

COMMUNICATION ON PROGRESS



REPORTING PERIOD: CALENDAR YEAR 2023

CONTENT

1	STATEMENT FROM CEO (page 4)	10	A GREAT PLACE TO WORK (page 22)
2	BETAPACK COMPANY PROFILE (page 6)	11	SUPPLIER CODE OF CONDUCT (page 24)
3	OUR VISION, MISSION AND VALUES (page 8)	12	CLIMATE ACTIONS AND GOALS (page 26)
4	OUR BUSINESS (page 10)	13	CARBON FOOTPRINT SCOPE 1, 2 AND 3 (page 28)
5	VALUE CHAIN (page 12)	14	COMPANY CARS (page 29)
6	SUSTAINABILITY AT BETAPACK (page 14)	15	PARTNERSHIPS (page 30)
7	SUSTAINABILITY IN PACKAGING SOLUTIONS (page 16)	16	ESG - PERFORMANCE AND PROGRESS (page 32)
8	SUSTAINABILITY IN BUILDING MATERIAL SOLUTIONS (page 18)	17	LOOKING AHEAD (page 34)
9	CORPORATE SOCIAL RESPONSIBILITY (page 20)		



01 STATEMENT FROM CEO

In BetaPack we feel a special obligation and necessity to act responsibly in relation to the environment, climate, product range, society, and employees. This is deeply embedded in the way we do business.

In 2023 we continued our focus on and work with responsibility and sustainability throughout our organization from management level down to department level with several projects and initiatives. Furthermore, we have been focusing on our supply chain working on engagement from our suppliers and with our customers, supporting them on their work with responsibility and sustainability.

In this annual Communication on Progress and ESG Report for 2023, I am pleased to share our commitments, focused initiatives, and targets internally in the company and throughout our supply chain, and achievements in relation to securing our continued support of the principles of UN Global Compact.

The reporting period covers the calendar year 2023.

I would like to highlight the following achievements:

- Focus on sickness absence with a percentage of 4,15%, hereof 3,02% caused by one stroke-hit employee
- No accidents at work on our location in Hørning
- Continued implementation of electric company cars in 2023 reaching 90% (45% in 2022)
- Maintained a high rate of commitment from suppliers that comply to Supplier Code of Conduct reaching 99% commitment

- Developed a circular model with 100% recycled plastics together with Davidsens Tømmerhandel A/S, with a take back solution where plastic is recycled continuously
- Increased focus on health and social responsibility through partnerships with local sport clubs
- Continued a high level in sales of FSC®-certified article numbers
- Obtained EPD's on building products, covering approximately 55% of our sales volume within building products
- Support and donations to *Kræftens Bekæmpelse* and *Psykiatrifonden*.

Due to the commitment of our employees, suppliers, customers, and partners we have achieved several goals during 2023. Furthermore, we really experienced that responsibility and sustainability are becoming important areas and critical for decision making for our customers and they demand solutions that support these areas.


I am pleased, to reconfirm our formal commitment and official statement of continued support to the ten principles of the UN Global Compact within the areas of Human Rights, Labour Rights, Environmental Protection and Anti-corruption as well as our work with the UN Sustainable Development Goals.

I hope you will enjoy reading this report. We have started our journey towards a more responsible and sustainable way of doing business – a journey that never ends



OKTOBER 2024

COMMUNICATION ON PROGRESS



UN GLOBAL COMPACT

This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

02 BETAPACK COMPANY PROFILE

BetaPack A/S is an independently owned Danish company located in Hørning close to Aarhus.

Established in 1997 BetaPacks primary focus is in offering innovative and customized solutions to customers within two specific business areas:

- Packaging solutions
 - Foil-based
 - Paper-based
- Building material solutions

Our packaging solutions are sold directly to B2B customers within industrial and food (FMCG) segments.

Our building material solutions are sold through builders merchants with a focus on the professional craftsmen.

Our close and long-standing collaborations with carefully selected manufacturers in Europe ensure that we can offer our

customers an enormously flexible setup. This means that our customers get the solutions that are based on exactly their needs.

We are a socially conscious company with a focus on responsibility. Sustainability is a very central area for BetaPack, and we want to work actively for sustainable change and development. This we will do in close cooperation with our suppliers and customers.

Read more in the CoP about how we, within our two business areas, work purposefully with various initiatives and activities that support the UN's Sustainable Development Goal (SDG).

PRODUCT PORTFOLIO BUILDING MATERIAL SOLUTIONS

We specialize in building material solutions that ensure a good indoor climate with a focus on:

- Airtightness
- Acoustic performance
- Ventilation
- Moisture and radon protection



PRODUCT PORTFOLIO PACKAGING SOLUTIONS

We specialize in customer specific packaging solutions that both protect and promote products.

