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## STATEMENT FROM THE CEO

Since 2009 Schur has worked systematically with Corporate Social Responsibility.

Each year we take a step further with CSR, and we are pleased with the many things we have achieved within the four areas prioritised, namely absence due to illness, working accidents, consumption of energy and waste management.

In the effort to achieve even better results we have continued our good cooperation with several external partners such as Crecea (working environment) and DONG (optimisation of energy). Furthermore, we have formed new networks, including VINSa (corporate network for social responsibility).

Major changes have taken place during the year. Among other things, we have divested of some of our activities in the flexible division and consequently, the flexible companies in Poland, the Netherlands, Denmark and the German production company for flexible standard products have been sold off.

Schur is still acting in an extremely competitive market which puts a hold on some of the initiatives we might like to initiate. However, we accept the challenge and strive even more to find projects to benefit the environment and people without affecting our competitiveness.

I hope you will enjoy reading the report.



*Hans Schur*  
*CEO and owner of Schur*

### Major changes

The fact that we have divested of some companies in the flexible division makes the figures incomparable with last year's report from an overall point of view. However, we have internal data (from the companies' individual reporting), which are operational and used for further analysis.

The Government's action plan for corporate social responsibility for the years 2012-2015, Section 99a in the Danish Financial Statements Act has been extended to include explicit reporting on the respect for "human rights" and reduction of the "climate impact". The latter already takes place, the former is a subject we have taken for granted. We have met the responsibilities concerning human rights, but have not described them in detail, which we will do in future.

## ENVIRONMENT (external)



### Schur's climate investment – promotes sustainable energy

As described in last year's report Schur has a cooperation agreement with DONG Energy which ensures that a certain part of the energy we buy is sustainable energy.

Among other things, this is achieved via RECS certificates bought at an additional charge for the sustainable electricity instead of the traditional electricity which is cheaper. In practice DONG Energy commits to invest an amount corresponding to the net income from RECS certificates from Anholt Havmøllepark (Danish offshore wind farm), in new sustainable energy plants. By the end of 2012 the first electricity from Anholt Havmøllepark was delivered to the Danish utility network. We were pleased to learn that the offshore wind farm has now sent the first green kilowatt hour ashore.

The quantity of bought and redeemed RECS certificates is fixed and corresponds to 20% of Schur's expected average power consumption in 2012. Consequently, the percentage has increased from 15%!

We have recently included an extra dimension as employees have been offered wind power at no extra cost. We do not know how many have decided to accept this offer, because we neither can nor want to interfere in the employees' private sphere. However, judging from voluntary feedback our estimate is that quite a few have joined this green initiative.

### Lighting

We have had an internal dialogue about savings on lighting and agreed that this area should be confronted. The next issue was whether we should focus on behaviour regulating initiatives or intelligent lighting in order to achieve most savings. One does not necessarily exclude the other, but we have chosen to start with a test project concerning intelligent lighting with focus on our production environment. In the raw materials warehouse the lighting has been partly exchanged with new energy-efficient lighting with PIR control (movement detector) and daylight control. So far the feedback has been positive. We have used less power and achieved better lighting for the employees and we therefore expect to extend the project to the rest of the production environment.

