

# ProCon

## Sustainability report 2023



# Table of Contents

<b>Introduction</b>	<b>1</b>
Letter from CEO	1
About this report	2
Non-performance	2
<b>About ProCon</b>	<b>3</b>
Company information	3
Locations	4
2023 in numbers	5
Vision	6
Mission	6
Company strategy	7
<b>Our sustainable commitment</b>	<b>9</b>
Sustainability committee	9
Sustainability progress	10
Goals	11
Certificates	12
<b>ESG</b>	<b>13</b>
Mapping of impact on SDG	13
ESG and sustainable initiatives	14
Environment	16
Emissions management	16
Resource management	20
Social	23
Workforce	23
Inclusion, Diversity, and Equity	24
QHSE	25
Community engagement	27
Governance	28
<b>Future initiatives</b>	<b>29</b>

**1** NO  
POVERTY



**2** ZERO  
HUNGER



**3** GOOD HEALTH  
AND WELL-BEING



**4** QUALITY  
EDUCATION



**5** GENDER  
EQUALITY



**6** CLEAN WATER  
AND SANITATION



**7** AFFORDABLE AND  
CLEAN ENERGY



**8** DECENT WORK AND  
ECONOMIC GROWTH



**9** INDUSTRY, INNOVATION  
AND INFRASTRUCTURE



**10** REDUCED  
INEQUALITIES



**11** SUSTAINABLE CITIES  
AND COMMUNITIES



**12** RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



**13** CLIMATE  
ACTION



**14** LIFE  
BELOW WATER



**15** LIFE  
ON LAND



**16** PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS



**17** PARTNERSHIPS  
FOR THE GOALS



# Introduction

## Letter from CEO

As we reflect on the past year and look forward to the future, our commitment to sustainability remains at the forefront of our mission and daily work at ProCon. We understand the importance of not only adapting but also leading by example in our industry.

This year's sustainability report outlines our efforts, achievements, and our strategic focuses for the upcoming period. Our journey towards a more sustainable company is ongoing, and while we are proud of our progress, we are not complacent.

In the past year, we have intensified our focus on collecting more and better data. This is foundational to understanding our current impact and shaping our actions for improvement.

Data must be the base of every decision we make, and by enhancing our data collection methods, we are setting the stage for more informed, impactful actions.

A significant part of our sustainability journey is understanding and minimizing our carbon footprint. This year, we have made substantial strides in tracking our CO2 emissions across all operations. By employing new tracking systems, we aim to achieve greater transparency and accountability in our environmental impact.

This initiative is not just about compliance; it's about responsibility. It's about making the necessary adjustments to our processes, products, and services.

Sustainability is not the sole responsibility of a single department or team within ProCon – it is a company-wide commitment.

This year, we have focused on embedding sustainability into every department of our organization, ensuring that every employee understands their role in our collective effort. We have high hopes for this anchoring in our new sustainability committee's work.

Recognizing that our impact extends beyond our direct operations, we have been focusing on finding and implement a sustainable supplier management system. This system is designed to ensure the due diligence of our suppliers, particularly concerning environmental responsibility.

By working closely with our partners and suppliers, we are promoting sustainability throughout our supply chain, influencing practices, and driving positive change beyond our immediate sphere.

As we move forward, our dedication to these focuses will only strengthen. We are committed to continuous improvement, learning from our experiences, and adapting our strategies to meet the challenges and opportunities of sustainability head-on.

Our journey is a testament to our belief that a sustainable future is not only necessary but possible through collective action, innovation, and resilience.



**Claus Søgård Poulsen**  
Founder & CEO (2023)  
Board member (2024)



**Jesper G. Uhre Larsen**  
CEO (2024)  
Board member (2023)

## About this report

In 2023 we released our first sustainability report, based on the impacts we created in 2022. The process of reporting on the ESG's was a new experience for us, and we got wiser in the process.

Last years report was a great foundation for lifting the content and way of reporting, and with the new European directive CSRD, we have gained some tools and guidelines of future reports.

This report is based on the year 2023 and can be seen as a working progress from only having the UN Sustainable Development Goals (from now on abbreviated SDG's) to guide us, to now having more tools to shed light on our sustainable work.

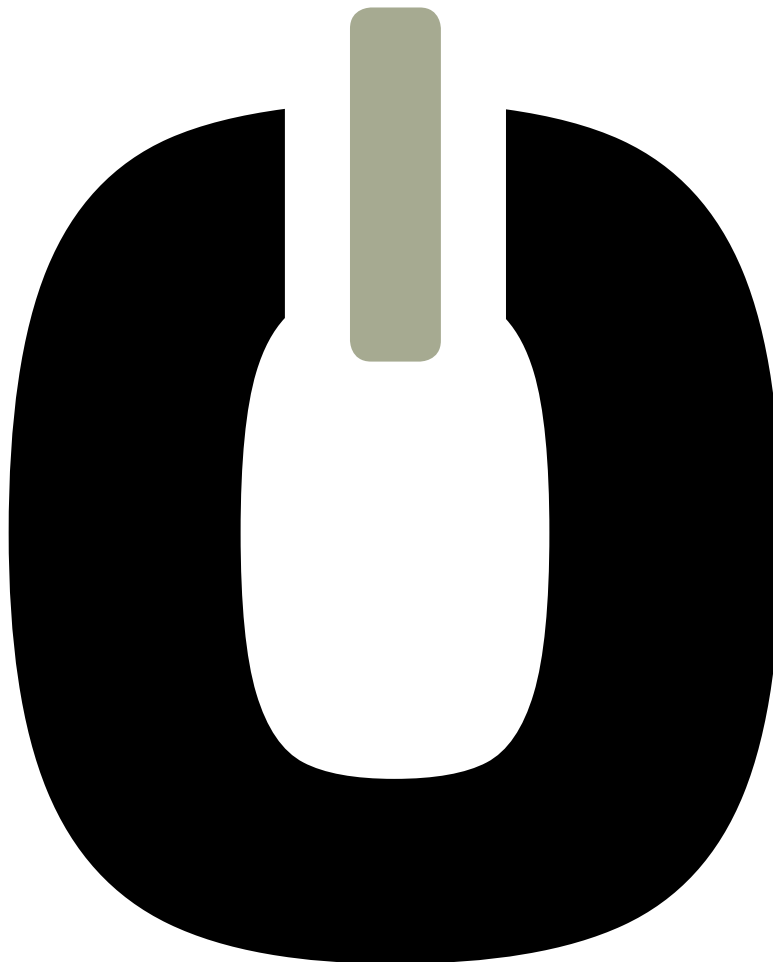
## Non-performance

We are still limited in our collections for our CO2 report. The limitations are lesser than last year, but we are still making processes for collecting the usable data and, sometimes, converting them into usable values.

Furthermore, we are still, due to our size, limited in our impact on the value chain. But we are working on this matter on our new Supplier Management System, which is to be implemented in Q2 2024.

In this report you will notice that we are not yet working with double materiality. We have listed and mapped our risks and opportunities but have yet to map the impact.