We produce packaging solutions for the industrial and FMCG segments.

Examples of foil based packaging:

- Laminates
- Doypacks
- Packaging foils (VFFS, TFFS, HFFS)

Examples of paper-based packaging:

- Cardboard and carton boxes
- Displays
- Shelf-ready
- Transport

03 OUR VISION, MISSION AND VALUES



VISION

We want to create value for our customers with a focus on innovative and sustainable solutions, and be our customers' natural first choice.

We will challenge current solutions, and through our specialist knowledge and dialogue create the future.



MISSION

We offer customized packaging solutions to the industry and materials for the building industry focusing on the Danish market.



DECENCY

We show respect for each other and are a diverse workplace. We have an honest and open communication both internally and externally.



TRUST

We build trust by keeping what we promise, and being honest and loyal in our relationships. We only work with what we are good at. We gain trust by clearly focusing on products and services that we have in-depth insight into, and clearly opting out of others.



KNOWLEDGE

We strive to be up to date with the latest knowledge, have high professionalism and technical competence within all our subject areas.



COOPERATION

Through commitment and good humour, we want to create the best framework for performing our tasks and achieving our goals. We help each other, are willing to change and always open to constructive criticism.



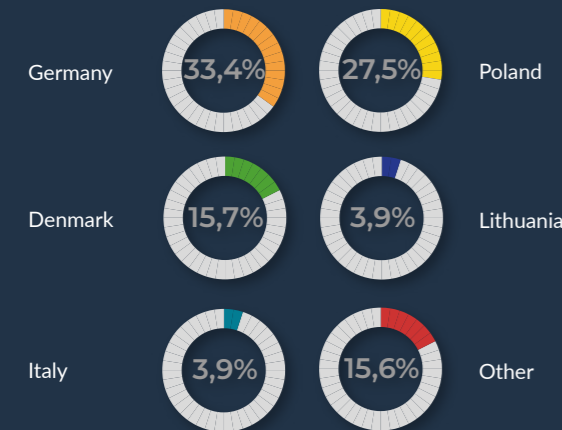
BUSINESS ACUMEN

We are a commercial company. Through strong business acumen, we achieve good financial results and optimize earnings. We are a growth-oriented company with ambitious goals to gain market share in all business areas.

04 OUR BUSINESS

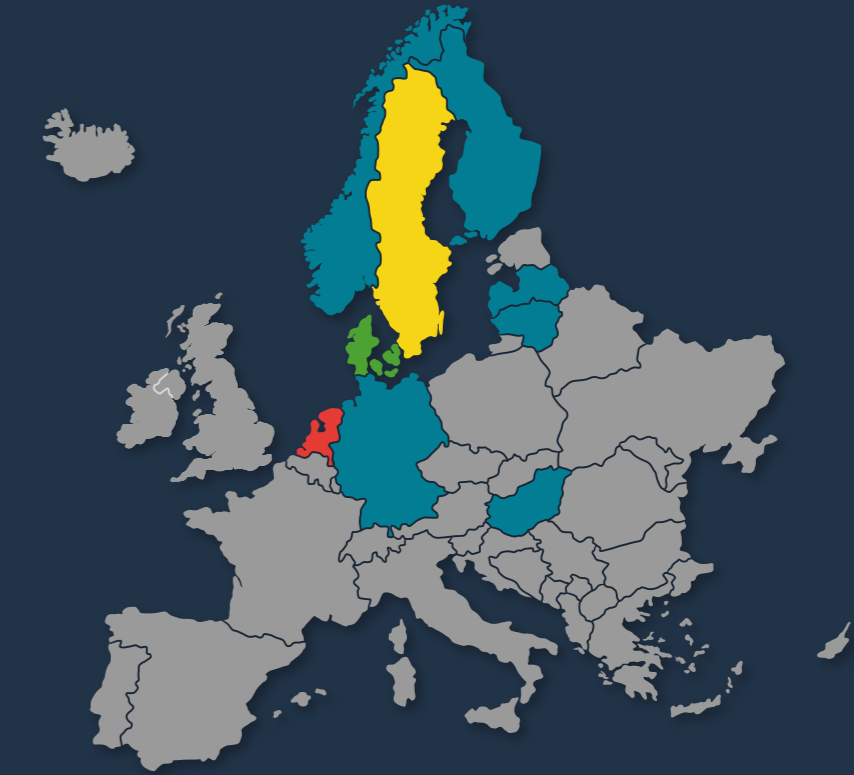
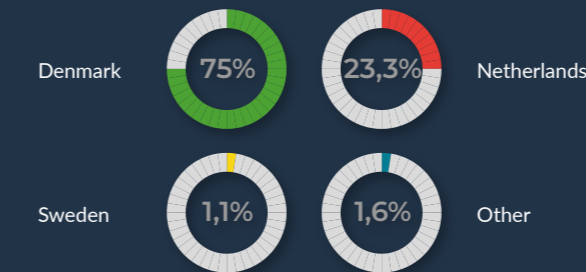
- We source and produce in 11 European countries
- 51 active suppliers located in the European region
- Focus on local sourcing within EU and EFTA countries (according to our Sourcing Policy)