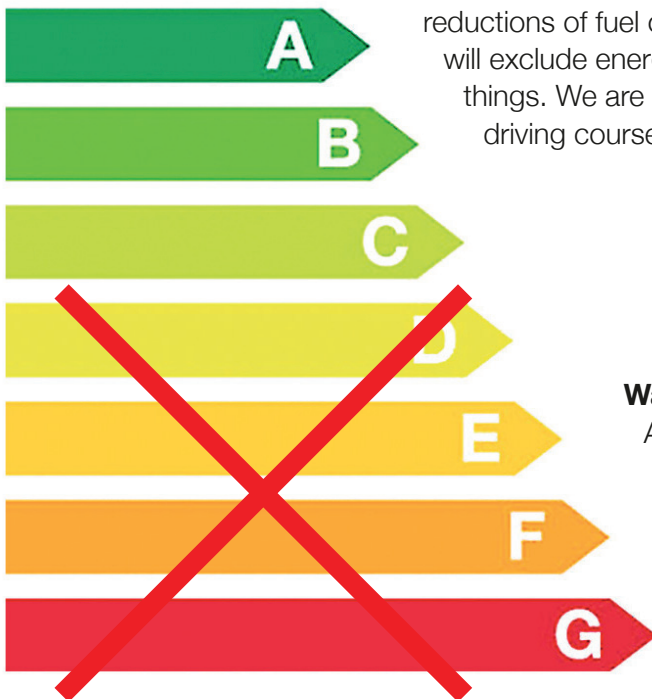


### Car fleet

This is another area which contains possibilities for reduction of both environmental impact and operating costs. Schur is leasing the car fleet through leasing companies. A company car is renewed every fourth year and with a high mileage even sooner! In this way our car fleet becomes even more environmentally friendly as time shows that automakers become still better at developing green motors. In addition we have decided that the majority of our cars should be diesel cars as a starting point. This has resulted in a bigger share of diesel cars in Schur compared to other leasing company customers, cf. reports from our business partner. We receive current reports showing kilometres to the litre. Car fleet lists sent to the employees also show energy rating, CO2 emission and an indication of kilometres to the litre according to the automakers. This enables the employee to get acquainted with a future car's environmental friendliness. When new cars are ordered, it is based on reference calculations including energy rating and CO2 emission. Together with our climate partner DONG we are trying to introduce greener reporting in the car fleet management in order to adjust our policy to greener driving.



We have decided to take one step further by introducing a Green Fleet car policy in 2013 which includes more action points to achieve additional reductions of fuel consumption and CO2 emission. In the car fleet lists we will exclude energy classes with large fuel consumption, among other things. We are also considering sending the employees to special driving courses to learn more eco-friendly driving.



### Water discharge

As is the case with hands-free water taps (see the section on internal environment) we have also had a look at our toilet facilities. The toilets have been exchanged with double flush toilets (2/4 litres), which has reduced the water consumption for the benefit of the environment and the economy.

## Waste

We endeavour to include the employees in the work with CSR and an example is sorting of office waste. One of our employees has made a report on the subject and on this basis she has initiated a project concerning disposal of paper waste from the offices.

The starting point was that paper waste from the offices was disposed of by incineration together with ordinary waste including leftovers (food scraps). The main issues in the report were to sort the waste and to find a way to recycle it. In addition the economic aspect of collection of the sorted waste for recycling has been included.

The good thing about this activity is that where CSR often is hard to comprehend and relate to for ordinary people, this initiative is down to earth and therefore involves people and creates ownership.



## Battery Cubes

For many years we have had a focus on not releasing heavy metals into the environment. In 2010 approx. 1,283 tons of batteries were collected, corresponding to 36% of the batteries sold. The EU's overall objective is 45% in 2016. To help achieve this objective Schur has initiated the production of the "BatteriCube". It is a small box with a hole to dispose of the used batteries. The box has four sides measuring 8.5 x 8.5 cm. The sides provide a unique opportunity to communicate with the citizens in the municipality. The idea is to make it just as easy to dispose of used batteries as ordinary daily waste.

The boxes have been delivered to different municipalities and they have distributed them to the households. According to the municipality of Haderslev the collected quantity of batteries has increased to over 40% during the first year.



A big box with "BatteriCubes" has been placed at the entrance to our canteen. The employees are welcome to take them home and put them into action.

The requirements to the box include:

- send a positive signal, be informative and ready to be placed in a central place where it can be seen by passers-by
- be able to absorb leaking battery acid, if any ...
- full boxes should be able to hang on a "knob" at the dustbin in order to be collected together with the ordinary garbage collection.
- should be able to hang outside for approx. two weeks ... (strike) in ordinary Danish weather.

The first design was approved for the project with minor changes. The first production was a school project in Randers called “Skraldiaden”.

Later a few small municipalities joined the collection of batteries via this box and today it is used by 6-7 municipalities. At the moment a couple of the major municipalities are considering joining the idea and should this happen we very much hope that the box will lead to a new environmentally friendly trend.

