

SUSTAINABILITY STATEMENT

2024



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JOIN THE COLLAB
— WITH NATURE —



A MESSAGE FROM OUR CEO

2024 has been a year of significant progress for Junckers. We have reached several important milestones, reflecting our commitment to innovation and sustainability.

One of the most noteworthy achievements was the introduction of our refurbished floor, giving old Junckers floors a second life and reinforcing our dedication to circular solutions.

We are committed to being open and transparent about our progress and wish to show a deep and detailed look into all areas where Junckers affects people and planet and showcase the actions we take to reduce our impact.

Therefore, another key focus has been our work towards aligning with the Corporate Sustainability Reporting Directive (CSRD).

We began this process in 2024, and it will remain a priority as we continue the journey into 2025. Strengthening transparency and accountability is essential to our long-term strategy, ensuring we create lasting value for our customers, partners, and stakeholders.

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ESG HIGHLIGHTS



REFURBISHED FLOORS

In 2024, we introduced our refurbished floor concept. This will remain a key focus in 2025.



MORE FOCUS ON OWN WORKFORCE

In 2024, Junckers prioritised enhancing the psychological work environment across the organization. With strong support from management, employees were invited to participate in workshops focusing on stress management, change leadership, psychological safety, and first aid training.



CSRD REPORTING

2024 was also the year when we prepared for alignment with the upcoming CSRD directive.

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INTRODUCTION

IN THIS CHAPTER

Introducing Junckers


JUNCKERS

JUNCKERS

Junckers is Europe’s leading solid wood flooring manufacturer. The company has deep roots tracing back to its establishment in 1930 by founder, Flemming Juncker. As a visionary and dedicated forester, Flemming Juncker possessed a profound sympathy and understanding for the necessity to find new fields of application for the wood that had up until then been used as firewood or simply left in the forests. Juncker started the sawmill in 1930 to produce railway sleepers and eventually the 2-strip beech parquet board, which remains our core product today.

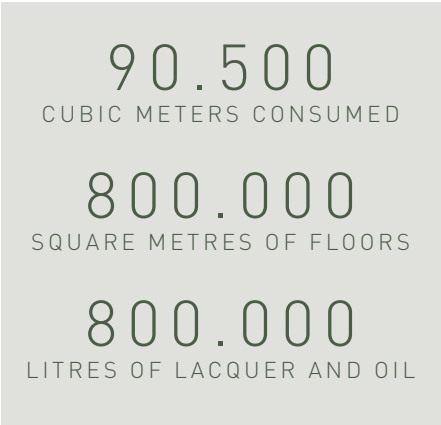
At the factory in Denmark, a dedicated team of experts monitors the daily production, providing unparalleled insights into the functionality of wood flooring and an understanding of the challenges that any project may present.

The close connection to production enables Junckers to create solutions that meet the specific needs and requirements of customers within the sports, commercial, and residential segments.

With a global presence, facilitated through seven sales offices and an extensive network of dealers and agents, Junckers has branched out across the world. Junckers delivers its products to more than 45 countries worldwide.

PRODUCTION AND
HEADQUARTERS IN DENMARK

SALES OFFICES IN THE UK,
IRELAND, FRANCE, SPAIN,
ITALY, GERMANY AND US



JUNCKERS

OUR PRODUCTS

At Junckers, we offer a comprehensive range of products, including solid hardwood flooring solutions, lacquers, and oils, all tailored to commercial and sports environments.



SOLID HIGH-END HARDWOOD FLOORS

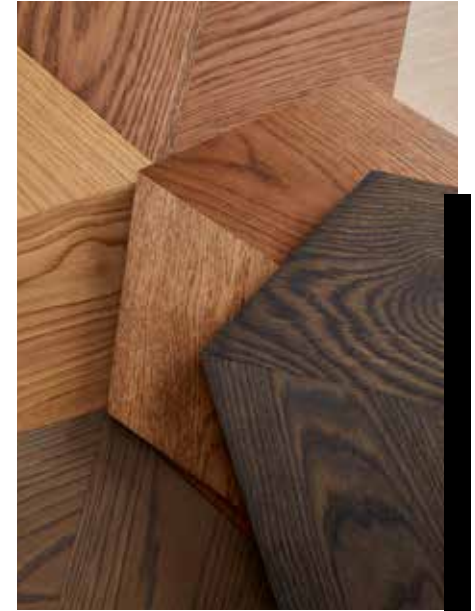
Our solid flooring solutions are designed to meet the unique needs of commercial spaces, from products that withstand high foot traffic to modern flooring options that enhance your brand image.



HIGH PERFORMING SPORTS FLOORS

Junckers is globally recognised for our solid hardwood sports floors. The sports floors are prefinished at our factory and treated with Junckers lacquers, ensuring each floor is ready for immediate use after installation.

We are official FIBA partner, delivering floors to global tournaments such as the Olympic Basketball Games and Basketball World Cup.



LACQUERS & OILS

Junckers woodcare includes a fully integrated range of products for regular maintenance, refurbishment or surface treatment of brand new wooden floors.

We provide a 100% solution, regardless of project type, with products specifically developed for residential, commercial, sports, and dance floors.

JUNCKERS SDG ACHIEVEMENTS 2024

In 2011, Junckers joined the UN Global Compact and committed to its ten principles to operate in ways that meet fundamental responsibilities in the areas of human rights, labour, environment, and anti-corruption.



GOAL 3: GOOD HEALTH AND WELL-BEING

In 2024, Junckers prioritized enhancing the psychological work environment across the organization. With strong support from management, employees were invited to participate in workshops focusing on stress management, change leadership, psychological safety, and first aid training. These initiatives aim to foster a healthier, more supportive workplace culture, ensuring the well-being of our team members.