This is something we are very focused on improving on in 2024. We want to involve certain stakeholders, clients, and employees to ensure a solid double materiality analysis.



# About ProCon

## Company information

ProCon provides electrical, technical, and interface minimization solutions and turnkey offerings or BOP for foundations, offshore substations and external platforms in the global wind industry.

As a part of the Integrated Wind Solutions family (from now on abbreviated IWS), we offer stand alone and bundled solutions with state-of-the-art CSOVs to the offshore wind industry with our package of adhering services to reduce bottle-necks and cost of energy, together with IWS Fleet and Green Ducklings.

Through our solutions units Engineering, Construction, and Service we have gained a great and cohesive track record where highly skilled engineers, technical staff and experienced specialists have ensured quality on time at competitive prices.

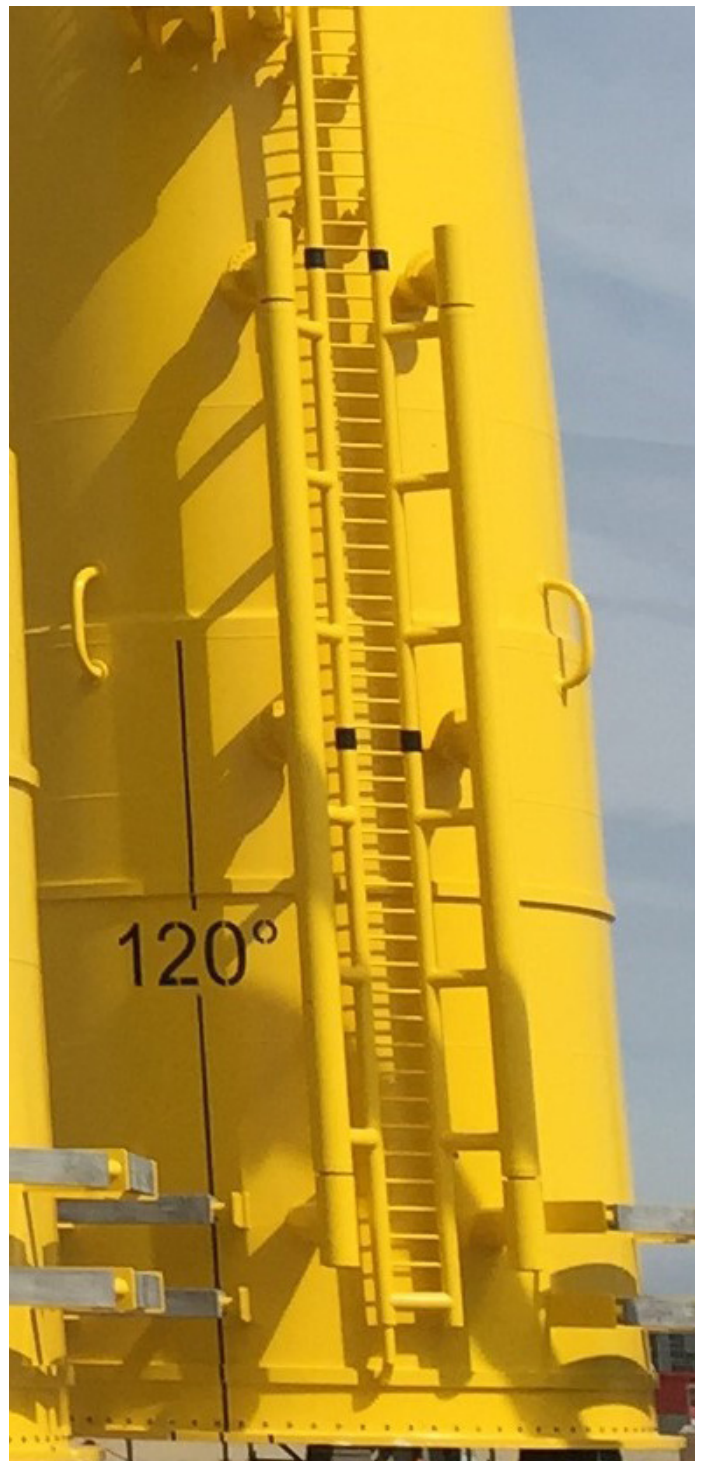
We specialize in offering professional solutions regarding design, engineering, pre-assembly, installation, M&E completion, commissioning, O&M, HV/MV works, inspection, material packages/kit sets and service within the electrical scope.

ProCon has delivered solutions to more than 1700 transition pieces and jackets, which accounts for around 35% of today's installed offshore wind turbine foundations. Furthermore, we have also worked on >1120 WTGs and substations, worked offshore for >625.000 hours.

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 stating our mantra

“Safety starts with you” to all our employees to ensure a safer environment for everyone.

Having a global and flexible approach ensures that we can deliver a local presence, at the moment we are operating in Europe, APAC and US, for our customers and partners and be able to ensure delivery of the required services at their preferred location.





## Locations

ProCon is a worldwide company with pop-up sites in two continents.



We have registered companies in Denmark, UK, US, Germany, and Taiwan.

### Pop-up sites in 2023:

- Belgium
  - Hoboken
  - Balen
- Taipei, TW
- Newcastle, UK
- Aalborg, DK



## 2023 in numbers

Number of units delivered*	470
Revenue	150,5 mDKK
Key Suppliers	42
Total CO2 emissions	2.790,56 tons
White Collars employed	41
Blue Collars employed	186
Nationalities	20
Seniority	2,2
Lost time incidents	257
Countries we have worked in	6
*units consists of Jackets, TP's, WTGs, OSS	





## Vision

“

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

“

## Mission

“

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

“



## Company strategy

In our company strategy, KPI's and must-win battles we have incorporated sustainability as a natural factor, as we want to have all our employees have a more sustainable mind-set and don't think about thinking sustainable.

### Strategical core

- DNA
- Sustainability and ESG
- Digitalization and AI
- Innovation

### Strategic goals

- Worldwide approach to customers and locally presence in growth areas
- Market leader within our core and special competences (Top 2)
- Best practice company in the industry (Competences, QHSE, HR & Sustainability)









## Our sustainable commitment

As a SDG certified company from Bureau Veritas, we have committed ourselves to work actively with the SDGs and mapping our impact on the different goals.

Purposeful action is critical. For ProCon, the defined metrics and global applicability of the SDGs provide focus and accountability across the full spectrum of expertise within our global operating units. We use the SDGs to guide us towards project outcomes that have a positive impact on communities (both social and environmental).

While ProCon activities indirectly touch many of the 17 SDGs, to be most successful in advancing progress we focus on 5 core SDGs where we have the most direct influence and significant impact.

At ProCon, we recognized early on that the SDGs describe the path toward a sustainable future, one that is not linear nor smooth but increasingly urgent for all companies to pursue. Our journey is well underway, and our pace is accelerating each year.

## Sustainability committee

In 2023 we reviewed our sustainability committee and the work processes in the committee.

That is why we have revised the committee members and are now focused on anchoring the initiatives in all our departments instead of one person.

