



SEMI STAAL A/S  
Washing and Logistics Solutions for  
Hospitals, Pharma, and Food Industries



SEMI STAAL A/S

# ESG RAPPORT

Sustainable  
Development  
Goals



2024





## When Quality Becomes a Commitment



At Semi Staal, we build systems that stand the test of time—literally. Some of our machines have been in service with customers for over 20 years and still operate flawlessly. That responsibility drives us.

When our solutions become part of a customer's daily operations for decades, it commits us to more than just reliability. It commits us to continuous development, forward thinking, and accountability—for quality, partnerships, and the impact we have on both people and the environment.

For more than 50 years, we have developed solutions that contribute to more efficient, safer, and more responsible operations in some of society's most vital sectors: hospitals, food production, and pharmaceuticals. Our systems break infection chains and eliminate bacteria; cleaning is performed mechanically with environmentally friendly detergents. But our solutions are more than that.

When our equipment becomes integral to a customer's routine, water consumption drops dramatically, energy is used more intelligently, and manual handling is reduced—easing strain on employees. That means our customers gain not only efficiency but also improved work environments.

That is why ESG is particularly close to our hearts. When our solutions directly affect our customers' climate footprint and work environment, we have a responsibility to lead by example. It is not enough that our products support a green transition—our company must do the same.

With this first ESG report, we put into words the work already under way: we document where we stand, outline our ambitions, and take the next step toward integrating environmental, social, and governance considerations into every aspect of our business—from strategy to daily decisions.

We know sustainability cannot be solved with a single technology or a single report. But we believe that well-thought-out solutions, transparent targets, and an honest commitment can make a difference—both for our customers and for society at large.

Thank you to everyone who has contributed to the efforts behind this report. We look forward to continuing our journey—and taking responsibility together.

Enjoy the read!  
Jeanette Thielfoldt, CEO





# FLEXIBLE, DURABLE, AND RESPONSIBLE SOLUTIONS

Founded in 1972, SEMI STAAL initially focused on developing wash systems for reusable containers—crates, pallets, carts, bins, and racks—primarily within Denmark’s food-production sector. Today, we deliver worldwide, and our business has expanded to include the hospital and pharmaceutical industries.

In 2013, the third generation of the founding family took over the company, continuing the mission to produce simple solutions that help our customers enhance food safety, improve hygiene, break infection chains, and foster better working environments. We have the expertise to ensure you receive the optimal solution regarding capacity, functionality, and environmental considerations. In October 2021, we welcomed Brygge Partners as investors in our ownership group.

Since 2012, we have collaborated with SonoSteam—a division of Force Technology—integrating their steam-and-ultrasound disinfection technology into our bed and mattress cleaning and disinfection solutions. When disinfecting high-contact surfaces such as hospital mattresses and plastic crates, SonoSteam has demonstrated a significant reduction of microorganisms within seconds.

Beginning in 2024, we also partnered with Natdis, a Danish specialist in UVC disinfection. This collaboration aligns with our ambition to support customers in the green transition by offering solutions with minimal chemical and water usage. UVC technology uses ultraviolet light to inactivate microorganisms on surfaces and in the air—quickly, effectively, and without harmful substances—making it ideal for environments with stringent hygiene requirements and a desire for more sustainable cleaning methods.



With our highly flexible, modular cleaning systems, we tailor each solution to meet your specific requirements for capacity, functionality, and physical layout—every installation is unique.

We emphasize producing high-quality products while maintaining a sustainable mindset. We never compromise on our choice of materials, and our experience shows that our machines outlast those of most competitors. Many of our installations remain fully operational after 20–30 years.

At the same time, we continually strive to reduce both water and chemical consumption, working only with “green” suppliers and implementing buy-back programs, among other initiatives—ensuring that you, as a customer, receive the best and most sustainable solution in terms of quality and environmental impact.

The performance, stability, and lifespan of our machines depend on proper maintenance. Our After Sales service program minimizes the risk of unplanned downtime and guarantees that wash results meet both quality and hygiene standards every time.





# FLEXIBLE, DURABLE, AND RESPONSIBLE SOLUTIONS



With our highly flexible, modular cleaning systems, we tailor our solutions to meet customers' specific requirements for capacity, functionality, and physical conditions—each installation is individual and unique.

We focus on manufacturing high-quality products while keeping sustainability in mind. We never compromise on our choice of materials, and our experience clearly shows that our machines outlast those of our competitors. Many of our installations are still in operation after 20–30 years.

