



# Sustainability Performance **2021**

**BAETTR**

Engineering the Foundation  
for Future Generations



**BAETTR**

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The report has been reviewed by  
Green Network. Denmark, May 2022

# Message from CEO

## Peter Pallishøj

The green transition is more important than ever, and we need to act now.

We hear and see it everywhere; actions are needed, if our future generations are going to have a nice place to live. The consequences of no actions are becoming more and more tangible, and I can only emphasize that everybody must contribute. Both as companies and as individuals, but for sure a step change is also needed from political side and from authorities. We work hard to contribute to the transition wherever we can at Baettr – from shopfloor to management, across our value chain, as well as external in all possible aspects.

This sustainability report is about our journey from being a traditional production company to becoming a sustainable world leader. You can read about what sustainability means to us, some of the good stories about the progress we have made, and our approach, targets, and performance in more detail.

### Looking back

At Baettr we continuously focus our processes on optimizing, and thus carbon reduction has become a natural part of our analyses and actions. On a larger scale we have our carbon footprint in focus when making footprint adjustment, where logistics can contribute badly, and the setup of our new factory in India took off with a continuous strong focus on redefining layout and processes, to reduce our power consumption per casted ton significantly.

The Momentum network – a network for suppliers to the wind turbine OEM's focusing on innovation and sustainability is still of great value to us. Besides what we gain ourselves at Baettr, we are extremely satisfied with and proud of that the network now counts more than 20 companies. That is proven performance of a broad group taking a joint responsibility, and a great example to follow.

### Looking forward

This year we will start to challenge our supply chain, where the carbon footprint is currently being mapped. During second half of 2022, we will set targets together with our suppliers, to ensure that our inbound products and services will improve further in respect to carbon footprint.

Baettr - Engineering the Foundation for Future Generations.

Enjoy the reading.

Peter Pallishøj



# Sharing the good stories

We stand accountable for our way of doing business, our impact on people's lives, and our global, environmental footprint. Our commitment to sustainability is defined in our 2030 sustainability strategy. Closely linked to our purpose and values.

We share the good stories and celebrate our dedicated colleagues, making a difference by their commitment. Here are some of the improvements with impact to safety, energy consumption and waste reduction. They all contribute to reaching our strategic targets, and continued efforts to make wind energy even more sustainable.



## Baettr named Vestas' supplier of the year 2021 for sustainability

Vestas has awarded Baettr with the Supplier of the Year 2021 award for our work in sustainability. The award was presented to Baettr at Vestas' annual Supplier Forum in late November 2021. "Briefly put, this award is a big win for us. Not only is it a reminder to ourselves - all of us at Baettr - to take pride in the work we do in the name of the green transition.

It is also a recognition that brings credibility to the message that we attempt to convey everyday, to our partners and clients: That sustainability, to us, is not just a separate business area with separate goals. It is at the very core of our way of doing business, and that is why we are geared to compete on the future global stage."

**- Peter Pallishøj, CEO**





Safety is our first priority around all our sites. Our colleagues in Tianjin stand out by their high level of safety performance. Currently achieved 1087 days without Lost Time Injuries (as this report is being prepared). They work with safety leadership and awareness at all levels of the organization. Creating a culture where everyone takes responsibility for their own and colleagues' safety and well-being. This is truly an inspiration to all of us at Baettr, striving to develop the same high safety culture in all sites.



**- Charles Geng Shiquiang, Factory Manager Baettr Tianjin**



In our foundries in China and Sweden we are constantly trying to optimize energy consumption and transfer knowledge from one foundry to another. The foundries use different lining materials, namely refractory bricks and concrete lining respectively.

Ladles with refractory bricks does not need preheating with LPG gas. Ladles with concrete lining requires daily maintenance and preheating thus high consumption of LPG gas in one of the foundries.

Proposed change and its impact is to change from lining concrete to refractory bricks. Assume that the foundry can reduce its LPG gas consumption rate from 2600 g/ton produced casting to 500 g/ton.

We started to investigate necessary changes in 2021 with some delays due to Covid restrictions. The project is still ongoing and we are looking for potential suppliers in China in 2022.



Ladle with concrete

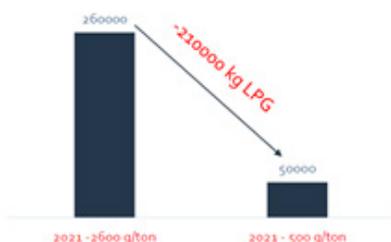


Ladle with brick lining

**BTG Production Yield impact on material cost**



BTX – impact of LPG consumption rate to produce 100 k ton/year (estimated)



Estimated LPG consumption to produce 100 kton casting based on different consumption rate [Kg]

