

Sustainability Report 2024

bott Denmark



Business model

The bott group is a leading manufacturer of van racking, workstation systems and workplace storage equipment. Founded in Germany in 1930, it is a family-owned business with activities in 30 countries, 1,700 employees and annual sales of over €245 million.

The organisation spans production in Germany, UK and Hungary; sales and distribution in France, Austria, Denmark and Italy; and manufacturing and import partners around the world.

Sustainability policies & practices

bott group headquarters is certified for both environmental management (ISO 14001) and quality management (ISO 9001). It is currently working on a model to calculate the carbon footprint of the group's products. To guide employees on social and environmental matters, the company has a group environmental and social policy.

Recent years have seen the introduction of electric vehicles, rainwater harvesting, solar power, warm air recirculation, and packaging improvements.

The primary material in bott's racking systems is aluminium, which is recyclable throughout Denmark via municipal recycling centres.

Supplier management

The group is keenly aware of its value chain's environmental, social and ethical performance. bott expects suppliers to follow its **supplier code of conduct** covering ethics, human rights, labour conditions, diversity and product quality. bott performs reviews and audits to ensure suppliers meet the company's requirements in these areas.

Third-party evaluation

To help bott's stakeholders gain a standardised view of its sustainability performance, bott headquarters provides information to independent sustainability ratings organisations. You can access these evaluations on the websites of **IntegrityNext** and **EcoVadis**.

bott
headquarters
holds ISO
14001 for
environmental
management



Operations

bott Danmark A/S is responsible for meeting the needs of local customers - from consultation to planning and installation. The company imports products designed and manufactured in Germany and the UK, which it transports to b2b customers in Denmark and Sweden.

Based in Fredericia in a non biodiversity sensitive area, the company plans to move to a new larger location in 2025. The move will accommodate growth, streamline operations, and eliminate transport to and from an off-site storage facility.

bott Danmark complies with the new Danish extended supplier responsibilities for packaging. In 2025, the company will begin the process to become certified in ISO 9001 and 14001.

Transportation

Transport is the largest contributor to the environmental footprint of bott Denmark's operations. The company ships product to customer locations via third-party hauliers and maintains a fleet of leased cars and vans.

bott Denmark is transitioning its leased fleet to electric. By 2024, three vehicles were electric and two hybrid, reducing emissions per km by 35% from 2021. One more vehicle will follow in 2025.

Haulage is via conventional diesel truck.

| Transport | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|---------|---------|---------|---------|
| Cars & vans (km) | 160,249 | 190,414 | 201,863 | 249,488 |
| Cars & vans (tCO ₂ e) | 36.9 | 39.0 | 38.5 | 37.0 |
| Haulage (km) | 49,243 | 43,691 | 38,762 | 38,519 |
| Haulage (tCO ₂ e) | 47.1 | 41.4 | 36.8 | 35.9 |

Table 1: Transport includes outbound haulage and leased vehicles. Estimated greenhouse gas emissions use average emissions factors for each vehicle type.

Haulage emissions are down by 24% compared to 2021



Resource use

In 2024, bott Denmark had a total mass inflow of 247.7 tonnes. After unpacking products, plastic packaging is sent to incineration while cardboard is recycled.

From 2025 it will be possible to recycle plastic, aluminium, and single-use wooden pallets. Our operations produce no hazardous waste.

| Recycling (tonnes) | 2021 | 2022 | 2023 | 2024 |
|--------------------|------|------|------|------|
| Iron | 1.5 | | | 0.9 |
| Cardboard | 3.3 | 2.0 | 2.2 | 2.8 |

Table 2: Recycled waste shown by material and amount.

| Waste (tonnes) | 2021 | 2022 | 2023 | 2024 |
|-----------------------------|------|------|------|------|
| Wood | 1.6 | n/a | n/a | n/a |
| Other sent for incineration | 4.8 | 2.3 | 3.4 | 3.6 |

Table 3: Annual waste by type. Wood data is not available due to theft.

Utilities

To support the transition to renewable energy, bott Denmark purchases ‘guarantees of origin’ for CO₂-neutral electricity. However, the physical electricity delivered through the Danish grid is a mix of renewable and fossil generation, and reported emissions reflect this grid average.

Our facilities also use district heating. Emissions are calculated using average emissions factors, reflecting the national mix of renewable and non-renewable fuel sources.

Water withdrawal increased in 2024 due to a leak.

| Utilities | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|------|
| Electricity (MWh) | 11.0 | 9.6 | 10.1 | 12.1 |
| Electricity (tCO ₂ e) | 1.9 | 1.6 | 1.7 | 1.5 |
| Heating (MWh) | 40.0 | 54.0 | 44.0 | 46.0 |
| Heating (tCO ₂ e) | 3.0 | 4.1 | 3.3 | 3.3 |
| Water (m ³) | 56.5 | 24.0 | 25.0 | 45.5 |

Table 4: Consumption of utilities and associated greenhouse gas emissions (scopes 1-3).