At the same time, we continuously work to reduce water and chemical consumption, and we partner with suppliers who also actively pursue responsible, environmentally conscious production, buy-back programs, and more—ensuring that you, as a customer, receive the best possible solution in terms of both quality and sustainability.

The performance, stability, and longevity of our machines depend on proper maintenance. Our After Sales service program minimizes the risk of unplanned downtime and gives you confidence that wash results will meet quality and hygiene standards.

## Global Presence – Local Impact

We are proud to have delivered over 1,000 installations in nearly 40 countries around the world. Our systems make a real difference in the healthcare and food industries by contributing to high hygiene standards, traceability, and consistent quality—every day, in operation. It is not merely about efficiency; it is about creating safe environments for people and ensuring processes stand up to professional and ethical scrutiny.





# STEEL & RESPONSIBLE PRODUCTION

We primarily work with stainless steel—a material that is both robust and sustainable. It is infinitely recyclable without losing its properties and forms part of global material cycles. Because our solutions have a documented lifetime of more than 20 years and can be refurbished or upgraded afterward, we make a concrete contribution to the circular economy.

## Recyclability

Steel is 100% recyclable. It never loses strength or quality, regardless of how many times it is reused. This means used steel can be melted down and repurposed indefinitely—without any loss of material integrity. Today, over 85% of all steel worldwide is recycled; in the EU, the figure is even higher in many sectors.

## Long Lifespan = Low Resource Burden

Stainless steel is extremely durable and requires minimal maintenance. Products manufactured from steel often have very long lifespans—just like Semi Staal's systems, which have remained in service for more than 20 years. This reduces the need for new production and waste, making steel an excellent choice for sustainable industrial design.

## Energy from the Sun

All the electricity we use in our production comes from solar power. This means our machines are manufactured using renewable energy—a vital part of our effort to reduce our climate footprint and contribute to a more responsible industry.

## Environmental Impact of Production

Although producing raw steel from iron ore is energy-intensive and CO<sub>2</sub>-intensive, recycled steel (scrap-based production) has a markedly lower climate footprint—up to 80% less. Therefore, selecting suppliers who work with recycled steel and renewable energy in production is crucial.

## Responsible Water Management

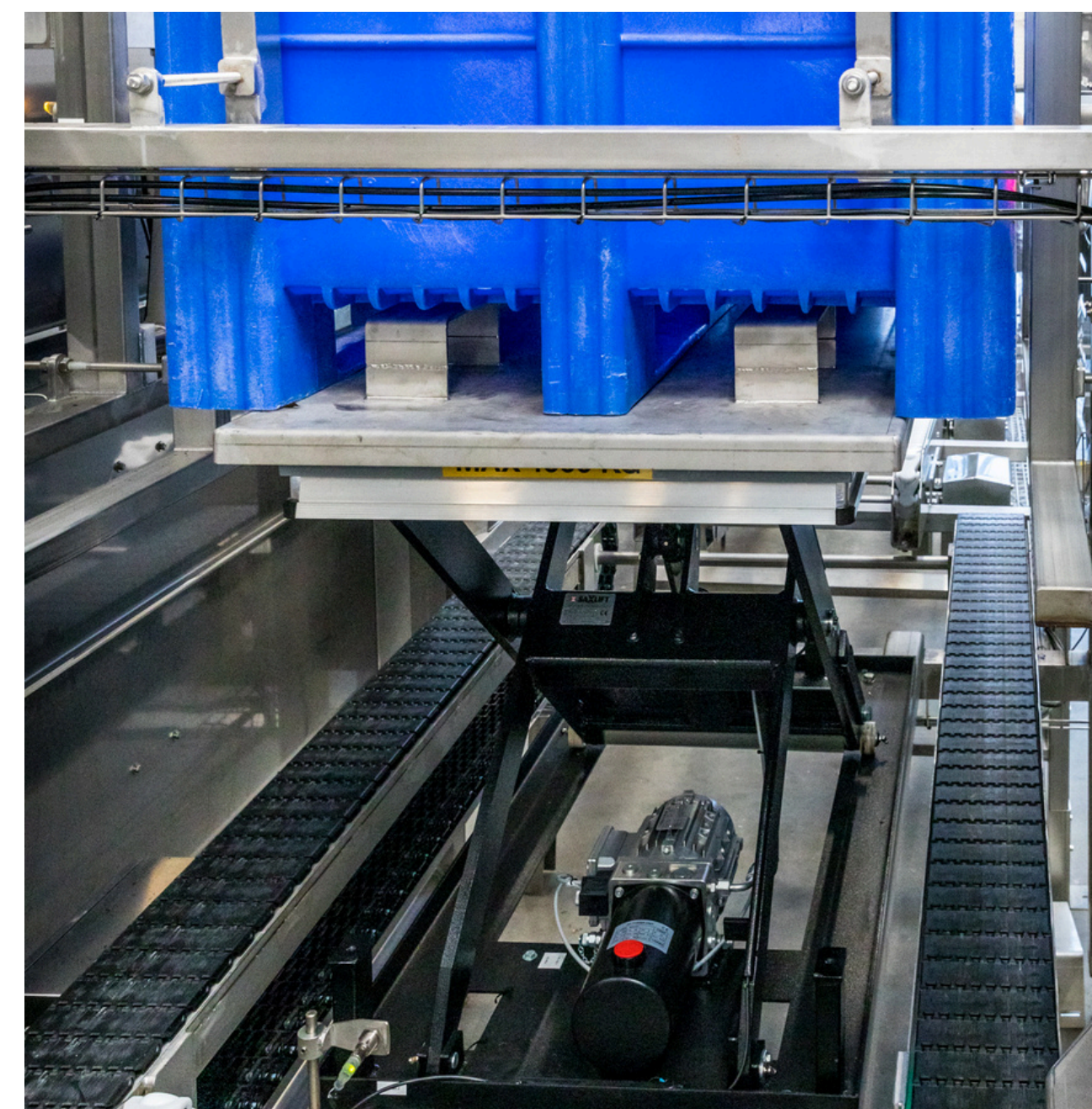
Every time we complete an installation, we carry out extensive filling tests with water as part of our quality control. We then reuse that water—over and over—until the system is ready for delivery. This minimizes both water consumption and waste in a resource-intensive process without compromising quality.