DISTRIBUTION OF PURCHASE VALUE



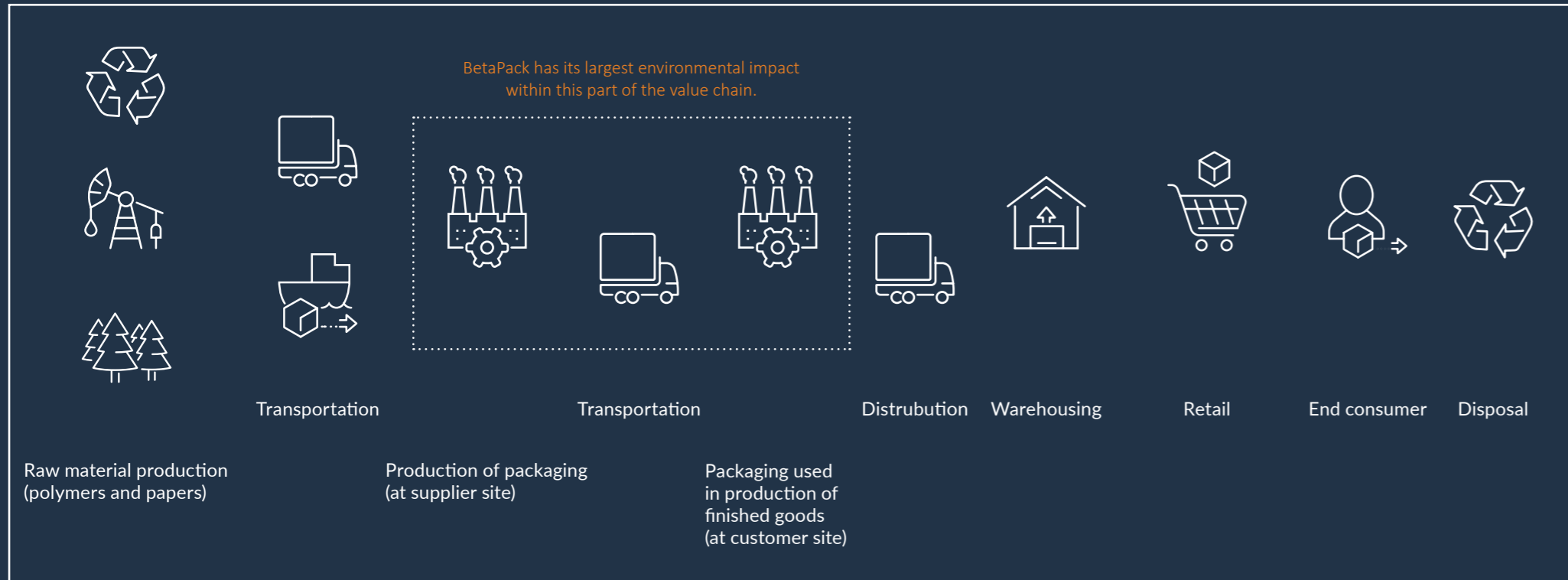
- We sell to 8 European countries
- Primary focus on the Danish market
- 106 active customers located in the European region

