

ESG ImpactReport™



CVR DK79293210

AVS Danmark is a SME

Our report therefore follows the EU's recommendations for voluntary ESG reporting, which are based on EFRAG's VSME ESRS Exposure Draft

[Read about the recommendations here](#)

We are committed to promoting sustainability and responsible business practices at all levels. Through our targeted efforts in reducing CO2 emissions, responsible consumption, and improving working conditions, we strive to make a positive impact on the environment and society.

We will continue to evaluate and improve our strategies to ensure that we contribute to a more sustainable future. For further details on our efforts and results, please refer to our website under the menu item sustainability, where further information and documentation can be found.



A message from management

The purpose of this sustainability report is to provide an accurate and data-driven overview of AVS Denmark's sustainability efforts, as well as our strategic priorities and progress. The report covers our activities for 2025 and builds on the foundation we established in 2024, when we began a more systematic approach to measurement and reporting.

Sustainability is an integral part of our business strategy, and we are working purposefully to translate this into concrete initiatives, metrics, and continuous improvements. We have established relevant policies and processes that support responsible operations and help identify, reduce, and track our most significant impacts.

In 2025, we continued to focus on mapping and reducing our climate footprint within Scope 1 and 2. This includes, among other things, monitoring energy consumption, optimizing resource use, and initiatives related to transportation and packaging. We are continuously working to improve data quality and establish more precise KPIs so that we can increasingly document the trends in our CO₂ emissions and the impact of the implemented measures.

At the same time, we have strengthened our internal focus on sustainability through skills development and increased awareness among employees, and we are working to ensure responsible working conditions across the organization. Our sustainability efforts are largely driven by customer expectations and requirements for documentation and transparency. Therefore, we also place increased demands on our suppliers to provide relevant data and work systematically with sustainability, including through environmental management and the reduction of the climate footprint in the value chain.

Moving forward, we will place increased focus on Scope 3, where we will gradually strengthen our data foundation and identify the most significant sources of emissions in our value chain. Based on this, we will establish more concrete targets and KPIs that can support a targeted reduction of our overall climate and environmental impact.

We view sustainability as an ongoing development process and are committed to strengthening our data foundation, increasing transparency, and working systematically on improvements year after year.

Elizabeth Bagger
AVS Danmark ApS



Policies and practices for the transition to a more sustainable economy

At AVS Denmark, we equate sustainability with responsibility for both people and the environment. We strive to comply with all relevant compliance obligations, both in relation to our operating activities, services, and the products in our portfolio.

We actively work to reduce our overall environmental impact by using more environmentally friendly transport solutions and packaging – and, from a life cycle perspective, offering more sustainable products to our customers. We are also taking steps to reduce the overall energy consumption associated with our operations.

Our sustainability policy is important to us because it provides direction and a common understanding internally, strengthens our position externally, underpins our strategic development, and meets external expectations and requirements.

We have also adopted targets for reducing water and electricity consumption. This includes investing in energy-efficient technologies and implementing water-saving measures in all our facilities. In addition, we are constantly working to improve our processes and use environmentally friendly packaging, which we recycle wherever possible. We also focus on well-being and job satisfaction. This applies to both the physical and psychological working environment, flexible working conditions, and ongoing skills development.

To reduce pollution, we prioritize transporters who document their CO₂ consumption and focus on implementing initiatives to reduce their environmental impact.

With our sustainability policy, we strive to minimize our environmental impact and promote sustainable development.

[See our sustainability policy here](#)

CO₂ and climate

We began transforming AVS towards more sustainable operations in 2020. In 2024, we launched a climate strategy (Scope 1 and 2), and in 2025, we will increase our focus with ambitious targets.

We use the Danish Business Authority's Climate Calculator and thus comply with the internationally recognized standard for calculating climate footprints.

CO₂e scope 1

2,75
tons

2025

CO₂e scope 2 location based

3,92
tons

2025

We have set the following climate targets to continue reducing our CO₂ emissions. This includes our own operations and processes as well as our use of external suppliers and distributors.

2025: Scope 1 and 2 (60%)

2030: Scope 1 and 2 (80%)

2030: Scope 3 (50%)

2040: AVS net zero

To reduce our own CO₂ emissions, we have replaced our light sources and windows and installed water-saving nozzles at all consumption points over the past few years.





Energy consumption

We have been working to reduce our energy consumption since 2020 and aim to reduce our consumption of electricity and district heating by 30% by 2030. Our policy requires an annual review of energy consumption, during which we assess our progress and plan new initiatives.

Percentage of our energy consumption derived from renewable energy sources

In 2025, we continued and intensified our efforts regarding energy consumption. Despite a marginal increase in energy consumption, primarily due to a colder winter, we have achieved significant improvements in our energy mix, with a markedly higher share of renewable energy, rising from 53% in 2024 to 94% in 2025.

To reduce our consumption, we have taken the following steps over the past two years:

- Replacement of light sources from energy-saving bulbs and fluorescent tubes to LEDs in sales and executive offices
- We have installed new thermal windows to save on district heating. Some administrative offices are electrically heated -> reduced consumption has been achieved by installing new thermal windows
- All PCs have been replaced with low-power laptops
- We have subscribed to green wind power for our entire electricity consumption
- Electricity consumption has been reduced by outsourcing our servers, which saves energy both in terms of server consumption and general cooling of the server room. However, this will not take effect until next year (2025/2026). See upcoming initiatives.