## Role in the Circular Economy

Stainless steel is particularly suited to circular business models—such as Semi Staal's buy-back and refurbishment of used machines. Coupled with high quality and repeated recyclability, this approach helps reduce waste and enhance resource efficiency.







# OUR VALUES

## Focus on People and Purpose

At Semi Staal, we see leadership as something present and honest. It's not just about structure and systems – it's about the culture we shape in our daily work. We place particular focus on the work environment, organisation, and decision-making processes, because that's where we see the greatest potential for meaningful change.

Our values are not abstract ambitions we aspire to – they have grown out of the way we work every day. They reflect how we understand responsibility, quality, and collaboration – in relation to people, technology, and society alike.

## Adapted to Reality

No standard solutions—every installation is designed around the customer's needs, workflows, and physical conditions. This requires technical insight, practical understanding, and close collaboration. We build what fits—and what lasts.

## Responsibility as a Driving Force

We take responsibility for more than a single machine. Our solutions contribute to reduced resource consumption, improved working conditions, and less chemical use. That is a commitment we pursue continuously, seeking new ways to improve.

## Craftsmanship Uncompromised

We are proud that our systems can remain in service for more than 20 years. That requires more than components—it requires thoroughness, experience, and attention to detail. Every delivery must endure—also in the long term.

## Development with Purpose

We believe in solutions that work today and create value tomorrow. Therefore, we invest in technology that reduces climate impact, documents effectiveness, and minimizes waste. Innovation is not a goal—it is a way to take responsibility.

## Innovation in Practice

At Semi Staal, innovation arises in real-world interactions. When a solution doesn't already exist, we develop it.

We view innovation as part of our daily work, not as a project for a select few, but as something that happens in dialogue with customers, in the workshop, and through cross-functional collaboration.

We constantly refine our solutions and workflows because realities change, and we believe small improvements yield significant results over time.

For us, innovation is a team effort—driven by curiosity, expertise, and the will to find better solutions.





# CONNECTING PEOPLE AND DECISIONS

At Semi Staal, technology and trust go hand in hand. Every solution we develop is tailored to a customer's specific needs and physical environment—built on dialogue, expertise, and mutual respect. That responsibility extends beyond production into our entire organizational approach and leadership style.

