

ProCon

Sustainability report 2022



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Letter from CEO



Dear all

This report is an introduction to the sustainability work of ProCon Wind Energy A/S and will explain how we have worked strategically to become more sustainable in 2022. It will give an overview of which focus areas we have been working with and which goals we have set for the coming years. We are mindful that more goals can be added as we identify new risks and opportunities.

2022 was indeed a year worth remembering. Growth has been the essential word in the year that's passed – growth in business, workforce, and awareness.

ProCon as a company is committed to reducing carbon emissions and electrifying the wind- and solar industry. At ProCon, we are determined to contribute to the fight against climate change and accelerate the transition to renewable energy sources.

We are certified in the UN Sustainability Goals by Bureau Veritas and are looking forward to working with the goals and letting them contribute to positive progress in ProCon. We do contribute to making greener energy in the wind- and solar industry, but it is now time to look inward and become a more sustainable business. As a company, we firmly believe that business development and sustainability should go hand in hand, and we are continuously seeking ways to align our operations with this principle.

It is easy to claim that we are contributing, but if we do not keep track of the sustainability of our entire value chain, it can be difficult to state just how sustainable our contribution is. That is why, we are working with our entire value chain and looking at our business partners and supply chain for us to contribute to a greener future.

So, in 2022 we have worked intensely with mapping our risks and opportunities as well as mapping our CO2 emissions. We have included customers in the investigation of sustainable opportunities to bring sustainable value to them. Furthermore, we have acted on reducing travels and begun using local labour on our pop-up sites, instead of using the same electricians and technicians all over the world.

This year we also looked at our car fleet and sought to replace the cars when it made sense – both economically and environmentally. Finally, we have established a sustainability committee with representatives from our departments in ProCon with the purpose of involving, implementing, and having more focus on sustainability in the entire organisation.

In 2022 we decided that our headquarters in Aalborg should move to a new and more sustainable premises, which hopefully has a positive reflection on the CO2 report for 2023. The move of our headquarters also had a positive effect on working conditions – the new facilities are more modern styled, and hopefully, have a great impact on creativity and job satisfaction.



We are committed to being transparent about our initiatives and actions. We believe that transparency is crucial for building trust and accountability with our stakeholders and clients, and we are dedicated to communicating clearly about our efforts toward a sustainable future.

In conclusion, I am excited to lead ProCon on this journey towards a bright future, where our work and focus on sustainability, both in terms of the environment and taking a social responsibility and I am confident that together, we can make a meaningful impact in creating a better future for the next generation.

Sincerely,

Claus Sogaard Poulsen
Chief Executive Officer of ProCon

Introducing ProCon Wind Energy



ProCon Wind Energy provides electrical, technical, and interface solutions to the global renewable industries with a specialty in the offshore and onshore wind industry, as well as the solar industry.

Through our business units **Engineering, Construction, Service, and Solar**, we have gained a great track record where the highly skilled engineers, technicians, and other specialists have ensured quality on time at competitive prices. Offering specialists solutions regarding design, engineering, pre-assembly, installation, commissioning, installation, HV/MV Works, inspection, maintenance, and service within the electrical scope, ProCon has delivered solutions to more than 1500 transition pieces and jackets, which accounts for around 30% of today's installed offshore wind turbine foundations. Furthermore, ProCon Wind Energy has also worked on >850 WTGs and substations, worked offshore for >500.000 hours, and delivered engineering solutions to several solar developers.

QHSE and Sustainability are paramount aspects of our business setup. Consequently, we have obtained and are working on maintaining all the necessary international ISO standards and certification within the SDGs.

As a part of the Integrated Wind Solutions family, we also offer interface minimization and turnkey concepts for BOP, including EPCI(S) within construction and a "one-stop-shop" O&M concept.

About Integrated Wind Solutions

The majority owner of ProCon (75%) is the Norwegian company Integrated Wind Solutions (now abbreviated IWS), which also offers a fleet of state-of-the-art CSOVs to the offshore wind industry combined with a package of adhering services to reduce levelized cost of energy (LCOE). IWS also owns 100% of Green Ducklings and 30% of Peak Wind, which in broad terms provide offshore wind consultancy and advisory services and services across the entire lifecycle of wind projects, respectively.