Our committee is now occupied by representatives from:

- People and Mobility
- Communications
- Commercial
- Engineering
- Construction
- Service
- Business Development
- Finance

## Sustainability progress

In 2023 we remapped our impacts on the different goals and have increased our validity in data. Our yearly SDG progress audit was held in July, and we rose our audit score with 2 percent from 78 to 80. This was a success for us in ProCon and a testament to our ongoing commitment to the work with SDGs.

In the 2023 audit we were scoring highest in context of the organization, the leadership, production, products and services and our method preparedness, while the areas we must focus further on is our supply chain. This is why we are working intensively for improving the supply chain management.

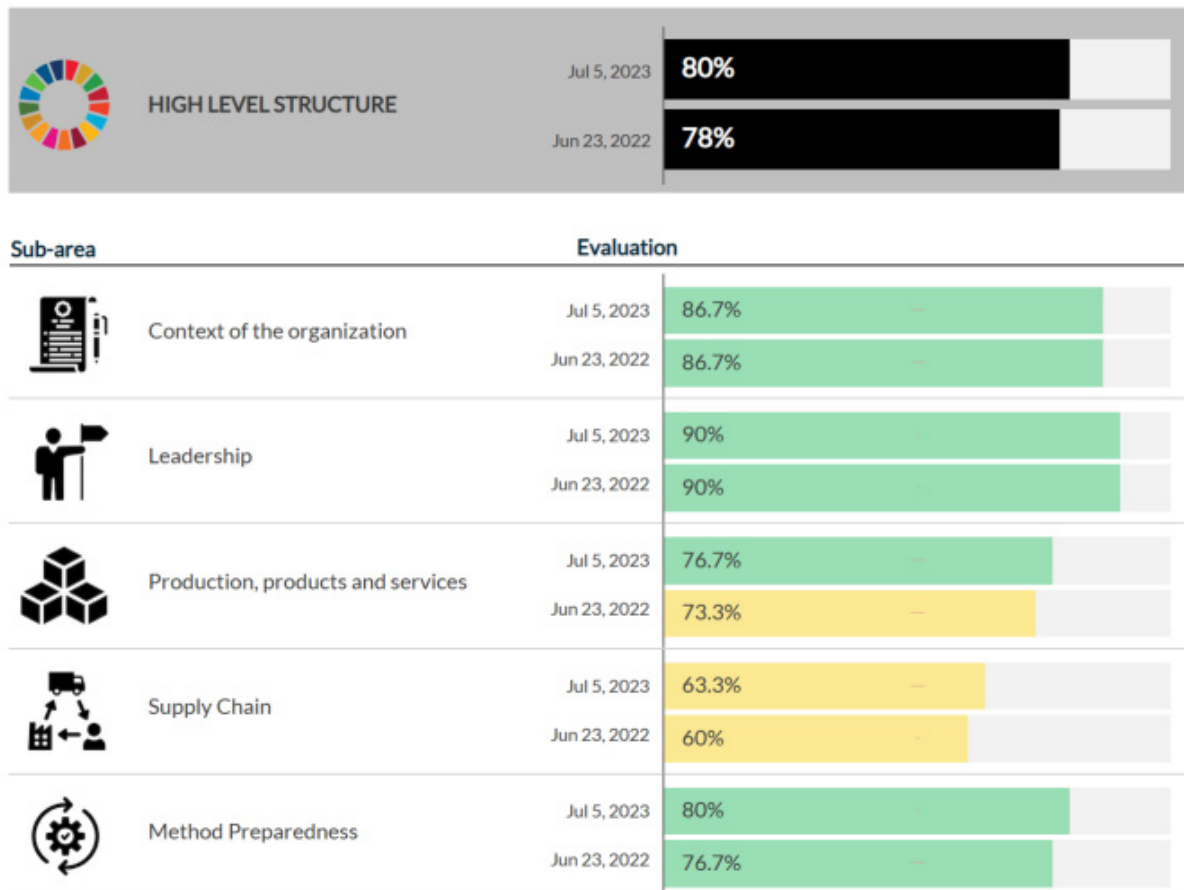
The criterion's for chosen suppliers must clarify and to ensure a progress on this area, we intend to purchase a supplier management system in 2024.

We hope, the implementation of the cho-

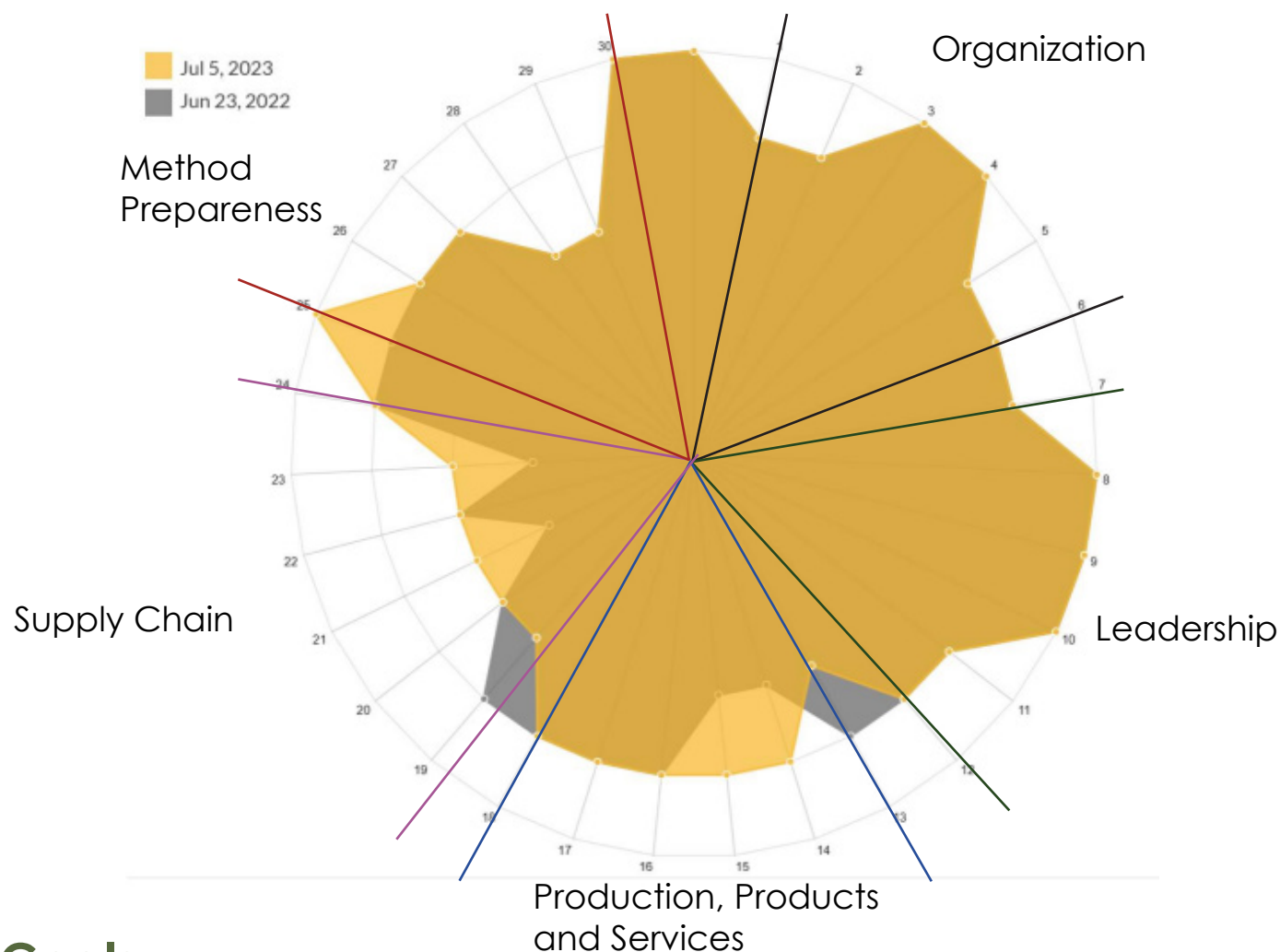
sen software, Integrity Next, will improve our work and sustainability score sufficiently.