GOAL 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Resource optimization and energy efficiency remained central to our operations in 2024. Through innovative partnerships, we ensured that leftover materials from production were redirected to bioenergy production, minimizing waste and maximizing value. Moreover, we joined the European research and innovation project TIMBERHAUS, which explores wood's technical capabilities, promotes sustainable forest management, and designs healthier living environments. The project supports the reduction of CO₂ emissions within the construction sector, which is responsible for significant environmental impacts globally.



GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

2024 marked a significant milestone in Junckers' sustainability journey with the launch of our refurbished flooring initiative. This program allows us to reclaim and refurbish old floors, reintroducing them to the market as high-quality products with the same warranty and standards as new ones. Additionally, we began preparing for the Corporate Sustainability Reporting Directive (CSRD), further aligning our operations with the principles of a circular economy.



GOAL 15: LIFE ON LAND

Junckers is steadfast in its commitment to sustainable forestry. All the wood we source continues to be FSC® or PEFC certified, ensuring responsible forest management practices. This dedication remains a key priority as we move into 2025, preserving biodiversity and supporting life on land.

SUSTAINABILITY GOVERNANCE & REPORTING

IN THIS CHAPTER

Basis for preparation
Governance and strategy
Business model
Double Materiality Assessment

BASIS FOR PREPARATION

GENERAL STATEMENT

As part of Jysk Fynsk Kapital (JFK), Junckers will be required to report on the CSRD standards in 2028.

This report aims to present currently available information requested under the CSRD standards and is our first step in preparing a full report in accordance with the CSRD and the European Sustainability Reporting Standards (ESRS). This report is therefore not fully compliant with the CSRD.

SCOPE AND BOUNDARY

Junckers sustainability statement includes material information related to Junckers' own operations and parts of our upstream and downstream operation.

REPORTING PERIOD

The sustainability statement covers the financial year 2024.

STANDARDS AND FRAMEWORKS

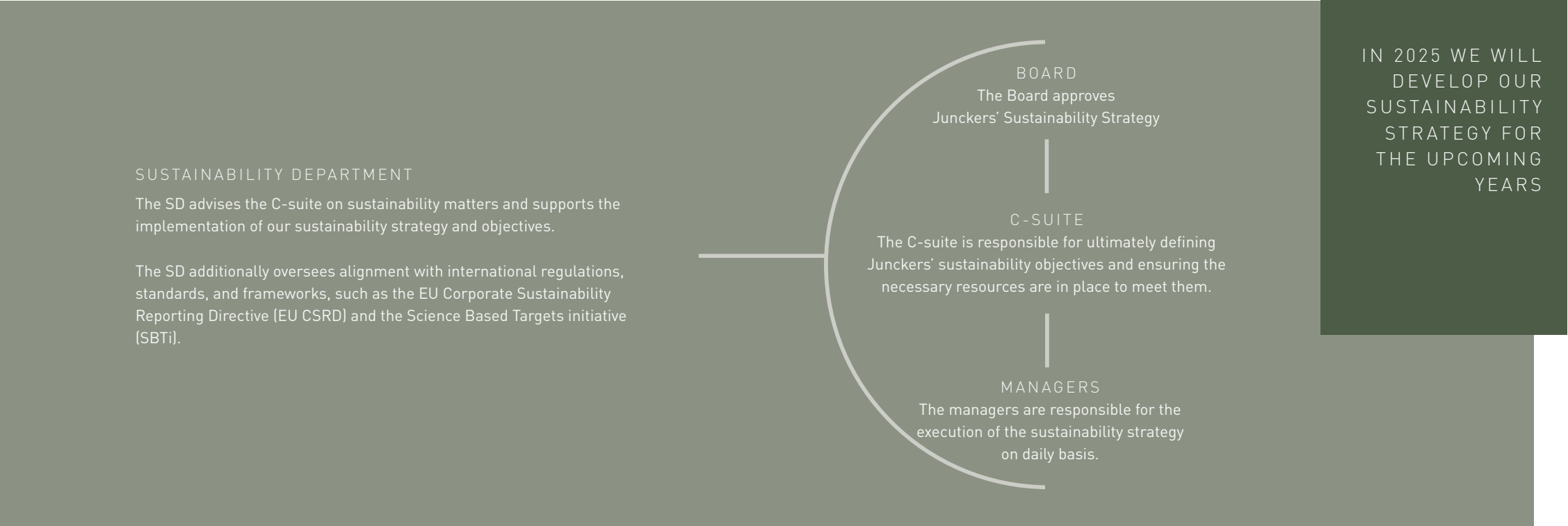
The sustainability statements have been partly prepared in accordance with the ESRS issued by the European Financial Reporting Advisory Group (EFRAG).

All greenhouse gas data points (scope 1, 2 and 3) are reported based on the Greenhouse Gas Protocol.



GOVERNANCE AND STRATEGY

Sustainability governance is embedded throughout the organisations levels and functions, with support from our Sustainability Department (SD).



OUR VISION A COLLAB WITH NATURE

MAKING NATURE OUR PARTNER, NOT A RESOURCE

Every product has an environmental impact and leaves a footprint on the planet, even wooden floors. We understand the responsibility that comes with our business, and we know, if we are to leave nature healthier for the next generations, there will always be work to be done.

Enduring quality is a big part of our DNA, but product quality alone is not enough. We need to reduce our impact through several activities in order to reduce the footprint we leave on our world. We are therefore on a journey to collab with nature to ensure that we have, and are, a business in the future.

JOIN THE COLLAB

WITH NATURE

COLLAB WITH NATURE

DESIGN

Wood is a natural product with many benefits.

Our design process is all about creating timeless, high-quality hardwood floors that will stand the test of time, both aesthetically and functionally.