I-Makers ([www.imakers.dk](http://www.imakers.dk)), our partner in this project, has the vision that the batteries should be used as a resource later. The metals should be recycled and not only deposited as is often the case today.

### Handling of pallets

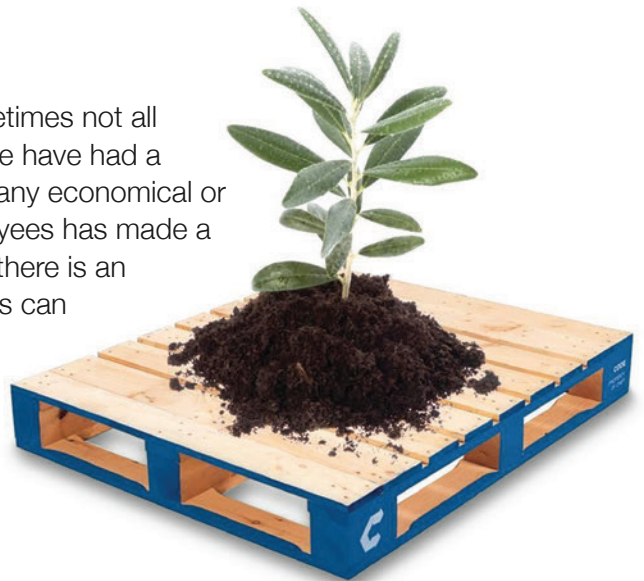
The following project has not been realised (yet), but sometimes not all CSR projects are carried out for one reason or another. We have had a closer look at our handling of pallets in order to find out if any economical or environmental gains could be obtained. One of our employees has made a report on handling of pallets including identifying whether there is an alternative to the current European pallet exchange. Pallets can be an unnoticed cost because they are expensive and the reason for many disputes as exchange pallets can be in a very poor condition which leads to the risk of having to discuss payment with the customers.

Being a production company we use very many pallets and like many others we can only reserve the absolutely necessary resources and men for handling of pallets.

In connection with the work our employee was soon directed to the so-called CHEP concept (CHEP = the name of the company). The pallets from CHEP are circulating in a closed system. This means that CHEP delivers the number of pallets ordered by the customer. The customer informs CHEP where the pallets are sent to and CHEP picks up the pallets from these addresses, if possible, and takes them to their service centre for control and repair, if needed. In this way you do not find poor pallets in the CHEP system. It is good for the environment that the CHEP pallets are repaired and recycled to minimise the scrap on pallets which otherwise would be incinerated (CO2 emission).

CHEP has certificates from the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC). These two organisations are among the world’s most respected within forestry and they have recognised CHEP’s strict compliance of the use of sustainable wood for the pallets. With this certification CHEP can guarantee us as customers that all wooden products are purchased according to FSC and PEFC regulations and that the wood comes from legal and sustainable sources. In addition both FSC and PEFC comply with the Chain of Custody Certificate (CoC) which proves that the certified products originate from “certified and sustainably managed forests”.

The conclusion is that you can achieve environmental gains through CHEP. However, the pallet system has not been introduced yet, because so far only two of the customers are using the system. In addition, we would have to adjust some internal processes and procedures, but we will keep the report in mind in the future and consider when the right time has come for introduction.



## ENVIRONMENT (Internal)

### Human Rights

Human rights are a difficult subject to write about and in which to demonstrate progress, because we feel that we respect them 100% and that respect for these rights is just as self-evident as breathing! In this connection we should mention that Schur's locations are placed in Europe and the USA where such matters are normally respected.

Another area to observe for a manufacturing industry with many collective agreements is the freedom of association including the employees' right to unite in trade unions.

### Working accidents

The National Board of Industrial Injuries in Denmark has prepared accident statistics which show that the larger the number of elderly people in the labour market, the larger the number of serious accidents. This projection can be worrying as society, including Schur, has an increasing average age. While the young employees suffer small injuries like sprains and strains, serious injuries like bone fractures and amputation – and even deaths as a consequence of working accidents – represent an increasing part of the working accidents among employees over 55 years – source: The weekly newsletter, Ugebrevet A4 on the basis of figures from the National Board of Industrial Injuries/Work Accident Statistics 2010. As a consequence of the recent changes in the rules of retirement in Denmark, the average age of our employees will rise in future. We will have to deal with this fact and consider how to meet this challenge to avoid that it becomes a self-fulfilling prophecy.