As mentioned earlier, we have in 2023 worked on improving and increasing our data background and validity of this data. We have taken some active steps and decisions in being more data driven in all our sustainable work. The software from Integrity Next will help us in getting valid data, but we have also worked on updating our HRM-system to better suit our data needs and the organization in general and our CO2-calculations.

Our focus areas the coming year will be to implement and strengthen more ESG and CSRD into the business. We will naturally be actively working with the recommendations from the 2023 sustainability audit and our defined goals, and of course the innovation ideas we have worked on since 2022. (See last years report).







## Goals

The listed goals are an overall achievement strategy. The goals are backed by KPIs which are measurable by the ESRS.

- ⚡ Have full transparency for CO2 emissions by 2030
- ⚡ Focus on job satisfaction, employee well being and reducing our sick absence
- ⚡ By 2030 have a decommissioning plan for all components within our SOW
- ⚡ Take more responsibility for education and development of trainees and employees
- ⚡ Reduce emissions, resources, energy consumption, materials and chemicals
- ⚡ Zero registrations of bribery, corruption, racism, and harassment
- ⚡ Ensure quality in our work to minimize the need for servicing
- ⚡ Zero cyber security breaches, whistleblower reports, fines and major non-conformity findings in external and internal audits
- ⚡ Focus on diversification and having a greater percentage of local workers
- ⚡ Ensure due diligence in supply chain and high customer satisfaction
- ⚡ Focus on health and safety
- ⚡ Ensure a greater department revenue and a healthy solvency ratio

## Certificates

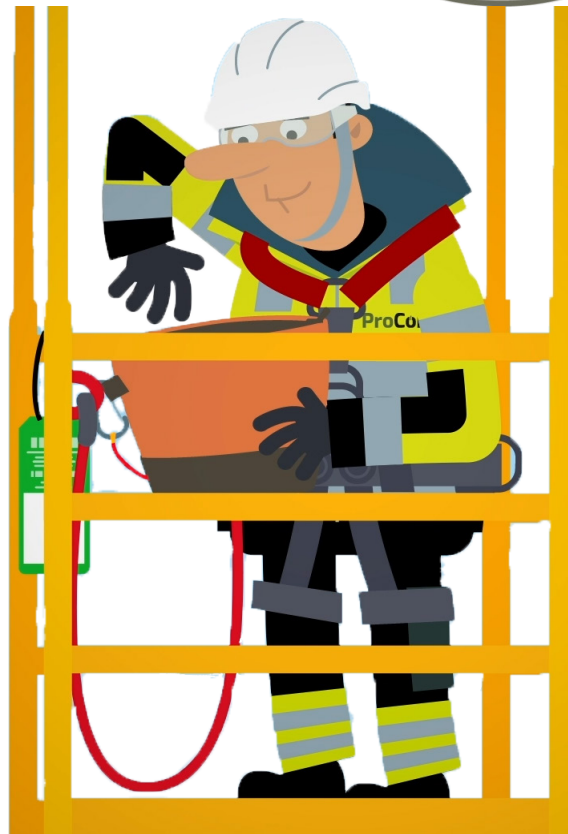
ISO 9001 - ISO 14001 -  
ISO 45001 + Bek. 1409/2020  
Management System Certification