Wood stores CO₂, making it a first-choice material that actively supports climate goals.

Our design allows disassembly, enabling relocation or reconfiguration to meet evolving needs, instead of being demolished or discarded.

SOURCING

We insist on responsible sourcing: All of our raw wood comes from sustainably managed forests, ensuring that every tree harvested is replaced, securing wood for the future.

PARTNERSHIPS

At Junckers, we actively seek partnerships to help address challenges and drive sustainable progress, because we believe we can achieve more together.

QUALITY

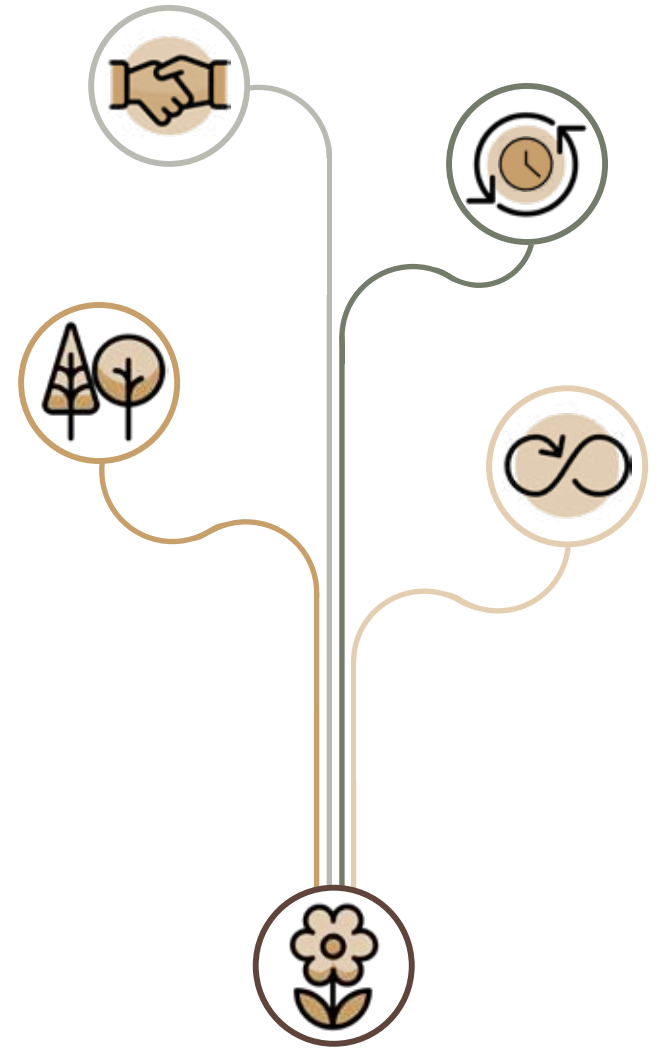
Each floor's long lifespan, often well beyond fifty years, means less frequent replacement and longer storage of the embodied carbon. This also reduces the need for new materials, which eases pressure on nature.

PRODUCTION

The logs we use come from certified managed forests and would, in most cases, have been used for firewood, wood chips for energy production, or paper.

In our production we make sure to upcycle this resource by turning the best part of the log into a high-value, hardwood flooring product with decades of use.

Surplus wood from production is converted into certified biomass energy, supplying heat and electricity not only to our factory but also to the local grid.