As a concrete action from our working environment organisation it has been impressed that if you see faults or deficiencies at the equipment which could be a safety hazard, you should stop the work immediately and contact the closest manager or working environment representative.

From experience we see more working accidents in August and September compared to other months in the year. The reason why is not self-evident, but it may have something to do with the return from summer holidays and the fact that the long absence tends to make the employees forget the usual routines. To change this pattern the working environment organisation in our subsidiary Schur Pack Denmark a/s has worked together with the quality department on a campaign to draw attention to the problem. Among other things, special posters designed for the purpose have been put up in strategic places in the factory.



*Posters with warning about the increased risk of working accidents when you return after summer holidays.*



Even though you do not know precisely which factors have a given effect on a result, we will describe the campaign as a success, cf. the statistics below. We have only had one working accident and in essence it was not really a working accident (the employee twisted his leg without external impact).

Year	2011	2012
No. of working accidents	3	(1)

### Absence due to illness

Like many other companies reduction of absence due to illness is a major challenge and we have initiated steps to lower the absence further.

Especially in relation to illness in connection with epidemics (e.g. influenza) we have made a move. Epidemics can almost bring down a company for a couple of weeks and be the cause of inconvenience to both the sick and the well employees who have to work hard to keep up and last, but not least, to the customers and suppliers who do not receive the optimal service including delivery on time. We have installed hands-free water taps at the wash basins on an on-going basis in both the production and office environment. It is a more hygienic way to wash your hands. Besides the benefit to the internal environment, because it reduces the risk of infection, it also has a positive effect on the external environment, because we discharge less water. This area has a double gain from an economic point of view, because of savings owing to reduced absence due to illness and savings on water costs (because the water only runs when the sensor is activated). Normally, the water bill has a tendency to grow due to extra taxes.



### Health

We believe that sports are the way to both quality of life and less sick days and therefore we have participated in a number of sporting events this year, including the following:

#### Cycling

Also this year the campaign “We cycle to work” took place in May. Like last year Schur participated with a team, Schur Cycling 1. By the way, this team won last year’s campaign.

The purpose of this campaign is quite simply to make more people cycle. The Cyclists’ Federation (Cyklistforbundet) and the Danish Company Sports Association (Dansk Firmaidræftsforbund) started the pilot project in the cities of Copenhagen and Holstebro. It became a success and in the meantime the campaign grew nationwide to become the biggest fitness event in Denmark, and Schur enjoys being part of this.



*still*  
**WE CYCLE TO WORK**

We see several good points in participating:

- We emit less CO2 by cycling instead of riding a car
- The campaign strengthens the community
- More people are motivated to cycle in everyday life and not just to and from work
- Overall, the initiative helps improve the general health condition and the experts recommend a minimum of 20 min. exercise three times a week.

Also in the years to come we plan to participate due to the many good purposes and because it is a professional campaign with material and lists for recruiting, entry and riding together with nice prizes and a catalogue of ideas for the internal coordinator to initiate incentives to keep up the motivation among the participants! In this way we improve the chances from year to year to make the employees use the bike, not only to work, but also in other contexts!

### **Running**

Another event is the annual relay race, “Beringsstafetten”, which takes place in August in Horsens. Categories for men, women, mix and walking are available. The number of participants is around 3,000 – 4,000 people. Schur is represented with groups within all categories. This is another event in which we look forward to participate again in future, because it offers exercise, competition as well as a social element.

### **Vaccinations**

Another activity initiated within the healthcare area is an offer for female employees and family members for free vaccination against cervical cancer, HPV. This initiative is for girls/women from 20 to 27 years of age, i.e. born from 1985 to 1992. The reason for this is that approx. 400 women develop cervical cancer each year and this can be prevented with the HPV vaccine. The vaccine prevents the infection which causes 70% of all cases of cervical cancer, and hereby approx. 280 cases of cervical cancer can be prevented each year. Vaccination should take place three times within one year.