**BUREAU VERITAS**  
Certification Denmark A/S



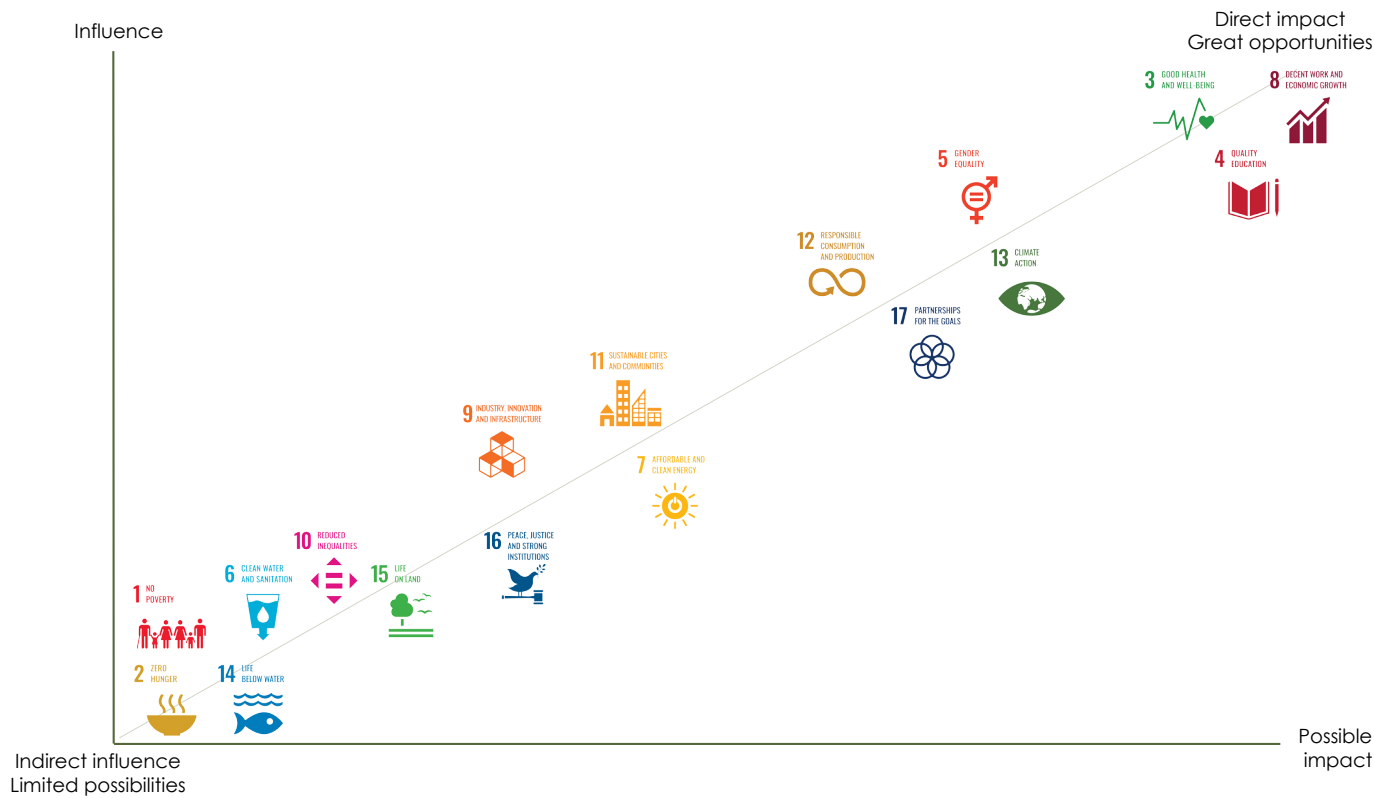
**UN Sustainable  
Development Goals**

**BUREAU VERITAS**  
Certification



ESG

Mapping of impact on SDGs



## ESG and sustainable initiatives

To create an overview of our initiatives we are mapping them by both ESG, and SDGs. Most of the initiatives are ongoing, which was described in last year's sustainability report. Others are new, which is described later in this report.

Initiatives and cases	Environment	Social	Governance	SDGs
Local labour	✓	✓		<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>
Cars	✓			<div>13 CLIMATE ACTION</div>
Travels	✓			<div>13 CLIMATE ACTION</div>
ProCommunity	✓	✓	✓	<div>4 QUALITY EDUCATION</div> <div>10 REDUCED INEQUALITIES</div>
Waste handling	✓			<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>
Trainees and graduates		✓	✓	<div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
ProCon Academy	✓	✓		<div>4 QUALITY EDUCATION</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Employee well being		✓		<div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Health and safety		✓	✓	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Code of conduct			✓	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Employee handbook			✓	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Whistleblower			✓	<div>3 GOOD HEALTH AND WELL-BEING</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div>
Innovation and optimization of system- and design components	✓	✓		<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>13 CLIMATE ACTION</div>
Supplier management system	✓	✓	✓	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>17 PARTNERSHIPS FOR THE GOALS</div>







# Environment

## Emissions management

We have tracked and managed our emissions according to *the Greenhouse Gas Protocol*, using the Danish software *Klimakompasset* as a way of keeping track of scope 1, 2 and 3.

When reporting following the GHG protocol the first step is to determine the organizational boundaries within which to scope the reporting. These can take the form of equity share approach or control approach.

Since ProCon both owns and control all entities included in the present inventory both the equity share approach and the control approach have been applied (in accordance with the GHG Protocol).

The company consists of multiple subsidiaries under ProCon Group and is headquartered in Denmark with operations in three Danish offices (in the cities of Aalborg, Aarhus, and Esbjerg) and an office in Taipei.

Additionally, ProCon has an office incl. staff in Taiwan and UK to manage local projects. Further international representation with company registrations in Germany (DE), Poland (PL), and the US (US) from which no significantly emitting activities have been performed in 2023.

## Data collection

Data collected for the 2023 GHG inventory consist of data from ProCon DK, Procon UK and Procon TW, as illustrated in figure 1. The input data used for the CO<sub>2</sub>e-calculations comes from a variety of sources. The methodology followed a combination of the methods described in the GHG protocol.

The primary data collection method for ProCon's 2023 GHG account is the spend-based method.

The data collected for ProCon's 2023 GHG inventory has been split into project related costs and non-project related costs. The project related costs were subsequently divided into suppliers after which the suppliers have been categorised based on the products or services they supply.

Non-project related costs have been collected from ProCon's P&L, where relevant accounts have been categorised based on the entering on these accounts. Some project related and non-projected costs have afterwards been investigated further and consumption units has been estimated or specific emission factors has been found:

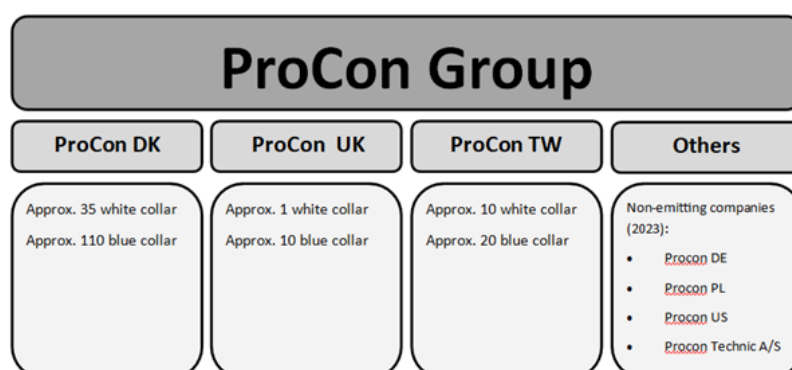


Figure 1 - Organizational diagram

### Scope 1:

- Emissions from transportation in ProCon's own or leased vehicles: Based on the monetary value spend on fuel an estimated consumption of litres of diesel was calculated. This calculation was made based on an average market price of diesel in Denmark in 2023.

### Scope 2:

- Electricity and district heating: ProCon's consumption of electricity and district heating are reported in KWh and MWh. For the 2023 GHG inventory, only scope 2 emissions from the Danish locations have been included, due to lack of readily available data from ProCon TW and assessed insignificant emissions from PWE UK. Unfortunately, it has not been possible to obtain the actual consumed units in 2023. Therefore, consumption units have been estimated based on advance payments.

### Scope 3:

- Materials: For all purchased materials e.g. cables, lamps etc. representative emission factor for comparable products are used. For purchased tools – hand tools and power tools/machines, representative emission factors from databases are used since these are not available in Klimakompaset.
- Flight: ProCon purchases flight tickets through an agency as well as directly at the airlines. The agency provides a report of the Co2-emission related to the flights purchased through them. This data has been used to estimate an emission factor per. spent DKK, which subsequent has been used to estimate the emission from the flights purchased directly at the airlines.
- Freight: Emission from freight is calculated proportionately based on ScanGlobal's emissions from freight distributed per turnover DKK in 2023.

## Results

The result of the 2023 GHG inventory is presented in table 2. CO2e-emissions are stated in tons of CO2 equivalents, and the table shows the emission divided into scope 1, 2 and 3 in accordance with the GHG protocol.