Therefore, responsibility is not an add-on to our business—it is integrated into every decision we make and every relationship we enter. We aim to create safe, inclusive workplaces for our employees and to lead with an eye toward both people and long-term value.

## Social Responsibility

We have always considered people to be our most important resource—both within Semi Staal and in collaboration with customers and suppliers. With this report, we begin focusing systematically on social aspects such as work environment, inclusion, well-being, and development. Our goal is to create a work life that is safe, fair, and meaningful—and to promote responsible practices in the sectors we serve.

## Leadership and Governance

We believe in transparency, accountability, and long-term thinking as fundamental principles of good leadership. In this first ESG report, we describe how our decision-making processes, policies, and business ethics support sustainable operations. We are not finished—but we have begun a process that will be strengthened and documented more systematically over time.

## ISO - Certificering

At Semi Staal, quality, sustainability, and work environment are not optional—they are integral to how we operate. Our solutions are not only efficient and reliable; they also support responsible practices for our customers and positively impact people and the environment.

We are certified under three key international standards:

- ISO 9001 – Quality Management
- ISO 14001 – Environmental Management
- ISO 45001 – Occupational Health and Safety Management







## Health, Safety, and Responsible Operations

We work systematically to reduce health risks caused by chemicals, contamination, and pollution, both through our own solutions and in collaboration with customers and suppliers.

We provide systems designed to minimise the risk of contamination and unintended exposure, particularly in environments with high hygiene standards. Our machines are HACCP-approved and regularly validated to ensure and document the desired effect, with a strong focus on safety and reliability.

We collaborate with reputable suppliers of cleaning agents and set clear requirements for responsible use and documented efficacy. At the same time, we advise our customers on solutions that reduce the need for harsh chemicals and unnecessary strain on the working environment.

We develop solutions that prevent infection and protect both people and their surroundings, while also promoting greater awareness of pollution and health risks in everyday operations.

## We deliver solutions that help reduce infection and contamination.

HACCP stands for Hazard Analysis and Critical Control Points and is an internationally recognised system for ensuring food safety. When products – like those delivered by Semistaal – are HACCP-approved, it means they are designed to meet the strict requirements of food production:

- They are easy to clean and disinfect, preventing the growth or spread of bacteria and contamination.
- Materials and constructions avoid cracks, joints, and surfaces where food residues or bacteria could accumulate.
- Processes are made safer – for example by minimising manual handling or reducing the risk of cross-contamination.

At Semistaal, this means our solutions for hospitals, food production, and the pharmaceutical industry are developed to support maximum hygiene and safety. We design and build with safety in every detail – and HACCP is a key guideline in our product development.



## Industry, Innovation, and Infrastructure

We have set concrete goals to ensure equal pay for equal work between genders in our company. We have reviewed our pay structure and implemented policies to guarantee that there is no difference in pay between men and women performing the same job with the same qualifications.

We are also working to increase women's participation in leadership positions within our company and in decision-making processes at all levels. We have implemented an inclusion and diversity policy that promotes gender equality and women's involvement in decision-making processes. We provide our employees with training and educational opportunities specifically designed to strengthen women's leadership skills and support their career development.

Additionally, we are raising awareness about gender equality and promoting this objective in our community. We support local initiatives working to advance women's rights and equality, and we participate in discussions and collaborations with local organizations and authorities to promote these goals. Our CEO is an active member of the Female Thought Leaders boardroom network.





## Inclusion, Diversity, and Economic Growth

We are committed to creating decent job opportunities for all—including individuals in vulnerable or marginalized positions who might otherwise be overlooked in the traditional labor market. We prioritize a workplace culture rooted in inclusion and diversity, where everyone has equal opportunities to grow and advance—regardless of gender, ethnicity, belief, or sexual orientation. We believe that safety and well-being form the foundation of a good working life. That's why we have established clear standards and procedures to protect the health and safety of our employees. Through education and ongoing skills development, we ensure that everyone has the knowledge needed to perform their work safely and competently. We invest in technology and improved workflows that both enhance employee well-being and increase efficiency. We continuously monitor our processes and take action where improvements are needed. At the same time, we work systematically with financial management and long-term resilience, in order to offer stable and secure employment. We strive to ensure sustainable operations—understood as durable employment relationships and continuity, regardless of economic fluctuations. This is essential for both our employees and the company



## Industry, Innovation, and Infrastructure

At Semi Staal, we actively work to promote sustainable industry and intelligent infrastructure. Our automation and logistics solutions not only contribute to efficient operations—they also support our customers' efforts to reduce the strain on healthcare staff and improve the working environment. We help our clients future-proof and optimize their infrastructure, particularly in hospitals and care facilities, where the flow of beds and equipment is critical to both patient safety and operational efficiency. Through data-driven logistics and ergonomic design, we enable smarter workflows with fewer manual lifts and improved traceability. At the same time, we continuously seek to make our own operations greener—among other things, by using solar-powered electricity to run a significant part of our production. We also explore opportunities to make the transport of our systems more sustainable, in line with ongoing technological developments in the field.