DISTRIBUTION OF SALES VALUE

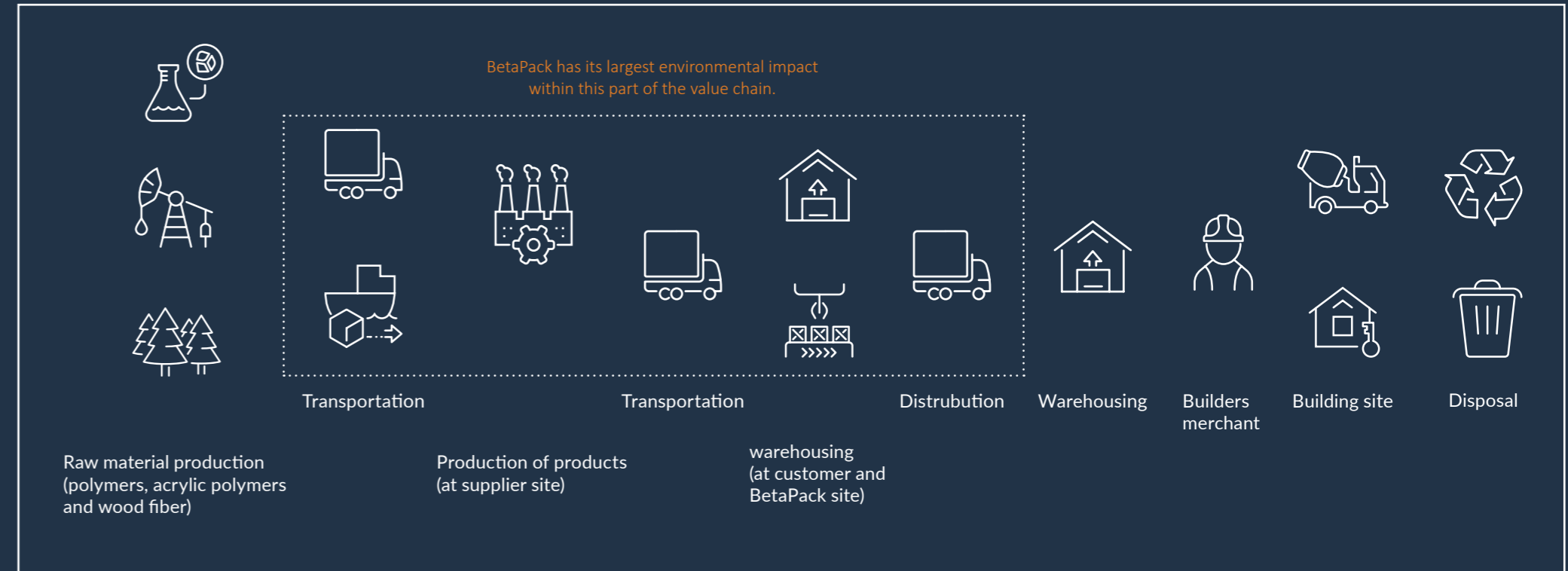


05 VALUE CHAIN

OUR VALUE CHAIN FOR PACKAGING SOLUTIONS



OUR VALUE CHAIN FOR BUILDING MATERIAL SOLUTIONS



06 SUSTAINABILITY AT BETAPACK

BetaPack has chosen to work actively with the UN's Sustainable Development Goal (SDG). We have selected 3 primary SDGs, where with our knowledge, commitment and industry experience we can contribute most to a sustainable transition and development:

- SDG No. 12 - Responsible consumption and production
- SDG No. 15 - Life on land
- SDG No. 17 - Partnerships for the goals

Several of the actions and initiatives BetaPack otherwise work with, and focus on- support several of the UN's Sustainable Development Goals. Among these, 3 Sustainable Development Goals in particular are affected, but are considered secondary for BetaPack:

- SDG No. 3 - Health and well-being
- SDG No. 4 - Quality Education
- SDG No. 8 - Decent jobs and economic growth



THE GLOBAL GOALS



SUSTAINABILITY IN PACKAGING SOLUTIONS

Within packaging solutions, we work determined with the following longterm initiatives and activities that support the 3 primary Sustainable Development Goals. This is a firmly anchored part of the strategy for the individual business area, so the employees have it in focus, and work with it as a fixed part of everyday life:

FOIL

- Focus on packaging solutions that minimizes food waste / increases shelf life
- Minimization of material consumption - including downgauging
- Harmonization of material consumption so that recyclability is increased

CARDBOARD

- Focus on sale of FSC®-certified packaging
- Minimization of material consumption - including optimization of constructions and paper qualities
- Optimization of palletizing



Foto: Davidsens Tømmerhandel



Foto: Davidsens Tømmerhandel



Foto: Davidsens Tømmerhandel

ACHIEVEMENTS IN 2023

- Launched four mono solutions for laminate packaging
- Increased sale of packaging solutions with 30-50% recycled raw materials
- Developed a circular model with 100% recycled plastic together with Davidsen Tømmerhandel (please see case on page 17 for more information)
- 46% of all paper-based products are FSC®-certified.

OBJECTIVES FOR 2024

- Further implement the circular model with 100% recycled plastic in all Davidsen Tømmerhandel branches
- Be able to calculate carbon footprint on all paper-based packaging
- Be compliant with The Packaging and Packaging Waste Regulation (PPWR).

