



**ESG 2023**



# Introduction

## Welcome to the 2023 ESG Report of HiFlux Filtration A/S

As a pioneering force in the global filtration industry, we recognize our responsibility not only towards our shareholders and customers but also towards the environment and the communities we serve. This document is a statement of our commitment to balanced growth and ethical operations, capturing our accomplishments and delineating our path forward of environmental stewardship, social responsibility, and governance.

## Environmental Commitment

Our dedication to the environment is mirrored in our approach to minimize our ecological footprint. This year, we have continued our journey by reducing emissions, enhancing energy efficiency, and implementing stringent waste management protocols. Our report details our progress in achieving the goals which forms part of our 'Green Transition Plan'.

## Social Responsibility

At HiFlux Filtration A/S, we believe that our longterm success is inherently linked to the wellbeing of our employees and the communities in which we operate. This section of the report focuses on our humancentric initiatives such as health and safety programs, diversity and inclusion policies, and community engagement efforts. We take pride in fostering an inclusive workplace where every employee feels valued and empowered. Moreover, our community programs are designed to contribute positively to societal needs, reinforcing our commitment to social equity and community development.

## Governance Structure

Upholding the high standards of corporate governance is fundamental to our business integrity and accountability. This year, we have further strengthened our governance framework to ensure more robust oversight, transparency, and accountability. The report elaborates on our enhanced policies and procedures that govern corporate behaviour, risk management, and compliance. Our Board of Directors ensures that these governance structures are deeply embedded within our corporate culture, aligning with the best interests of all stakeholders.

## Looking Ahead

As we look to the future, HiFlux Filtration A/S is committed to advancing our ESG objectives. We are excited about the prospects of new sustainable technologies and innovations that promise to redefine what is possible in our industry.

We invite our stakeholders to review this report, which underscores our dedication to creating lasting, positive impacts on both the environment and society.



*At HiFlux Filtration A/S, we are conscious of our responsibility towards the society that so greatly supports and benefits our activities. In recent years, we have strongly focused on our green journey, working on harvesting the low hanging fruits while also developing our knowledge in the area of green transition. At the same time, we have increasingly focused on both our social responsibility and our responsibility for good conduct in both operations and management.*

A handwritten signature in black ink, which reads "Svend K. Andersen". The signature is written in a cursive, flowing style.

Svend K. Andersen, Managing Director

# HiFlux Filtration A/S

HiFlux Filtration A/S is a Danish company specializing in the design, manufacture, and marketing of solutions for liquid filtration. The company is headquartered in Hedensted, where most of the company's activities originate.

## Mission

We aim to be the preferred supplier of customer solutions for liquid filtration and to increase productivity for our customers.

## Vision

To be the best developer and manufacturer of high quality automatic filtration solutions.

The road towards better sustainability is an integrated element in our strategy. We are working to improve our production and business to meet the ESG agenda, based on the ESRS standard for SMEs.

We have started our journey to reduce our climate footprint through various actions, thereby committing to the ambition of 1.5-degree increase in accordance with the target set by the Science-Based Targets Initiative (SBTi).

By using approved management systems as well as utilising digital tools, we can manage processes and collect information in a structured way. We see expanded collaboration, both internally and externally, as an important part of our work towards sustainability .

HiFlux Filtration A/S is a Clean Tech company that, based on customer needs, develops, manufactures, and markets filters for liquid filtration that support and build on cleaner technology.

This is especially true in the usage phase, where our products through design has a smaller Carbon footprint than those of our competitors.

1

We aim to Optimise the use of raw materials, water, and energy efficiently, so our impact on the environment and climate is reduced.

2

We will limit emissions, waste, and discharge from our activities.

3

We will maintain high safety standards for our employees and promote responsible environmental and occupational health attitudes.

4

We will collaborate with our suppliers and customers to improve the work environment and journey towards sustainability.

5

We will communicate our efforts regarding our work towards sustainability. The report will inform by providing both qualitative and quantitative information.



2023  
Gross profit 2023  
23,2 Mio.



2023  
Employees  
38



# E



## CO2 Emissions

There has been a focus on reducing CO2 emissions in Scope 1 and 2, and it is expected that the next accounts will reflect a further reduction.

Reduction in Scope 1 and 2 has been initiated.

## Water Consumption

Our water consumption is very low as we only use water for sanitary purposes, therefore our focus on this has a less urgency.

## Energy Consumption

Energy consumption is very much at focus and shows a decreasing trend since the baseline.

After the implementation of reduction measures, a decreasing trend in electricity consumption has begun to emerge.

To maintain the reductions in general energy consumption, continuous measures will be initiated. As company cars are changed for electric cars, the electric energy consumption may increase as a result of facing out fossil fuels.

## Waste Management

The recent separation of the company's waste amounts provides an opportunity for future reduction and focus on recycling reusable waste.



### Total CO<sub>2</sub>e emissions within Scope 1 & 2

2022	2023
80 t.	76 t.

### CO<sub>2</sub>e intensity, CO<sub>2</sub>e emissions relative to gross profit

2023
3,28 t./mio

### CO<sub>2</sub>e per employee

2022	2023
4 t.	3 t.



### Total Energy Consumption Electricity

2022	2023
142 MWh	104 MWh

### CO<sub>2</sub>e intensity, CO<sub>2</sub>e emissions relative to revenue

2022	2023
190 MWh	175 MWh



### Handling of Hazardous Waste According to Waste Regulation (BEK no. 2512)

### Handling of Recyclable Waste (sale for recycling)

2022	2023
345 kg	400 kg

# S



### Workplace Accidents

There have only been a minor workplace accidents in 2023.