Cities:

- Aalborg, DK
- Aarhus, DK
- Esbjerg, DK
- Hoboken, BE
- Balen, BE
- Newcastle, UK
- Taipei, TW
- Kaoshiung, TW
- Vung Tau, VN
- Busan, KR
- Hamburg, DE
- Wroclaw, PL
- Wilmington, US
- Beijing, CN

- Headquarters
- Offices and subsidiary locations
- Stand alone "pop-up" sites

The year 2022 in numbers

Number of Units* delivered	299
Revenue	153.000.000 DKK
Paid tax in DK	1.750.300,00 DKK
Key suppliers	40
Total CO2 emissions scope	1.289,83 tons
White collars	37
Blue collars	115
Nationalities	16
Seniority	2,5 years
Lost time incidents	2
Countries we have worked in	12

* Units is covering Jackets, Transition Pieces, Internal and external platforms, Wind Turbines and Offshore Substations

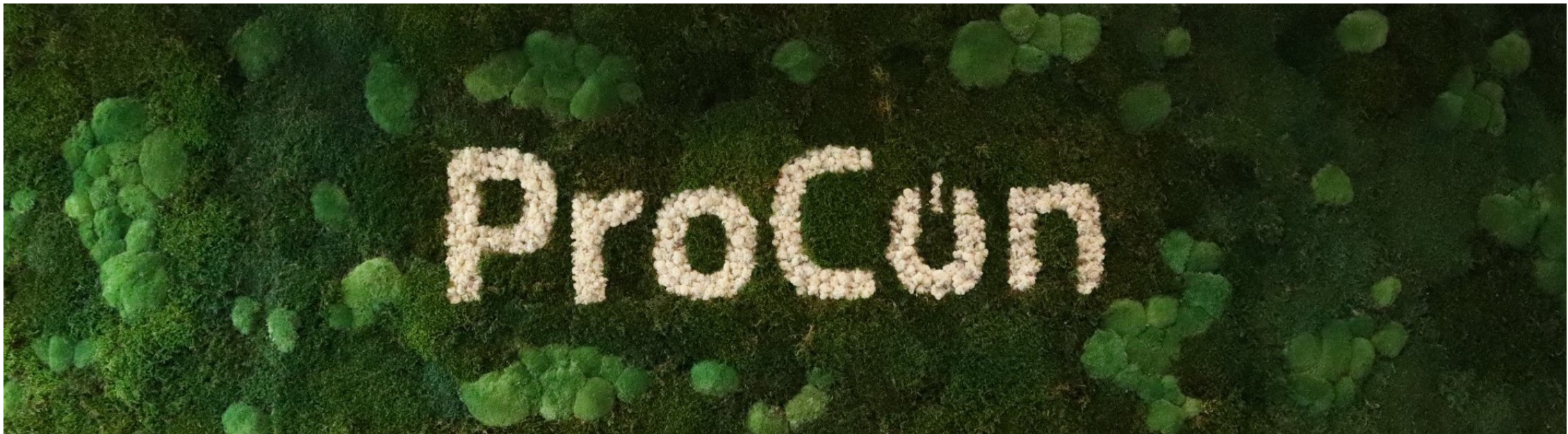


Vision – Our guiding star

“

We want to ensure the continuous global expansion of renewable energy.

”



Mission – The justification of our existence

“

Electrify the global renewable energy industry by providing electrical and technical solutions that create value for our customers and partners.

”

We deliver quality, on time, and at competitive prices in relation to our core competencies of design, engineering, pre-assembly, installation, commissioning, service, inspection, and maintenance.

This is enabled by:

- Our specialist's know-how and innovative thinking as well as our commitment to ensure an educated, competent, and motivated workforce
- Developing and optimizing the entire value chain
- Promoting responsible consumption and production
- Engaging in partnerships with other specialists
- Complying with international standards
- Running a sustainable business
- Being adaptable to our interested parties' needs and requirements

Focusing on these makes us an inevitable, and trustworthy partner within the renewable industry. It makes us acknowledged as best-in-business, decent, flexible, and streamlined towards all interested parties - inspiring others, also outside our industry.

DNA – Living and working according to BOSS

ProCon's DNA is implemented into every aspect of the company. It can be boiled down to the letters BOSS – and BDFS when translated to English. In short terms, ProCon strives to be best, decent, flexible, and streamlined in all aspects of the company.

BEST

“We want to be the best on the market in relation to our core competencies.”

“We want to best-in-class in relation to employee and customer satisfaction.”

“We want to be inspired and inspire the market in relation to best-practice.”