CASE:

CONTINUED FOCUS ON CIRCULAR ECONOMY AND SUSTAINABLE PACKAGING

In collaboration with BetaPack, Davidsens Tømmerhandel has successfully developed packaging foil made entirely from recycled plastic. The partnership is part of a broader strategy to reduce Davidsens Tømmerhandel's CO₂ footprint through a circular material flow. The project has engaged the entire value chain, from producer to customer, and back again. For more information, scan the QR code.

In a recent advertisement, the Head of Sustainability at Davidsen Tømmerhandel states: "Our collaboration with Beta-Pack has created valuable synergies in relation to developing CO₂ reduced packaging made of 100 % recycled plastic, without compromising quality and additionally supports circularity and recycling".

Next steps: The partnership between BetaPack and Davidsens Tømmerhandel will continue to evolve, with both companies dedicated to advance on initiatives in the circular economy. For instance, moving forward customers will be able to return used plastic at all Davidsen stores, from where it will be sent to recycling.

SCAN TO READ MORE
ABOUT THE CASE





08 SUSTAINABILITY IN BUILDING MATERIAL SOLUTIONS

Within building material solutions, we work determined with the following longterm initiatives and activities that support the 2 primary Sustainable Development Goals. This is a firmly anchored part of the strategy for the individual business area, so the employees have it in focus, and work with it as a fixed part of everyday life:

BUILDING MATERIALS

- Focus on systems that ensure energy-efficient constructions, and support sustainability
- Focus on ensuring adequate documentation of products for sustainable constructions
- Minimization of packaging consumption
- Harmonization of material consumption so that recyclability is increased

ACHIEVEMENTS IN 2023

- Obtained EPD's on roofing underlay membranes, wind barriers and flooring underlay.

OBJECTIVES FOR 2024

- Obtain EPD's on adhesive products and vapour barriers
- Secure compliance with the EU Taxonomi on all our building materials.



CASE:

FOCUS ON SUSTAINABILITY IN THE BUILDING INDUSTRY

At BetaPack, we see Environmental Product Declarations (EPDs) both as a sustainability initiative, and as a key competitive advantage in the building industry. We are proud to have already obtained EPDs for products such as roof underlays, wind barriers, and flooring underlays. Through ongoing dialogue with our producers, they have recognized the importance of having these certifications, and we continue to work closely with them to obtain EPDs for our remaining products.

Collaboration is essential to our progress. We regularly engage with both our producers and customers, ensuring a shared understanding of the value EPDs bring to the market. Our focus is clear: once we have secured EPDs for all our building products, the next step will be to work with our producers to improve the products and reduce their carbon footprint.

It's crucial that we first establish strong data from the EPDs, which will then guide us in making targeted improvements that will help further reduce our environmental impact. This approach is part of our long-term strategy to create more sustainable solutions for our customers.

09 CORPORATE SOCIAL RESPONSIBILITY

BetaPack joined the UN Global Compact in June 2020. Right after the management team decided to start the process of making the first official CSR policy in the history of BetaPack. The CSR policy was launched in the late autumn 2020.

The CSR policy supports the business strategy for BetaPack and constitutes an ethical framework for the way we work with responsibility. The starting point for our CSR policy stems from the UN Global Compact and that we comply with all legislation, regulations, and standards as well as current practice within our industry.

The CSR policy consists of the following 3 main areas:

- Employees
- Climate and sustainability
- Quality and environment

In the CSR policy you can read more about how we have set action behind the words the past year.



LINK TO CORPORATE SOCIAL RESPONSIBILITY



10 A GREAT PLACE TO WORK



THE MOST IMPORTANT ASSET

The most important asset for BetaPack is our employees. Their skills and drive must contribute to ensure the continued positive development of the company. Management therefore has a strong focus on employee well-being and job satisfaction.

HEALTH INSURANCE

All employees are offered a health scheme with employer-paid health insurance, which includes preventive treatments. Taking out private health insurance cover will speed up employees access to treatment and also in some cases to diagnosis. As is often the case with private medical insurance, it will allow a speedier treatment.

SOCIAL EVENTS

BetaPack as an organization must be a fun place to work. By holding frequent social work events, we are able to prove our commitment to a culture based work-life balance and

interpersonal relationships, in turn of increasing employees engagement. We commit to fostering positive relationships within our teams and showing a commitment to making time for fun. The executives and managers lead by example participating on equal terms.

EMPLOYEE SAFETY

Safety has always been a key priority for BetaPack, and Covid pandemic has further underscored the importance of employee safety and well-being. We take great pride in insuring that BetaPack is a safe place to work. Recently BetaPack had a defibrillator installed outside the office building and every employee was invited to participate in a free first aid course arranged by BetaPack.

Our Occupational Safety and Health (*AMO*) is working to commit creating a safe and healthy occupational environment, by identifying and minimizing workplace hazards, both physical and mental.

