



E NVIRONMENTAL
S OCIAL
G OVERNANCE



REPORT FOR YEAR 2024



A FEW WORDS

Our Promise, Our Legacy

At Risskov Teknik & Solar, we may be small in size, but our ambitions reach far beyond our office walls. In the heart of Risskov, our team of engineers and business professionals shares a simple but powerful belief: do good—and do it properly.

We don't always get it right. But every misstep is met with reflection, learning, and a renewed commitment to improve. What drives us is not perfection, but the desire to leave behind something meaningful for the generations that follow.

That's why we've chosen to publish our first voluntary ESG report. Not because anyone asked us to—but because it felt right. This report isn't just a collection of metrics. It's a reflection of our values, our accountability, and our belief that sustainability is more than installing solar panels. It's about long-term responsibility—without compromise

RTS was founded by Mikael Kjærgaard, and today the company is led by his wife, CEO Maria del Carmen Riccio-Kjærgaard. Together, they've built more than a business—they've nurtured a culture rooted in care, integrity, and community.

"No one asked us to make this report—we did it because it felt right. It reflects our efforts for the team, safety, and our ethical principles. By sharing our journey, we hope to inspire other small and medium-sized companies to take responsibility further. The future we dream of begins with the choices we make today."



ABOUT THIS ESG REPORT

This is our first official sustainability report – a meaningful milestone for Risskov Teknik & Solar.

Published in September 2025, it covers our activities and impact throughout the 2024 calendar year, aligned with our financial year.

We've chosen to follow the VSME standard (Voluntary Sustainability Reporting for non-listed SMEs)—a framework designed specifically for small and medium-sized enterprises. Our report includes both the basic and comprehensive modules, tailored to reflect our operations, values, and commitment to transparency.

Our Reporting Philosophy

We approached this process with a dual focus:

- Compliance with the VSME standard
- Commitment to meaningful transparency

How We Chose What to Report

Our ESG reporting begins with a clear principle: focus on what matters most. That's why we've based our category selection on a materiality assessment—a process that evaluates the environmental, financial, and stakeholder impact of our operations.

We've gone beyond the minimum requirements, including supplementary data where it adds value and insight. At the same time, we're honest about our limitations. As a small company, our capacity for data collection is naturally constrained.

When Data Was Missing

Where primary data wasn't available, we used standardized emission factors and sector averages to produce reliable estimates. We will continue using the same methodology in future reports. That way, our benchmarks remain consistent, comparable, and trustworthy over time.

From the first draft to every public statement, one principle guides us: radical transparency.

We believe trust is earned through honesty, and that sustainability must be communicated with clarity—not hype. That's why we follow the Consumer Ombudsman's guidelines on environmental marketing. These principles ensure:

- We never exaggerate our environmental impact
- Every claim is backed by verifiable data
- Customers and stakeholders receive honest, reliable information

We know credibility isn't built overnight. It's built through consistent, fact-based communication. That's exactly what we're committed to.



Our ESG reporting is led by the sustainability team, in close collaboration with all our operations, ensuring accurate environmental and financial data. The report has undergone internal review - by our entire team - and is backed by our external partner, who validated the data's integrity and confirmed our alignment with the VSME methodology.

Scope 3 data remains a challenge. As supplier collaboration improves and data access expands, we'll continue refining this area in future reports.

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OUR COMPANY

Risskov Teknik & Solar isn't just a company—it's a family legacy. Founded by Mikael Kjærgaard and now led by his wife, CEO Maria del Carmen Riccio-Kjærgaard, RTS is rooted in a shared vision: to deliver operational excellence while creating long-term value for our community and our planet.

Our guiding philosophy is simple: "One person can do something, but together we can achieve everything. It's not about individual experts—it's about dedication and humanity with a shared mission."

This belief in collective professionalism shapes everything we do. Our core team brings deep technical expertise, and we work hand-in-hand with a trusted network of partners and suppliers—many of whom have been with us since day one in 2012.

What We Do—and Who We Are

We specialize in tailored solar solutions designed around each customer's unique needs. Whether we're working with homeowners, businesses, or public institutions across Central Jutland, Funen, and Zealand, our mission is the same: help our clients reach their goals—and build a more sustainable future together.

We believe every customer has a story worth hearing and a milestone worth celebrating. That's why we approach every project with care, flexibility, and a deep respect for the people behind the numbers.

At the end of the 2024 financial year, our team consisted of 7 full-time employees, 4 students, one intern, supplemented by two full-time remote workers (freelancers).

REVENUE IN MIL. EUR / FTE EQUIVALENT



In 2024, the company's revenue was EUR 1.54 million with a balance sheet total of EUR 0.76 million.



HOW IT ALL BEGAN

RTS was **founded in 2012 by Mikael Kjærgaard**, driven by a clear mission: to inspire the shift to clean energy.

In the early years, **growth was hands-on and personal**. Mikael led installations himself, learning every detail from the ground up. That spirit of quality and continuous improvement became RTS's foundation.

Between 2012 and 2021, our focus on excellence and collaboration fueled a **49% annual growth rate**.

We earned three Gazelle awards, confirming that we were building something meaningful—and doing it the right way.

Every Project Counts

It never mattered how small the system was or why the customer chose it—every project mattered. That mindset shaped RTS from the beginning.

A New Chapter Begins

In **2022, RTS entered a new phase**. The European energy crisis highlighted the need for clean, reliable energy.

Maria del Carmen officially joined the company, aligning her leadership with Mikael's vision. Together, they defined a strategy built on shared values and complementary strengths.

Their growth strategy rests on three pillars:

- Digital Solutions
- Service Excellence
- Sustainable Culture

Strength in Relationships

In 2024, we deepened our commitment to long-term supplier partnerships—built on trust, not just contracts. We maintained direct dialogue with manufacturers, both local and international, holding at least two meetings per year with every supplier and partner.

These close ties help us:

- Source **high-quality components**
- Share feedback to **improve product performance**
- Offer **competitive pricing** through smarter optimization

Despite market turbulence, we stayed focused on our long-term vision.

A major milestone: the **launch of our first digital product in 2025**, designed to improve customer experience and operational transparency.

At RTS, supplier relationships go beyond transactions. Through value-driven dialogue, we offer more than purchase volume—we share feedback that helps improve products and services. This exchange strengthens our ability to deliver competitive pricing without compromising on quality.

Collaboration Starts at Home

Our open-space office is more than a workplace—it's a hub for connection. It houses our core team and warehouse, and it's open to:

- Customers & partners
- Training sessions
- "Lessons-learned" workshops

Our open-door policy reflects our belief: knowledge sharing and strong relationships are the foundation of everything we do.





SMART SETUP

At RTS, simplicity meets strategy. Our lean core team in Risskov is backed by a nationwide network of skilled electricians and installers—professionals we've trained over the years to ensure consistent quality across every project, big or small.

We've built our team with intention:

- Strategic diversity across key roles
- Long-term partnerships with trusted collaborators
- Fresh thinking from students and interns at Aarhus and Aalborg universities

This steady flow of new ideas keeps us sharp. It's how we stay ahead of emerging technologies—and it reflects our deep belief in knowledge sharing, education, and supporting the next generation of clean energy leaders.