DECENT

“We want to be dependable and decent in our business.”

“We want to excel in our communication.”

“We want to be respectable, trustworthy, and transparent towards all interested parties.”

FLEXIBLE

“We want to be flexible when it comes to our interested parties' needs and wishes.”

“We want to be adaptable and dynamic to be solution-oriented.”

“We want to ensure our short and fast decision-making process.”

STREAMLINED

“We want to streamline and standardize our processes.”

“We want to ensure efficient tools and systems at all levels of work.”

“We want to maintain and promote our clear concepts and stances.”



Certifications

ISO 14001
Management System Certification

BUREAU VERITAS
Certification Denmark A/S



ISO 45001 + Bek. 1409/2020
Management System Certification

BUREAU VERITAS
Certification Denmark A/S



ISO 9001
Management System Certification

BUREAU VERITAS
Certification Denmark A/S



UN Sustainable
Development Goals

BUREAU VERITAS
Certification



Certification in the UN's Sustainable Development Goals



As the first Danish company in the category “small and medium-sized enterprises” (from now on abbreviated SME), ProCon achieved certification according to the Un Sustainable Development Goals (SDGs) in 2021. It was a very important step for us because we want to emphasize to our customers, suppliers, partners, and other interested parties, that we take our work with sustainability and the responsibilities to the next generations seriously. To uphold the certification, we need to focus and evaluate how we can contribute to all the SDGs, instead of focusing on specific goals as many other companies do. For us, the SDGs are interconnected and must be acted on, together – a belief, and approach shared by Bureau Veritas, which does the third-party audit of us once a year.



Our sustainable commitment

Our company DNA has always had a focus on sustainability, but working strategically with SDGs has been a different matter - analysing risks and opportunities to a much larger extent.

It is therefore important for us to share our sustainability journey and communicate our initiatives as it keeps us accountable for our goals and ambitions while documenting and sharing our gained experience and knowledge. We believe that our work with sustainability will create value and inspiration for our interested parties, including customers, partners, and suppliers, and contribute to them reaching their goals – socially, environmentally, and economically.

As a part of our commitment, we also aim to obtain a sustainable profile through effective production, localization, optimization of product designs, and new solution concepts, and by introducing our HSE requirements as well as taking a stance regarding these.

Creating an even more sustainable workplace is another aspect that we commit to by educating and upgrading our employees' competencies and know-how, providing good working conditions, purchasing organic/fair trade products, consumables, etc., and ensuring equality.

In relation to our supply chain, we continuously strengthen it by choosing suppliers with a more sustainable footprint (e.g., logistics, products, or



solutions), and generally require them to provide sustainable alternatives when possible.

We of course want to make the world a better place. The above will contribute to this, and we will keep identifying new sustainable initiatives, and challenge ourselves and our way of working with sustainability, while also being conscious of our limitations and financial responsibilities.

This all makes up our sustainability policy, which is guided by international standards and the SDGs and emphasizes the importance of considering risks and opportunities when making decisions in ProCon. The policy is linked to the sustainability committee and sustainability coordinator, who is responsible for updating it, so it always maintains a high standard and responsible business practices – highlighting our commitment to making sustainable choices across all aspects of the business and value chain.

Our value chain

This illustration of our value chain is focusing on the greatest sustainable impacts of the chain. Our entire value chain is more elaborate, as our company has different business units.



Our strategic approach



1. Identify risks and opportunities



2. Prioritizes targets based on analysis and reflective considerations



3. Acts on selected targets



4. Reports and communicates outcomes of actions

In our approach and work with all the SDGs, we are attentive to our natural impact on some goals and know that we cannot focus on everything at once. We have analysed the biggest risks of affecting our surroundings negatively and where we have the greatest opportunity to make a difference from our own-controlled units, supply chain, products, and services. Our target points are based on the risks and opportunity analysis and are repeated and evaluated, as our company is developing.

Our sustainability committee

Because we take our sustainable commitment seriously and we want to see progress in our work with the SDGs, we have put together a sustainability committee in ProCon.

The committee has been established to ensure that we uphold our commitment and certification but also to be the driving force of the company's different sustainable initiatives and integrating the sustainable mindset into the entire global company.

The committee meets once every quarter and is made up of representatives from the management group, to make sure the management is obliged to prioritize sustainability, and ambassadors from all departments, who can help with the implementation of initiatives.