We continue our ordinary vaccination programme for all employees from earlier years. A new element is our cooperation with a provider, who uses the model “one vaccination for one vaccination”. This means that for every person vaccinated in Denmark, our provider donates a vaccination to a child in the third world – e.g. vaccinations against polio, measles and tetanus. In this way, almost 500,000 vaccinations have been donated to UNICEF’s immunisation programme for children during the past two years.

### **Social responsibility**

We are of the conviction that when you join forces with dedicated partners you can achieve greater things. Also in this area we have allied with an external player in order to professionalise our CSR work with regard to social responsibility. We have entered the network Vinsa, which is a company network for social responsibility.

Together with Vinsa we discuss the three overall subjects prevention, retention and re-entry of manpower. In details the agenda includes sub-items like reduction of absence due to illness, psychological working environment, stress, health checks, temporary and permanent reduction of working capacity, personal crisis, young people with special needs, mentoring, etc.

We have had good support and input from both Vinsa and the other participants in the network which represent both private companies and public authorities.

### **Apprenticeships**

The politicians make great efforts to help apprentices enter the labour market, especially the private sector. In Schur, we share this position and therefore still hire apprentices even though the total staff in Schur does not grow. Our apprentices are both young people (under 18 years) and grown-ups. Whether it is the young person on his/her first real job or the experienced adult, who for some reason is changing career, we consider it useful to assume responsibility in this connection.

### **Trainee periods**

We have many types of trainee periods in Schur.

We have the traditional type with young people who need introduction to the labour market to find out how a “real” place of working is functioning.

Another type is people who have difficulty establishing themselves on the labour market due to one or more personal obstacles.

Such a training period has proven to be an efficient way back into the labour market, and it has often resulted in permanent jobs.

A recent example is a three-month trainee period in our canteen for a young man. Our canteen manager has taken the young man under his wing. The trainee would like to work with food and maybe become a cook, and we have assisted him in clarifying the situation.



### **Integration of foreigners in the Danish labour market**

The HR department has given a number of lectures to foreigners at Sprogcenter Midt in Horsens (an adult educational centre for learning Danish as a second language). After the initial language training they are a trying to establish themselves in the Danish labour market.

The lectures has been about Danish (working) values, i.e. what is important to Schur and other Danish employers, including answering questions like: What are managers looking for when hiring people? Typical reasons why employees are given notice? How do you do well at a job interview? And several other subjects of interest when you have to find your way into the Danish labour market.

### **Sheltered workshops**

Some of our subsidiaries use the so-called sheltered workshops. Here we buy services which activate mentally handicapped people. Among others, we use “Center For Beskyttet Beskæftigelse/CFBB”, which is

a group of centres in the municipality of Vejle, where citizens with different degrees of mental disability can find some kind of work. CFBB is the combined designation for the sheltered occupation, including jobs on special conditions, as well as social activities in the department for the disabled in the municipality of Vejle. The CFBB users feel comfortable with the routine jobs. Some are good at visual tasks and others are good at working with limited and well-defined jobs. The users are divided into groups according to their capabilities. Our subsidiary, Schur Consumer Products a/s, uses three sheltered workshops named Ellehøj, Multipro and Rosenbedet to handle jobs with packaging. The typical job is some form of final packaging of a product e.g. ice cube bags. An example could be twin packing of different bags/boxes or sticking bags onto Clip-strips.

We use the sheltered workshops because they deliver a safe and reliable job. From experience we know that once they have tried a new task, they cope well and in addition the order is delivered on time! Of course we pay for the assistance, but we find the prices very fair. All in all, we see it as a win-win situation – the users get something useful to do and we get the job done at a fair price.

### **Project: From school boy to manager**

Together with the management and other colleagues, our workers in the union 3F (United Federation of Danish Workers) in the subsidiary Schur Pack Denmark (SPD) have taken on a working responsibility for a 14 years old boy (called Y). Y had some challenges in relation to his surroundings and in general how to come to terms with society. Our young colleague came to SPD through SSP, which is a cooperation between the school, social services and the police established to help young people keep away from criminal activity.