Scope	Ton CO2e	Share of emission
Scope 1	129,29	4,6%
Scope 2	1,52	0,1%
Scope 3	2.659,75	95,3%
<b>Total</b>	<b>2.790,56</b>	<b>100,0%</b>

Figure 2 - Overview of the company's total CO2e emissions

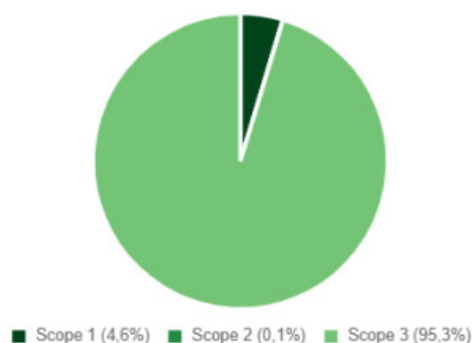


Figure 3 - Percentage of emissions divided on scopes

As shown in figure 3 ProCon's largest source of emissions is in scope 3.

The largest emissions post is materials/consumables purchased. The emissions are distributed over several separate entries, but still stands out as a significant source of emissions – especially procured materials/consumables made of steel and plastic.

The second largest emission post is accommodation, which is primarily related to the travel work carried out by blue collar employees. In that relation, chart 1 also shows that ProCon's 3rd largest emissions are flights, which is primarily related to the blue-collar employees travelling to and from worksites.

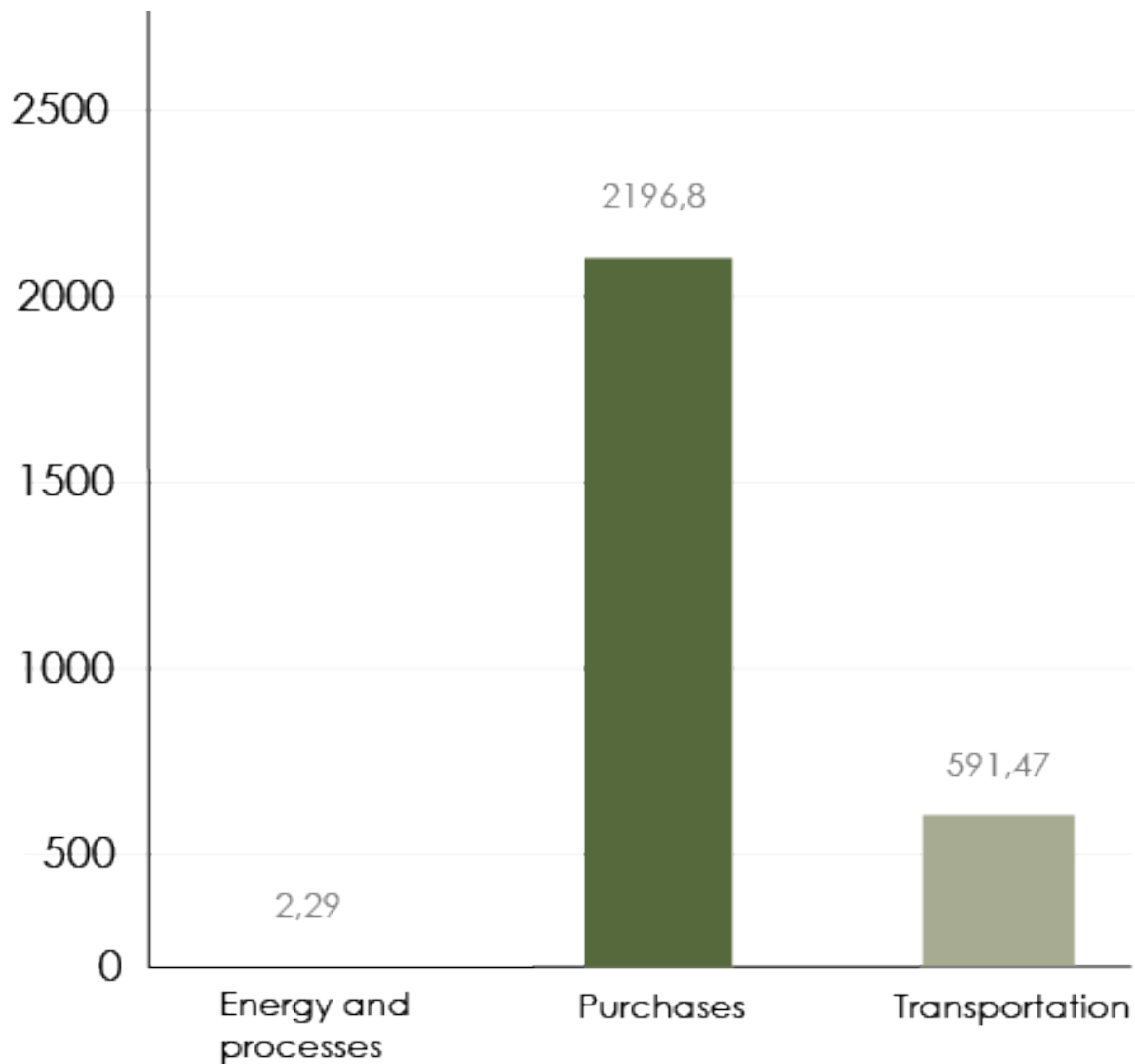
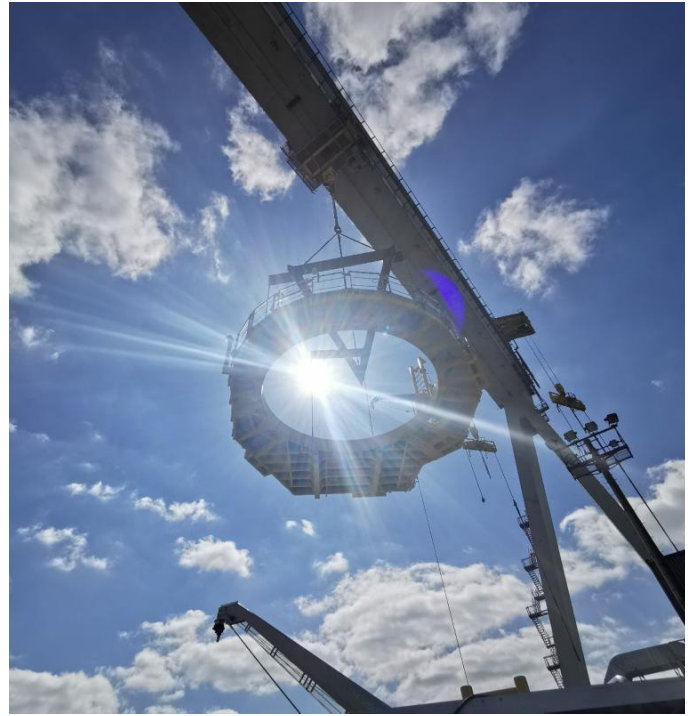


Figure 4 - Emissions in ton (out of scopes) divided in main categories



### Limitations and uncertainties

It is acknowledged that the 2023 GHG account is the second time for ProCon to disclose their GHG emissions and that there are certain limitations to the results of the account.

No data collecting systems targeted at capturing GHG-related data are integrated in the existing processes of ProCon, which means that all relevant data could not always be readily obtained.

The strategy used to mitigate this issue has been to combine different data-collecting methodologies presented in figure 1.