Our facilities
buy CO₂
– neutral
electricity

Greenhouse gas emissions

All greenhouse gas emissions in this report have been estimated using the Danish Business Authority's 'Climate Compass' digital tool, which adheres to the Greenhouse Gas Protocol.

| Greenhouse gas emissions (tCO ₂ e) | 2021 | 2022 | 2023 | 2024 |
|---|------|------|------|------|
| Scope 1 | 29.7 | 31.1 | 30.5 | 28.7 |
| Scope 2, location based | 3.1 | 3.6 | 3.3 | 3.6 |
| Scope 3 | 56.1 | 51.4 | 46.5 | 45.3 |
| Total | 88.9 | 86.1 | 80.3 | 77.6 |
| Per million € sales | 24.3 | 25.4 | 22.1 | 24.6 |
| Per employee | 8.0 | 7.2 | 6.7 | 6.0 |

Table 5: Greenhouse gas emissions using national average emissions factors. Scope 3 includes energy, leased vehicles and purchased transport but excludes significant sources such as purchased product and transport to Denmark.



Diversity & inclusion

bott Danmark’s core business mainly attracts men over 40, reflected in its employee profile. All employees work under a permanent contract, except one part-time student. None are subject to collective bargaining agreements. The management and board members are male.

In 2024 the company provided three part-time placements in support of a Business Fredericia initiative to help local people with mental health issues get back to work, education or training. The company hopes to receive further suitable candidates in 2025.

| Employee profiles | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|------|
| Total employees (FTEs) | 11 | 12 | 12 | 13 |
| Gender (male to female) | 8:3 | 9:3 | 9:3 | 11:2 |
| Non-Danish employees | 2 | 1 | 1 | 1 |
| Employees with limited abilities | 1 | 0 | 0 | 0 |

Table 6: Employee diversity and inclusion.

Training, benefits & welfare

All new employees receive onboarding and, where relevant, product training. Because product training applies only to technical roles, men averaged 45.8 training hours, while our single female employee received 10 hours.

The company provides six weeks paid holiday per year to employees past their probation period. Employees have access to private healthcare insurance.

Sick leave fell significantly in 2024 because of the return to work of a valued colleague after long-term illness.

We provided work placements for three local people facing employment challenges



Work environment

bott Denmark maintains a safe and healthy working environment for its employees. The most recent inspection was in 2023 when the company was awarded a green smiley.

The company has an excellent safety record with no recordable accidents in 2024 and no work-related deaths to date.

In 2024 we maintained our accident-free record

| Employee welfare | 2021 | 2022 | 2023 | 2024 |
|--------------------------------------|------|------|------|------|
| Accidents | 0 | 0 | 0 | 0 |
| Lost time due to accidents (days) | 0 | 0 | 0 | 0 |
| Sickness absence (days per employee) | 3 | 14 | 10 | 5 |
| Training (hours per employee) | 36.2 | 47.5 | 37.4 | 43.1 |
| Employee turnover (%) | | | | 7.7 |

Table 7: Employee development and wellbeing. Includes formal and informal training.

Governance

To ensure lawful conduct, employees are trained in and expected to adhere to an extensive code of conduct (see box). Employee complaints are addressed directly by the company director, reflecting an open-door approach rather than a formal procedure.

bott Denmark has had no incidents or convictions for bribery, corruption, or human rights violations since its founding in 2014.

| Area | Topics |
|-----------------------|---|
| Human rights & labour | Child labour, forced labour, modern slavery, fair wages, working time |
| Workplace standards | Safety, harassment & discrimination, co-determination |
| Ethics & compliance | Conflicts of interest, data protection, fair competition, anti-corruption |
| Business practices | International trade, property rights, taxes & subsidies |

Table 8: Employee code of conduct topics.

Basis of reporting

This report follows the EU VSME sustainability reporting standard. It exceeds the requirements of the basic module but does not quite meet the requirements of the comprehensive module.

Firmographics

bott Danmark operates under NACE code 45.31 - the wholesale of motor vehicle parts and accessories.

In 2024, the company operated from the following addresses and geolocations:

Teknikervej 12, 7000 Fredericia, Denmark (55.535644, 9.711620)

Teknikervej 14, 7000 Fredericia, Denmark (55.535588, 9.711532)

From August 11th 2025, the new address and geolocation will be:
Navervej 12, 7000 Fredericia (55.533263, 9.711786).

More information

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