SPD appointed a mentor for Y and he started out sweeping floors and painting in the workshop. Later many other things have been added, also on his own initiative. The latter has given respect among the colleagues and at the same time given Y more self-confidence. The success at work has also made Y perform better in school and this has made his family very happy and proud. The goal is clear for both SPD and Y, i.e. his stay with Schur aims at “putting him in the right direction on life’s highway”. Even though we have grown fond of Y, we all know that this is not the top priority. The school is still the main focus and it is important that he gets the most out of it.

The present status is that Y no longer attends a remedial class and no longer is part of the SSP project. In return colleagues and teachers have made a schedule which clearly informs about school and work with Schur from Monday to Friday. The combination of fixed limits, good colleagues and a will to succeed has made a positive difference.

In total the project has been a success not only for Y, but also for Schur and society. Therefore, management as well as shop stewards and employees are ready to repeat such a project should the chance be there.



### **Aid fond**

Like previous years Schur’s aid fond has granted financial support for different purposes:

Among others, local activities within music, church and lithography (Beredskabsforbundets Musikkorps, Menighedsplejen ved Sønderbro Kirke, Klubben til Stentrykfagets Bevarelse). In addition, support has been provided to Danish students studying abroad and to people with diseases necessitating treatment.

## Future

Schur will continue to work with CSR and be open to different ways in which to make a difference. So many things happen both in politics and in the market and it is therefore difficult to decide in advance what to prioritise. We will continue to keep our finger on the pulse and catch the chances arising during the year. As long as the three important elements to practise good CSR are fulfilled – people, planet and profit – we will be open to consider it!

We will continue to assume social responsibility in relation to attraction and retention of people with challenges on the labour market. We still believe that we can make the biggest difference in the energy area, where we can contribute with less emission. As previously mentioned an example will be the introduction of a new green policy for company cars. In addition, we are still positive towards an electric car (for local driving). Solar cells e.g. for the electric car will be part of our plans as well.

We focus on minimising the quantity of packaging waste. With our expertise within packaging we will be able to engage in a dialogue with the customers especially in the food area. This particularly involves assessing how much packaging is needed to keep the products fresh and at the same time avoid over-packaging.

### Conclusions on the basis of the measurements (see page 16)

In the following we will comment on the most important changes, cf. the figures received from our subsidiaries. Especially remarkable results together with the positive and negative ones will be pointed out.

Please note that the overall results, cf. page 16, are not comparable to previous years. This is due to the fact that some of the flexible companies have been divested.

In the following we will use initials for the companies (full company name will appear from the last page).

### Absence due to illness

The absence due to illness is difficult to compare, because the definition changes according to the political changes. The definition of long-term absence in Denmark, for example, has changed (from 21 to 30 days). The same thing applies abroad, e.g. long-term absence in Sweden does not start until after 90 days.

In general, however, the percentage of illness is close to last year's result with some companies a little above and some a little below. In SPD we had 2.99%, which we find satisfactory as we have a goal of max. 3%! Last year's result was 2.74%. In reality the result is the same this year, but the change of definition of long-term absence resulted in the new percentage.

In a single subsidiary (SCP) the percentage of illness has gone in the wrong direction. However, we expect a considerable improvement next year. SCP is a company with few employees and the frequent absence of a few employees therefore has a major effect on the total percentage of illness. The expected improvement is due to the fact that the individuals in question are no longer employed with the company.



### Working accidents

Both the Danish and foreign subsidiaries have had fewer accidents compared to last year. Every single company has either status quo or fewer accidents and no company has had more accidents. Apart from the general focus on the subject, the special campaign in Denmark in connection with extra caution upon return from summer holiday, may have had some effect.

### Energy consumption

Our total energy consumption has decreased compared to last year. However, our consumption of gas has increased. So far we do not know why, but we intend to start the analysis. Part of the explanation may be that you need more energy for heating when the machinery discharges less!?