CERTIFICATIONS

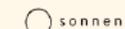
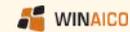
We have no standard ISO certifications. This is a deliberate decision based on our belief that paper doesn't make us better—people and actions do. Instead of focusing on formal certifications, we invest in practical expertise and deep knowledge.

Authorized installer and service partner for Sonnen & Fronius.

Voluntary ESG-report

Our ESG journey began as a learning project—and quickly became a strategic priority. We realized that ESG is not just about compliance, but also a tool for innovation and resilience. By reflecting on our work methods, we can identify sustainable improvements.

We are also members of local networks with the aim of continuing to learn and share our own knowledge and expertise (e.g., Erhverv Aarhus, Dansk Industri).



"we are proud of working with these brands"

HIGHLIGHTS 2024

2024 was a transformative year for RTS. Our financial results were modest on paper, they were expected—and more importantly, intentional. They reflect a series of deliberate strategic investments and decisions made by our leadership and ownership. We chose to prioritize long-term resilience over short-term gains, laying the groundwork for sustainable growth, innovation, and impact.

Four strategic decisions define our path forward.



Our strategic investments in 2024 came with a cost—literally. Higher expenses and a negative financial result were expected outcomes of the choices we made.

But RTS wasn't alone. The solar energy sector in Denmark faced strong headwinds this year, including: rising interest rates; exceptionally low electricity prices (even negative at times) and high grid connection fees.

Demand across the industry was low. Yet, we see this moment not as a setback—but as a strategic inflection point. The path we've chosen isn't the easiest. It demands patience, commitment, and a willingness to invest in what truly matters. But we believe in it. Fully.



In 2024, we unified our office, warehouse, and service operations under a single location.

Yes, the move increased costs—but it was a strategic decision. This consolidation boosts internal synergy, improves logistics, and sets the stage for scalable growth.



Investing in People, Aiming for Growth

To fuel our growth, we've expanded our team—bringing in talent within business development. Our focus is clear: B2B. It's a segment with strong potential. But it comes with longer sales cycles than anticipated. We're adapting, learning, and staying committed to the long game.



Epicore: Our Leap into the Digital Future

We've built Epicore, a proprietary AI platform for solar system owners with battery storage. It's not just a product—it's the foundation of our digital strategy. Epicore launches in 2025 and marks a major step toward becoming a technology-driven solar provider..



B2B: A Long-Term Bet

B2B remains a strategic priority for RTS. Yes, revenue recognition in 2024 was delayed. But that was expected. We believe deeply in the potential of this market—and in the partnerships we're building to support it.

BUSINESS MODEL

Clean Energy, Delivered with Clarity

Our model is simple: **clean solar energy, from design to commissioning**. We believe that supporting the green transition benefits everyone—customers, partners, and us.

Transparency is key. Our business clients receive detailed plans covering technical specs, financial impact, and sustainability gains.

We're expanding this with advisory services in tech, finance, and ESG—helping clients (large and small) make smarter, greener decisions. And rounding our solutions with our own digital platform: Epicore.

Purpose Beyond Profit

Our commitment runs deeper. It's not just about revenue. Clean energy is our core principle. It shapes our projects, our evaluations, and our daily conversations.

It's how we work. It's why we work.

In 2024, we formalized our **strategy, mission, and long-term goals**. Despite market challenges, we made time to align with our team—through structured, collaborative sessions.

This led to:

- A **clear strategy** now woven into daily operations
- A **knowledge-sharing framework** for continuous learning
- A **diverse team**, hired based on skills—not assumptions

We **reduce waste** by working with suppliers to cut unnecessary packaging—and by improving office practices.

We **collaborate with partners to optimize materials and highlight their sustainability efforts**. A dedicated supplier page is in the works.

We **manage resources with care—maximizing material use and minimizing water waste on every project**.

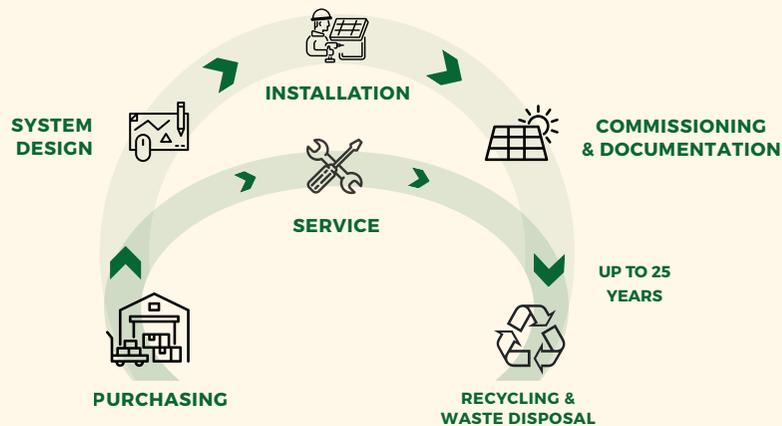
Our **team grows through regular training** focused on technical, financial, and environmental responsibility.

SUSTAINABILITY, LIVED DAILY

At RTS, sustainability isn't a trend—it's how we work.

We've practiced it for years, long before this report was even drafted.

Here are a few examples we've consistently applied:



PRODUCTS, SERVICES, MARKET & CUSTOMERS

We're tech nerds—and proud of it.

That's why we specialize in rooftop solar, tailored to existing infrastructure. **No solar parks.** It's a values-based choice. We believe Denmark's green spaces should be protected—not paved over.

So we generate clean energy where people already live and work: on rooftops.

CORE PRODUCTS AND SERVICES

We design and install custom rooftop solar systems—panels, inverters, and batteries when needed.

Each system is tailored to the customer's energy needs, budget, and sustainability goals.

We serve three key segments:

- B2C - Private homes
- B2B - Commercial buildings
- B2I - Institutions

We also offer **service and aftercare**—even for systems not originally installed by RTS.

Not every roof is ideal. That's why we offer:

- **Solar Shades** - solar-integrated parking structures
- **Solar Light** - lightweight panels for fragile rooftops

We tailor solutions to fit existing infrastructure—so customers don't need multiple vendors. RTS handles it all.

We also offer consulting and optimization, including:

- **SolarMax** - for clients focused on ROI, efficiency, and CO₂ reduction
- **Community-driven** installations - engaging employees and stakeholders in the process

EPICORE: SMART ENERGY, SMARTER TOOLS

To deliver more value, RTS has gone digital. We've built two tools:

- **Epicore App** (B2C) - homeowners can track energy production, optimize battery use, and have predictions to improve their electricity consumption. No subscriptions, just simple sharing of the generated savings.

- **Epicore Dashboard** (B2B) - assists firms with monitoring production and consumption across multiple sites.

Both tools are brand-independent and work with all major suppliers.

And they'll keep evolving—to meet tomorrow's energy needs.

MARKETS

Our current offerings are designed for Denmark—but our digital tools are preparing to go global.

We continue to support B2C customers, especially through after-sales and digital platforms.

But our strategy is shifting toward B2B, with a focus on:

- 🏭 Manufacturing
- 🏠 Real estate and housing
- 🚜 Agriculture

RTS delivers across all Danish regions—with strong local presence in Jutland and full national coverage through a network of trusted partners.



NETWORK, SUPPLIERS & DISTRIBUTION CHANNELS

RTS operates with a **direct-to-customer model**—no reliance on distribution channels.

