

An aerial photograph showing a dense forest with trees in various shades of green, yellow, and orange, indicating autumn. A dark body of water is visible on the left side, and a road or path winds through the trees on the right. The overall scene is natural and serene.

Together For The Future


Sustainability

Stena Recycling Denmark

2023-2026

It starts here.

 **STENA**
RECYCLING



”For many, waste and recycling rhyme with sustainability. However, ensuring the recycling of waste is not enough. It also needs to be done in a sustainable manner.

Therefore, we are proud to present our sustainability strategy, which includes, among other things, CO2 reduction goals in accordance with Science-Based Targets.”

Leise Marud, Sustainability Manager



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

It starts here.

 **STENA**
RECYCLING

VISION

Together we create a sustainable future

MISSION

We take care of the resources of the earth by being leading within circular solutions



TOWARDS 100% CIRCULARITY



CREATING
REUSEABLE RAW MATERIALS



LEADING IN CUSTOMER
INTERACTION

It starts here.

	AREA	SUBJECT	GOALS
E	 CO ₂ -REDUCTION	Scope 1 and 2 Scope 3	Goal 1: 50% CO ₂ -reduction in 2030 Goal 2: 25% CO ₂ -reduction in 2030
E	 LANDFILL AND INCINERATION	Iron and metal Plastic Hazardous waste	Goal 3 and 5: Increase the quality of iron recycling Goal 4: No landfill from the processing of shredder residue Goal 6 and 7: Reduce the amount of waste for incineration Goal 8: Circular customer projects
S	 SUSTAINABLE LEADERSHIP – MENTAL HEALTH	Mental health	Goal 9: Reduction of absenteeism Goal 10: Increased well-being Goal 11: No one experiences offensive behavior
S	 DIVERSITY AND INCLUSION	Diversity	Goal 12 and 13: Promoting gender diversity and female leaders Goal 14: Promoting distribution of ethnic background Goal 15 and 16 : Increase the number of flex workers, apprentices/trainees, and students
G	 RESPONSIBILITY IN THE VALUE CHAIN	Partners	Goal 17: Evaluation of partners Goal 18: Business Partner Code of Conduct

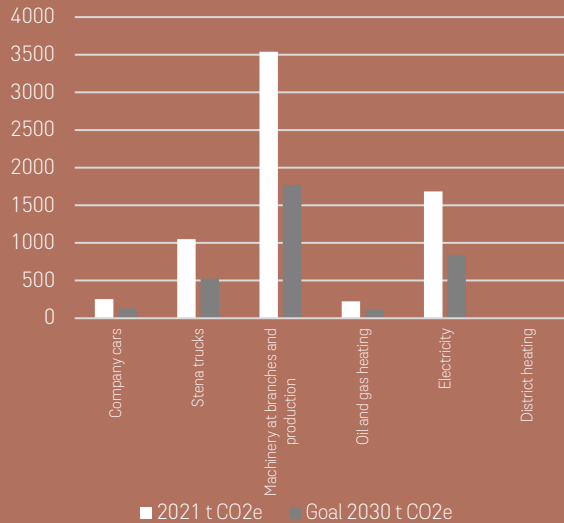
It starts here.



CO₂-reductions: Scope 1 and 2

Vision: We take responsibility for the reduction of greenhouse gases

Goal 1: 50% reduction in scope 1 and 2 in 2030

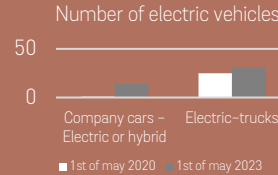


HOW IN 2023-2024



STENA'S OWN TRUCKS

Driving behaviour and minimizing idling



ELECTRIFICATION

Stena Recycling DK is continuously replacing company cars and trucks with electric ones



Switch to LED lighting at all branches



Phase out fossil heating sources

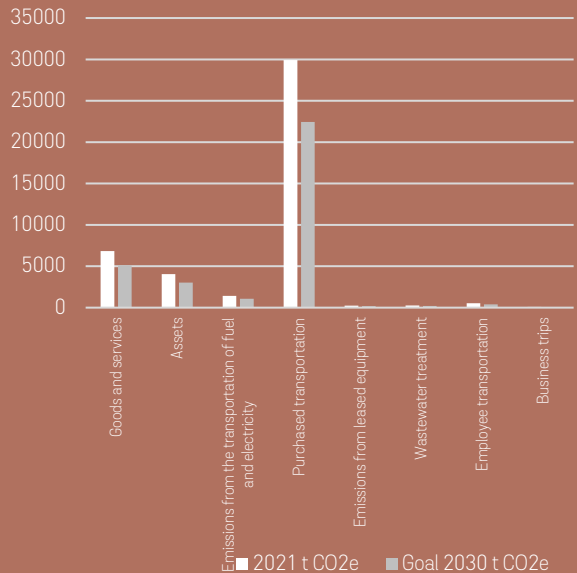
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E

