

Environmental reporting



Fibertex Personal Care Group	Denmark			Malaysia			Germany			USA			Group		
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Total Production spunbond/print (t)⁽¹⁾	95	100	100	84	98	100	84	91	100	132	96	100	126.662	140.910	143.576
Raw materials															
Raw material consumption (t) ⁽¹⁾	94	101	100	81	97	100	86	92	100	132	100	100	136.281	153.626	157.024
Purchase of chemicals (t) ⁽¹⁾	87	94	100	172	212	100	61	76	100	Data not available			Data not available for all sites		
Water															
Water consumption (m ³)	3.392	3.448	3.709	166.027	184.717	188.280	1.337	1.087	1.556	564	396	263	171.320	189.648	193.808
Water emission (m ³) ⁽²⁾	2.706	3.021	3.280	1.887	1.602	1.350	4.239	3.739	4.677	564	396	263	9.396	8.758	9.570
Total Energy usage (Scope 1 & 2) (MWh)															
Energy usage (Scope 1) (MWh)	12.770	12.615	12.708	2.352	3.033	2.518	2.105	2.490	2.873	3.020	3.059	2.873	20.247	21.197	20.972
Energy usage (Scope 2) (MWh) ⁽³⁾	48.234	50.391	51.546	99.262	113.582	114.017	2.645	3.024	3.416	2.367	2.108	1.708	152.508	169.105	170.687
Renewable electricity produced on site (MWh)	0	0	0	2.314	2.103	0	0	0	0	0	0	0	2.314	2.103	0
Renewable electricity consumed (MWh)	0	0	0	25.000	0	0	0	0	0	0	0	0	25.000	0	0
Share of renewable electricity (%) ⁽⁴⁾	0%	0%	0%	28%	2%	0%	0%	0%	0%	0%	0%	0%	18%	1%	0%
Total energy usage (Scope 1 & 2) per tonne produced (MWh/t)	1,35	1,32	1,35	1,48	1,46	1,42	0,49	0,53	0,55	1,56	2,07	1,76	1,36	1,35	1,33
Emissions															
GHG Scope 1 CO ₂ eq. (t) ⁽⁵⁾	2.601	2.555	2.574	543	625	526	784	570	585	1.086	620	582	5.014	4.370	4.267
GHG Scope 2 location-based CO ₂ eq. (t) ⁽⁵⁾	4.447	4.263	5.330	63.375	74.123	75.468	792	923	1.147	830	733	648	69.444	80.042	82.593
GHG Scope 2 market-based CO ₂ eq. (t) ⁽⁶⁾	Data not yet available	20.257	18.969	47.032	74.123	75.468	Emission factor not available			Emission factor not available			Data not available for all sites		
Emission factor for location based GHG Scope 2 (g CO ₂ eq./kWh)	92	85	103	654	665	662	300	305	336	351	348	380	-	-	-
TOC (t) ⁽⁷⁾	66	63	66	No specific measurement or calculation for this site			1,7	1,8	1,9	Data not available			Data not available for all sites		
Dust (t) ⁽⁷⁾	5,7	5,6	5,6	No specific measurement or calculation for this site			0,007	0,008	0,008	Data not available			Data not available for all sites		
Accidental pollution	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Noise (external)	Noise mapping performed in 2021/2022 has revealed that the permit is violated at all times towards an industrial zone.			< 65dB (daytime) and 50dB (night time) – 2018 data. No complaint of noise since			Noise mapping performed in 2017 has revealed that the permit is violated at all times towards an industrial zone. (report no 1-17-05-135 Öko control)			Information not available for all sites			Information not available for all sites		
Waste															
Total non-hazardous waste (t) ⁽¹⁾	69	89	100	77	92	100	61	73	100	98	70	100	6.334	7.335	8.645
Total hazardous waste (t) ⁽¹⁾	94	86	100	63	68	100	78	106	100	100	64	100	634	671	912
GHG reduction targets															
GHG reduction targets	-100% from energy use by 2030			-100% from energy use by 2030			-100% from energy use by 2030			-100% from energy use by 2030			-100% from energy use by 2030		
Sales of GHG reduced nonwovens (t) ⁽⁸⁾	260	0	0	0	0	0	0	0	0	0	0	0	260	0	0
Company is ISO9001 certified															
Company is ISO9001 certified	Yes			Yes			Yes			No			75%		
Company is ISO14001 certified	Yes			Yes			Yes			No			75%		
Company is ISO50001 certified	Yes			No			Yes			No			50%		
The company adheres to a formal environmental policy	Yes			Yes			Yes			Yes			100%		
The company uses a recognised energy management system	Yes			Yes			Yes			Yes			100%		
The Board of Directors monitors and/or manages climate-related-risks	Yes			Yes			Yes			Yes			100%		
Senior management monitors and/or manages climate-related-risks	Yes			Yes			Yes			Yes			100%		
Company follows specific waste, energy and recycling policies	Yes			Yes			Yes			Yes			100%		

⁽¹⁾ Individual sites are indexed versus 2020 values.