Most sales and installations are handled directly. A **few long-term distributor partnerships exist**, but they're rare.

We also support a **trusted network of small installers**—with materials and guidance, based on long-standing relationships.

Our suppliers span Asia, Europe, and the Americas. We meet regularly and collaborate on sustainability.

Many partners align with the UN SDGs, though EPD documentation remains a shared challenge.

Sustainability, Embedded by Design

Sustainability isn't an add-on—it's built into our strategy and daily operations. We're a small team, but we're committed to continuous improvement and long-term responsibility.

Our goals reflect a clear ambition: to grow with purpose and lead as a transparent, responsible, and influential company.

Environment	Initiative	Deadline	Responsible
Reduce installation-related packaging waste	Align with suppliers to minimize packaging materials (especially plastic) and increase reuse of pallets and boxes	Q4 2025	Mikael Kjærgaard
Implement a formal waste tracking system	Begin to systematically sort, record and weigh recyclable waste (plastic, cardboard, metal) to establish a 2026 baseline	Q2 2026	Mikael Kjærgaard
Improve material usage efficiency	Reduce waste of components during installation by 10% through training and quality control	Q4 2026	Installation team leaders



Social	Initiative	Deadline	Responsible
Maintain gender and cultural diversity	Maintain diversity, increase gender one (more females in the team)	ongoing	Maria del Carmen Riccio-Kjærgaard
Expand sustainability training	All new employees receive ESG onboarding and safety + environmental training within first 30 days	asap	Owners
Promote a safe, inclusive culture	Continue zero-accident track record and open feedback culture through staff workshops and review sessions	ongoing	Owners

Governance	Initiative	Deadline	Responsible
Annual ESG release	Update ESG goals and progress as part of yearly strategic meeting	Q1 2025 and every year	Maria del Carmen Riccio-Kjærgaard
Supplier ESG alignment	Encourage all main suppliers to provide Environmental Product Declarations (EPDs) by end of 2027	Q4 2027	Procurement lead & Owners
Digital sustainability transparency	Ensure Epicore platform includes key environmental impact insights for users (e.g., CO ₂ saved, self-consumption rate)	First release: summer 2025	Digital team and Product Owners



VALUE CHAIN

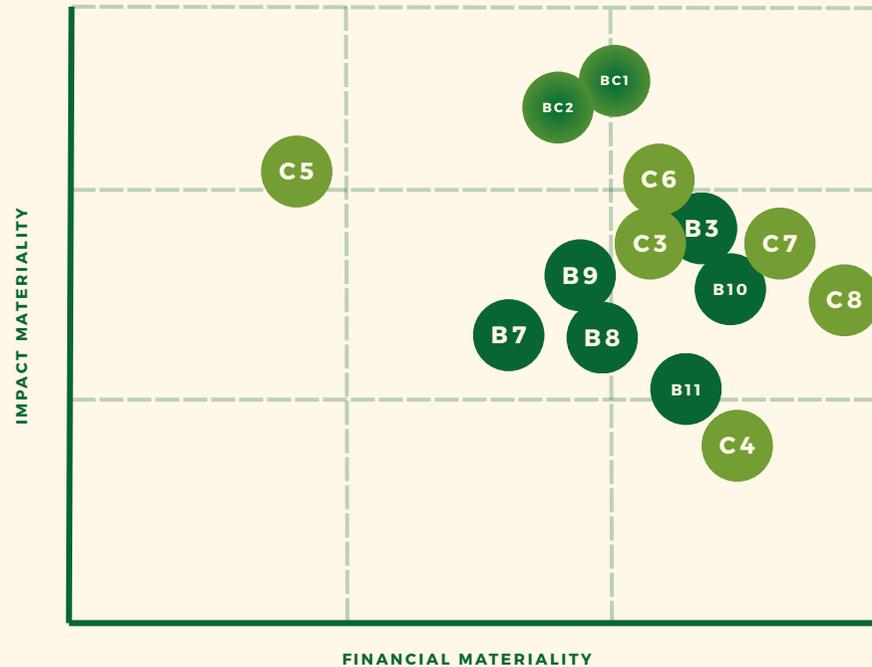


**SCOPE 3
(REPORTED FROM
2025)**

SCOPE 1&2

**SCOPE 3
(REPORTED FROM
2025)**

SIMPLE DOUBLE MATERIALITY ASSESSMENT



We've selected our ESG focus areas through a simple double materiality assessment.

It's based on two things:

- How our **business impacts people and the planet**
- How those issues **impact our business in return**

This ensures our reporting stays relevant and actionable. Our matrix highlights the most material topics —**those in the top-right quadrant are our priority.**

The evaluation is internal, not a full stakeholder analysis. But it's a strong foundation for future refinement.

We've chosen to combine B1 & C1 and B2 & C2, as they build naturally on each other. This gives a clearer picture of our most meaningful environmental, social, and financial impacts.

Points B4–B6 are excluded from direct reporting. They're not relevant to our core operations—but may be briefly referenced in relation to other activities.

As we are a small company in size, many points have a high impact on our financials, making us more sensitive to change, but still very quick to adapt.

POINTS UNDER THE VSME STANDARD

- **B1+C1:** Basis for preparation & Business Model
- **B2+C2:** Practices, policies and future initiatives & further elaboration on B2

- **B3:** Energy and greenhouse gas emissions
- **B7:** Resource use and waste management
- **B8:** General characteristics of workforce
- **B9:** Health & Safety
- **B10:** Remuneration, collective bargaining and training
- **B11:** Convictions and fines for corruption and bribery

- **C3:** GHG reduction targets and climate transition
- **C4:** Climate risks
- **C5:** Additional workforce characteristics
- **C6:** Human rights policies and processes
- **C7:** Severe negative human rights incidents
- **C8:** Revenues from certain sectors and exclusion from EU reference benchmarks

ENVIRONMENT

- B3
- B7
- C3
- C4

SOCIAL

- B8
- B9
- B10
- C5
- C6
- C7

GOVERNANCE

- B11
- C8

PRACTICES & POLICIES

As RTS grows, we've formalized our values in a **Staff Manual and Code of Conduct**—shared with every team member.

It guides daily decisions, team behavior, and external interactions. These aren't just policies—they're **practiced and visible in how we lead and collaborate.**

The handbook reflects the values of Mikael, Mary, and the entire RTS team.

We believe in equal opportunity. That's why English and Danish are both welcome at our offices.

Our diverse team is proof: we hire based on skills and potential, not background.

Learning, Inclusion, and Better Service

We foster a culture of continuous learning through sustainability training and active knowledge sharing.

It's not just internal growth. It directly improves product safety and customer service. But also the solutions and products we develop.

Our Staff Manual is a living guide, built on a belief in equal opportunity. English or Danish—both are welcome at RTS.

Our diverse team reflects this mindset. We hire based on skills and potential, not background.



Policies must be lived

Maria and Mikael take direct responsibility for ensuring our values shape daily decisions.

We believe in **transparency, respect, and accountability**—from leadership to every team member.

To connect values with action, we use the **X-matrix**. It links sustainability to our business goals and sets clear internal targets.