The variety of ProCon's purchased goods and services results in great complexity in its supply chains. Depending on the scoping and terms of references outlined for each project, the types of procured goods and services vary between projects, making it difficult to track – especially for smaller parts (consumables) like nuts, screws, bolts, and wires.

As no systematic registration of such purchases exists across the organization, it has not been possible to obtain all the necessary input data, by which it has been necessary to scope out some of the materials/consumables purchased in the 2023 GHG account.

To improve the obtainability of the necessary input data for future GHG accounts, ProCon is committed to improving its data registration over the coming years e.g we are in 2024 have our buying of materials concretized.

ProCons emission in relation to accommodation is associated with some uncertainty, since the Spend-based method has been used. A more accurate emission would be obtained if it was possible to identify emission factors for each overnight stay in each country, given that the emission from one overnight stay differs significantly from country to country. Unfortunately, it has not been possible to identify emission factors for each country that ProCon operates in and therefore the Spend-based method has been used.



## Resource management

### Workwear

We have a standing inventory of work wear (including helmets and safety shoes), which means we can offer a fast delivery to all our pop-up sites to prevent our technical staff to miss any equipment.

As we have chosen a certain quality in workwear, our technicians can use their delivered workwear for more than one project, which is why we do not ask for it back when a project is completed.

Instead, we replenish if individual parts are worn out.

When an employee is terminated at Pro-Con, all equipment is returned to Pro-Con. The parts that can be reused are sent for cleaning and issued to other employees as needed.

Helmets are checked once a year to ensure they still meet the safety requirements.

There are different requirements for each project regarding safety boots, for example, high shafts above the ankle are not always required. But to keep our purchases to a minimum, we have chosen to only have safety boots with high shafts above the ankle, ladder grip, and safety rating S3 to meet the strictest requirements

In addition to this, we also take into consideration the season and weather conditions of each project when distributing workwear to our technicians. For example, it is not necessary to provide winter equipment in the summer and vice versa.

Furthermore, we have chosen to have rain sets hanging on site, which our technicians share. In practice, this means that we can get by with buying rain sets for about  $\frac{1}{4}$  of the employees on the project, instead of buying a set for all technicians.





## PPE

In terms calibration and service on the equipment we only rent PPE for our technical staff.

We are using suppliers which ensures a high standard and in sync with the local legislations. Because we are renting the PPE the supplier oversees the maintenance and service on the equipment and are also in control of the notification of service periods.

This gives us the advantage of receiving new PPE before sending the old back for maintenance.

When a project of ours is finish we return the rented PPE to the supplier and they it undergoes a maintenance and service before getting rented out yet again.

In terms of supplier choice and evaluation of this choice, we are choosing supplies because of their quality and service. But also, in terms of their focus on sustainability and innovation possibilities. The company is looking into reusing their obsolete products for other purposes and having a more sustainable recycling circle.



## Tools

The suppliers used in 2023 are chosen based on quality, price, and business methods.

We always collect a minimum of two offers, when we are purchasing new tools and chose the best option depending on price, stock, and delivery.

All our tools are registered in our system *Read Unit* and moved from project to project.

Regular hand tools will undergo a visual inspection when sent back from a project to see if there is any irregularities or damages.

Calibrated tools will also be visual inspected, but they also go for external calibration when needed, usually once per year but can also happen more frequently based on requirements from the customer.

All calibrated tools are handled in *Read Unit*.

We use our tools on as many projects as possible, unless there is a defect – then the tools are disposed according to waste management rules. If tools have a defect on site, they will be disposed according to the correct waste management rules in the area.

## Waste management

We, always, following the waste management rules given by the clients. Except if the clients do not follow the national regulations in the area working in.

We make sure that our supplies are correctly marked with containments before sent on site to our technicians.







## Social

### Workforce



ProCon actively works to attract employees with a wide range of talents, perspectives, and experiences.

Our recruitment practices, employee benefits, training and development possibilities provide our people with the foundation and resources needed to be successful and effective individuals, both in their professional and personal lives living up to our DNA and standards of customers.

We continuously strive to build an inspiring, inclusive work environment and recruit, develop, and retain top talent. We are committed to build a strong retention strategy, which will help us keep the top talent, we already have recruited.

In 2023 we launched a new programme for technicians who was interested in gaining new competencies and develop their professional skills. We offered them an opportunity to gain an electrician certificate, without losing their income from ProCon. The programme was created on basis of our onsite development talks with our technical workers, and the programme has been a success.

By the end of 2023 we had 15 technicians educated as electricians, who are added to our already large pool of electricians.

As we also focused on in 2022, we have increased the usage of local labour in the APAC region and UK, and going forward we are looking into expanding the local labour usage to e.g. Poland.

We saw how this initiative had a great impact on both our CO2 emissions, but also the diversity in the company, creating better job offerings in the region and the client response on the matter.

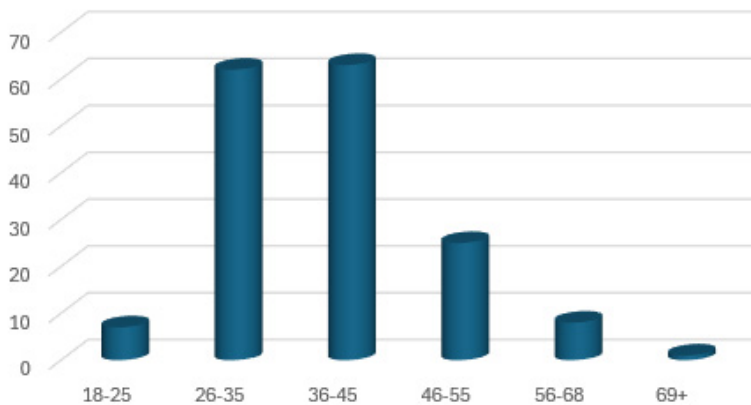
As ProCon is an international company with different locations, pop up sites, and rotations in the technical staff, we saw a need for streamlining our onboarding process.

In Q3 and Q4 of 2023 we have worked on digitalizing our onboarding process, for our workforce, and especially new commers, to always gain the right information, no matter where they are in the world.

The digital onboarding room is not to replace the physical onboarding, but as a supplement to release the information overload, which can be present when starting a new position.

We are still increasing the use of local workforce in Asia, UK, and other places with larger construction sites. We want a positive effect on the countries, which we are working in, and want to use the skilled labour in those countries. By using the local labour, we have a positive effect on the community and our CO2 emissions become smaller due to travels and accomodations.