A biannual workplace assessment (APV) is made, where employees are asked to fill in a questionnaire regarding their well-being at work.

EXERCISE AND MASSAGE

Work, family, and social commitments make it difficult to find time to exercise. At BetaPack we have made a decision to provide an opportunity for colleagues to exercising twice a week during working hours. By giving our employees a space to move and exercise, we hope to see our colleagues thrive beyond the workspace. One of the best ways to battle fatigue and stress is to workout. We believe that regular physical activity has great positive impact for both employees and employer.

Every other week our colleagues have the option of receiving a partly company paid professional massage at work. The massage can help to relieve any physical discomfort or muscle tension in the body. A relaxing massage during the work hour is both mood-boosting and motivating.

Other recreational options at BetaPack are table tennis and dart. We enjoy a little fun and healthy competition now and then.

EMPLOYEE LUNCH PROGRAM

In BetaPack we believe that food in the workplace is about bringing people together and removing barriers.

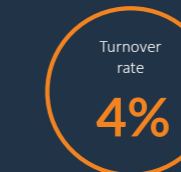
We provide a free daily breakfast for all employees, we have coffee, fruit and healthy snacks, consisting mainly of organic ingredients, available during the day.

At lunchtime BetaPack offers a healthy and varied buffet. And because most of us are spending more and more time in front of our screens, there's real value in taking time away from the desk to socialize and enjoy lunch. Generally we experience that our colleagues feels better, physically and mentally, after lunch.

We make sure that there is a welcoming place to hang out and eat lunch. An area that allows for creative thinking and cross-pollination of ideas, but also combats loneliness. This means a healthier, happier, closer-knit team and a really strong company culture.

SOCIAL RESPONSIBILITY

It is important for BetaPack to take a social responsibility. That is why we work with the inclusion of people who cannot work on ordinary terms. In addition, it is a regular part of the company's HR efforts to continuously associate students and trainees in selected functions. In the long term, BetaPack will focus on getting collaborations and partnerships started with selected educational institutions. This commitment must help to ensure that students gain an increased knowledge of jobs- and career opportunities by working in an SME. Furthermore, we see it as our duty to help new graduates from student life to working life.





11 SUPPLIER CODE OF CONDUCT

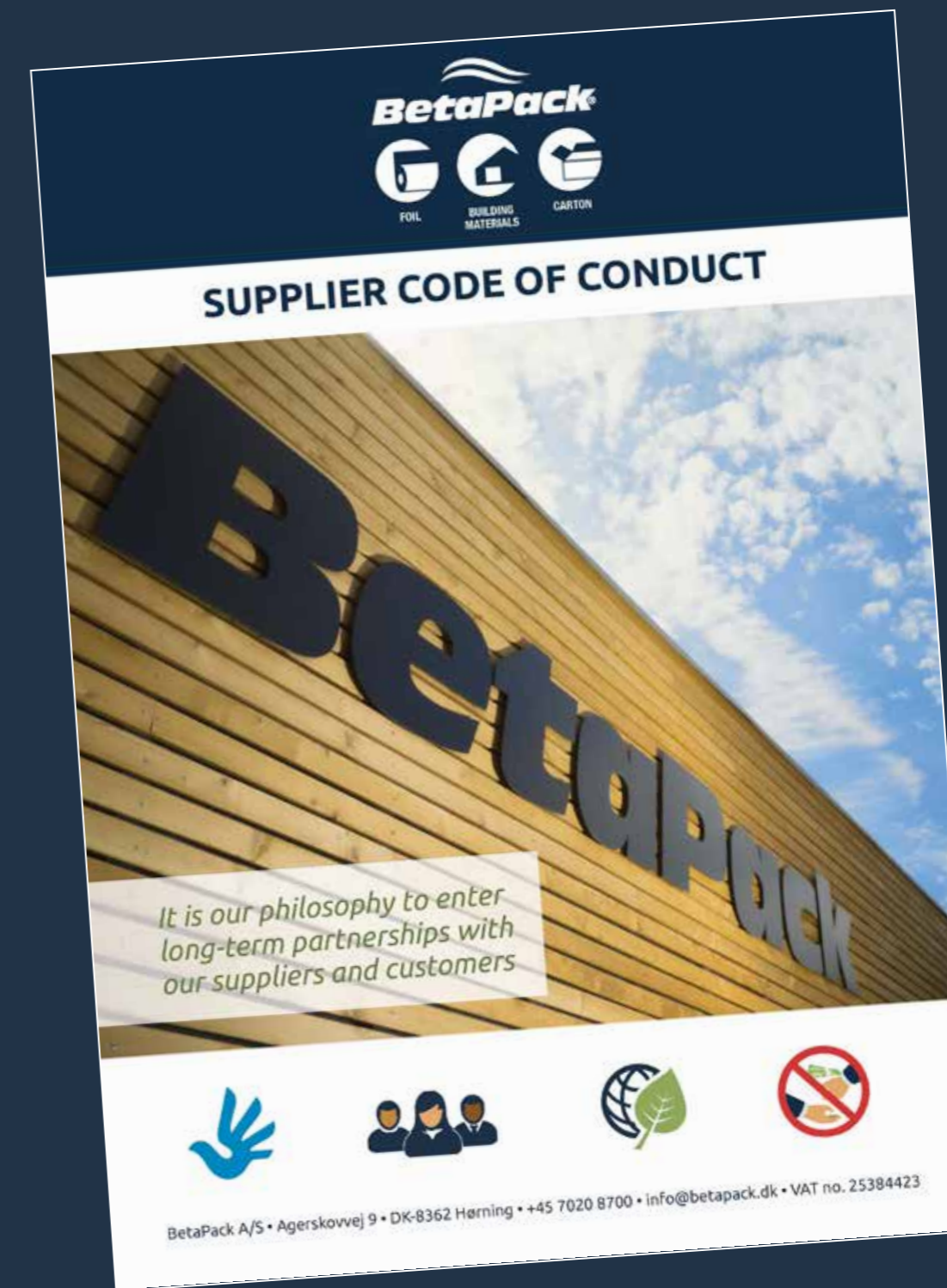
BetaPack support the UN Global Compact and the ten principles on human rights, labour, environment, and anti-corruption. We comply with all existing legislation, regulations, and standards within the business areas where we operate.