BUSINESS MODEL

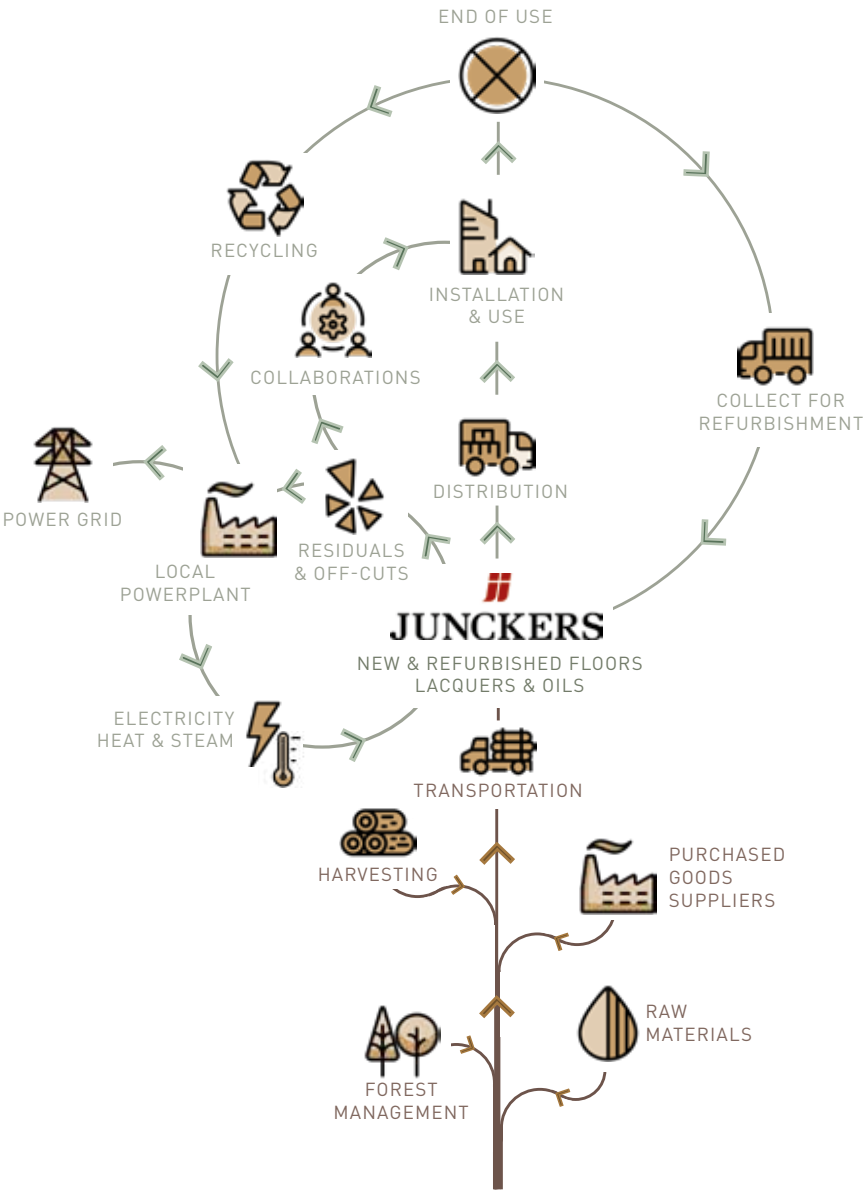
EMBRACING CIRCULAR PRINCIPLES IS CENTRAL TO OUR BUSINESS

Embracing circular principles is fundamental to our business at Junckers. Our entire value chain is grounded in responsible business practices and a firm commitment to the principles of a circular economy, extending from the virgin timber sourced for our flooring systems to managing those floors at the end of their life cycle.

In our production facilities, we strive to minimise wood waste. By repurposing by-products for biomass energy and forming strategic partnerships to utilize residuals and off-cuts, we aim to reduce overall waste and enhance resource efficiency.

Our circular approach is further exemplified through our floor refurbishment services. Customers may return old wooden floors, which Junckers then reprocesses for reuse or recycling. This initiative helps extend product life spans while reducing the demand for new raw materials and the environmental impact associated with disposal.

Through these endeavours, we seek to uphold a responsible, circular business model, one that prioritises efficient resource use at every stage of the product life cycle.



DOUBLE MATERIALITY ASSESSMENT

As a key element of our work to prepare for the CSRD reporting, in 2024, we began conducting a double materiality assessment (DMA) with reference to the ESRS.

We started the process for our DMA focusing only on our own operations. Limited assessments were conducted on the value chain.

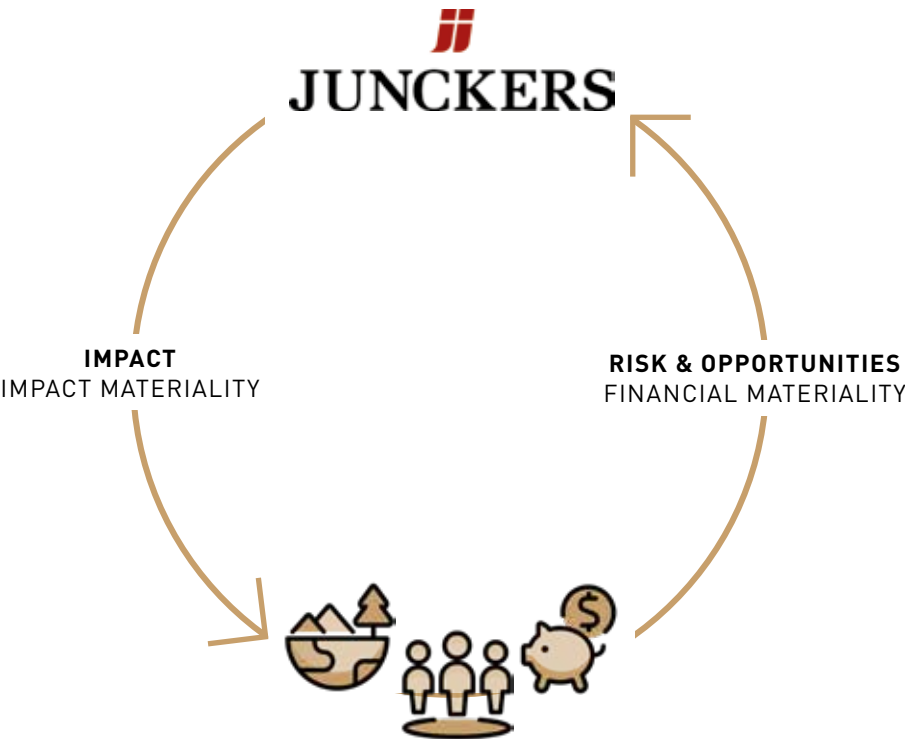
Based on our value chain mapping, assumptions were built using currently accessible data and internal key stakeholders.

From our initial DMA this year, we will derive learnings that will help us to improve our methodology for the future. We applied available guidance from EFRAG, supported by external consulting.

Our starting point was the impact assessment of Junckers' impacts on the environment and society, which builds on how we have previously identified and assessed the impacts of our own operations and value chain through our ISO-14001.

As the ESRS principles on double materiality and assessment requirements are extensive, we decided to limit the number and groups of stakeholders involved in assessing our sustainability-related impacts and risks to internal subject-matter experts only.

In 2025, we will further refine our DMA process and methodology based on the final ESRS and guidance.



ENVIRONMENT

IN THIS CHAPTER

- E1 Climate Change
- E4 Biodiversity and ecosystems
- E5 Resource use and circular economy

CLIMATE CHANGE

E1

Working towards a higher level of climate awareness is a priority at Junckers. We strive to operate efficiently, reducing both energy consumption and carbon emissions.



ENVIRONMENTAL AUTHORITIES

Junckers maintains a constructive and transparent dialogue with the environmental authorities, characterised by openness and mutual trust. The company's certified environmental management system focuses on the environment, resource consumption, responsible waste treatment and more, which today is a natural part of daily operation and planning.

Junckers complies with current Danish legislation, as well as other requirements relating to company certifications, environmental approvals and binding obligations.