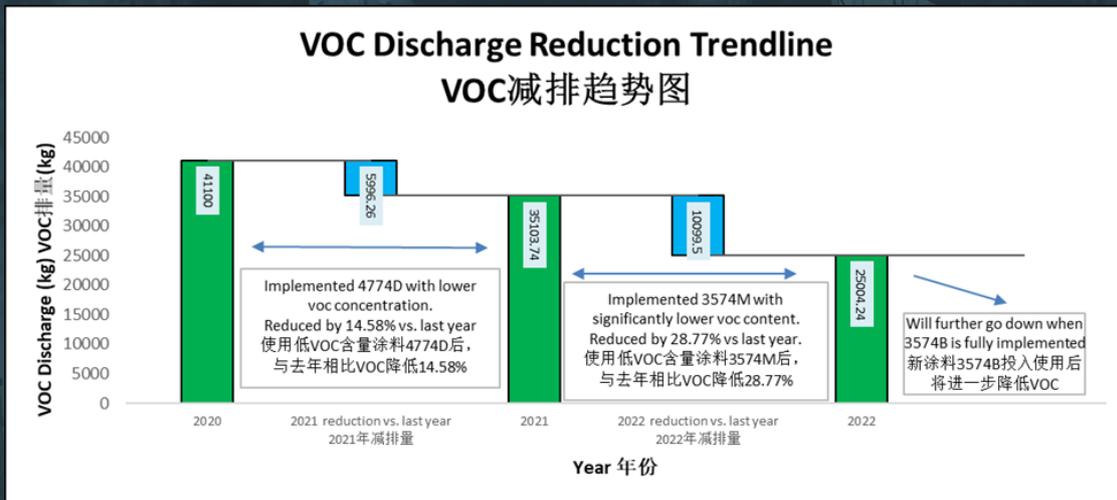
	2019	2020
Produced item BTX*	69526	78303
Produced item BTG*	20427	22813
LPG BTX (Kg)**	156160	204410
LPG BTG (Kg)**	8968	6305
LPG rate BTG (g/ton)	439	276
LPG rate BTX (g/ton)	2246	2611

\* Power BI data  
\*\* CO2 report



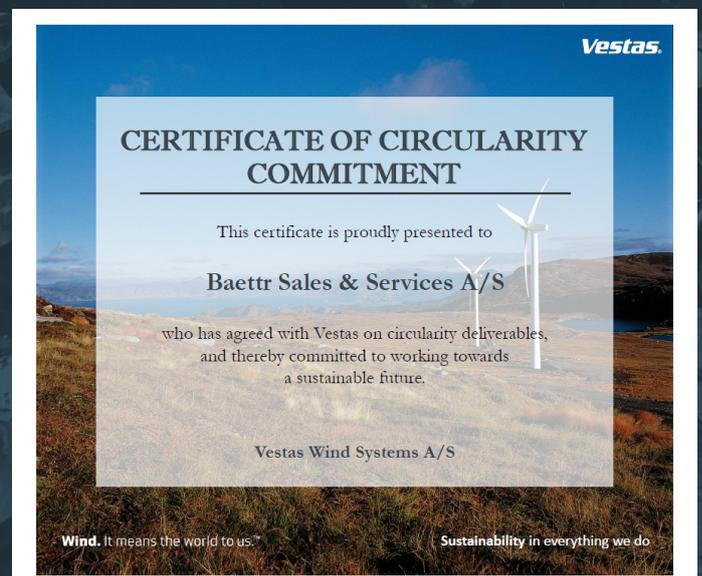
## BTT VOC - Minimizing the use of solvents

We are continuously working on controlling and reducing the impact on the environment. Not just by being in control of our emissions, but also by working structured to reduce the input factors. An example is, that we for several years have been challenging paint suppliers, to develop paint with less solvent. As it earlier was not possible to fulfill our needs, we invested in an abatement system for our Tianjin factory in 2016, to ensure that we do not lead out too much VOC. The abatement system is absorbing the solvent by active carbon then desorbing the solvent from carbon for further catalytic combustion. Despite being well in control of emissions, we have continued to push the paint suppliers and In parallel new paint with less solvent has been developed. After solid testing and approval of the new paint, it has now been possible to introduce the paint and thereby we have got the ability to reduce the input factor. When comparing 2021 with 2020 it has been possible to reduce the VOC from painting with 14,5% which is a great step in the right direction. However it does not stop here, as we are currently working on the implementation of the next and even less solvent paint. The new paint is expected to be introduced during 2022, and will reduce our VOC with further 28,8%.



We are proud to have received this certificate of circularity commitment from Vestas, which marks our joined commitment towards a circular economy. Circular economy at Baettr means that we strive to build circularity into our production processes by reducing raw material consumption, improving process yield and by preventing, reducing and recycling waste.

We support the UN sustainable development goal #12 Responsible Consumption & Production, to utilize resources responsibly and reduce our footprint from manufacturing. We strive to reduce resource consumption and waste in the design phase where possible. Alternatively, to identify opportunities for re-use, recycling, or recovery of raw materials.



# Our approach to Sustainability

The good stories support our sustainability strategy. Showcasing specific examples of what sustainability means to us. As part of the wind industry supply chain, we contribute to a sustainable footprint of

a wind turbine. We defined 4 key work streams, that form the foundation of our 2030 Sustainability strategy.

## Emission & Energy



## Circular Economy



## Sustainable Sourcing



## People & Health



The Sustainability targets are anchored in our business strategy, Grow Baettr. We support the United Nations 2030 Sustainable Development Goals (SDG). A global blueprint for peace and prosperity for people and planet. A global core team

with representatives from Technology, Sourcing, HR and HSEQ is established to drive the progress, supported by the Executive Board as steering group. A global workstream Lead is appointed to head each workstream.