**"We develop and implement environmentally efficient technologies, that support the systematic transformation of industry in line with the 2030 sustainability goals."**



## Responsible Consumption and Production

We work actively to minimize our environmental footprint—both in our own production and through the solutions we deliver to our customers. With the publication of this sustainability report, we make our progress and goals visible and anchor sustainability throughout our strategy and decision-making processes.

In our daily operations, we reduce waste through prevention, reuse, and waste sorting, both in the office and in production. We continuously work to reduce excess and optimize our use of resources.

Our products are designed to support more sustainable procurement solutions, for example, by reducing the use of chemicals, water, and energy in processes that are otherwise resource-intensive. This makes our solutions relevant to both public and private customers focused on the environment and total cost of ownership.

We also work systematically to minimize water consumption during quality control in our production processes.





# GROW – THE SOCIAL SUSTAINABILITY CALCULATOR

## When Social Responsibility Also Creates Societal Value

At Semi Staal, we believe sustainability is about more than climate and environment—it’s also about people. Employing individuals with reduced work capacity or those on the margins of the labor market is not just about fulfilling a job role; it is about taking responsibility—for the community and for the future workforce.

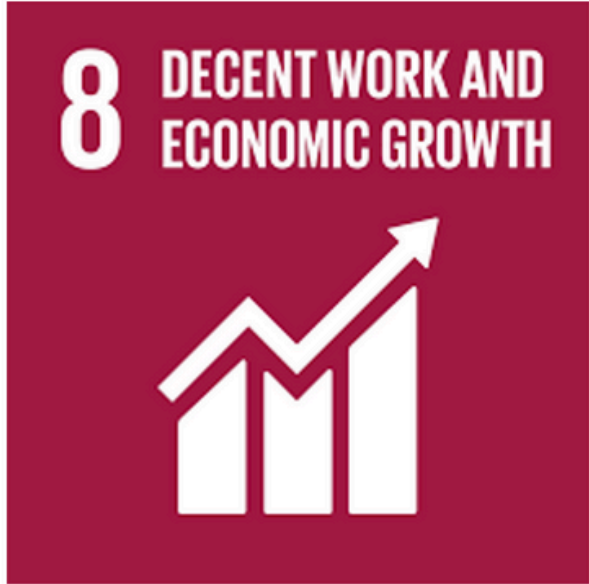
But how do you measure the value of contributions that extend beyond the traditional bottom line? To document the socio-economic effects concretely, we have used the GROW social sustainability calculator. This tool shows what it means in socio-economic terms when people move from reliance on public benefits to gainful employment.

The figures are based on average assumptions regarding wages, benefits, and tax conditions, covering flex jobs, job trials, and regular socially oriented positions. The GROW calculator uses a standardized model that does not necessarily reflect Semi Staal’s own definitions of “social employment.” For example, apprenticeships and upskilling are inherently part of our social responsibility, even if the model does not fully capture these factors.

Grow™

## REPORTED SOCIAL VALUE IN THE SOCIAL SUSTAINABILITY CALCULATOR

HAS WITH 4 SOCIAL EMPLOYMENT IN 2025 CREATED THE FOLLOWING VALUE FOR		
	TOTAL PER YEAR	
STAT		
REGION		
COMMUNE		
	TOTAL PER YEAR	729.274 KR.
		466.943 KR.
		0 KR.
		262.331 KR.



THE SOCIAL SUSTAINABILITY CALCULATOR ESTIMATES THE MINIMUM PROFIT THAT THE COMPANY CONTRIBUTES TO SOCIETY WITH WHEN THEY HIRE PEOPLE FROM THE EDGE OF THE LABOR MARKET. THE CALCULATION HAS BEEN APPROVED BY THE ACCOUNTING FIRM DELOITTE.