Implementation of prevention and improvement in the areas of environmental policy including prevention of pollution, occupational injury and illness, and the reduction of energy consumption is carried out by Junckers on an ongoing basis. All work is documented.

Junckers is part of an open and positive dialogue with relevant stakeholders in the areas of environmental policy, and wishes to influence developments in these areas in a positive direction.

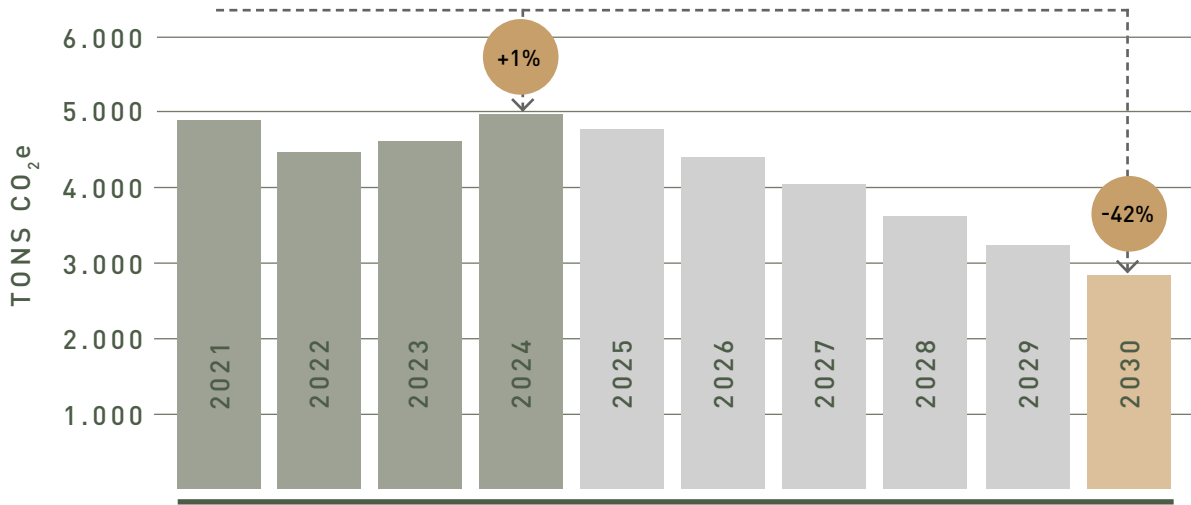


GREENHOUSE GAS EMISSIONS

E1 | OUR PROGRESS ON REDUCING SCOPE 1 AND 2 CO₂e EMISSIONS

SCIENCE BASED TARGET PROGRESS

In 2024 our scope 1 and 2 emissions increased by 1% from our 2021 base year. This is primarily due to the market-based emission factor for electricity (kg CO₂/kWh), which has increased by 21% since 2021. As our energy from heat and steam is CO₂-neutral, we will not see any decrease in scope 2 when we reduce our consumption of heat and steam, which is our primary energy source.



SCOPE 1 & 2 TARGET: 42% REDUCTION BY 2030 FROM A 2021 BASE YEAR

GREENHOUSE GAS EMISSIONS

E1 | OUR PROGRESS ON REDUCING OUR SCOPE 3 CO₂E EMISSIONS

SCIENCE BASED TARGET PROGRESS

Purchased goods and services naturally generate the most emissions in Scope 3.

In 2024, we improved data quality by moving from spend-based to activity-based calculations in several subcategories.

In 2025 we will continue our work to reduce our emissions and make more specific plans and targets to reduce our scope 3 emissions. One of our key priorities is to improve data quality.

SCOPE 3 TARGET: MEASURE AND REDUCE

GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS					
<i>Data points</i>	<i>Unit</i>	2024	2023	2022	2021 (base year)
Direct GHG emissions (scope 1)	Tons CO₂e	365	372	386	471
Technical installations	Tons CO ₂ e	31	22	-	26
Mobile installations	Tons CO ₂ e	333	350	386	445
Indirect GHG emissions (Scope 2)	Tons CO₂e	4.569	4.121	3.958	4.433
Locations-based	Tons CO ₂ e	430	371	596	871
Market-based	Tons CO ₂ e	4.569	4.121	3.958	4.433
Total Scope 1 and 2 emission	Tons CO₂e	4.934	4.493	4.344	4.904
Indirect GHG emission (Scope 3)	Tons CO₂e	23.335	19.945	19.030	23.201
C1 Purchased goods and services	Tons CO ₂ e	10.652	9.218	7.131	9.599
C2 Capital goods	Tons CO ₂ e	1.156	613	1.475	767
C3 Fuel- and energy-related activities	Tons CO ₂ e	1.925	1.750	1.938	2.283
C4 Upstream transport and distribution	Tons CO ₂ e	5.909	4.849	4.378	5.522
C5 Waste generated in operations	Tons CO ₂ e	1.590	1.399	1.609	1.891
C6 Business travel	Tons CO ₂ e	160	190	203	45
C7 Employee commuting	Tons CO ₂ e	419	432	511	562
C12 End of life treatment of sold products	Tons CO ₂ e	1.525	1.495	1.785	2.532
Total Scope 1, 2 and 3 emissions	Tons CO₂e	28.269	24.438	23.373	28.105

GREENHOUSE GAS EMISSIONS

E1 | OUT OF SCOPE EMISSIONS

THE IMPACT OF JUNKERS' BIOMASS

At Junkers, the use of biomass for energy is an important part of our business. We have therefore chosen to showcase its impact.

We do this because it is the activities within the company that create the fundamental opportunity for our by-products to generate emission savings. Even though it is the conventional energy grid that is responsible for the production of electricity and heat, we believe it is important to communicate this positive effect.

