRY





# Annex

All data refers to Colas Danmark A/S.

## Annex 1

Employees	Unit	2023	2022	2021
Total employees as of 31 December	Total	409	368	381
Average number of employees during the year	Total	412	397	410
Distribution of hourly employees and salaried employees				
Hourly-paid staff		219	198	211
Salaried employees		190	170	170
Gender distribution of employees				
Men		351	318	335
Women		58	50	46
Gender composition on the board of Colas Danmark A/S				
Men		4	4	4
Women		0	0	0
Gender composition in the management at Colas Danmark A/S				
Men		9	8	7
Women		3	4	3
Average age, hourly-paid staff				
Average age, hourly-paid staff		44	45	45,1
Average age, salaried employees				
Average age, salaried employees		46	47	47
Average seniority, hourly-paid staff				
Average seniority, hourly-paid staff		6,8	7	8
Average seniority, salaried employees				
Average seniority, salaried employees		11,3	12	13

The number of employees is calculated on the basis of records in the payroll system.

For information on gender equality, including the gender composition of senior management, please refer to Colas Danmark A/S' gender equality policy at [www.colas.dk](http://www.colas.dk).

## Annex 2

First aid courses	Unit	2023	2022	2021
Employees who completed a course	Total	101	117	6
Employees with a valid fire safety and first aid course	Total	162	112	39
% of employees with valid fire safety and first aid course	Total	40	30	9
Driving safety	Unit	2023	2022	2021
Driving-related accidents, total	Total	34	29	30
Driving-related accidents involving a third party	Total	22	21	22
Driving-related accidents involving a third party, frequency		0,04	0,04	0,046
Transport of dangerous goods	Unit	2023	2022	2021
Employees who completed a course	Total	216	29	0

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

All driving-related accidents are recorded immediately after the incident, just as it is noted whether or not they involved a third party. The number of motor vehicles is calculated at the end of the year. The driving-related accident rate is calculated as the number of driving-related accidents involving third parties relative to the number of motor vehicles.

The number of participants in hazardous goods courses is calculated on the basis of recorded course activities.

## Annex 3

Continuing education	Unit	2023	2022	2021
Employees who participated in course events	Total	329	302	216
Duration of course events	Days	2509	2588	1467
Hourly-paid employees who participated in course events	Total	116	162	106
Salaried employees who participated in course events	Total	213	140	110
Training costs relative to payroll	%	0,83	0,48	0,52
Asphalt school participants	Total	10	18	0
Road asphalt trainees as of 31 December	Total	8	12	11
Road asphalt trainees who completed their training	Total	4	4	6
Apprentices as of 31 December	Total	1	0	1
Apprentices who completed their training	Total	0	0	0
Trainees as of 31 December	Total	4	2	1
Trainees who completed their training	Total	1	1	0
Interns during the year	Total	1	0	1

Training is calculated on the basis of records in the payroll system.



**CIVIL WORKS  
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