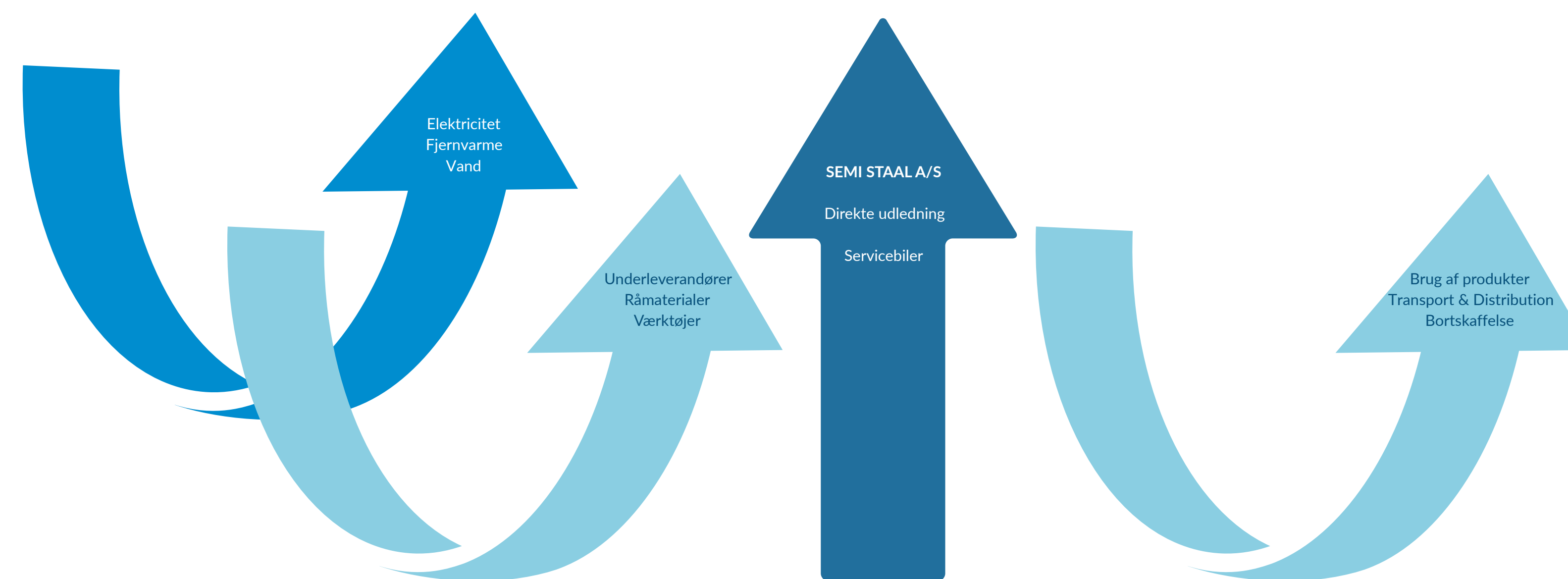




# CLIMATE AND ENVIRONMENT

This is our first ESG report, and we do not yet have comparable data over time. However, the work is not new. For years, we have made deliberate choices regarding production, materials, and energy consumption—focusing on reducing our environmental footprint and reinforcing responsibility in everything we build. This report marks the next step: a more systematic approach in which we document, monitor, and set direction for the coming years.

All figures as of 30 September 2024—aligned with our financial year







# ENERGY CONSUMPTION

## Energy from the Sun

All electricity used in our production is sourced from solar panels. This means our machines are manufactured entirely with renewable energy—a significant element of our effort to reduce our CO<sub>2</sub> footprint and contribute to responsible industry. We have not yet converted all our vehicles to electric. We are closely monitoring developments in range and, when we replace vehicles in the future, we will evaluate electric options.

Energy Consumption in MWh			
	Renewable Energy Consumption	Non-Renewable Energy Consumption	Total Energy Consumption (MWh) 2023–2024
Electricity (as stated on company utility bill)	121,21	9,51	130,72
Fuels	12,94	159,00	171,93
Other (e.g. district heating)	71,85	18,15	90,00
Total	205,99	186,65	392,65





CO<sub>2</sub>e emissions

Energy from the Sun

We have installed solar cells that generate more energy than our total electricity consumption. As a result, we are self-sufficient in renewable energy and supply surplus green electricity back to the grid.