⁽²⁾ Water discharge in Germany includes rain water discharge, Water discharge in Malaysia only includes water discharge from production, and excludes water discharge from offices and heat exchanger.

⁽³⁾ Includes energy from the grid plus renewable electricity produced on site.

⁽⁴⁾ Does not include renewable energy, which is part of the grid

⁽⁵⁾ Emission factors are sourced from IEA and CO₂eq calculated, from 2022 additional fugitive emissions have been included

⁽⁶⁾ Market based emission factors have not been available for Malaysia, so instead location based emission factors are used.

⁽⁷⁾ The values are calculated based on previous measurements.

⁽⁸⁾ ISCC Plus certified and extreme low weight products

Social and Governance reporting



Fibertex Personal Care Group	Denmark			Malaysia			Germany			USA			Group		
	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020	2022	2021	2020
Employees															
Average number of full-time employees (FTEs)	196	192	187	422	422	398	92	101	108	52	43	36	764	760	731
Average number of part-time employees (FTEs)	8	9	9	0	0	0	9	8	7	0	0	0	17	17	16
Average total number of employees (FTEs)	204	201	196	422	422	398	101	109	115	52	43	36	781	777	747
Employee turnover for full-time employees %	16%	10%	10%	23%	5%	8%	14%	24%	16%	75%	79%	89%	24%	13%	14%
Employee turnover for part-time employees %	13%	0%	0%	0%	0%	0%	11%	38%	43%	0%	0%	0%	12%	18%	19%
Proportion of female employees	18%	18%	19%	14%	13%	14%	22%	21%	15%	24%	26%	22%	19%	20%	17%
Proportion of female employees in managerial positions	19%	23%	25%	23%	26%	38%	21%	36%	36%	29%	43%	40%	22%	25%	34%
Proportion of female employees in senior management and executive level positions	22%	20%	30%	0%	0%	0%	25%	25%	25%	100%	100%	100%	27%	25%	29%
Male average compensation relative to female average compensation	0,94x	0,86x	0,81x	0,56x	0,52x	0,71x	1,27x	1,19x	0,94x	0,93x	0,94x	0,71x	0,84x	0,75x	0,75x
Proportion of part-time employees	4%	5%	5%	0%	0%	0%	9%	8%	6%	0%	0%	0%	2%	2%	2%
Proportion of temporary workers (e.g. consultants or contractors)	1%	1%	2%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	1%
Health and safety															
Fatalities (number)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost time injury frequency (LTIFTR) (number per 1.000.000 working hours) ⁽¹⁾	20,0	12,9	15,9	6,9	4,6	8,4	6,7	10,6	10,1	0,0	0,0	0,0	9,1	7,0	9,8
Lost time injury severity rate (LTISR) (number per 1.000 working hours) ⁽²⁾	0,10	0,05	0,30	0,05	0,01	0,06	0,07	0,09	0,07	0,00	0,00	0,00	0,22	0,16	0,43
Code of conduct															
Proportion of relevant workforce which have formally confirmed their compliance with code of conduct	100%	100%	0%	100%	100%	0%	100%	100%	0%	100%	100%	0%	100%	100%	0%
Proportion of targeted suppliers who have signed the supplier code of conduct ⁽³⁾	100%	100%	0%	100%	99%	0%	95%	85%	0%	100%	0%	0%	99%	95%	0%
Proportion of targeted suppliers covered by a CSR assessment	100%	100%	0%	100%	99%	0%	95%	85%	0%	100%	0%	0%	99%	95%	0%
Proportion of targeted suppliers covered by on-site CSR audit ⁽⁴⁾	100%	No on-site audits due to COVID-19		100%	No on-site audits due to COVID-19		100%	No on-site audits due to COVID-19		100%	No on-site audits due to COVID-19		100%	No on-site audits due to COVID-19	
Company follows a policy against discrimination and sexual harassment	Yes			Yes			Yes			Yes			100%		
Company follows a health and safety policy	Yes			Yes			Yes			Yes			100%		
Company follows a policy against child and forced labour	Yes			Yes			Yes			Yes			100%		
The policy against child and forced labour also covers suppliers	Yes			Yes			Yes			Yes			100%		
Company follows a human rights policy	Yes			Yes			Yes			Yes			100%		
The human rights policy also covers suppliers	Yes			Yes			Yes			Yes			100%		
Whistleblower: Confirmed number of ethics related cases	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1
Number of confirmed corruption incidents	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

⁽¹⁾ Total number of lost time injury events x 1.000.000 / total hours worked company wide

⁽²⁾ Number of days lost to injuries x 1.000 / total hours worked company wide

⁽³⁾ Or who have their own code of conduct, which is at least as stringent as ours

⁽⁴⁾ Proportion of completed audits, which included CSR auditing