## About the report

With this second sustainability report, we aim primarily to raise the awareness and understanding of sustainability within our organization. Further to communicate our strategy and progress on sustainability to external stakeholders. The purpose is to link the strategic targets with results and stories from our great colleagues bringing sustainability to life across our sites. Sustainability is about the way we conduct business and utilize our resources, fulfilling the needs of our stakeholders with respect for the future generations.

The most often quoted definition of sustainability comes from the UN World Commission on Environment and Development; “Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.”

In the following you find an introduction to our Grow Baettr strategy, how sustainability is integrated at strategic level, targets, and specific performance data.

Data collection is based on both primary and secondary data. Primary data covers activity data within our own organization e.g., from the ERP system, measurements from meters etc. Secondary data covers activity data from external sources, e.g., from invoices or statements. The data quality ranges from medium to high, based on measurement or calculation. The report has been reviewed externally by Green Network. The reporting period follows the calendar year. Our baseline year is 2019 for carbon footprint and waste reporting. The report will be published yearly, available at our intranet and website.

**The report is prepared by Lene Andersen, HSE specialist**



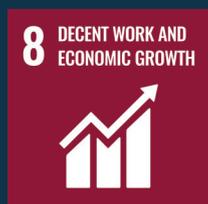
# GROW BAETTR

Baettr support the UN Sustainable Development Goals. Specific SDGs are selected based on a materiality assessment, reflecting the areas where we have a positive and /or negative impact.



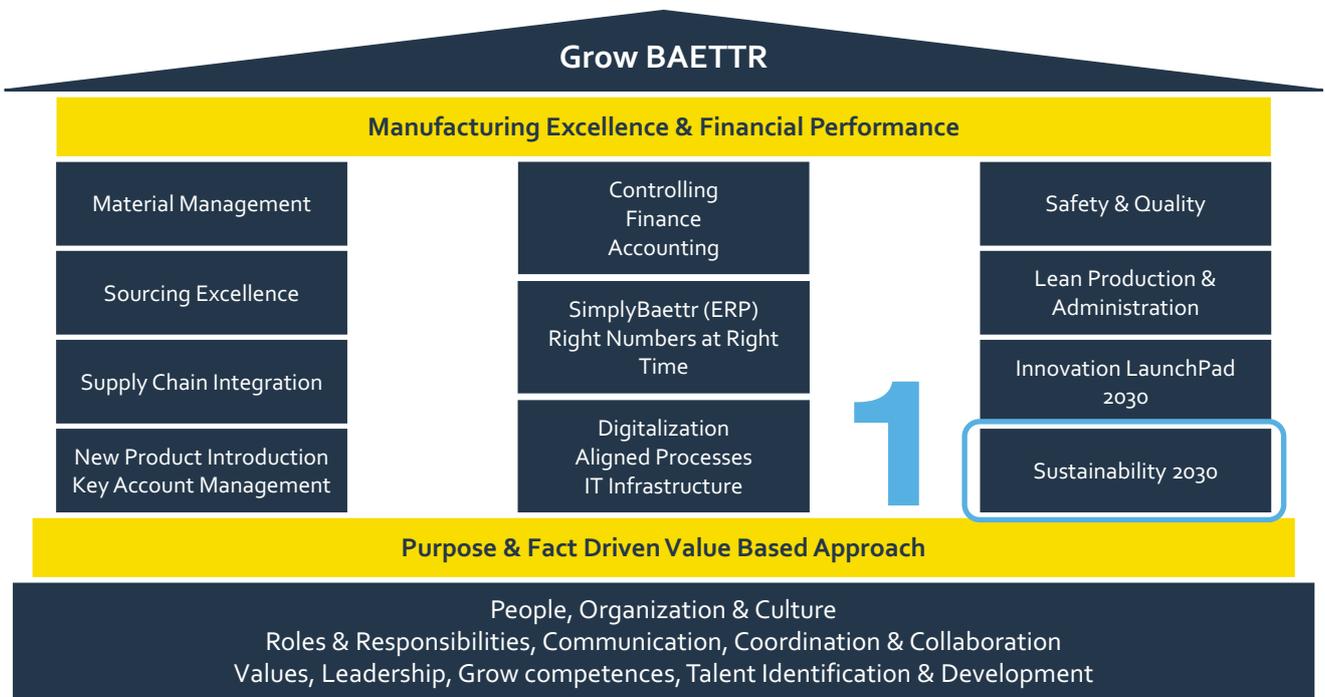

Based on the materiality screening, we selected the below SDGs. The SDGs are linked to our key work streams within sustainability. In the following

sections we will introduce the selected work streams and SDG's. Each workstream support at least one of the SDG's.



Sustainability is closely linked to our purpose and WHY – We contribute to the necessary green transition to make wind energy the most widely available and preferred energy source in the world. We believe that passing on a better place for future generations is not only profitable – it is truly enriching. Our company strategy, Grow Baettr builds on our values, people, culture, and leadership enabling

the realization of our objectives. The strategy house is structured around 3 interdependent pillars. Sustainability is embedded in the strategic framework, supporting the sustainable development across the organization. We defined our 2030 sustainability strategy and committed to short and long term targets.