We don't just write policies—we live them

- **Onboarding.** Every new team member is introduced to our hand-book and commits to its principles from day one.
- **Daily Work.** Our culture is built on flexibility, honesty, diversity, and collaboration. These values shape how we work—every day.
- **Feedback & Growth.** We foster open dialogue through regular feedback and 1-on-1 sessions. It's how we grow—individually and as a team.

- **Clear Communication, Real Integrity.** Our team knows the rules for public communication and brand representation. No fear tactics. No misinformation. We use social media to inform, guide, and clarify—not to pressure.

- **Sustainability in Practice.** Our environmental principles show up in daily actions: reuse, low-waste operations, and conscious resource use.

- **Ethical Partnerships.** We apply our code of conduct across all relationships. That means zero tolerance for corruption and a commitment to resolving conflicts respectfully.

- **Growing with Responsibility.** As RTS evolves, so do our policies. In 2025 and beyond, we'll keep refining them—based on law, operations, and team feedback.

Continuous Improvement, Built In

Growth shouldn't dilute our values—it should **strengthen** them. We tackle unclear situations **openly and immediately**.

And we commit to reviewing our **Staff Manual** every two years—guided by feedback from our **team and partners**.



Environment

Sustainability is in our daily operations—from rooftop safety and responsible sourcing to transparent emissions tracking—because we believe real change starts with how we work, every day.



ENERGY CONSUMPTION

Operational excellence includes **how we manage our own energy**. By measuring and reporting consumption precisely, we lay the foundation for future efficiency—**essential for a company committed to sustainable energy solutions**.

Scope 1 Direct emissions from sources we own or control—primarily our company vehicles.

Scope 2 Indirect emissions from purchased energy, mainly electricity and heating for our office and warehouse.

Scope 3 All other indirect emissions across our value chain. This includes:

- Supplier production
- Transport of goods
- Business travel
- End-of-life recycling of sold systems

We expect to improve significantly our reporting on **Scope 3 emissions in our 2025 accounting year**.

Importantly, we do not know if our energy intensity is good or bad, as there is no database in a form of a benchmark where companies report their numbers.

Reporting period & Methodology

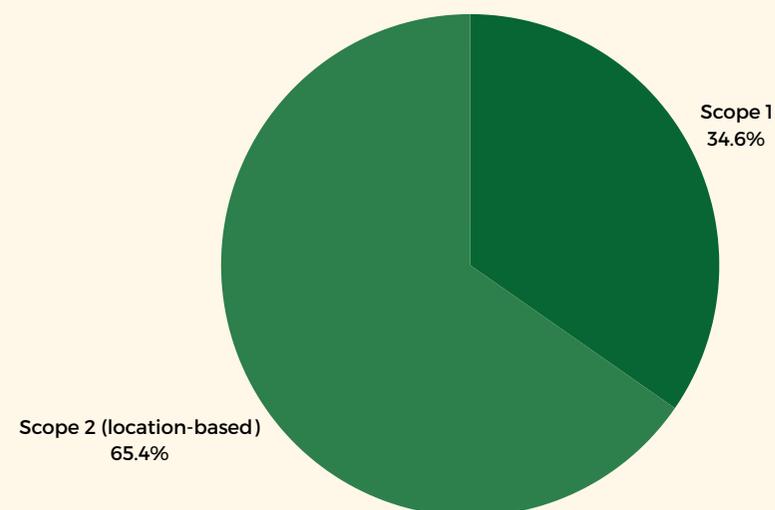
Our reporting period covers **January 1 to December 31, 2024**. Due to a relocation mid-year, part of our energy data is based on estimates:

- January-June 2024: Data from our previous location is not directly available. We used validated estimates for this period.
- July-December 2024: Consumption data from our new headquarters is based on primary meter readings.

These figures form a benchmark for future sustainability goals. We'll analyze the data to identify key areas for energy reduction and set ambitious, measurable targets.

Our focus is on optimize our internal energy use by applying **simple practices first**—reflecting our core value of maximizing efficiency.

This commitment to energy tracking is part of our **broader effort to improve operational efficiency**, including reductions in water use and waste.



GHG-category	Unit	2024
CO2e, scope 1	ton	1.76
CO2e, scope 2 (location-based)	ton	1.54
CO2e, scope 2 (market-based)	ton	3.70
Total CO2e (location-based)	ton	3.31
Total CO2e (market-based)	ton	5.46
Energy consumption	GJ	185.19
Share of renewable energy (market-based)	%	0

Data	Unit	2024
Revenue	mil. EUR	1.538
GHG-intensity, emissions related to revenue	gCO ₂ e/EUR	2.15

- **Location-Based:** Reflects the average energy mix of the local grid (municipal level), giving a realistic view of our direct emissions.
- **Market-Based:** Reflects our specific electricity purchases, based on Guarantees of Origin (GOs). In 2024, only 9% of our energy came from green sources—indicating we did not purchase green certificates, resulting in a high emissions factor. This number does not differ company-to-company unless GOs are bought.

WATER CONSUMPTION AND WASTE

Water is used exclusively in our office facilities. We've introduced small but effective measures to reduce waste:

- Reusing **leftover water for plants**
- **Avoiding disposable cups** and straws
- **Using thermos flasks** to keep boiled water warm throughout the day—saving electricity

These **habits** reflect our commitment to resource-conscious operations, even in the smallest details.

WASTE MANAGEMENT

Most components in our industry are produced outside Denmark and arrive with extensive packaging. As a result, our primary waste sources are:

- Packaging from suppliers
- Wooden pallets
- Cardboard boxes
- Plastic wrapping and film

GHG-category	Unit	2024
Total water consumption	m3	39,83
Total waste	kg	1634,8
Pallets	kg	1132
Paper	kg	319,8
Plastic	kg	32
Flamingo / foam	kg	151
Share of hazardous waste	%	0
Share of recycled waste	%	36

We continuously seek **ways to reduce, reuse, and recycle these materials**, aligning with our broader sustainability goals.

Our installation-related waste primarily includes:

- Foam (used for mounting and insulation)
- Small metal pieces (e.g. nuts, bolts, cut-offs)

More precise Scope 3 emissions report including CO₂e data will be implemented next year. For now, our data relies on internal assessments and publicly available benchmarks.

Estimated Recycling Share

To estimate our recyclable waste, we used household data from the industry association Cirkulær:

- A typical 5-person household generates 603 kg of waste annually, with 36% recyclable
- RTS's workplace footprint equals 2.2 households, providing a baseline for our recycling estimates





WASTE GENERATION & HANDLING

While we don't have a formal written waste policy, our approach is rooted in a shared responsibility culture, led by co-owner Mikael Kjærgaard.

Regular Practice

When our service vehicle reaches capacity, we sort and transport packaging waste—wood, cardboard, and plastic—to the local municipal recycling center.

Pallet Reuse

We welcome our local neighbors, (private or businesses) who collect our wooden pallets every month at no cost. This mutually beneficial agreement ensures 100% reuse of pallet waste; it is simple and enhances our relationship with the community where we live.

Cardboard & Plastic

Sorted on-site at our warehouse and delivered to the local recycling center.

Installation Waste

Our installation teams collect foam and metal waste and return it to our warehouse for proper sorting.

For remote projects, the teams handle local sorting and disposal, with waste handling fees negotiated in their contracts.