Significant sustainable impacts and focus areas



Throughout an extensive investigation of all the 17 SDGs and their sub-goals with a focus on which goals our company can create an impact on, we found that we have a significant impact on goals 7, 8, 9, and 12, while we have also chosen to work strategically with 'Goal 17 – Sustainable Partnerships' since we see sustainability is a joint venture where different interested parties need to work together to find more sustainable solutions for joint activities.

As a company with the Unique Selling Point (USP), *Electrifying Renewable Energy* goal 7 is clearly one, we can contribute to.

We are focused on solutions where we can improve energy efficiency and keep the cost of our materials down.

This means we also have a high level of contribution to goal 12, because we are motivated to reduce the consumption of materials and trying to innovate on this. We are highly focused on our materials' life cycle and quality - we have an internal goal of 50% of our materials being delivered by sustainable suppliers in 2030.

It is in our company's DNA to be decent to our employees, take part in developing their skills, and be responsible for educating the workforce needed in an industry where the lack of skilled technicians is a challenge. We also have specialized ourselves in "pop-up sites". Our "pop-up sites" mean that we are working in the areas where the wind farms are being located and we have increased our use of local labour. That is why we also generate an impact on goals 8 and 9.

By using a higher level of local workforce we also reduce our travel activities, hence also our CO2 emissions.

In relation to and interconnected to our work with the SDGs, we are highly focused on our supply chain because we do not have any production ourselves and therefore are exposed to several risks. Our actions regarding this are doing anything possible to make our supply chain shorter and gain more transparency with our key suppliers as well as ensuring that our supply chain lives up to our requirements including those concerning sustainability.

We are also highly focused on our employee's safety as we are working in an industry with an increased risk of occupational accidents. With the usage of local labour, we are highly focused on the different approaches toward safety, which means that we are working and training our workforce in compliance with Danish regulations, as a minimum.

Mapping of the UN world sustainability goals



Environment, Social and Governance (ESG) & Sustainability



“

As a part of a listed company, we are obligated to present an ESG report, but we see several overlaps between ESG and sustainability due to our focus on environmental, social, and corporate concerns – whether it be innovative component optimization, employee well-being, or organizational transparency.

”

We base our ESG reporting on indicators presented in the tables, which all are transferable to our work with sustainability. Consequently, they are important to highlight. However, it is just as important for us to highlight the initiatives we have implemented so far and that together with the ESG indicators and company KPIs will be the baseline for our Sustainable and ESG work to come.



Environment

Indicators	2022	Comments
CO2, Scope 1	71,81 Tons CO2	Emissions from sources we own or control directly - eg. cars
CO2, Scope 2	5,9 Tons CO2 – Location based	Grid-average emission factors. In DK information is disclosed as "Miljødeklarationen"
CO2, Scope 2	15,01 Tons CO2 – Market based	Emissions factors based on contractual agreements on the electricity market, in DK called "Eldeklarationen"
CO2, Scope 3	1.203,01 Tons CO2	Emissions we do not produce ourselves. Eg. when we buy, use, and dispose products from suppliers.
Energy consumption	528,79 GJ	Consumption from our offices in DK
Water consumption	169,3 M3	Consumption from our offices in DK



Social

Indicators	2022	Comments
Gender diversity – Women based on headcount (White collars)	24,32 %	% of women (White collars) Calculated based on headcounts Q4 2022
Gender diversity – Women based on headcount (Blue collars)	4,35 %	Calculated based on headcounts Q4 2022. The low gender diversity for blue collars is reflected by our line of work.
Gender diversity, management – Women based on headcount	10 %	% of women in the management group. Calculated based on headcounts Q4 2022.
Employee turnover	12,33 %	The average turnover in Denmark is above 35%. Most of our blue collars are project employees. We currently only keep statistics on turnover for white collars.
Absence due to sickness	1,34 %	Number of full sick days for only white collar employees. We have special contracts for blue collars but are working on getting the data.