Grow Baettr strategy house



Baettr 2030 sustainability strategy



Baettr key business indicators

The business indicators provide a one-pager summary of our 2021 performance. Targets and further details are explained in the following. See appendix in the back of the report for detailed definitions. We track the performance of each business indicator

compared to our targets at defined frequencies. Some follow our monthly reporting, others the quarterly performance review cycle. All business indicators are linked to individual workstream targets and SDGs.

# Sustainability **2021** summary



10.19

Total recordable injuries per million working hours



4.37

Lost time injuries per million working hours



59.424

Carbon footprint ton CO2e from own operations



21

Renewable energy (percentage of electricity from renewable energy sources)



82

Waste for recycling (percentage of total waste from own operations, which is recycled)



54

Recycled raw material consumption (percentage of total raw material consumption, which is from recycled raw materials)



5.2

Employee motivation & satisfaction (average score from employee survey. Highest level 5-6 - Very satisfying)



3

Number of technology innovation projects, supporting circular economy

# Emission & Energy



**Scope** - The scope of Emission & Energy is limited to energy consumption and Greenhouse gas emission from our own processes. The greenhouse gas emissions are accounted in accordance with the GHG Protocol. The scope of the GHG emissions is limited to processes within the company boundaries (scope 1 and 2). Emission factors are to the extent possible provided by the energy providers. When emission factors from the source have not been available, standard "emission factors have been used. Activity data from energy consumption is quantified and converted into kg CO<sub>2</sub> equivalents (CO<sub>2</sub>e).



**Key business indicators** - Key business indicators are:

- Energy consumption (MWh)
- GHG emission (kg CO<sub>2</sub> equivalents) – scope 1, 2 and 3

We measure both absolute and relative figures. Also, the percentage of our energy consumption for electricity and district heating, originating from renewable energy sources is measured.

**Targets** - Our 2030 targets are 50% reduction of CO<sub>2</sub>e emission from our own processes and electricity from 100% renewable energy sources, compared to the 2019 baseline. Mapping of CO<sub>2</sub>e emission scope 3 baseline and target setting by end 2022.

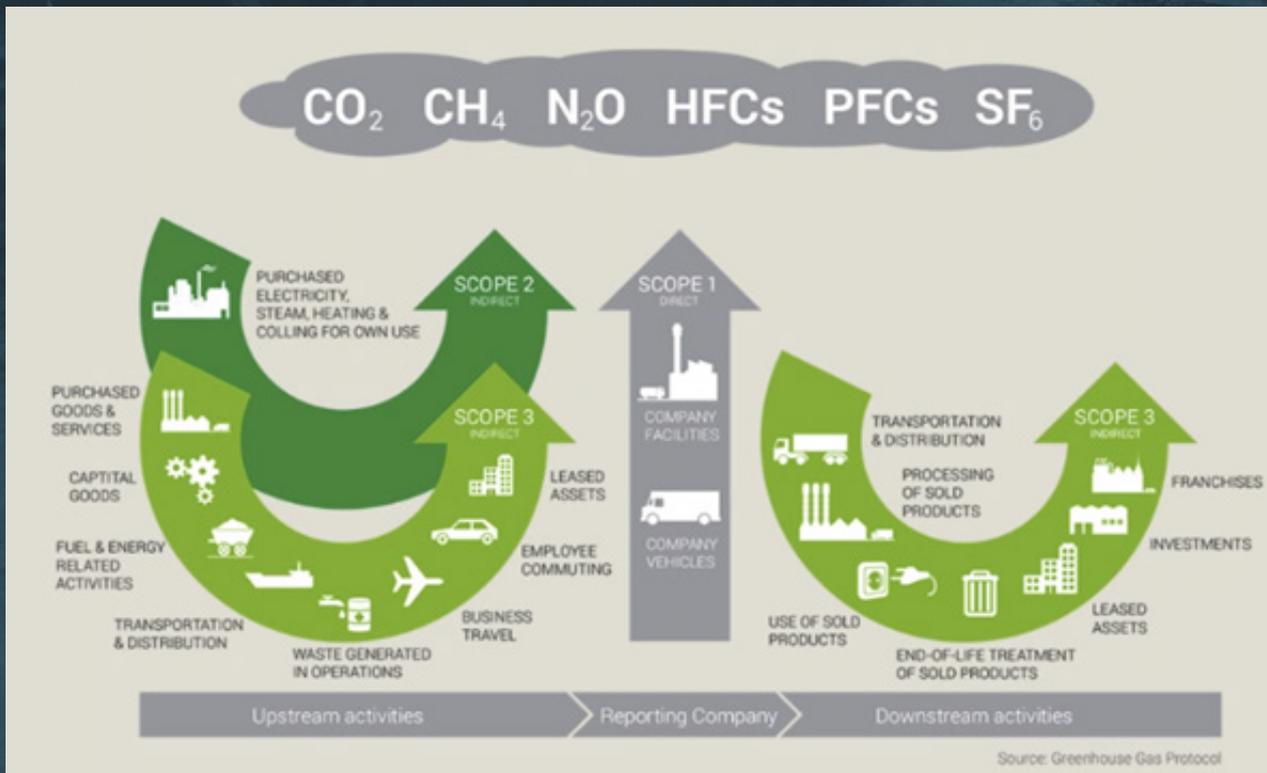
**Actions** - We are committed to reducing our carbon footprint, by optimizing energy consumption and ensuring all our electricity originates from

renewable energy sources. The transition to renewable energy will take effect by 2022. We support the sustainable development goals **#7 affordable & clean energy** and **#13 climate action**, to reduce the GHG emission and promoting renewable energy.