This substantially reduces our CO<sub>2</sub> footprint and supports our commitment to sustainability and green transition.

Greenhouse Gas Emissions (tons)	2023-2024
Scope 1 CO <sub>2</sub> e emissions	42,62
Scope 2 CO <sub>2</sub> e emissions (location-based)	11,36
Total CO <sub>2</sub> e emissions from Scope 1 and 2	53,98
CO <sub>2</sub> e Intensity (kg CO <sub>2</sub> per ton)	2023-2024
	2,61





## WATER CONSUMPTION & WASTEWATER

### Responsible Water Use

Each time we complete a system; we conduct extensive filling tests as part of quality control. We then reuse that water from test to test; until the system is ready for delivery.

This practice minimizes both water consumption and waste in a resource-intensive process without compromising quality.

Water Withdrawal	2023-2024
Total for all locations	248,25
From areas with high water stress	0
Water Consumption	2023-2024
Total for all locations	248,25
From areas with high water stress	0





## RESOURCE CONSUMPTION, CIRCULAR ECONOMY, AND WASTE MANAGEMENT

We primarily work in stainless steel—an extremely robust and sustainable material that is infinitely recyclable without losing its properties and is part of global material flows. When our solutions have a documented lifetime of over 20 years and can be refurbished or upgraded afterward, we make a tangible contribution to the circular economy.

### Recyclability

Stainless steel is 100% recyclable. It does not lose strength or quality, no matter how many times it is reused. This means that used steel can be melted down and reused again and again, without compromising the material’s properties.  
Today, more than 85% of all steel worldwide is recycled. In the EU, the recycling rate is even higher in many sectors.

Information on the application of circular economy principles		
SEMI STAAL applies circular economy principles	Yes	No
	X	
Key materials in Semi Staal		Annual mass flow 2023–2024
Stainless steel (tons)		28,29

Stainless steel is also used by our subcontractor, but this is not included in the above report.





## RESOURCE CONSUMPTION, CIRCULAR ECONOMY, AND WASTE MANAGEMENT

We primarily work in stainless steel—an extremely robust and sustainable material that is infinitely recyclable without losing its properties and is part of global material flows. When our solutions have a documented lifetime of over 20 years and can be refurbished or upgraded afterward, we make a tangible contribution to the circular economy.

### Waste Sorting and Management

We follow current regulations for waste sorting and have expanded our facilities with multiple waste containers for plastic, paper, general waste, and electronics. Paper is recycled internally, and residual waste is handled according to municipal guidelines. Chemicals and hazardous substances are managed in closed, controlled processes, where any remnants are broken down or evaporate under safe conditions, ensuring they do not enter regular waste streams.

Annual Waste Volume		
	Total Waste Volume	Waste Sent for Recycling or Reuse
Non-Hazardous Waste	Tons	Tons
Cardboard	1,50	1,50
Residual Waste	2,62	(All is incinerated) 0,00





## OWN WORKFORCE: HEALTH AND SAFETY

### Safety as a Shared Responsibility

At Semi Staal, safety is not left to individuals - it is a collective responsibility. We work systematically to clarify work processes and identify risks, and we regularly discuss safety issues in team meetings.

Our culture is built on openness and accountability: it is both legitimate and expected for colleagues to speak up if they notice unsafe conditions or behaviors. Prevention, for us, means creating a work culture in which people take responsibility for their own and each other’s safety - even if that means intervening.

Registered Work Accidents	2023-2024
Number	1

Work-Related Fatalities	2023-2024
Due to occupational injury/accident	0
Due to work-related poor health	0

Sick Leave (%)	2023-2024
General illness	3,05
Work-related injury	1,28
Child's illness	0,03
§56 illness (chronic)	0,22





OWN WORKFORCE:

COMPENSATION, COLLECTIVE AGREEMENTS, AND EDUCATION

Employee Terms and Professional Development

At Semi Staal, we operate under collective agreements with the Confederation of Danish Industry (DI). This applies across all production areas, where we adhere to the relevant rules on wages, pensions, working hours, and terms of employment. In addition, we have clear internal guidelines to ensure that all employees understand their rights and the framework for collaboration.

We view professional development as essential for both quality and well-being. Therefore, we continuously offer relevant further training in close dialogue between employees and their managers. Education is not only a tool for upskilling—it is also a way to maintain engagement, strengthen the working environment, and ensure our company keeps pace both technologically and personally.