There is some uncertainty in estimating the emissions associated with the “End-of-life treatment of sold products”, as this takes place well into the future. However, there is no uncertainty regarding the use of our biomass and therefore the impact of the emission savings from this category is outlined here.

Out of Scope emissions	2024	2023	2022	2021
Tons CO ₂ e	-32.375	-27.602	-32.295	-38.246



ENERGY CONSUMPTION

ESRS E1-5

Junckers is ISO 50001 certified and is therefore dedicated to optimising the company’s energy efficiency.

The primary energy sources at Junckers are:

- Steam
- Electricity
- Diesel

Since 2021 the consumption of electricity has decreased 15 % and the heat and steam have decreased by 16 %. The reason for this can be found both in energy optimization and reduced production volume.

This year the focus has been on reducing energy consumption by optimising manufacturing processes and work habits. The main focus was on the weekend shutdown of steam. The project was commissioned at the end of 2024 and entered the start-up phase in the winter of 2024–25. We will continue to prioritise the reduction of energy consumption in 2025.

The intention to switch to fully electric forklifts, as soon as technological and economic conditions allow, remains highly relevant. The possibility of utilising solar energy in parts of the factory has been investigated, but due to construction constraints, it is not currently possible to implement this energy source.

ENERGY CONSUMPTION AND MIX					
<i>Data points</i>	<i>Unit</i>	<i>2024</i>	<i>2023</i>	<i>2022</i>	<i>2021</i>
Scope 1 related activities		1.397.860	1.428.573	1.492.247	1.842.797
Boiler fuel oil	kWh	109.340	77.917	-	92.142
Boiler wood chips	kWh	-	-	-	-
Petrol	kWh	-	-	-	16.104
Diesel (trucks)	kWh	1.046.221	1.036.241	1.126.181	1.338.974
Diesel (cars)	kWh	242.300	314.415	346.476	358.107
LPG gas	kWh	-	-	19.590	37.469
Scope 2 related activities	kWh	41.128.883	37.427.722	41.675.853	48.961.693
Electricity	kWh	9.138.369	8.241.716	9.161.820	10.759.254
Heat and steam	kWh	31.990.514	29.186.006	32.514.033	38.202.439
Total Energy consumption	kWh	42.526.743	38.856.295	43.168.100	50.804.490

BIODIVERSITY AND ECOSYSTEMS

E4

Junckers is founded on the principles of sustainable forestry and responsible production. Treating the natural resources with respect has always been part of our business practices.



TIMBER SOURCING

E1-4

Junckers' supply of logs comes mainly from nearby European countries such as Denmark, Sweden, Germany and Poland. A small proportion is sourced from the USA and Canada. All of these countries manage their forests according to sustainable principles. Our floors are made from 100% solid hardwood and we manufacture two-strip parquet and planks. The four main wood species used are beech, oak, maple, and ash.

As Junckers is based in the EU, we must comply with the EU Timber Regulation, which was implemented on 3 March 2013. The regulation includes a Due Diligence system, which must cover the areas of risk mitigation, risk assessment and information.

The risk assessment used in connection with PEFC and FSC® standards has been added to the requirements of the EU Timber Regulation. This means we only use one risk assessment for the purchase of raw wood, which is included in Junckers' Due Diligence system. Junckers' purchasing policy specifies that all raw wood, semi-finished goods (wood) and goods for resale (wood) purchased must, as a minimum, comply with the requirements of the EU Timber Regulation and therefore be of legal origin. Junckers' procurement strategy also encourages its suppliers to obtain PEFC or FSC® certification in order to purchase as much raw wood as possible from certified forests.

PREPARATION FOR EUDR

On December 6, 2022, the EU reached an agreement on a new law aimed at preventing companies from selling raw materials associated with deforestation and forest degradation on the EU market or exporting them from the EU. The regulation was adopted on May 31, 2023. According to Article 38, the regulation was originally set to apply from December 30, 2024. However, the application date was later postponed to December 30, 2025.

We are therefore preparing to be aligned with the EUDR at the end of December 2025.

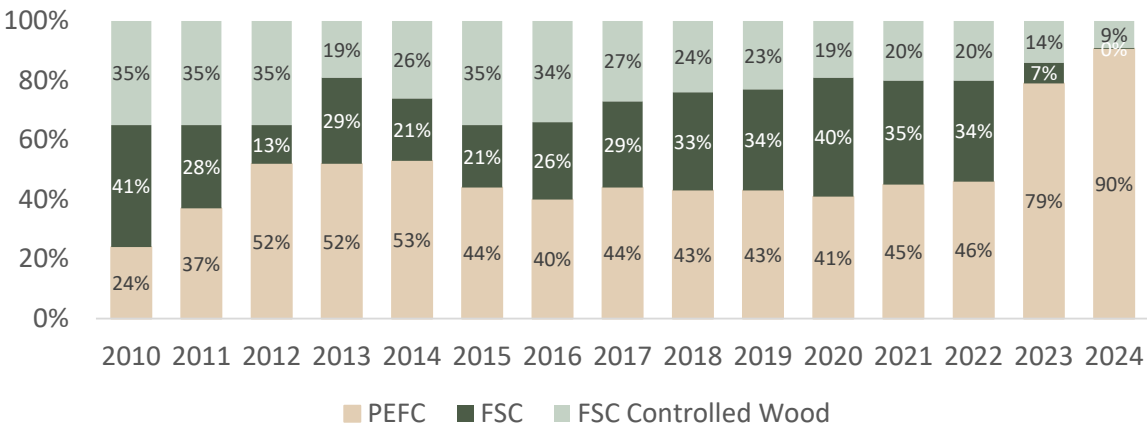
FSC® & PEFC

90 % of our purchases of timber logs come from certified forests in Denmark, Germany, Poland and Sweden. The forests are certified according to the internationally recognised certification schemes FSC® and PEFC.

