

# Site Kalundborg, Denmark

		2019	2018
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	2,306	2,502
Energy	1,000 GJ	1,060	1,201
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	2,109	2,169
<b>Biomass</b>			
Biomass volume	1,000 tons	133	108
<b>Waste</b>			
Waste	1,000 tons	4	4
Percentage of total waste recycled	%	71.9	63.3
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	37	39
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	2	2
Neighbor complaints	no.	2	2

# Site Kalundborg, Denmark (continued)

		2019	2018
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	638	638
Women	%	25.2	24.5
Men	%	74.8	75.5
Rate of employee turnover	%	4.8	4.6
Average age	years	46.0	45.5
Average seniority	years	13.1	12.8
Rate of absence	%	3.9	3.9
<b>Training costs</b>			
Average spent per employee	DKK	4,410	4,113

		2019	2018
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	1	11
Occupational diseases	no.	-	1
Frequency of occupational accidents	per million working hours	1.0	10.9
Frequency of occupational diseases	per million working hours	-	7.9