CO₂-reductions: Scope 3

Vision: We take responsibility for the reduction of greenhouse gases

Goal 2: 25% CO₂-reduction in 2030

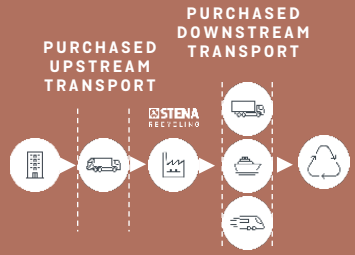


Stena Recycling DK has selected purchased transport as a special focus area

Purchased transport constitutes over half of the total CO₂ emissions across all three scopes



Purchased transport includes both upstream and downstream transportation

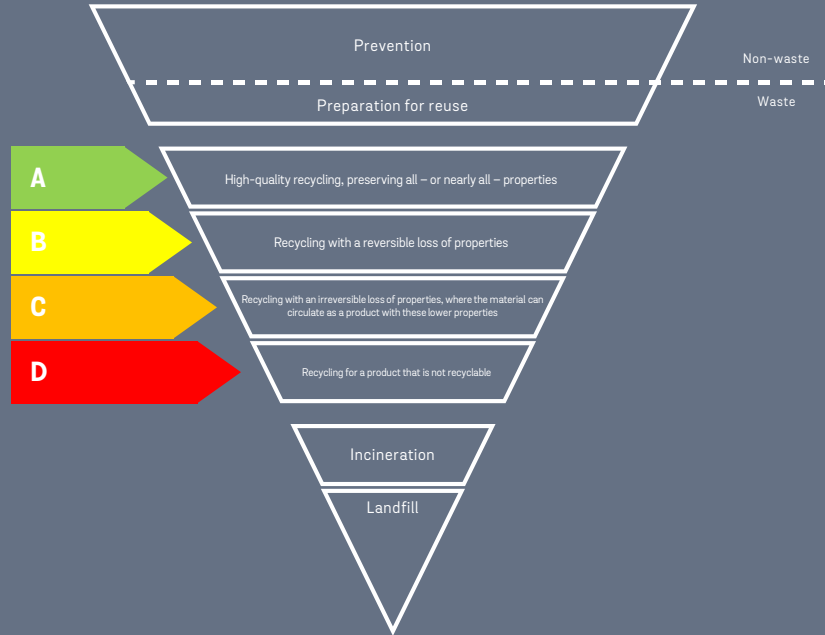


It starts here.



Landfill and Incineration

Vision: We elevate waste in the recycling hierarchy



It starts here.

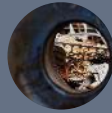


Landfill and Incineration

Vision: We elevate waste in the recycling hierarchy

HOW 2023-2024

Identification of selected materials for separate recycling



Establish agreements with incineration plants in Denmark for the incineration of shredder waste. The new Non-Ferrous line in Grenå extracts more materials from the shredder waste.



Selected customers are offered programs for reducing waste for incineration, such as sorting analysis and consultation.



Together with customers, circular projects are developed that elevate waste in the recycling hierarchy.



GOALS

GOAL 3 AND 5

Improve the quality of iron recycling

GOAL 4

Zero landfill from the processing of shredder fraction. Shredder fraction is Stena's mixed iron fraction, which is shredded and sorted at our facility in Grenå.

GOAL 6 AND 7

Reduce the amount of waste for incineration from customers and branches.

GOAL 8

Circular customer projects within plastic, hazardous waste, and other company waste.



Sustainable leadership – Mental health

Vision: Our employees are secure, engaged, and experience a work life in balance.

GOAL 9

Reduce sick leave.

Short-term sick leave is reduced from 3% in 2022 to 2% in 2025.

GOAL 10

Well-being

Response from employee survey: "I experience a reasonable workload"



GOAL 11

Offensive behavior

No employees in Stena Recycling experience bullying, harassment, or offensive behavior

GOAL

HOW



PREVENTION

With Howdy, we continuously examine the well-being of employees so that management can work preventively to promote a good work life.



SICK LEAVE

Systematically identify and prevent areas with high or increasing absenteeism associated with stress or dissatisfaction



THE STRESS SCALE

Utilize the stress scale as a common language for how we feel at work, in order to prioritize tasks and identify overload before it becomes stress



COACHING

Coaching of the leader and the team, where one or more are overloaded and/or stressed



OFFENSIVE BEHAVIOR

Training leaders in preventing offensive behavior

It starts here.