In general, we work consciously and actively on increasing the share of certified timber. The remaining logs come from uncertified forests in the same countries, where legal and responsible forestry is ensured by national legislation.

Since 2006, Junckers has been CoC-certified (CoC = Chain of Custody) and is, therefore, entitled to sell products that are certified according to the PEFC scheme (SA-PEFC/COC-007649), and since 2010, according to the FSC® scheme (SA-COC-007649)

During the audit, one minor nonconformity was recorded. The auditor once again emphasised that we generally have well-implemented procedures, supported by the fact that we use the same ERP system across all companies. At the same time, the auditor also acknowledged our continuous efforts to adapt to changes in the standards.



RESOURCE USE AND CIRCULAR ECONOMY

E5

Circularity begins with quality and when it comes to circular thinking, it's not just about closing loops, it's about closing loops of value.



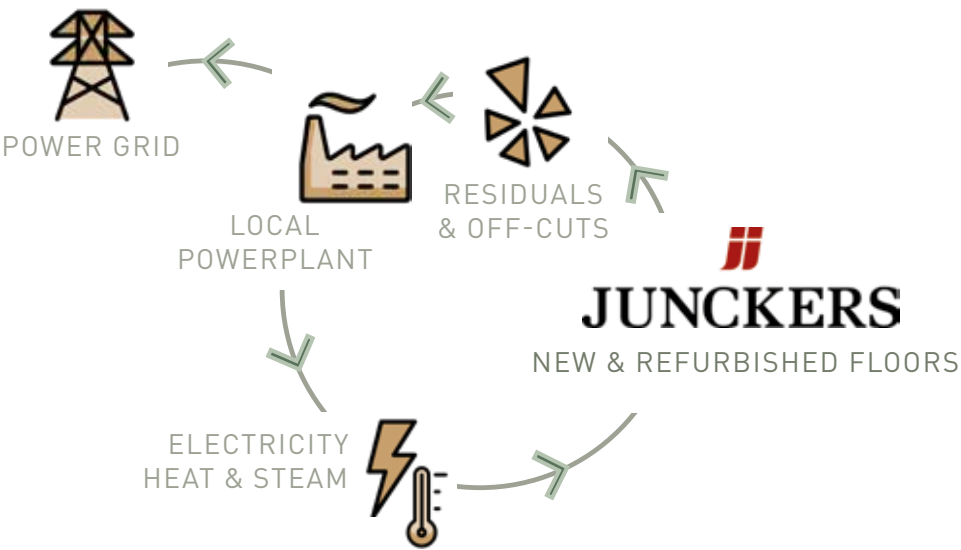
RESOURCE USE

BIOMASS

In our production, we make sure to utilise as much of the wood as possible by turning the best part of the log into a high-value hardwood flooring product designed to last for decades.

But wood isn't just wood, it is bark, heartwood, knots, and branches. It is a living material, which means it can crack, split, and bend. That is why working with wood creates challenges and residuals from the production.

Fortunately, the residuals from the production, such as sawdust, wood chips, and bark can be repurposed for energy. Converting our own wood residues into heat and electricity through the on-site powerplant powers our own operations and the surrounding community with material that would otherwise require disposal.



CIRCULARITY

PARTNERSHIPS

At Junckers, we actively seek partnerships to help address challenges and drive sustainable progress, because we believe we can achieve more together.

In 2024, we continue our strategic partnership with a:gain, a company specialising in the development and production of building materials and interiors made from waste products.

Together we create flooring solutions, using surplus wood and offcuts from Junckers' floor production.

With shared values and a strong commitment, Junckers and a:gain have entered into a long-term partnership to create new flooring solutions for the professional building industry. The collaboration delivers a high-quality upcycled flooring solution, available at scale, making it easier for architects, designers, and developers to choose a product that actively supports a circular economy within the construction industry.



A FLOOR FOR GENERATIONS

OUR REFURBISHED FLOOR

Junckers is introducing a circular economy initiative in the Danish market with a refurbishment program for its solid wood floors. Our approach involves the collection and reprocessing of old Junckers floors, facilitating the renovation and reuse of these materials. This method not only maintains the inherent qualities and longevity of the wood but also aligns with the broader construction industry's objectives towards resource efficiency and waste minimisation.

Furthermore, we emphasise our dedication to quality and sustainability by offering a 5-year warranty on these recycled floors, ensuring they adhere to the same rigorous standards as their newly manufactured counterparts. This initiative reflects our commitment to environmental stewardship and its role in promoting sustainable practices within the industry.

The refurbished floors will also be certified under the FSC certification scheme.



1 | CLOSED LOOP

The floors are removed, reprocessed by Junckers, and returned to the same customer and building.



2 | SEMI-CLOSED LOOP

The floors are removed, reprocessed by Junckers, and sent to the same customer for use in a new building.



3 | OPEN LOOP

Junckers purchases floors from one customer, reprocesses them, and sells them to another customer.

SOCIAL

IN THIS CHAPTER

S1 Own workforce

OWN WORKFORCE

S1

Our employees are the cornerstone of our success. We must attract and retain the best human capital necessary to continue to be and develop as Europe's leading manufacturer of solid wood flooring solutions in the sports, residential and commercial market segments.



WORK ENVIRONMENT AND WELL-BEING

PSYCHOLOGICAL WORK ENVIRONMENT AT JUNKERS

Working to support, maintain and improve the health and wellbeing of our employees is an integrated part of our strategy. From implementing measures to ensuring a healthy work environment, reducing the number of accidents through safety procedures to setting annual health goals for our employees, we strive to ensure that everyone feels safe and well.