Our greenhouse gas (GHG) emission is mapped for 2019 as the baseline year. Data in this report are compiled covering 2019-2021. Next step is to map scope 3 emission, as a first step from raw materials, services and transport.

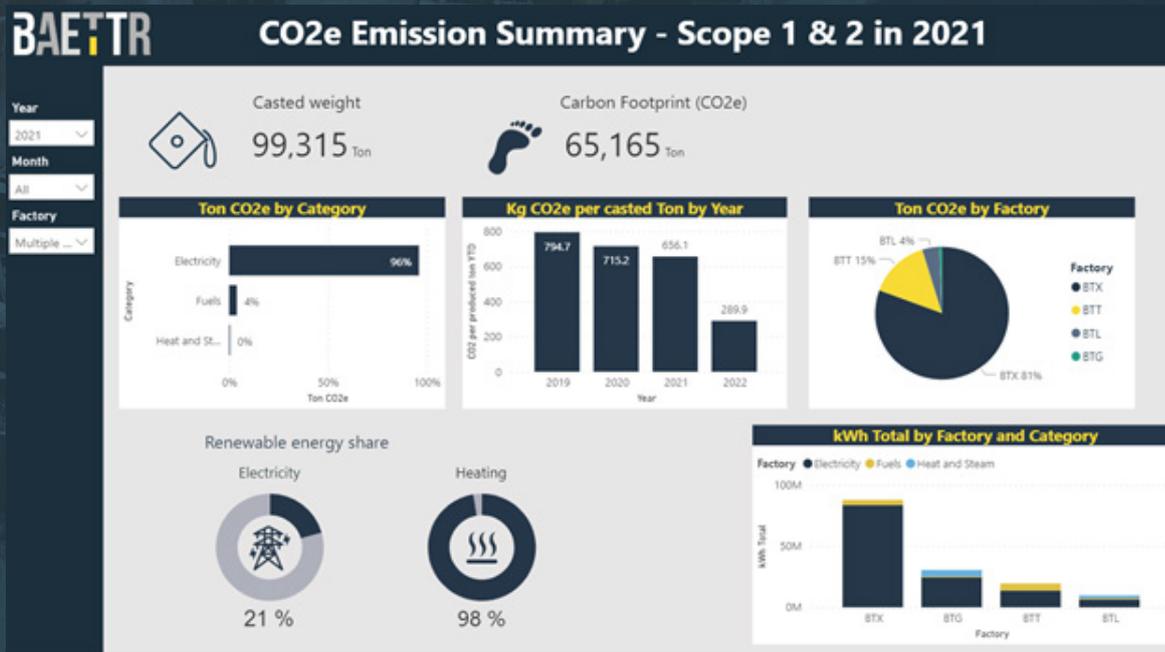
Each site has determined local energy saving and CO<sub>2</sub>e reduction targets for 2021.

The GHG emissions are grouped in scope 1, 2 and 3, defined in the GHG protocol. Most common types are carbon dioxide, methane and nitrous oxide, illustrated in below figure. Scope 1 include GHG emission such as gas for process heating and diesel for forklifts and excavators within the company. Scope 2 include electricity and district heating from utilities. Scope 3 is not in the scope of this report. Selected parameters from scope 3, covering raw materials, services and transport, will be included in the 2022 sustainability report.



Source: Green House Gas protocol – scope 1, 2 and 3 illustration

The energy consumption and CO2e emission is reported and compiled from all sites at a monthly basis in the below dashboard.



Source: Sustainability report, CO2 summary 2021 – total emission, scope 1 and 2.

Electricity comprises 96% of our total energy consumption, primarily derived from the melting process in the foundries.

Development from baseline year 2019 to 2021 shows a 17% reduction from 794.7 to 656,1 kg CO2e per casted ton. Primarily caused by the closure of a site and general energy optimization, resulting in a reduced energy intensity per casted ton. The 2022 figure kg CO2 per casted ton will not be final until the completion of reporting by end of 2022.

When we benchmark our CO2e emission level with the industry, our foundries perform better than the average foundries in both Sweden and China. However, we continue the optimization to strengthen our position and competitiveness.

2021 emission, globally (Kg CO2e/ casted ton)	2030 target (Kg CO2e/ casted ton)			
656	397			
Industry reference, emission of kg CO2e per ton of castings.				
Foundry industry reference, Sweden	Foundry industry reference, China	Foundry industry reference, India	Baettr BTG, Swedish foundry	Baettr BTX, Chinese foundry
36	886	1213	20	685

Source: Swedish Foundry association Climate indicator 2021. Baettr figures are based on 2021 data.