We may not be experts, but we're committed to responsible waste handling:

1. **100% reuse of pallets**, cardboard, plastic, and metal waste
2. **Internal reuse of packaging materials** whenever possible
3. **Waste-conscious** agreements with installation partners
4. **Disposal of specialized materials** according to manufacturer guidelines
5. **Hazardous materials** are either returned to suppliers or handled by certified partners

We see opportunities to become more structured and have a few ideas:

- **Track actual waste weights** (e.g. per project or monthly)
- Create **formal documentation** —but stay focused on **action over paperwork**
- **Discuss waste practices** with our partners and formalize 1-2 joint initiatives to support each other

End-of-Life Handling (WEEE)

We take responsibility for the entire lifecycle of our products—including their disposal after use.

RTS is part of a registered **WEEE scheme (Waste from Electrical and Electronic Equipment)**. We pay a fee for every panel and electronic component we place on the market.

This ensures that when our products reach end-of-life, they are collected and responsibly processed by certified recycling facilities—preventing landfill waste.

Our partner in this scheme is Recipo.



GOALS FOR REDUCTION OF GREENHOUSE EMISSIONS

As a company in the renewable energy sector, we are fundamentally committed to reducing greenhouse gas emissions—both through the solutions we deliver and in our own operations.

While we are still in the early stages of formalizing our carbon accounting, we recognize the importance of setting reduction targets and are actively taking steps in that direction.

Status (by the end of 2024):

We have not yet completed a full assessment of our carbon footprint, but we have established a baseline for Scope 1 and Scope 2 emissions. We've begun collecting data for Scope 3 emissions, but due to missing input across several categories, we've decided to postpone publication until next year's report.

In the Meantime: Low-Emission Practices

Scope 1 (direct emissions):

- Transport for installations is primarily outsourced, and where possible, we negotiate reduced transportation and Km. with our partners.

- We avoid fossil fuels for heating—our office uses electricity for both heating and cooling. We're currently working with our landlord to determine how much of this energy already comes from renewable sources as well as which alternatives we could have to have a greener heating.

Scope 2 (indirect emissions: buying EL):

- Actively reduce unnecessary energy use, including:
 - Lighting
 - Heating
 - IT equipment

Scope 3 (value chain emissions):

- Ongoing dialogue with our suppliers about Environmental Product Declarations (EPDs) and expect greater transparency and reporting in the coming years.
- Our digital solution, Epicore, is designed to help customers:
 - Optimize system performance
 - Reduce excess energy consumption
 - Gain transparency on when, how, and why electricity is used
 - While full implementation will extend beyond 2025, these features are central to our concept: empowering users to plan, produce, and consume electricity more sustainably



“TURN OFF THE LIGHTS!”



“WATER THE PLANTS WITH OLD WATER”



“SAVE THE BOILING WATER IN A THERMO CUP”

Scope	Goal	Deadline	Note
Scope 1	Avoid direct fossil fuel use in operations	Ongoing	Requires dialogue with our partners for implementation
Scope 2	5% reduction in office energy use	Next ESG report	Per FTE, baseline to be confirmed
Scope 3	Engage with top 3 suppliers to obtain EPDs	Q2 2026	First step toward indirect emissions tracking

Achieving net-zero is possible—but the journey is long. Beyond our current goals, we've outlined key milestones to guide us:

2025: Complete carbon footprint assessment (Scope 1 & 2) and identify emission hotspots

2026: Develop a formal emissions reduction plan and monitoring strategy. Expand footprint to selected Scope 3 categories, especially transport and supplier emissions

2027: Continue reporting across all three scopes and deepen data transparency

Our approach includes understanding and mitigating both direct physical risks and broader transitional risks.

We are not directly affected by severe climate events. The fact that we do not get affected directly by floods, droughts, or extreme rainfall does not stop us of contributing - the legacy, no matter how small, we choose to leave behind, is what drives us.

Global warming is increasing the frequency of natural disasters worldwide. In Denmark, storms and heavy rainfall with strong winds are becoming more common.

Here are some elements still affected by ongoing global climate change:

CLIMATE-RELATED RISKS & TIME HORIZON

As a company at the forefront of solar energy solutions, Risskov Teknik & Solar recognizes that while our mission is to combat climate change, we are also subject to its evolving impacts.



Physical Climate Risks (Short to Medium Term)

Operational Disruptions

We face increasing frequency of extreme weather events in Denmark, such as strong winds and heavy rainfall. These conditions can lead to:

- Delays in installation schedules
- Higher operational costs
- Limited material availability

Supply Chain Disruptions

Extreme weather in production regions or along global shipping routes can disrupt the delivery of critical components. This may result in:

- Material shortages
- Extended project timelines
- Increased material costs

Transitional Climate Risks (Medium to Long Term)

- **Policy & Regulatory Changes.** New government legislation—such as changes to tax incentives or the introduction of carbon taxes—significantly impact our business and our customers' ability to invest in solar energy.
- **Market Shifts.** Evolving consumer and investor preferences for resilient, sustainable solutions drive a continuous need for innovation across our product portfolio and services.

How We Mitigate Climate Risks

- **Robust installation and material standards.** We follow EU and Danish standards and install systems built to withstand local weather conditions. We choose durable, high-performance components—such as LiFePO₄ batteries—designed to handle temperature fluctuations.
- **Learn before you implement.** We thoroughly research and test new solutions in close dialogue with suppliers before adding them to our portfolio.
- **Practice, learn, repeat.** We treat challenges with new solutions as learning opportunities. These experiences help us improve our processes and strengthen long-term resilience.
- **Flexible project planning.** We build flexibility into project timelines to accommodate delays related to weather and pause work when conditions are unsafe.
- **Diversified supply chain.** Our established relationships with suppliers in both the EU, USA and APAC reduce dependency on single sources and provide flexibility during disruptions.
- **Proactive engagement** We continuously monitor new legislation through industry associations and public sources.



Social

Our workplace is built on trust, diversity, and continuous learning, people are empowered to grow, speak up, and contribute to something meaningful together.

OUR TEAM



Our approach to recruitment and our working environment are direct reflections of our Code of Conduct principles: **“Offer equal opportunities for all”** and **“Treat one another with respect and dignity.”**

We are proud of our **diverse and multicultural** team. We do not hire based on background—we hire based on **skills, potential,** and a **values-based match with our company.**

Social data	Unit	2024	Note
Employees	number	12	Operational & admin team
FTE-equivalent	number	8	
Students	number	4	Supporting roles, part-time
Interns	number	1	In technical learning
Gender diversity (workforce)	%	38%	
Gender diversity (mgmt.)	%	50%	
Retention rate	%	38%	

CULTURAL DIVERSITY

- Our team includes colleagues from Denmark, Slovakia, Iran, India, and Peru.
- We work fluently in Danish and English, creating an inclusive workplace across languages and cultures.

AGE AND BACKGROUND

- We put a lot of value to **diverse backgrounds**—from students and recent graduates to seasoned professionals.
- Our hiring philosophy is simple: **the right person for the right role,** regardless of age, origin, or profile.

DIVERSITY OVER GENDER

We **recruit based on qualifications and mindset**—not background. As a result, our team reflects a rich mix of ages, nationalities, and professional profiles, which strengthens both creativity and resilience.

We see **inclusion** and fairness not just as ideals, but **as daily practice**—from hiring and training to how we work, make decisions, assign projects, and give feedback to one another.