Working environment in accordance with legislation and local safety groups are in place and treats are dealt with when identified.

### Gender Diversity

The company's activity is within a traditional male occupancy industry sector. The company policies do encourage the employment of women in order to get a more balanced representation between the sexes. The female representation in the total workforce was in 2023 15% with a diverse spread of functions.

### General Characteristics of the Workforce

Collective bargaining on selected professional areas are in place with individual regulation of both salary and worktime. The company holds social events throughout the year.

Efforts are made to keep the educational level current. The company is working with the Code of Care program with the local community. Further the company has a diversity of employees both with and without challenges.

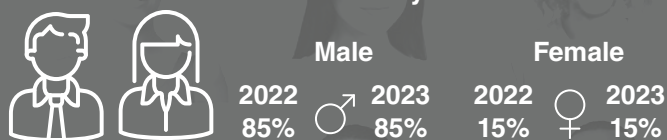
It is important for us that our staff functions well and has a good team spirit. Therefore, we regularly have open staff meetings and facilitate social events for both employees and partners.

At HiFlux Filtration A/S, we take great pride in educating young people within our field, and we have done so throughout the company's history. At the moment the scarcity of young candidate has however limited our efforts.

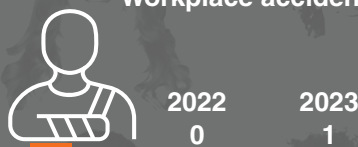
We work with education and professional development both internally within the company and externally in collaboration with others.

Social responsibility is a shared responsibility, which is why we are part of the Code of Care.

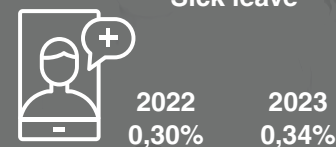
#### Gender Diversity



#### Workplace accidents



#### Sick leave





# G

The ESG mindset is integrated in our business plans and is a prominent topic on the management and board agenda.

We are committed to a continual improvement in work environment, safety and quality assurance within our company.

We strive to uphold all laws and regulations which we encounter.

We aim to enforce equally high standards for our suppliers with regard to business ethics, legal requirements and human rights.

This ESG report ensures clear progression in the work towards sustainability and responsible consumption and production.

It is our view that the selected ESG main indicators and key figures are significant for the environmental, social, and governance activities.



# Focus Areas

## AMBITIONS

- Annually, a climate account is prepared via Klimakompasset.dk.
- Optimise the use of raw materials and energy to reduce our impact on the environment and climate.
- We will work to limit emissions, waste, and discharge from our activities.
- We will maintain high safety standards for our employees and promote responsible environmental and occupational health attitudes.
- We will collaborate with our suppliers and customers to Optimise the environment, sustainability, and the workplace.
- We are investigating whether solar panels could be a future possibility.
- Going forward, company cars will be chosen as electric.

## INITIATIVE

- Reduction of emitted CO<sup>2</sup> equivalents according to the reduction amounts through adherence to the SBTi.
- LED lighting has been installed throughout the company, and the building envelope has been improved both externally and internally.
- Climate control has been renewed
- Building has been protected by new climate screen.
- ESG topics are a part of the agenda at management as well as on floor level.
- A future plan for further initiatives are currently being developed.

## STATUS

- CO<sup>2</sup> emissions have been reduced by 26% compared to the baseline in 2018.
- CO<sup>2</sup> emissions relative to revenue have been reduced by 8% compared to the baseline in 2018.
- New regulation of code of conduct for supplier is being phased in.
- Company cars are mostly changed for electric or hybrid.



# Reporting Practices

## ESG key figures

Calculation methods for the assessment of ESG metrics.

### Environment

CO2e emissions within Scope 1	Klimakompasset.dk
CO2e emissions within Scope 2	Klimakompasset.dk
CO2e emissions within Scope 1	Klimakompasset.dk
Total CO2e emissions within Scope 1 (scope 1, 2 og 3)	Klimakompasset.dk
CO2 intensity, total CO2e emissions relative to revenue	Klimakompasset.dk
Samlet energiforbrug	Klimakompasset.dk
Energy intensity, total energy consumption relative to revenue	Klimakompasset.dk
Water consumption	No measurements are performed; water is only used for sanitary purposes
Handling of hazardous waste	According to the Waste Regulation (Executive Order no. 2512)
Handling of recyclable waste	Sales for recycling

### Social

Workplace accidents with absence	No work accidents have been recorded during the period.
Gender diversity in production	Extraction from the payroll system
Gender diversity in production	Extraction from the payroll system
Gender diversity in other management layers	Extraction from the payroll system
Sick leave	Extraction from the payroll system

### Governance

We strive to uphold all laws and regulations which we encounter	National laws
We aim to enforce equally high standards for our suppliers with regard to business ethics, legal requirements and human rights	

# Statement by Management

The Directors and the Management have reviewed and endorsed this ESG report and key figures for HiFlux Filtration A/S.



Svend K. Andersen, Managing Director  
Hedensted, May 14, 2024





A dark blue background featuring a dynamic splash of water droplets and ripples, creating a sense of movement and precision. The text is overlaid on this background.

**Precision. Engineered.**  
Through our people,  
products and experience.

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