Governance

Indicators	2022	Comments
Gender diversity, Board of Directors	0 %	% of women on the Board of Directors by the end of Q4 2022.
Board meeting attendance rate	100 %	
Number of whistleblowers admissible	0	
Number of whistleblower cases resolved	0	
Corruption risk	0 Areas	The number of projects or operations in countries on the 20 lowest rankings in Transparency International's Corruption Perception Index.
Corruption request incidents	0	Incidents where bribes/facilitations payments have been requested.
Fines	0 / 0 EUR	Total value of fines for non-compliance with laws and/or regulations



ESG & Sustainable Initiatives

Initiatives and cases	Environment	Social	Governance	SDGs	Read more
Local labor	✓	✓		 	Page 23
Cars	✓				Page 23
New headquarters	✓	✓			Page 23
ProCommunity	✓	✓	✓		Page 23
Waste handling	✓			 	Page 24
CO2 compensation	✓				Page 24
Aalborg Alliancen and Trainees and graduates		✓	✓	  	Page 25
ProCon Academy	✓	✓		  	Page 26
Work/life balance		✓		 	Page 26
Health and Safety		✓	✓	 	Page 26
Code of Conduct			✓	  	Page 27
Employee Handbook			✓	  	Page 28
Whistleblower			✓	 	Page 28
Design, component, and system optimization	✓	✓		  	Page 28

Initiatives explained

Local labor

Until 2022, ProCon primarily used East European electricians and technicians, resulting in a lot of travel activities from the different sites worldwide.

This is not only expensive in travel expenses, but it is an unsustainable solution. To reduce this, among other things, we have started to use more local labour, which gives us a more sustainable solution in more areas than transportation.

We now have a greater diversity in our workforce, which contains 16 different nationalities, and we can deliver a more competitive price to our customers because of the reduced cost of travel – this we consider a huge strength.

We are always, as a minimum, working according to European standards, also when working outside Europe. We want to secure both minimum and equal wages, diversity in our workforce, and ensuring a high standard in our work conditions with a strong focus on safety.

Cars

The use of cars is one of the analysed risks and opportunities. There is a larger demand for minimizing emissions from vehicles and we risk being deselected by other companies if we do not get our emissions lowered. The CO2 emissions from our Car fleet have been identified and we have targeted that all our cars must be rated as minimum class A+.

We continuously seek to replace our cars when their life cycle is near the end, or sooner if it is both economically and environmentally beneficial.

In addition to this, we encourage all our employees to carpool, both white and blue collars. We are concerned with arranging hotel stays together to optimize the incitement of carpooling.

New headquarters

2022 was the year when ProCon decided to move our headquarters into a new and more sustainable premise. We rented the office space from Port of Aalborg, with whom we also have provided inputs, regarding start-up and sustainability. We hope that this move will reflect positively on the CO2 report for 2023.

In addition to the facilities being more sustainable, our OHS committee and an in-house decorating consultant have ensured that the working environment is optimal and inspiring, with a bright and modern style décor, natural colours, and materials with noise-reducing measures.

Introducing ProCommunity

In 2022 we launched our new internal app ProCommunity. The app is an essential tool in our daily work life, and we encourage every employee to have it installed on their mobile phone.

The app contributes to a more improved communication and information flow to both white collars and blue collars. Features like *QHSE*, *News*, *Academy*, and *Social* are making information available whenever and wherever.

The app has become an everyday tool that supports us in being flexible with work processes and having more direct communication. By implementing the app, we have reduced our paper expenditure, and documenting e.g., safety observations with photos has become easier.

Also, our DNA, Code of Conduct, Employees' handbook, etc. are available through the ProCommunity app. We are continuously working on developing it, so more procedures and processes can be found and/or solved through the app.



Waste handling

To reduce our waste materials and keep our costs down for our clients, we have analysed some initiatives we could incorporate.

Our focus areas are on not ordering more materials than needed, switching to more sustainable materials, and marking our materials correct for future disposal. We want to make sure that all waste products are disposed of in the correct manner.

This has led to a greater initiative which is presented in Design, Component- and System optimization.

CO2 compensation

We are aware of the impact our business has on the environment and are committed to reducing our carbon footprint.

Despite our efforts to operate sustainably, ProCon recognizes that some of the activities generate CO2 emissions that cannot be eliminated. To tackle this issue, we are supporting Klimatræ to help plant more trees in Denmark.

By planting more trees, we can help to reduce the concentration of greenhouse gases in the atmosphere. In addition, trees provide a range of other environmental benefits, such as improving air and water quality, providing habitat for wildlife, and enhancing biodiversity.



Until now we have supported Klimatræ with 1290 trees and more to come.

In addition to compensating for some of our CO2 emissions, we have a CO2-neutral website.

Aalborg Alliancen

We are members of the Aalborg Alliance, which is an agreement between the Aalborg City Council and local businesses.