# Circular Economy



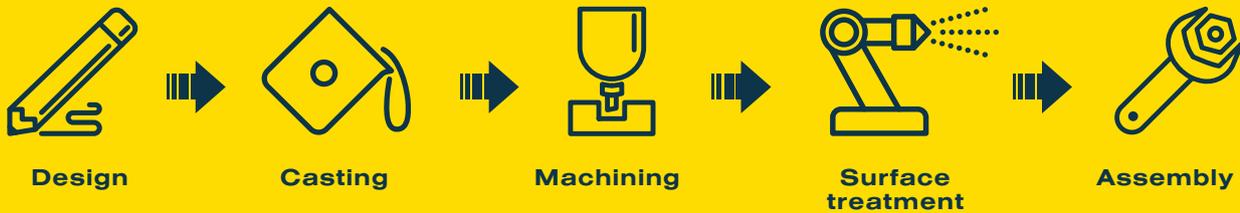
Our components are made of casted iron and thereby fully recyclable. There is full traceability on each component from alloy composition to the manufacturing site. The material composition is a mix of virgin and recycled raw materials. Virgin

raw materials include pig iron and alloys. Recycled raw materials include steel scrap, metal chips and excessive waste iron from the casting process. Currently comprising above half of the raw material composition.

**Scope** – Circular economy at Baettr means that we strive to build circularity into our production processes by:

- Reducing raw material consumption
- Improving process yield
- Preventing, reducing and recycling waste

Initially we will focus on the casting processes and following we will expand to the remaining service areas:



**Key business indicators** – Our key business indicators are:

- Recycled raw materials (%)
- Waste intensity (waste per ton casted)
- Number of technology innovation projects, supporting the circular economy

Key business indicators, currently in development, are among others casting process yield, new sand, water, resin and binder consumption per ton good casting. Expected to be included from 2022.

**Target** - Our 2030 targets are 70% recycled raw materials in castings, 90% reduction of waste for landfill and incineration, and 50% reduction of fresh-water consumption. Waste targets are compared to the 2019 baseline.

**Actions** - We support the sustainable development goal **#12 responsible consumption & production**, to utilize resources responsibly and reduce our footprint from manufacturing. We strive to reduce resource consumption and waste in the design phase where possible. Alternatively, to identify opportunities for re-use, recycling, or recovery of raw materials.

A charging software is implemented in the foundry in Guldsmedshyttan to optimize the melt composition. This will further provide transparency of the composition of virgin and recycled raw materials. On average 54% of the raw materials in our products are recycled raw materials. Next step is to identify further opportunities for optimizing the melt and strive to increase the proportion of recycled raw material.

The top 3 waste fractions by volume are waste sand, metal scrap (chips, returns) and dust which cover >80% of the total waste volume. In 2021 we mapped waste for all sites and made an automatized reporting for waste streams on product level. The target for 2022 is to set targets in cooperation with our supplier and make action plans for projects for recycling more waste fractions.

Our total waste generation has increased from 2019 to 2021 in volume and intensity. From 480 to 525 kg waste per ton casted. This is primarily due to the increase in casted tonnage, but also due to a higher waste reporting validity from Stade in 2020,

compared to 2019. A significant improvement is the reduction of waste for landfill by 53%. Especially due to new solutions for recycling of foundry waste-sand and dust. There has been a slight increase from 2020 to 2021, which we assume is due to better reporting.

Examples of waste turned into value is the metal chips from machining, which are compressed into pellets and used as raw material in the melt.

In our foundry in Sweden, we have entered a cooperation with Econova to utilize our waste sand. The foundry waste sand is used for soil production, replacing virgin sand from the local gravel quarry. In 2021 Baettr delivered 5,075 tons waste sand to Econova for soil production. An agreement is made for additionally 10,000 ton, which is the yearly recycling potential from the foundry.

The integration of circularity into our value chain continues and will be further developed in the coming year.

### Waste sand from the foundry, replacing virgin sand from the gravel quarry



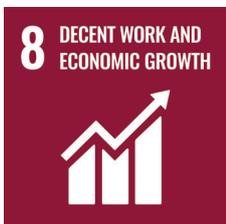
In 2020, a collaboration was started with Econova to recycle the surplus sand from Baettr's foundry in Guldsmedshyttan, Sweden.

In the first year, the recycled sand was used mainly as a construction material. In 2021, the sand from Baettr has been included in several recipes for construction soil (bulk soil), which has reduced Econova's need for virgin sand. During 2022, the collaboration continues to develop and the refining of the surplus sand from Baettr will continue. Econova is now working towards the launch of a completely new soil product for the consumer market in horticulture, where the recycled sand from Baettr is an important component.

With the black sand from Baettr, Econova can make a soil that, due to the dark color, becomes extra warm and thus gives an extra boost to the plants.



# Sustainable Sourcing



Baetr support the sustainable development goals **#8 decent work & economic growth, #12 responsible consumption & production and #13 climate action**. Related to working environment, resource consumption and carbon footprint in the supply chain.

Our Code of Conduct is based on the the UN Global Compact principles on human rights, labour, anti-corruption and environment, outlining our

corporate social responsibility requirements to our suppliers as well as our own organization.