The Supplier Code of Conduct defines the minimum requirements that our suppliers must comply with. In addition to this we expect that our suppliers comply with applicable international, national, and local legislation as well as industry standards.

All suppliers must sign this Supplier Code of Conduct and commit themselves to comply with it. The signature must be done by a person from top management of the company.

Furthermore, suppliers must ensure that the content of the Supplier Code of Conduct is made available to their employees and that the content is understood in their organization.

The first version of the Supplier Code of Conduct was launched in July 2020 and is now under implementation and follow-up towards all suppliers.



LINK TO SUPPLIER CODE OF CONDUCT





12 CLIMATE ACTIONS AND GOALS

In close collaboration with our suppliers and customers, we will continuously try to develop new solutions that have a lower carbon footprint. This is documented through calculations and certificates that can be included in our customers' climate accounts and help them in their sustainable transition.

In relation to the climate, it has been decided that BetaPack as a company will in future work continuously with energy and carbon footprint reducing measures. Initially with a focus on the areas where BetaPack itself can directly influence the process and the transition.

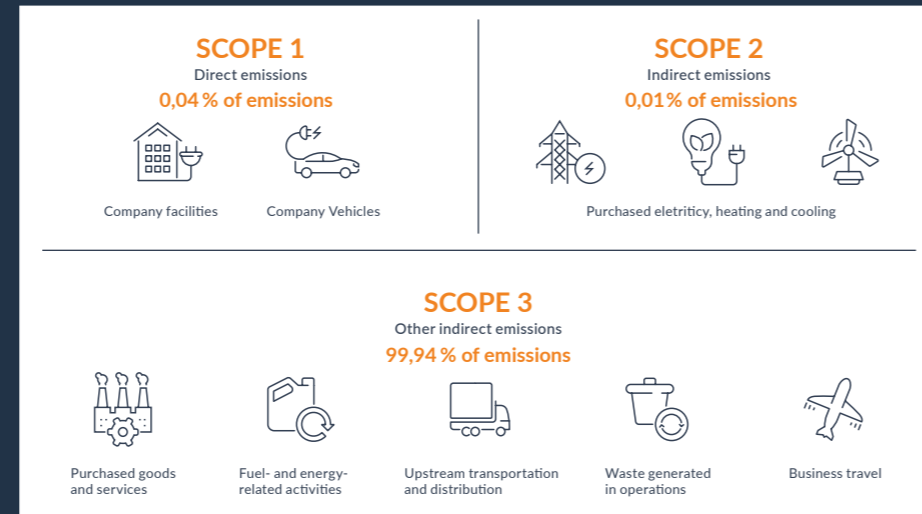
We see it as absolutely crucial to start here and ensure that all our employees also consider climate and sustainability as a natural part of their everyday lives.



13 CARBON FOOTPRINT SCOPE 1, 2 AND 3

In 2022 we participated in project “SMW:Grøn” focusing on making our first climate accounting based on figures for 2021. The climate accounting was done in accordance with international standard Greenhouse Gas (GHG) protocol.