Junckers has a clearly defined employment policy: the company aims to hire the most qualified applicant for any role, within the given financial framework. Junckers' core value is to promote diversity in the workplace and ensure equal opportunity for all applicants, regardless of sex, age, religion, or ethnic background.

In 2024, there has been a strong focus on the psychological work environment at Junckers. Our grant from the Velliv Association has made it possible to carry out a wide range of workshops on themes such as stress, change management, and, not least, psychological safety. The strong support from management has been crucial in ensuring that employees across all departments have had the opportunity to participate in one or more workshops. The project, titled Our Workplace, will continue in 2025.



WORK ENVIRONMENT AND WELL-BEING

JOB SATISFACTION

At Junckers, we continue to work with a common framework to implement job satisfaction. In our quest to do so we use the following guides in our daily work.

ACKNOWLEDGEMENT

Acknowledge the experience and knowledge of your colleagues.

- Praise your colleagues when they deserve it.
- Appreciate extraordinary effort - not to be taken for granted!
- Simply say thank you.
- Believe your colleagues are doing their best.

COMMUNICATION

Communication should always be open and direct.

- Avoid irony and insinuations, especially if you are a leader.
- Avoid misunderstandings by adapting communication to suit the recipient.
- Conduct regular departmental meetings – this also provides a sense of security.

SECURITY

Respect agreements and confidentiality.

- Be visible, accessible and present as a leader.
- The work should, as far as possible, be planned so it is predictable and transparent.
- Provide adequate instruction for new tasks.
- A good atmosphere provides a sense of security.
- Take responsibility and make sure that everyone is happy.

GOOD TONE

Greet your colleagues.

- Politeness (always gratifying, never damaging).
- Adapt your language and tone to avoid upsetting others.
- It is your rightful duty to put your foot down if you are offended by someone's tone or behaviour.
- Listen and try to understand the other person's point of view.
- Respect each other's personalities and work.
- Friendly nicknames are OK but "nasty" nicknames are bullying.
- Think before you speak!

JOB SATISFACTION POLICY

All employees at Junckers A/S must contribute to creating and maintaining a workplace where the tone and behaviour towards fellow colleagues is both positive and respectful.

Bullying, harassment and any other behaviour that can cause harm to others will not be tolerated.

WORK ENVIRONMENT AND WELL-BEING

JOB SATISFACTION AGENTS

Our goal is not only to secure a successful company, but also to be a good place to work. The main risk Junckers faces is identified to be a lack of focus on safety at work, which can cause occupational injuries, increased sick leave and the resignation of competent and qualified employees. We place a strong focus on health and safety to continue to retain our skilled and valuable employees. Consequently, several colleagues have trained as Job Satisfaction Agents.

WHAT IS A JOB SATISFACTION AGENT?

They are a small group of employees who are trained to act as job satisfaction agents at Junckers. They are a kind of collegial "safety valve", and considered to be the first point of contact. They can offer a shoulder to lean on and sympathetic ear when needed.

As job satisfaction agents, they have a positive approach to all our colleagues. We want to create a sense of community for all employees at Junckers. It is important for Junckers, and the job satisfaction agents, that our colleagues thrive both within and outside the workplace. They do not consider any issues to be too big or too small. They are trained to listen, comfort, advise, and guide if that is needed.



WORK ENVIRONMENT AND WELL-BEING

ACCIDENTS

In 2024, we recorded 14 workplace accidents, while our target was fewer than 6. To identify the cause, we increased our focus on risk assessments of accidents by gathering the individual teams in the relevant department to discuss the cause of each specific accident.

We concluded that instruction and training are significant factors.

Everyone must place greater emphasis on safety compliance and speak up if they observe a colleague compromising safety.

In 2025, colleagues will carry out safety inspections in departments other than their own to heighten awareness of hazardous conditions. The health and safety representative, team leader, and managers will participate in these safety inspections.

	Unit	2024	2023	2022	2021
Work accidents, frequency	Frequency Rate	32	17	17	9
Work accidents	Frequency Rate	14	6	7	4
First aid injuries	Frequency Rate	5	3	3	5
Absence hours per 1,000 working hours due to work accidents*	Frequency Rate	2,1	1,08	1,65	1,9
Average absence days per work accident	Frequency Rate	15,7	7,5	4,42	9
Registered near-miss incidents	Frequency Rate	35	20	31	43

Frequency Rate = (Number of Recordable Incidents / Total Hours Worked) x 1,000,000

**The figure may also include accidents from previous years.*

GOVERNANCE

IN THIS CHAPTER

G1 Business conduct

BUSINESS CONDUCT

G1

As a part of UN Global Compact, Junckers is committed to the Ten Principles of the UNGC.



ANTI-CORRUPTION

Outside Denmark, Junckers is represented by our own subsidiaries, retailers and distributors in Europe and the USA. In addition, the company collaborates with commercial partners in Eastern Europe, the Middle East, Asia, and Oceania among others. Overall, this means the company's partners operate in different cultures with major differences and tolerance of corruption and transactions which carry characteristics of corruption.

Junckers has once and for all made it clear that the company is against corruption, extortion, and bribery, and that it is unacceptable for an employee to participate in this type of behaviour, be it as a giver or receiver.

In 2024, there were no identified cases of corruption or bribery.

HUMAN RIGHTS

Junckers has subsidiaries in nations that uphold international human rights agreements, embedding human rights within their legal frameworks. Consequently, we consider the likelihood of direct human rights breaches within our company to be minimal.

Nevertheless, our attention is geared towards potential indirect human rights infringements, which might arise from transactions with suppliers who disregard human rights standards. Junckers engages with fewer than 10 suppliers situated outside the European Union and North America.



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