**Scope** – Sustainable Sourcing is about the development of our supplier base to support the green transition. The initial scope is limited to key material and service providers based on materiality. Expecting this is where the largest gains can be achieved.



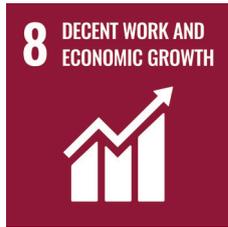
**Key business indicators** – Key business indicators expected to reflect our customer requirements, initially on CO<sub>2</sub>e emission, in our supply chain. Initially on the suppliers' scope 1 and 2 emissions – on long term to include their supply base as well. Other key indicators expected are percentage of renewable energy sources and general compliance to Baettr Code of Conduct. Further details to be defined and settled by end of 2022.

**Target** – Mapping of scope 3 CO<sub>2</sub>e emission based on a materiality screening by end 2022. Supplier targets for CO<sub>2</sub>e emission mapping and reduction to be defined in dialogue with our key suppliers. An estimation of the CO<sub>2</sub>e emission of the top 5 commodities, based on purchased volume and spend is planned for 2022. The calculation is based

on standard CO<sub>2</sub>e emission factors and annual volume purchased. The selected commodities are 3. party production parts, pig iron, steel scrap, binder systems and transport. Hereby we cover approximately 24 suppliers globally and more than 80% of the total global spend value across Baettr sites.

**Actions** – The first step is to define sustainability criteria for supplier selection, rating, and development by end of 2022. When defined, the global sourcing processes will be updated to include these criteria, ensuring focus and compliance. Planned actions for 2022 are to finalize the initial supplier sustainability strategy, based on the above scope and targets. This to enable the actual implementation during 2022 with the selected suppliers.

# People & Health



**Scope** – People and Health is about ensuring a workplace where all Baettr employees thrive, create great results and Grow Baettr.



**Key business indicators** – Our key business indicators are:

- Total recordable injuries (TRI)
- Lost time injuries (LTI)
- Dupont safety culture level
- Education of apprentices (number of completed educations)
- Employee survey - YourVoiceMatters@Baettr

YourVoiceMatters is initiated to ensure we have an open and continued dialogue with our employees and managers to ensure engagement and team development. The development is measured through a yearly employee survey.

**Target** – Our 2030 safety target is maximum 3 Total Recordable Injuries (TRI) per million working hours and no Lost Time Injuries (LTI). To achieve this level, we strive for an interdependent safety culture in all sites. Where we all take responsibility for our own and colleagues' safety. Every year we strive to have an employee engagement level at "very satisfying". On education of apprentices, we aim for maintaining the current level in Lem.

**Actions** – We support the sustainable development goals **#4 quality education and #8 decent work and economic growth**, related to education and working environment by implementing the Leading@Baettr leadership programme. The programme aims to educate our leaders in what we define as good leadership within Baettr with the first workshops held in April 2021.



**Activities supporting the Dupont safety culture and leadership program in the machining site in Tianjin, engaging and involving employees.**



BTT Safety vision, principle and leadership commitment.



Safety talk and behavior-based safety.



Safety meeting in an open way



Shift safety Kanban with target and activity.



Collect safety slogan and visualize the safety reminding.



**The foundation of Grow Baettr is our people!**

To ensure a strong foundation within Baettr we need to ensure continuously development within our organization – both for leaders and employees. In 2021 we started our value-based leadership programme which we call Leading@Baettr.

In the Leading@Baettr programme, the starting point is our values. In order to make our values more tangible, we have identified six behaviours which we have defined as being the most critical behaviours to live by within Baettr – we call them our six Baettr Behaviours. When educating our leaders in our Baettr Behaviours we ensure that no matter where in the world you work or with whom you work – you can expect to be meet with the right set of behaviours.

Right now, 70 leaders are participating in the leadership program and more will come. Every employee needs to be educated in our Baettr Behaviours, because we believe that the Baettr Behaviours can transform a good working environment to excellent. When acting according to these behaviours we together will enhance our grow – because no one can change the world on their own.

**LEADING@BAETR**

With our sustainability strategy and the outlined workstreams, we are truly committed to build sustainability into our culture and processes. We embarked on the sustainability journey beginning of 2020, proud to share the good stories and the strong commitment from our top management and sustainability core team.

More data is presented in the following from the 2020 and 2021 performance.

The key business indicators from the sustainability summary are highlighted with bold.