Our aim is to work with initiatives and projects that secure a reduction in the Scope 1 and Scope 2 emissions. Furthermore, we will focus on having more accurate data on product level about the carbon footprint to have a better understanding of the baseline and emissions – and from that point start to work on initiatives and projects that can reduce emissions.



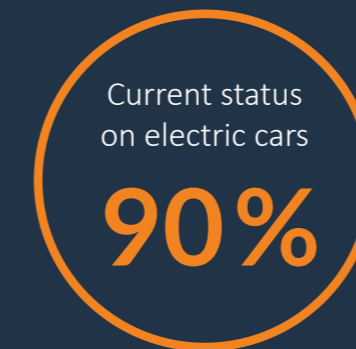
Data from 2023

14 COMPANY CARS

According to our CSR-policy we have decided that all company cars in Beta-Pack most be continuously replaced with electric cars in the coming years.

We have a total of 10 company cars, only one of them using fossil fuels. In 2021 we started our introduction of electric cars in the company by replacing one car.

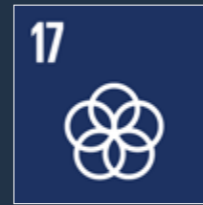
In 2025 we aim to replace the last company car continuing our journey to reduce our carbon footprint.



15 PARTNERSHIPS

In BetaPack we believe that partnerships are crucial to create the best ideas and solutions to secure a responsible and sustainable development. In the past year we have prioritized the following partnerships as a part of our business model and appearance in the market.

- Support and member of the UN Global Compact
- Support the UN Sustainable Development Goals
- FSC® certified company
- Commitment to *Reduction Roadmap*
- Membership of *Rådet for Bæredygtigt Byggeri*
- Support and donations to *Kræftens Bekæmpelse*
- Support and donations to *Psykiatrifonden*
- Support and donations to local organizations such as *Hørning Idrætscenter, Padelton Hørning* and *Hjerte start nu.*



Medlem af:

**RÅDET
FOR
BÆREDYGTIGT
BYGGERI**



THE GLOBAL GOALS



COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

16 ESG - PERFORMANCE AND PROGRESS

	METRIC	2023	2022	2021
ENVIRONMENTAL				
GHG Emissions *				
Scope 1	tonnes CO _{2e}	23,1	44,8	58,9
Scope 2	tonnes CO _{2e}	8,1	8,6	4,2
Scope 3	tonnes CO _{2e}	In progress	In progress	-
Electricity Consumption	kWh	35.306	29.903	28.888
Water Consumption	m ³	84	81	84
Electric Company Vehicles	%	90	45	11
SOCIAL				
Employees				
Full-time Employees	Qty	20	19	18
Part-time Employees	Qty	3	3	3
Trainees	Qty	1	1	1

* Location-based method used

SOCIAL (continued)

Employee well-being

	METRIC	2023	2022	2021
Accidents	Qty	0	0	0
Satisfaction	%	In progress	-	-
Sick Leave	%	4,15	1,2	0,95
Employee Turnover Rate	%	4	4	11,5

Gender Diversity

	METRIC	2023	2022	2021
Overall	%	40 W / 60 M	36 W / 64 M	42 W / 58 M
Women in management	%	0	0	0
Board of Directors	%	25 W / 75 M	0 W / 100 M	0 W / 100 M

GOVERNANCE

Board Composition

	METRIC	2023	2022	2021
Dependent / Independent	Qty	2 / 2	2 / 1	2 / 1

Attendance at Board Meetings

	METRIC	2023	2022	2021
	%	100	-	-

Supplier Code of Conduct Compliance

	METRIC	2023	2022	2021
	%	99	99	91

Internal Code of Conduct

	METRIC	2023	2022	2021
	%	In progress	-	-

Data Security Breaches

	METRIC	2023	2022	2021
	Qty	0	0	0

17 LOOKING AHEAD

Looking ahead at the coming year 2024 we expect that the market conditions still will be challenging and uncertain but the demand for more responsible and sustainable solutions will continue to increase and call for closer collaborations throughout the supply chain.

In BetaPack we will prioritize the following focus areas:

- Further implement the circular model with 100% recycled plastic in all Davidsen Tømmerhandel
- Be able to calculate carbon footprint on all paper-based packaging
- Be compliant with The Packaging and Packaging Waste Regulation (PPWR)
- Obtain EPD's on adhesive products and vapour barriers
- Secure compliance with the EU Taxonomi on all our building materials.



COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.




BetaPack[®]
WWW.BETAPACK.DK



Nordic Swan Ecolabel
5041 0826