We’re not perfect, but we strive to leave a legacy in the world while enjoying a great workplace—simply by doing what we’re good at and love to do, every single day.

ONBOARDING & CONTRACTS

Which working conditions we offer and how we onboard?

We promote a flexible and respectful work environment:

- Equal employment opportunities are a core principle
- We prioritize safety: all team members receive training in safety protocols, and we have clear procedures for all on-site activities
- Our work is goal-oriented, not time-based—though we respect legal requirements and ensure working hours are properly recorded
- We offer flexibility: if someone needs to work from home, they simply do so

We ensure a dedicated **onboarding period** for all new hires—including interns and student assistants—with a focus on:

- Getting to know the company and the team
- Learning our technical systems and business operations
- Introduction to our values and team mindset

EMPLOYMENT MODELS

We maintain a **core team of full-time employees**, supported by a flexible workforce that can respond to seasonal peaks and specialized project needs.

This allows us to **scale operations efficiently**, especially during high-demand periods—and also scale down when the market slows or project timelines shift.

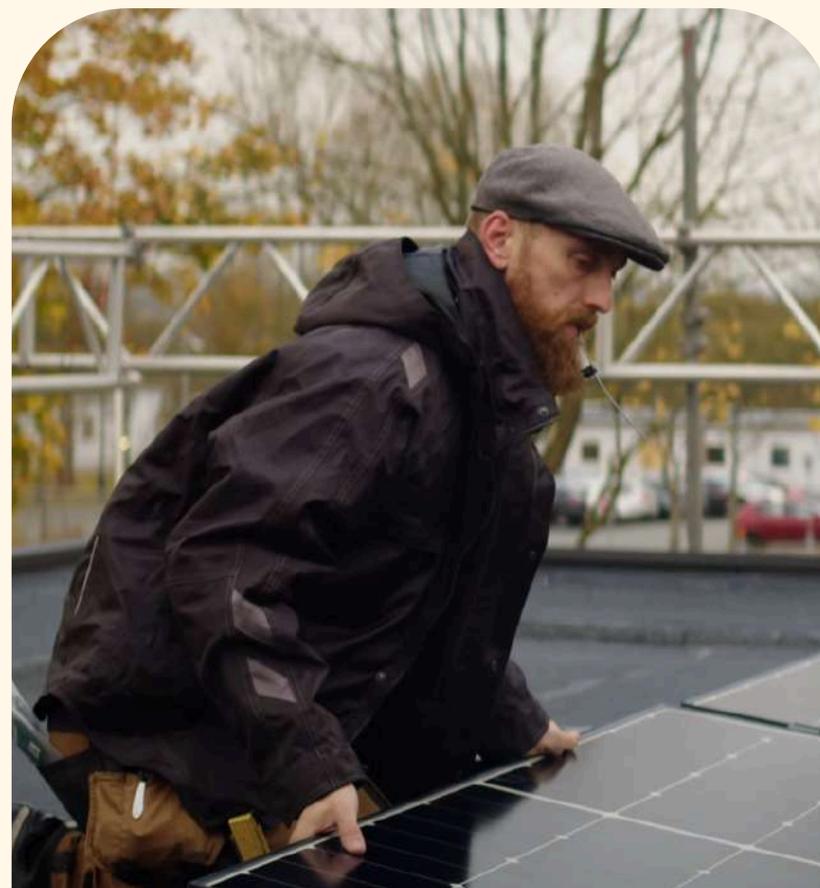
We foster **close collaboration and shared values across all contract types** to ensure a strong, unified team culture.

What else can we do?

While we're proud of the culture we've built, we remain open to learning and improvement. In 2025-2026, we aim to:

- Develop a **simple internal code of conduct** covering human rights and fair labor practices.
- Make it more detailed than our Staff Manual, so it can be shared not only with our team but also with suppliers and partners.

Contract type	Description
Full-time	Core of the team: Ensures knowledge retention and continuity.
Student workers	Flexible work: Includes mentorship for future talents and potential future employment.
Internships	Short-term programs (typically 5 months): Focus on sustainability, technology, and specific projects.
Project-based contractors	We collaborate with a network of fitters, electricians, and installers to deliver and document our projects and cases.
Freelancers	Website implementation (SEO optimization). Later in the year, we onboarded 2 professionals (software developers) to support our digital development team.



EXTENDING RESPONSIBILITY: COMPLAINTS & WORKPLACE INCIDENTS



We recognize that human rights risks may arise further up our value chain—especially since many components originate from global suppliers. Our approach includes:

Supplier Collaboration

- We maintain direct communication with our key suppliers and request written documentation of their human rights policies and sustainability plans during the onboarding process.

Ethical Procurement

- We prioritize suppliers who demonstrate alignment with the principles of the UN Global Compact. We have also ended relationships with suppliers whose practices appeared to operate in a “grey zone.”

Promoting Transparency

- We are committed to encouraging suppliers to improve transparency and share environmental and social data. A **key initiative is to create dedicated pages on our website showcasing our suppliers’ sustainability efforts—fostering a fact-based and encouraging environment for continuous improvement.**

COMPLAINTS MECHANISM

We believe in **open communication and proactive problem-solving**. For our own workforce, we maintain an accessible and effective complaints mechanism—primarily through regular **1-on-1 meetings with management** which offer a **confidential and direct channel** for employees to discuss anything—from concerns and misunderstandings to potential complaints or suggestions for improvement—**without fear of retaliation.**

This informal & consistent approach ensures that issues are addressed **quickly and constructively**, reflecting our core value of learning from mistakes and **fostering mutual respect.**

ACCIDENTS

We recorded **zero workplace accidents and no near misses in 2024**. We define a near miss as an unplanned event that did not result in injury or harm, but had the potential to do so. We encourage these to be reported and reviewed as a team, to help prevent future occurrences.

We take a **proactive** approach to **safety**, especially in fieldwork involving electrical installations, rooftop work, and the transport of heavy components.

- Employees may not visit sites unless they are properly identified with yellow vests
- They are informed to follow all safety requirements—for example, never crossing marked rooftop boundaries
- Office staff are not permitted to be alone on rooftops; they must be accompanied by a technician or installation expert.

Safety in Daily Practice

We do not operate with a formalized safety management system, but **safety is embedded in our daily routines and team habits:**

- Mandatory use of personal **protective equipment (PPE)** at all installation sites (yellow vests and workwear that clearly identify us)
- **Safety checks and team briefings** before installations are informal but consistent—especially when a new person visits a site or when guests are present.
- **Immediate stop of any task deemed unsafe**—timelines or deadlines never take precedence over safety.

Social data	Unit	2024
Accidents	amount	0

TRAINING & WORKSHOPS

We see **continuous learning and competence development** as a cornerstone of employee growth—and a key driver of our success and innovation. We strive to create an environment that supports both **professional and personal development for everyone**.

Tracking Training Hours

We focus on team-based, collective learning experiences. This includes:

- Structured **workshops**
- Expert-led **masterclasses**
- Our internal **reading club**—all designed to strengthen shared competencies

In addition, depending on the topic, we offer **individual sessions** with suppliers and/or consultants on subjects such as:

- New products
- Emerging techniques
- Innovative business models

Training Content & Impact

Our training initiatives covered a broad range of topics—from **strategy & strategic frameworks** to sessions focused on **creating a healthy work environment**. Most of our collective learning activities are **facilitated internally**, but during the reporting year, we invited an external psychologist to lead a **mindfulness session** as part of a workshop.