Diversity & inclusion

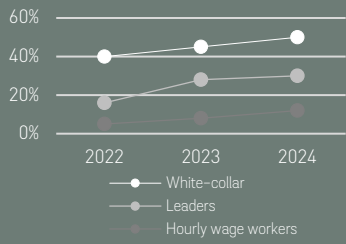
Vision: We create a healthy business with diversity and inclusion



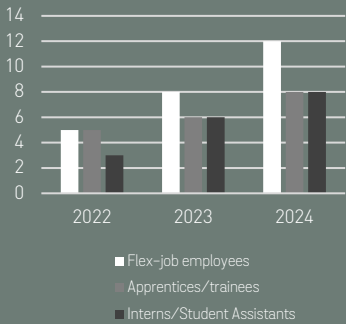
GOAL

HOW 2023-2024

Goal 12 and 13: Percentage of female employees



Goal 15 and 16: Employees hired under special conditions



ATTRACTIVE WORKPLACE

Examine whether Stena Recycling DK is sufficiently an attractive workplace. Analysis of potentials for changes in conditions.

RECRUITMENT

Targeted recruitment and job profiling to attract female applicants. Requirement for recruitment partners to provide at least one female candidate for all vacant positions.

INCLUSION

Collect our experiences in assisting individuals on the edge of the labor market in obtaining jobs, to be able to help more people into employment. The focus area is both at the management and employee levels.

STENA WAY OF INCLUSION

As part of Stena Metall, Stena Recycling DK participates in a newly established cross-functional working group aimed at promoting diversity and inclusion throughout Stena Metall.

It starts here.





Responsibility in the value chain

Vision: We set requirements for our partners within E, S, and G.



GOAL 17

Key partners have been evaluated based on sustainability parameters

HOW

Implementation of ESG due diligence.
Development of ESG guidelines for selecting partners




GOAL 18

All significant business partners have signed the Business Partner Code of Conduct

HOW

When entering into new contracts, the Business Partner Code of Conduct is attached

It starts here.



” We support the numerous local initiatives that promote sustainability within Stena. Not all initiatives can be captured in graphs and reports, but they foster engagement and a mutual commitment to creating a sustainable future.”

Rebecca Asha Skjødt, Project manager for Sustainability

It starts here.

Stena Way of Sustainability

Goal: Stena Recycling DK aims to "*walk the talk*" in sustainability, serving as an inspiration for employees, customers, and the community at large

Sustainability Ambassadors

All branches and departments in Stena Recycling DK are represented by a sustainability ambassador.

With the ambassadors, we ensure that sustainability efforts are embedded in all parts of the organization.

The role of the ambassadors is to...

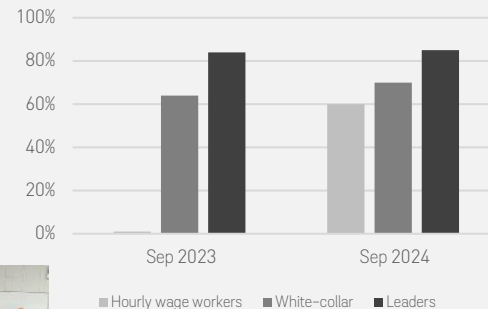
... act as a liaison between the branch/department and the Sustainability Department

... identify sustainability potentials (climate/environment, social, economic)

... take the lead in driving changes



WE TRAIN ALL EMPLOYEES IN SUSTAINABILITY GOALS FOR 2024



Stena Way of Sustainability

Local initiatives

In 2022, all branches and departments took a sustainability initiative. These initiatives have, from 2022 to 2023, driven efforts for internal sustainability in Stena Recycling DK



RECYCLING OF WORKWEAR AND GLOVES

All functional and unused workwear is cleaned and sorted for easy reuse



RECYCLING 70% OF A TRUCK

In collaboration with Volvo Trucks, it became possible to recycle 70% of a decommissioned truck for this new one



BIODIVERSITY

Several branches have enhanced their green areas for the benefit of both nature and people



WELCOME!

Welcome! A Nature Certificate replaces the traditional welcome bouquet for new employees



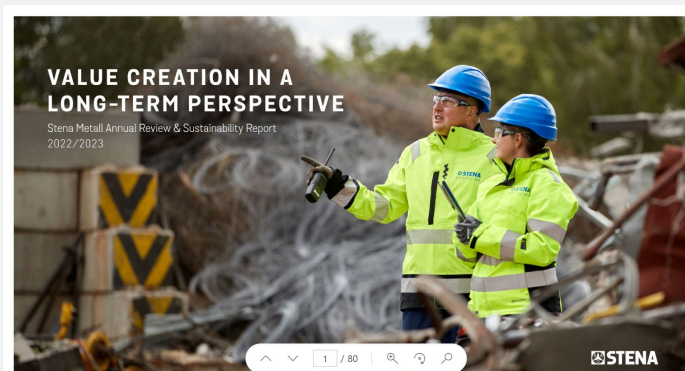
STOP STANDBY

Setting a timer on the water heater in the sink at the Vissenbjerg branch saves 25% energy

It starts here.

Sustainability Report 22/23 for Stena Metall

Commitments and Certificates



United Nations
Global Compact



SCIENCE
BASED
TARGETS

CHANGING THE WAY WE LIVE



ISO 14001:

ISO 45001:



It starts here.