STA has had a lower consumption of electricity. Investment in a new compressor unit is part of the reason for this achievement. In addition the heating was switched off during the summer period, and this has revealed that the standby consumption has been expensive. The unit has been over-dimensioned for a long time. In order to have hot water during the summer decentralised heaters have been installed as a supplement.

In SFG the utilisation rate looks lower compared to last year. However, the explanation to this is a miscalculation from last year, because last year's figure should have been 1.77% instead of 0.53%. Another reason is the fact that one of the company buildings has been rented to another company and consequently, it is outside our control.

### Waste

Waste is primarily based on three facts: the size of the order series, the items for production and quality deficiencies.

In connection with the calculation of the waste percentage per 100 kg we see mixed signals from the different companies. SPB has a really fine percentage of 15.7, whereas e.g. SPG has 25.1% and SPD 27%, which is somewhat higher. Where the percentage should be is hard to say and we need more years to gain a statistical bearing.

Our short-term analysis says that the locations with high percentages have a tendency to receive many small orders and thus run smaller series. Every time a new production is started, the initial phase is expensive and generates much waste because a lot of sheets are used to adjust the machinery. Another explanation is the type of product. The waste is considerably higher when you produce disproportional boxes, i.e. boxes where usage of the sheet is poor. This is often the case in SPD. Besides, we have learned that the fact that our big German subsidiary, SFG has had a new printing machine, has been costly seen from the point of view of the waste. The machinery is still running-in and so far the ink has caused problems. These problems are expected to be corrected and next year's reporting will reflect this.