We also use **feedback from these activities** to drive continuous improvement. For example, our **APV survey from May 2024** highlighted challenges with our previous office space and onboarding process.

Resulting Actions

- We **relocated to a new office in August 2024** to address issues related to temperature and air circulation.

- We have revisited and improved our onboarding process twice, implementing structured 1-on-1 sessions and regular pulse checks to ensure new team members have everything they need to succeed.

Future Goals & Partnerships

We will continue our **quarterly workshops** and anticipate further training as we engage in initiatives such as the **SMV:Grønne Kompetencer** and **SMV:Pro**. These programs will involve collaboration with external consultants to **upskill our team in automation and strategy frameworks**.

While most of our learning is **facilitated internally** to ensure content is tailored to our needs, we also work with **external partners** for specialized courses and guest lectures. This **balanced approach** not only equips our team with the right skills—it also makes RTS a **compelling workplace for passionate professionals**.

Hours are divided into following categories:	Hours per FTE
Workshops (normally held once per quarter with two full days dedicated to strategy and our team)	48
Reading club (reading in our own time, but the discussions about the chapters are held in the office. We share insights and knowledge.)	10
Lessons learned from projects: (going through the large projects to collect experience for the future projects)	10
Masterclass (in form of lectures with material distributed beforehand)	16
Mastering-sessions (for deeper understanding of our business, value, challenges, strengths, but also our products)	21
TOTAL:	105



SERIOUS NEGATIVE INCIDENTS (HUMAN RIGHTS)



We are committed to upholding and protecting human rights throughout our operations and supply chain. This commitment is reflected in our internal practices and our interactions with partners and suppliers, and it is embedded in our Personnel Manual, which is under development.

It is not uncommon for us to stop people working on roofs if they do not have the correct safety equipment. In fact, it was a difficult task, as most "roofers" are used to working as they do. When we requested safety equipment, for example during crane operations, we had to remind them several times before it became a habit.

And still, from time to time, when we visit the work sites, we are mindful of it because it is an ongoing challenge.

In 2024, we have been free of incidents:

- We have not identified any serious cases of human rights violations, including child labor, forced labor, human trafficking, discrimination, or others.
- We have not received any formal complaints or whistleblower reports.
- We have not been subject to any lawsuits or investigations related to human rights violations.

Social data	Unit	2024
Human rights violations	amount	0
Formal complaints or whistleblower reports	amount	0
Lawsuits related to human rights violations	amount	0

Human rights	Goal	Timeline	Note
Incidents reports	Request the incidents report from our suppliers and partners once a year	Q4 2025	Create a template for our partners and suppliers to report in a harmonized way
Projects incidents	Add to our safety checklist a template that must document incidents	Q4 2025	Update of our project management templates
Office signs	Complete all missing Exit signs and other safety signs in our office	Q4 2025	Dialogue with our landlord: the signs, corresponding lighting, etc. must be in place for the building



Governance

We lead with integrity and transparency, upholding clear ethical standards across all relationships and decisions, and staying true to our values—even when no one is watching

ANTI-CORRUPTION & ANTI-BRIBERY

Risskov Teknik & Solar maintains a clear and uncompromising stance against corruption and bribery.

- We **do not tolerate** any form of bribery, corruption, or unethical influence—whether involving customers, suppliers, partners, or public authorities.
- We have **never been involved** in allegations or legal proceedings related to corruption or bribery.
- There have been **no fines, no incidents, and no grey areas**—and we are committed to keeping it that way.



Business Conduct & Ethical Expectations

Our **Staff Manual and Code of Conduct** outline clear principles for ethical business behavior, including:

- We **do not accept gifts or any form of advantage** from suppliers, partners, or customers.
- If a gesture is offered—such as a bottle of wine, a discount, or access to an event—it must be **declared and approved by ownership**, in accordance with **Danish legal and tax regulations**.
- We **avoid and reject questionable relationships or business deals**. If in doubt, we withdraw.

These expectations apply to **all employees, subcontractors, and partners**. However, we recognize the need to **communicate these principles more explicitly and in writing**, especially to our subcontractors and collaborators. These topics are discussed **verbally and one-on-one** with our partners.

Although we do not have a formal anti-corruption training program, our expectations are **clearly communicated during onboarding and reinforced in daily operations**. Our commitment to ethical conduct is **led and upheld directly by company leadership**, and

ny questions or concerns are handled openly and confidentially.

OUR OVERALL ESG PERSPECTIVE

🌍 ESG: A Natural Extension of Our Philosophy

As a small company, navigating the complex landscape of ESG standards and reporting requirements is no small task. Yet for us, ESG is **not just a compliance exercise**—it's a **natural extension of our business philosophy**.

We believe our size gives us a unique advantage: the ability to **quickly integrate sustainable and ethical principles** into our daily operations—from leadership decisions to the smallest details in our processes. We are convinced that **true sustainability starts from within**, and is anchored in how we act every single day.

📄 Why We Created This Report

We aim to lead by example and show that **transparency is achievable at any scale**. This report is an **honest snapshot** of where we are today—and a step on a longer journey.



Our hope is that by sharing our experiences, we can inspire our partners, suppliers, and fellow SMEs to take similar steps. We firmly believe that collective action is essential to drive the green transition forward and create a more sustainable future for all.

SECTOR-SPECIFIC REVENUES & EU BENCHMARK EXCLUSION



Sector Revenues & EU Benchmark Alignment

We operate exclusively within the **renewable energy sector**, with a dedicated focus on **solar solutions for private homes, commercial buildings, and institutional clients**. Our mission aligns with the **EU's Green Transition** and long-term climate goals.

As a result, **none of our revenues originate from sectors** identified for exclusion or mandatory disclosure under the **EU's Reference Benchmark Regulation**.

We are aligned with both the **EU Paris-Aligned Benchmarks (PAB)** and the **EU Climate Transition Benchmarks (CTB)**, as we actively support the shift toward a **low-carbon economy**.

Our Alignment Is Reflected in Key Decisions:

- **Exclusive focus on renewable energy:** Our revenues stem from solar energy solutions—a sector directly contributing to climate mitigation and carbon reduction.

- We have **no involvement in fossil fuels, controversial weapons, tobacco**, or any other sector that would trigger **exclusion criteria** under EU regulations.
- Our strategic choices—such as **not to develop large solar parks on greenfields** and prioritizing **roof-top-mounted systems**—reflects a deep commitment to **sustainable land use, biodiversity, and climate goals**.

For a small company like ours, keeping pace with regulatory updates and evolving ESG standards is no easy task. Yet we are committed to doing so—through this report, **our first VSME-based ESG disclosure**, and the ones to follow in the coming years.

We believe this is the most concrete step towards **greater transparency**, and a foundation for sharing our journey—with the hope of inspiring our **partners, suppliers, and fellow SMEs** to take similar action.