The aim is to reduce unemployment in the Municipality of Aalborg and ensure both increased and continued growth in the businesses. In addition, we are a part of Lead the Talent, which helps build bridges between jobseekers, often newly graduated, and companies.

Trainees and graduates

We take responsibility by recruiting trainees and graduates to both offices and to our sites. We are educating the trainees and graduates to fill a central position at ProCon, and that is why we would prefer them to stay in the company after graduation – but our primary concern is that we give them the tools they need to continue their work life.

On-site we have had challenges having trainees because of our projects being in different countries.

For this to make sense, we need to have a project with the duration of their education, and the tasks need to be fitting –

this results in a relatively low portion of trainees, but we are working on having more.

This focus on creating a developmental environment has resulted in that we are giving some of our technicians the possibility to obtain an electrical education.

The setup is, that they work for ProCon during working hours and go to school at night – we have 11 Polish technicians enrolled or just finished. We want to develop their competencies and give them an unique opportunity and this way we are a part of creating a skilled workforce in a field with increasing demand.

In previous years we have experienced that by having newly graduated employees we create the best and most innovative environment.

Graduates contribute with the latest theories within their fields of expertise and can challenge our way of thinking – bringing it together with experienced employees, who can show best practices and pass on essential know-how to them.

In 2022 we have had two newly graduated temporary employees in collaboration with the employment center.

It requires resources and dedication from the company to take on trainees and graduates, and we must have available tasks that match their level of experience. But our experience is, by taking this social responsibility we ensure maintaining our high standards towards our customers.



ProCon Academy

We are continuously developing ProCon Academy as an educational tool dedicated to long-term strategy for sourcing and maintaining a professional workforce.

To retain our contractors, we offer a training package that includes courses and an educational plan that improves their competencies, and skills and prepares them for upcoming projects.

In addition to this, we have incorporated Culture Days to develop and engage our employees. The days can consist of different content, e.g., teambuilding, internal and external communication exercises, and lessons about cultural differences. This way our employees can acquire new perspectives and insights in work processes.

Work/life balance

All our white-collar employees have the opportunity to work from home when it does not interfere with their work performance or cooperation with colleagues. In addition, we have a flexible working environment which means white collars can organize their work hours to fit with their personal lives.

For our blue collars, we are not able to create the same terms, but we are concerned of creating their rotations to fit their needs, if they need to skip one or change it, they can do so.

At ProCon we want satisfied employees and want to attract the best, therefore we must give them the best possible working environment.

Health and Safety

Our employees' safety is essential to us, and we train all our employees in safety registrations and safe behaviour and emphasize this training on-site.

Our safety regulations are in minimum compliance with Danish regulations, no matter which country we are working in.

We have a zero-accident goal and a "stop work if not safe"-culture. With our motto "Safety starts with you" we are rewarding our employees when they register a safety issue. To ensure the right initiatives our QHSE department receives all registrations and ensures they are handled correctly.



From 2021 to 2022 our “lost time accident”-rate has fallen from 20,33 to 1,50.

All aspects of safety are important to us, and our first wellbeing survey was completed in 2022 and the response rate was 70%.

The survey was carried out by a third party and based on the knowledge from the Danish National Research Centre for the Working Environment, and we are very satisfied with the result. The report of the survey showed that 97% of all employees are happy and proud to work at ProCon, which we see as an expression of healthy company culture.

Furthermore, our employees found their tasks meaningful and felt motivated and engaged in their work. The survey also showed that our employees prioritize to be a good colleague and help each other finalize a task. From the wellbeing survey, we gained some focus points where the procedures can be upgraded, because some of our employees at some point felt a bit stressed.

Our OHS Committee decided to do a workplace assessment every year to optimize the working environment. It is important to us that all employees have the needed aids to be comfortable at work and we take the needed measures.

Code of Conduct

ProCon is always working in line with our Code of Conduct which means, that every employee and supplier is made aware of and must follow our way of working.

Our Code of Conduct includes:

- A description of how we follow the regulations about human rights and child labour. We are a company, that welcomes diversity no matter what nationality, sexual orientation, religion, or gender you identify yourself with.
- We have an anti-corruption policy that has generated an anonymous whistle-blower solution on our website, where you can report any corruptive actions or other concerns when working with our company. The system is hosted by external parties and ProCon's Head of Legal.
- Our safe working environment policies
- A drugs and alcohol policy

Find our Code of Conduct [here](#).