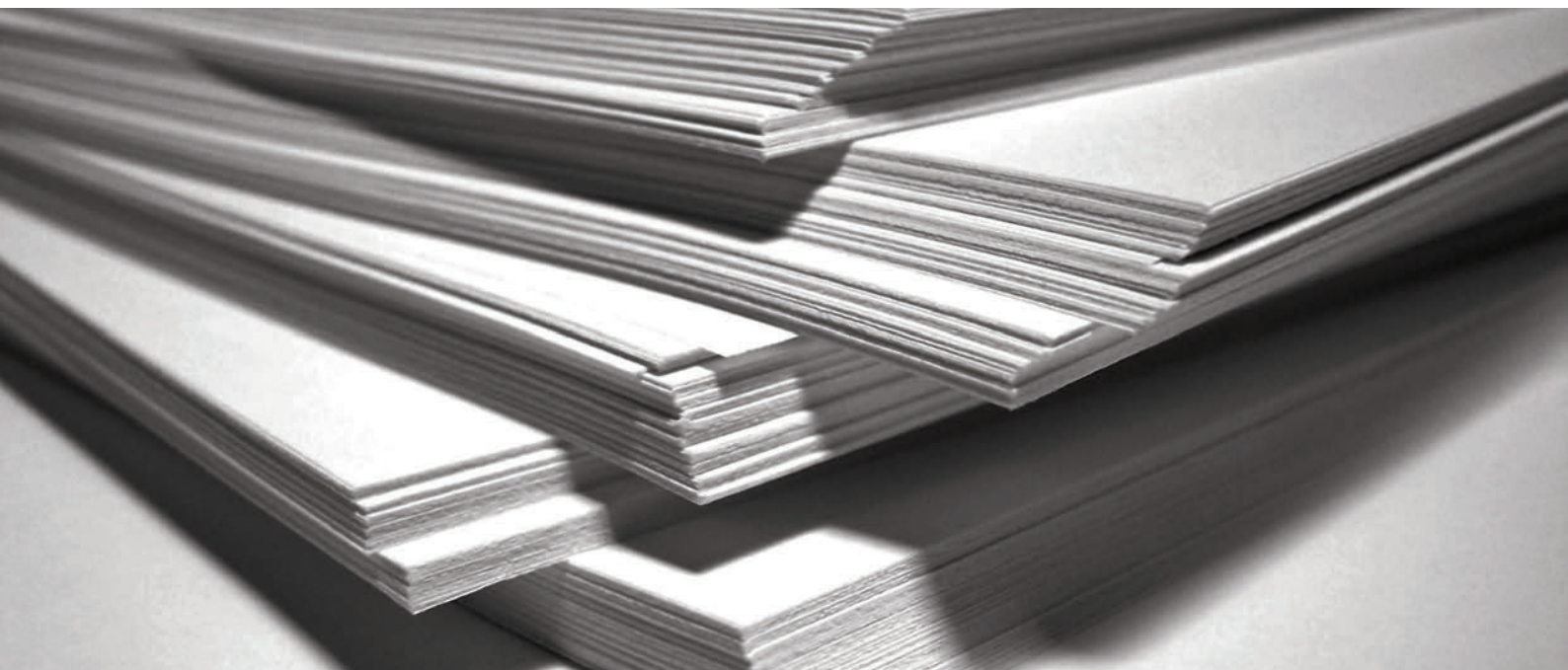


**Overall conclusion**

As mentioned you cannot conclude only on the general figures in the report, because fewer subsidiaries are included this year. But when we drill down into the detailed data we will take the liberty of concluding in general that the activities initiated have had the intended effect with a few exceptions.

We are especially pleased with the number of working accidents which has developed favourably both from a personal as well as from a financial point of view.

The exceptions, i.e. where development has gone in the wrong direction, are being analysed in order to be able to initiate the correct actions to achieve a positive result in the future.



## Data Overview

INDICATOR	UNIT	Nov.2009- Oct. 2010	Nov. 2010- Oct. 2011	Nov. 2011- Oct 2012
<b>Net turnover</b>	DKR (1,000)	1,629,528	1,805,863	1,367,165
<b>EXTERNAL ENVIRONMENT</b>				
<b>Energy</b>				
Energy consumption, total	MWh	60,442	66,331	39,543
Energy consumption electricity Denmark	MWh	14,339	14,305	6,331
Energy consumption fossil fuels (heating) Denmark	MWh	6,209	6,441	4,215
Energy consumption electricity - abroad	MWh	25,058	29,402	19,079
Energy consumption fossil fuels (heating) abroad	MWh	14,836	16,183	7,294
Energy consumption, Flexible	MWh per kg finished product produced	1.78	1.77	1.71
<b>Waste</b>				
Waste (combustible) Denmark	Tons	239	164	252.75
Waste (combustible) abroad	Tons	276	359	130
Waste per 100 kg Carton	%	26	25	22.6
<b>INTERNAL ENVIRONMENT (Employee matters)</b>				
<b>Accidents</b>				
Danish companies	No.	13	10	4
Companies abroad	No.	34	30	12
<b>Sick days</b>				
Danish companies	No. (excluding long term illness)	2,236	2,078	1,561
Danish companies	% (sickness percentage)	3.06	2.66	2.9
Companies abroad	No. (including long term illness)	8,959	10,798	4,386
Companies abroad	% sickness percentage (including long term illness)	4.07	5.00	3.87

Data has been gathered to the extent it has been accessible within the boundaries of our existing systems. We will continuously seek to improve the reporting of data to enable a more complete picture of the company in future reports.

SIN's heating and power consumption is part of SPD due to the shared address.



## Notes

### Schur companies included in the report:

#### Denmark:

Schur International a/s (SIN)  
Schur Technology a/s (STA)  
Schur Pack Denmark a/s (SPD)  
Schur Consumer Products a/s (SCP)

Schur Finance a/s (SFI) is not included. All employees work in other Schur companies and are included in the headcount there.

#### Abroad:

Schur Pack Sweden AB (SAB)  
Schur Pack Norway AS (SPN)  
Schur Pack Germany GmbH (SPG)  
Schur Pack GmbH (SPB)  
Schur Star Systems GmbH (SFG)  
Schur Wamac France SAS (SWF)

#### Absence due to illness:

Does not include long-term absence in Denmark (defined as absence for more than 30 days), as we believe this would give a twisted picture of the normal state of health in Schur. The figures from abroad, however, include long-term absence because each country has its own definition of long-term absence. Therefore, you cannot compare the figures from Denmark and abroad.

#### Waste:

You cannot compare the figures across the divisions because they each represent both different end products and different production processes.