Sector	RTS Revenue share
Renewable energy	100%
Weapon industry	0%
Tobacco	0%
Fossil fuels (any category)	0%
Pesticides / Agrochemicals	0%

THANK YOU

THIS REPORT COULD NOT HAVE HAPPENED IF IT WAS NOT FOR:

MARIE MAGELUND, WHO INSPIRED US WITH HER STORY TO BE BRAVE AND DO IT!

ERHVERV AARHUS, WHERE WE MET MARIE, THROUGH THE ESG ERFA-NETWORK

DANIEL, WHO TOOK THE TASK TO COORDINATE OUR ACTIVITIES, ENGAGE WITH ALL OF US AND SECURE THAT WE ACCOMPLISH THE TASK

DHASU, WHO DEEP-DIVED ON SUSTAINABILITY TOPICS, WHEN REQUIRED AND PROVIDED FACTS TO THE EXTENT POSSIBLE

OUR ENTIRE TEAM, WHO READ, GAVE FEEDBACK AND KEPT US GROUNDED AND REAL

AND TO OUR CONSULTANTS FOR THEIR SUPPORT AND ASSISTANCE ALONG THE WHOLE ANALYSIS, WRITING AND FOR BEING A GREAT SPARRING PARTNER



ACCOUNTING PRACTICE

ENVIRONMENTAL DATA	UNIT	CALCULATION METHOD
CO ₂ e, scope 1	Tons	Company activities × emission factors in accordance with the Danish Business Authority's CO ₂ e guidelines
CO ₂ e, scope 2 (Location-based)	Tons	Company activities × emission factors in accordance with location-based CO ₂ e emissions (Energinet, Environmental Declaration) and Product Declaration
CO ₂ e, scope 2 (Market-based)	Tons	Company activities × emission factors in accordance with market-based CO ₂ e emissions (Energinet, Environmental Declaration) and Product Declaration
Total CO ₂ e (Location-based)	Tons	CO ₂ e emissions from Scope 1 + CO ₂ e emissions from Scope 2 (location-based method)
Total CO ₂ e (Market-based)	Tons	CO ₂ e emissions from Scope 1 + CO ₂ e emissions from Scope 2 (market-based method)
Energy consumption	GJ	Electricity consumption including renewable energy + district heating consumption
Share of renewable energy (Market-based)	%	Consumption of renewable energy / total energy consumption × 100
GHG intensity, emissions relative to revenue	gCO ₂ e / EUR	Total CO ₂ e emissions (location-based) / revenue (€)
Biodiversity-sensitive areas	Ha	The sum of hectares where operations take place within or near designated biodiversity-sensitive areas. If none, reported as '0 hectares'.
Total water withdrawal	m ³	Total water consumption.
Total waste volume	kg	Waste generated from average daily operations.
Share of hazardous waste	%	Share of total waste classified as hazardous in accordance with national regulations.
Share of recycled waste	%	Share of total waste sent for recycling, calculated as (recycled waste / total waste volume) × 100.

SOCIAL DATA

	UNIT	CALCULATION METHOD
Number of employees	Number	Total number of employees, including full-time and part-time staff.
Full-time equivalent employees	FTE-equivalent	Sum of employee working hours / 1924. Each employee can count as a maximum of 1 FTE.
Gender diversity in the workforce	%	Female FTEs / total number of FTEs × 100.
Gender diversity in management positions	%	Share of female managers out of the total number of managers.
Employee turnover	%	(Voluntarily + involuntarily resigned FTEs) / total number of FTEs × 100.
Workplace accidents	Frequency	Total number of workplace accidents / total number of working hours during the fiscal year × 200,000.
Training hours	Hours per FTE-equivalent	Total number of training hours / total number of FTEs.

GOVERNANCE DATA

	UNIT	CALCULATION METHOD
Violations & fines	Number	The number of confirmed convictions and fines related to corruption and bribery.

APPENDIX A

STAFF MANUAL & CODE OF CONDUCT

Staff Manual & Our Code of Conduct ¹	
Day-to-day practices	<ol style="list-style-type: none"> 1. We provide equal employment opportunities for all. 2. We treat each other with respect and dignity. 3. We talk about mistakes or misunderstandings, to learn from them. 4. We help each other, always. And we understand feedback as the best way to help each other to learn and develop. 5. We believe in the power of co-creation: we encourage everybody to speak his/her mind, always; and to work together to achieve growth and quality at work. 6. We believe in the power of accomplishing objectives rather than working hours. 7. We secure an onboarding time that allows all of us to get to know each other, the Company, and the work at hand. 8. We guard the name and image of RISSKOV TEKNIK & SOLAR in social media. If in doubt, we check in with the owners, before publishing or sharing information outside the Company even when from our personal or private accounts 9. We support the local activities as sponsors or with volunteer work. 10. Summer is one of our busiest times for sales & installations; the company is open, and personnel is available. If decided to close the company for 2 weeks during the Summer, it will be communicated not later than May of every given year. 11. We are innovation seekers and proactive to identify potential new business businesses. 12. We are audacious; and not afraid of making honest and <i>stretched</i> mistakes. 13. We are pragmatic; we solve real problems; and consider the consequences of our acts. 14. We are not motivated by being the brightest and the ones with the best ideas; we are motivated by being the ones who attend real needs from beginning to end. 15. We are small, but with a mindset for growth, quality, and pride on our work. 16. We treat our Customers, Suppliers and Partners as we would like to be treated ourselves.
Business behaviour guidelines	<ol style="list-style-type: none"> 17. We do our best to solve our discrepancies – with customers, suppliers and/or partners – the most amicable and constructive way. 18. We use the facilities and equipment of the company properly; we act and behave as we do it at our own house. 19. We do not accept gifts or any form of benefit from suppliers or partners, unless explicitly declared as form of income, according to Danish rules and regulations. 20. We do not accept gifts or any form of benefit from our customers or anybody representing them.

	<ol style="list-style-type: none"> 21. We use safety equipment when at an installation site (e.g., yellow vest every time we visit an installation), and we do not carry-on activities that could put us at risk. 22. Drugs and alcohol are not welcome and should not be used - at our premises or at our Customers, Suppliers or Partners' – unless follows an arrangement, e.g., Christmas dinner, team building or similar. 23. We expect that we all are in presentable clothes and attire when at the office – especially, if we will meet Customers, Suppliers or Partners – however, it must be comfortable to be at work.
Sustainability & the Environment	<ol style="list-style-type: none"> 24. We respect human rights. We do not engage with Customers neither Suppliers, who have dubious behaviour or are being audited for violations to human rights. Especially in the cases of child labour, we do not engage or have business with such a private persons or companies. 25. We use resources, especially water in a conscious way. We are lucky to have great tap water in Denmark – we avoid the use of e.g., non-reusable water bottles. This applies to meetings with Customers as well. 26. We are in the business of green energy, and we know that the best energy is the one that is not used, especially when it is not needed – thus, we do our best to save or reduce our consumption while at work, at our clients or with suppliers/partners. 27. We use materials, components and supplies the best possible way. At RISSKOV TEKNIK & SOLAR, we focus on giving the best prices; to make margins and grow, we must be hyper-focus at our own cost. 28. We expect that any unsafe activity – whether before, during or after an installation – is stop immediately; even though it may damage the timeline of a given project. 29. We do not engage in illicit or dubious relationships or business. If in doubt, we say no. 30. We assume the environment, the society, and the communities we operate in as integral part of our stakeholders.



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