Design, component-, and system optimization

Since we got certified in the SDGs and started working strategically with sustainability, we have thought of ways we could innovate on our material usage and reduce waste, which could not be delivered back to the supplier and then just had to be disposed of.

We wanted to optimize our systems and designs and have more sustainable components. Basically, we are constantly searching for new innovative ways of doing things, and we are in ongoing dialogues with our clients as well as suppliers to get clearance on our optimizations of their products.

The most noteworthy example is an initiative that optimizes both customer system designs of offshore wind foundations and their components since we, in Asia, are producing a supplier design ourselves.

This way of self-producing materials used for projects on sites has many different layers of sustainability and benefits the local community as well.

We are using a more sustainable material, which has a longer life cycle than the previously used material and by having the production ourselves we can mark the material properly, to ease the disposal in the future. The materials do not have to be transported to our site, which also reduces CO2 emissions.

Employee handbook

Any guidance to our employees, and contractors, is formulated in our employees' handbook, which is issued at the beginning of the employment and can be revisited in our ProCommunity App.

Present in the handbook is a compilation of policies, the company DNA, procedures, working conditions, and behavioural expectations. The handbook is updated once a year, or if necessary, more often.

Whistleblower

Both internal and external parties can report any concerns regarding ProCon and our business through our whistleblower system. The system is hosted by both an external party and the ProCon's Head of Legal. The Whistleblower system can easily be found in the footer of our website.

The whistleblower system supplements our existing internal procedures for reporting any concern regarding our way of doing business to e.g., managers, HR- and Legal department.

Furthermore, we are keeping the discarded materials to a minimum because the products are produced in the right measures according to our design, which reduces the material ordered for the project.

The last of our investigated benefits is social involvement and securing the circular economy in the country we are working in. We are using local labour to produce these components and keeping the cost and benefits within the country.

This is an initiative that will be spread out to all the different local markets where we are offering our solutions.



ProCon's sustainable journey ahead



With all the initiatives we have been working with in 2022, we are headed in a more sustainable direction.

Our sustainability committee is working tirelessly to innovate and motivate our entire global organization, including our management group, to go that extra mile. If we want to reach our sustainability goals, we must work hard and have a creative mindset with no limits in the brainstorming process.

We already have new initiatives ready to be implemented, which can be very beneficial to reaching our goals.

In 2023 we are working to increase the amount and validity of our data and make sure that we are more data driven than previously. A part of this is re-evaluating our KPIs and indicators, which always will be an ongoing process.

What is important is that we want to be able to make more data-driven decisions with fewer limitations, and from the collected data become closer to being a CO2-neutral company by 2040, and naturally minimizing and compensating for the emissions that we do have up until then and forward. Find our latest CO2 report [here](#).

Just before the publication of this sustainability report we were recertified by Bureau Veritas and one of our focus areas in the recertification is our future work with our supply chain.

We have chosen a program to map the different involvements and emissions in the supply chain and have high expectations for working with the initiative in the coming years. (Find our certification report [here](#).)



Limitations and considerations





It is acknowledged that the 2022 GHG account (CO2 report) is the first time for ProCon to disclose its GHG emissions and that there are certain limitations to the results of the account.

Because we have had limited data collections, we have had to exclude some GHG emissions, like some material procurements which have been assessed to be of relative minor importance for the overall result.

Our supply chain has a great complexity, because of our purchased goods and services.

We try to both affect and have an impact on the entire value chain, but due to our size and position we are often limited in the different scopes and terms in our projects – this is e.g., the reason that some consumables are difficult to consider when registering emissions. Regardless, we aim to inspire all through transparency and communication of our work with the SDGs.

We have been limited by how complicated and resource-intensive it is to work with all the SDGs.

Our consideration was to begin our work with the goals that are easiest to achieve in the first two years, and then create new goals based on previous ones. By mapping our limitations and learning from our lessons, we can work with the more difficult goals in the future. The previous year has given us an indication of how much we can accomplish with a few new ways of doing things – and how important these small steps are.

In our quest to find the most innovative, rewarding, and sustainable solutions, we are partly dependent on collaboration with suppliers, clients, and partners, since we are often 2nd or 3rd tier and we acknowledge that all companies have different prerequisites for e.g., minimizing their resource consumption, CO2 emissions, etc.

ProCon

Sustainability report 2022

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