## Indicators and data

Category	Unit	2021	2020
<b>Safety</b>			
Lost time injuries	Number	<b>9</b>	<b>10</b>
Lost time injuries (LTIs), frequency	LTIs per million working hours	<b>4,37</b>	<b>5,11</b>
Total recordable injuries	Number	21	26
Total recordable injuries (TRIs), frequency	TRIs per million working hours	<b>10,19</b>	<b>13,28</b>
<b>Energy</b>			
Direct energy (scope 1)	MWh	11.799	12.336
Natural gas	MWh	5200	5106
Biomix gas	MWh	17	14
LPG	MWh	3.584	3.342
Diesel	MWh	2.998	3.874
Indirect energy (scope 2)	MWh	135.888	152.263
Electricity	MWh	128.398	146.813
District heating	MWh	7.490	5.450
Total energy consumption	MWh	147.687	164.599
Share of renewable electricity	%	<b>21</b>	<b>18</b>

Category	Unit	2021	2020
Energy intensity	MWh per tons casted	1,487	1,481
Casted tonnage	Tons	99.315	111.174
<b>GHG emissions</b>	Unit	2021	2020
Direct energy (scope 1)	Tons CO2e	1.550	2.714
Natural gas	Tons CO2e	87	942
Biomix gas	MWh	2	2
LPG	Tons CO2e	829	773
Diesel	Tons CO2e	632	997
Indirect energy (scope 2)	Tons CO2e	57.874	76.802
Electricity	Tons CO2e	57.795	76.347
District heating	Tons CO2e	79	455
Total GHG emissions	Tons CO2e	<b>59,424</b>	<b>79,517</b>
Emission intensity	Tons CO2e/ tons casted	0,598	0,715
<b>Waste</b>			
Waste for recycling	Tons	42.653	47.153
Waste for incineration	Tons	332	514
Waste for landfill	Tons	9.172	8.956
Total waste	Tons	52.157	56,623
Share of waste for recycling	%	<b>97%</b>	<b>83%</b>
Waste intensity	Tons waste/ tons casted	0,525	0,509
<b>Raw materials</b>			
Raw materials, recycle rate in product composition	%	<b>54</b>	<b>54</b>
<b>People</b>	Unit	2021	2020
Employee motivation and satisfaction (survey result)	Score	<b>5,2</b>	<b>5,2</b>
Full time employees (FTE)	Number	972	887
Gender diversity at management level, male employees	%	79%	77%
Gender diversity at management level, female employees	%	21%	23%
Apprentices (CNC & administration)	Number	13	12
Educated apprentices	Number	1	2
<b>Innovation</b>			
Technology innovation projects	Number	<b>3</b>	<b>3</b>
<b>Certifications</b>			
Number of sites	Number	4	4
Sites with ISO 45001 certification	%	100	100
Sites with ISO 14001 certification	%	100	100
Sites with ISO 9001 certification	%	100	100



## Evaluation and looking ahead

Some of the most significant trends from the baseline year 2019 to 2021 are within safety, employee satisfaction, energy consumption and recycling of waste.

We see a positive trend in the development of TRI and LTIs from 2019-2021. Programs as the Dupont Culture training are implemented to further improve the development and maturity of our HSE culture. This will be ongoing in 2022-2023. Specific action plans are in progress at all levels of the organization to develop a culture where performance and well-being go hand in hand.

The energy intensity shows a decreasing trend. From 2019-2021 we increased the casted tonnage by 6%, despite the foundry in Stade was closed. The decreased energy consumption is primarily due to the site closure and energy optimization of heating,

compressors, and ventilation etc. Energy optimization targets for 2022 are determined for all sites, progress is monitored monthly and will be reported in the 2022 sustainability report. Expected to be released in Q1 2022. Looking forward to share more good stories and milestones. Data sources and more details are available with our HSEQ department.

*We stand accountable for our way of doing business, our impact on people's lives and our global, environmental footprint. Because we believe that passing on a better place for future generations is not only profitable – it is truly enriching.*

# Appendix

Definitions of the business performance indicators used in the report:

Total recordable injuries:	TRI covers following type of injuries defined below, LTI, RWI, MTI. Documented in our global HSE Management business procedure.
Lost Time Injury (LTI):	All injuries that require the injured person to stay away from work minimum 24 hours (often one full shift), or which result in death or permanent disability.
Restricted Work Injury (RWI):	A person is so injured that he/she cannot perform normal duties. Therefore he/she is temporary transferred to other duties or has significant restriction to his/her normal duties
Medical Treatment Injury (MTI):	An injury that requires a certain level of treatment by an external medical professional such as medic, paramedic, nurse, physiotherapy, or chiropractic.
Carbon footprint:	Green House Gas (GHG) emission defined in the Green House Gas Protocol. The scope of this report covers the GHG emission from our own processes, the so-called scope 1 and 2 emission. The carbon footprint is calculated based on activity data and emission factors. All sources are available in a separate data collection reference sheet, enclosure 1.
Renewable energy:	Renewable energy includes energy from wind, water, solar, wood chips and wood pellets. The calculated percentage include electricity from renewable energy sources. Heating and fuels are not included in the indicator figure.
Waste for recycling:	Waste for recycling include waste fractions that are either recycled or reclaimed by Baettr or a 3rd party.
Recycled raw material:	From the ERP system, we track the melt composition and the percentage of virgin and recycled raw material. The recycled raw material includes steel scrap, metal chips, return iron (excessive waste iron from the casting process such as pouring basin and returns from main shaft)
Employee motivation & satisfaction:	Employee motivation and satisfaction is measured through an employee survey, conducted yearly. The result of this is a score between 1-6. The measurement provide input to development and improvement actions across the organization.
Technology innovation projects:	Included projects, supporting circular economy, are chill casting technology, the WeldCast innovation project and technology to utilize excess heating in the foundries.

## Enclosures

Enclosure 1: Available with our HSEQ department

## For further details

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