We emphasize craftsmanship and practical understanding—especially in production, construction, assembly, and technical development. Many of our solutions require customization and ingenuity, so we value employees who think holistically and thrive in collaboration between the workshop and R&D. We also prioritize apprentices and flexible job forms that support knowledge sharing and social considerations.

Minimum Wage Information	Yes	No
All employees receive at least minimum wage	X	

Collective Agreement	2023-2024
% of employees covered by agreement	50

Gender Pay Gap (%)	2023-2024
	0

Average Training Hours per Employee	2023-2024
Male employees	48
Female employees	40



## HUMAN RIGHTS POLICIES AND PROCESSES - IN-HOUSE AND ACROSS THE VALUE CHAIN



### Human Rights and Code of Conduct

At Semi Staal, respect for human rights, equality, and decency is an integrated part of how we operate—both with our own workforce and in collaboration with external partners. We have not recorded any confirmed negative incidents related to human rights violations in our organization.

We follow the collective agreements with DI and adhere to Danish labor market rules, including regulations on working hours, wages, safety, and freedom of association. Our employees have access to health insurance, pension schemes, and clear guidelines for cooperation and conduct, all outlined in our employee handbook and safety procedures.

Our Code of Conduct applies to both our employees and partners. It sets requirements for responsible, lawful behavior in areas such as:

- Labor and human rights
- Anti-corruption and business ethics
- Environmental and occupational health standards
- Equality and diversity

We expect our suppliers to uphold the same fundamental principles and continually work to strengthen responsibility across the value chain—through ongoing dialogue with partners and suppliers about standards and expectations.

Semi-Staal A/S has a 'code of conduct' or a human rights policy for <u>our own</u> workforce	YES
Semi-Staal A/S has a grievance mechanism for <u>our own</u> workforce	YES
Sem-stål A/S's code of conduct/human rights policy for <u>our own</u> workforce covers	
Child labour	YES
Forced labour	YES
Human trafficking	YES
Discrimination	YES
Safety/prevention of accidents	YES





Country of employment contracts	Number of Employees (headcount or FTE)
Denmark	30
Total	30

Kontrakttype	Number of Employees (headcount or FTE)
Temporary employment	0
Permanent employment	30
Total	30

Gender	Number of Employees (headcount or FTE)
Male	26
Female	4
Total	30

Employee Turnover (%)	2023-2024
	10

Gender Diversity in Leadership (%)	2023-2024
	50



Employee Satisfaction

At Semi Staal, we see retention and well-being as central to our quality and responsibility. We have employees with many years of experience and high expertise, and we seek to create a daily environment where they can grow and stay with us. Therefore, we conduct ongoing satisfaction surveys and dialogue-based evaluations, actively using employee feedback in leadership decisions. Our ambition is to maintain high satisfaction and a work environment where people thrive and remain.

Work Life and Flexibility

We strive for a work life that allows room for diversity. At Semi Staal, there is the possibility of flexible work schedules tailored to employees’ life situations and needs. As a manufacturing company, our work requires physical presence, which strengthens collaboration, well-being, and loyalty. At the same time, we are aware of the importance of balance and work diligently to ensure that flexibility does not become a hidden burden for individuals.

Workplace Safety and Attendance

Workplace safety is a top priority. Our goal is zero workplace accidents, and we work systematically with prevention, follow-up, and continuous improvement. Absence due to illness is monitored closely, and special cases are addressed individually and respectfully. We believe that safe conditions and clear processes are the foundation for job satisfaction and low absence rates.





RESUME

Climate and Environmental Data	Unit	2023-2024
CO2e Scope 1	tons	42,6
CO2e Scope 2	tons	11,4
CO2e Scope 3	tons	54,0
CO2e intensity	tons	2,6

Social Data	Unit	2023-2024
Apprenticeships, flex jobs, or similar schemes for individuals with limited attachment to the labour market.	Cumulative number of people since 2022	5
Social inclusion	people	3
FTE workforce	FTE	28
Employee turnover	%	10
Work accidents		1
Customer satisfaction – service	Scale 0–5	4,5
Gender Diversity in SEMI STAAL		
In Management	%	13
In Executive Board	%	50
On Board of Directors	%	25









SEMI STAAL A/S  
Washing and Logistics Solutions for  
Hospitals, Pharma, and Food Industries



# SEMI STAAL A/S

Cleaning & Automation

2024