## Inclusion, Diversity, and Equity



Age diversity of employees in ProCon in 2023  
- both white and blue collar

“

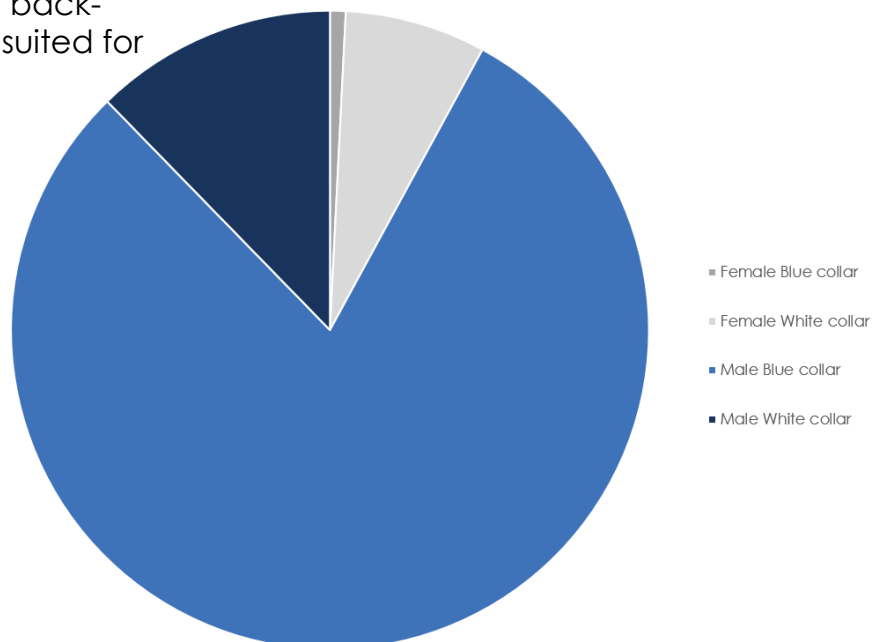
Diversity is our end goal, and building an inclusive culture is how we get there

As a forward minded company we are still focused on ensuring inclusion, diversity, and equity.

We create opportunities by inviting, embracing, and celebrating differences – we believe that inclusion, diversity, and equity foster a healthy range of views, facilitates innovation, improves results, and nurtures a sense of belonging.

“

We are not narrowminded in our employment of new colleagues to our sites or headquarters, we recommend all qualified people to apply for our jobs, regardless of gender, age, religion, and ethnic background, as we take the one best suited for the job.



Gender diversity of employees in ProCon in 2023

As in 2022, we have focused on increasing our internal information flow with our Pro-Community platform.

In 2023 we have gained some insights in the user experience and have developed on this. Some of the features have changed and we have used the tool of gamification to get the last slow starters into the platform.

In the "social" section of the platform we are witnessing an increase in inputs, comments and likes, which gives an indication of a more inclusive and positive culture in workforce.

## QHSE

At ProCon, we care about our people and those around us — at work, home, and in our communities.

We use our **Safety starts with you** culture to support knowledge, communication, relationships, and a 24/7 safety mindset in all we do. In addition to well formulated plans and processes, we recognize that situational awareness with our Safety ambassadors — the discipline of being present and aware of our surroundings — is our best defence against injuries and incidents.

We encourage all employees to register every observation, on site and in offices, in our internal communications system, and with our ISO 45001 certification to supports the

### HSE Statistics ProCon Wind Energy A/S

Year	2021	2022	2023
Man hours	149.023	237.021	233.699
Fatalities	0	0	0
LTI	3	2	3
TRIR/TCIR	4,03	1,69	3,42
Near Miss	8	2	18
NMFR	10,74	1,69	15,40
LTIR	4,03	1,69	2,57
Severity Rate (of LTI)	20,33	1,50	14,67
Observations	33	26	103
Suggestions for improvement	10	0	3
NCR	7	11	15





Company's expectation that everyone has a role to play in their own safety and the safety of others.

We apply such principles while providing safe workplaces, managing our operations, planning, and executing projects, traveling, sharing best practices and lessons learned, and focusing on continuous improvement.

All of 2023 we have run a quarterly competition for the site who had the most observations on site and then we introduced our new safety characters, Proby and Connor.

They have the task of showing our employees all observations are relevant to register. They are a part of our safety introduction and to bring awareness on the issue.



## Community engagement

In ProCon we feel a great deal of responsibility for contributing to the local environments, which we are working in. As a beginning we started using local workforce on our projects, making sure to develop the employees' competencies and lift the community by this.

In 2023 we were engaged in a larger project with training local unemployed to cable fitters for a local project, together with TECHCOLLEGE and STAR. With the closure of the abattoir in Sæby 800 people were suddenly unemployed in North Jutland, Denmark and we had an opportunity to recruit some of these people to a substation project in Aalborg.

The recruitment and training part of the local engagement was working well, we were running 3 cable fitter courses at TECHCOLLEGE and by the start of the project 75 cable fitters were ready to work onsite.

Unfortunately, the project got closed by the developer, and ProCon could not keep all the newly trained fitters in the company. Our HR department has been working hard to reduce the unemployment of the cable fitters, with some sent to UK for a project, and some hired out to other electrical companies.

Even though the project did not become the success story we hoped for, at ProCon, we are proud of have given a great opportunity to a lot of people. They have gained the skills to continue a journey in renewable energy, because we gave them a new chance to grow and expand their careers.







## Governance

Our organizational structure encourages consideration of different views from professionals with different roles and capabilities.

Our governance oversight includes internal and external audits, and client reviews on project work.

To conduct our affairs at the highest standards of integrity, honesty, and professionalism, we continually strengthen our corporate governance practices.

Integrity means that we always work to the highest professional and ethical standards and operate our business in a way that is open, honest, and responsible.

ProCon recognizes that we must uphold our values to gain and maintain the trust of clients, shareholders, employees, business partners, and the public.

We ask employees, partners, subcontractors, and suppliers to live our Code of Conduct and take personal responsibility for their behaviours, as our Code of Conduct sets requirements that employees are expected to follow in their day-to-day work.

We commit to fighting corruption and anti-trust behaviours and prohibit employees from using company funds to contribute to political candidates or parties. We influence our supply chain with our Code of Conduct. If anyone sees unlawful actions or unethical behaviours, they are encouraged to contact our Whistleblower initiative.





## Future initiatives

In 2024 we are looking into some exciting initiatives.

We are, with support from the SMV Grøn 2.0, purchasing the supplier management system Integrity Next, which can help us perform a comprehensive due diligence for our suppliers and create a gentle nudging on our suppliers to be more sustainable.

Integrity Next can also contribute to a less limited CO2 report for 2024, because we can track the consumptions even more in the system.

Our HR & Resource departments are also creating some exciting initiatives in terms of retention strategies. Through onboarding- and offboarding talks are they getting wiser on the reasons for either taking the position or leaving the position in ProCon. They will also look into development recruitment, even more, to accomendate the lack of manpower we are seeing in the market right now.

2024 will also be the year of working on our employee's wellbeing through an extensive wellbeing survey facilitated by GAIS, with the potential to give a clear vision of what can heighten our employee's job satisfaction.

In 2024 we are also expecting to be recertified in the SDGs by Bureau Veritas and work more on our double materiality analysis.

In our sustainability committee we are going to work on further anchoring in the entire organization and working more with getting wiser on the CSRD and the ESRS.







## Sustainability report 2023

ProCon  
Ankeret 5b st.th.  
9220 Aalborg  
Denmark

mail@procon.as  
+45 41525300  
www.procon.as  
VAT: DK40107533