Upcoming measures to achieve our goals:

- Light fixtures and light sources will be replaced with LEDs (warehouse and administrative offices)
- Electric heating panels in administrative offices will be replaced with district heating
- The ERP server will be outsourced (cooling will be eliminated, saving electricity)
- Space heaters will be replaced with new energy-saving units equipped with timers
- Space heaters in the warehouse will be moved to locations above entrances (lower electricity consumption)
- We are switching to a split system with a heat exchanger from direct district heating
- Gas will be replaced with biogas on our gas-powered truck

Energy consumption

80.386
kWh

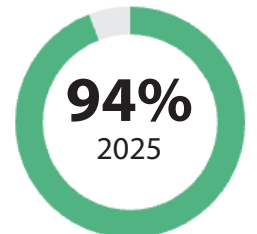
2025

Electricity consumption

26.515
kWh

2025

Share of energy consumption from renewable energy sources



Water

Installation of water-saving technology

We have installed dual-flush toilets and water-saving nozzles at all consumption points, along with new low-energy and water-saving dishwashers, which has reduced water consumption by 50%.

Water consumption

52,0
m³

2024

Water consumption

48,0
m³

2025

As an additional measure, we have considered rainwater harvesting, but have abandoned the idea as we have no use for the collected rainwater.

It is therefore not possible for us to implement further water-saving measures.



Consumption, circularity, and waste management

In the last year, we generated 3.76 tons of waste from our activities. This includes product waste, packaging, and waste from our administrative facilities.

Amount of waste generated

3.760

kg

2025

Amount of waste recycled

2.110

kg

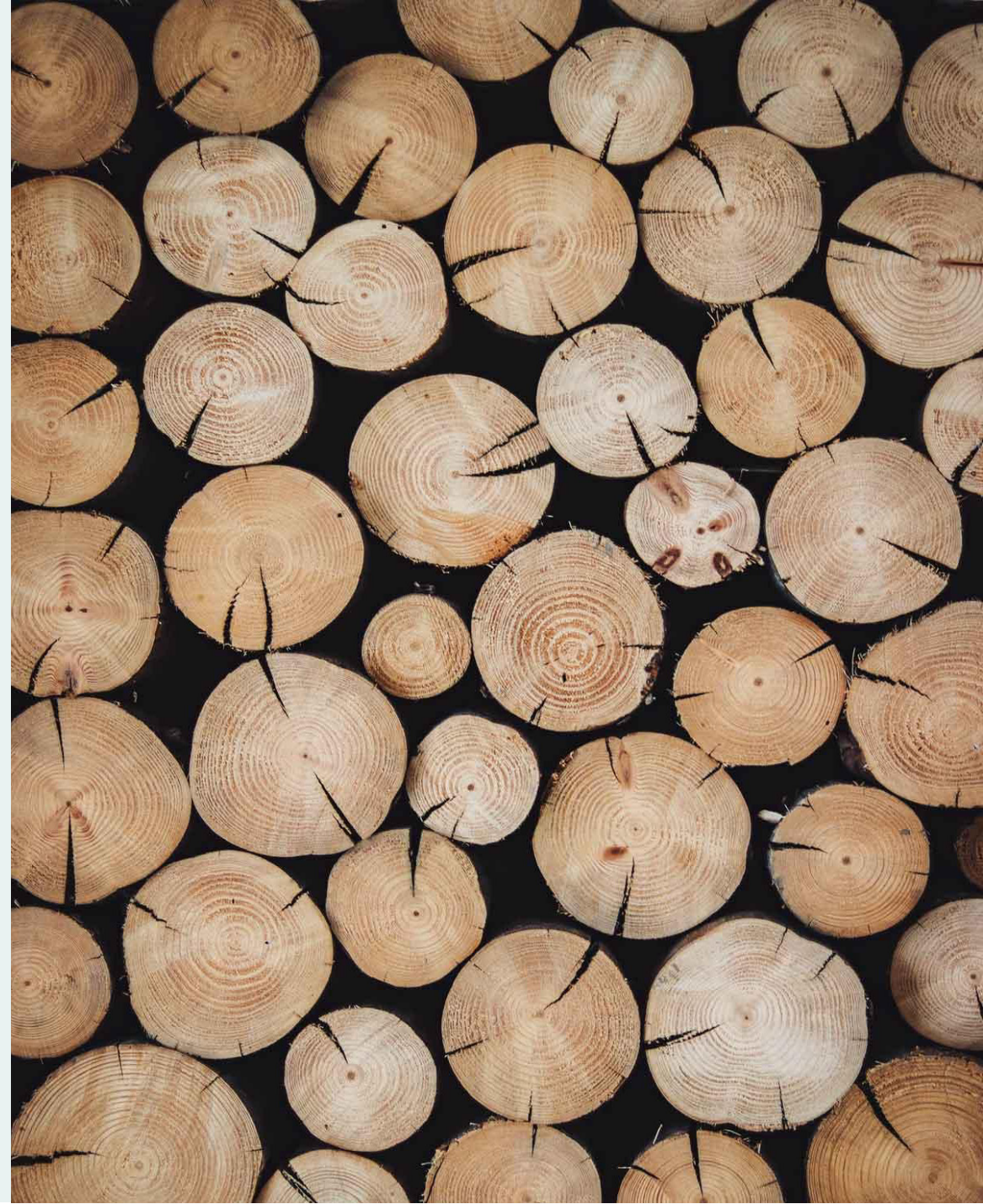
2025

We are a trading company with currently 16 employees who sell products and solutions to Danish industry. Our premises consist of office space, a kitchen, and a warehouse. We are registered with the municipality's waste sorting scheme and sort packaging from purchased office supplies, food, and similar items in accordance with the regulations.

As we sell products and solutions from international manufacturers, a lot of packaging passes through our premises. We reuse the packaging sent to us by manufacturers (cardboard boxes, filling material, etc.) wherever possible. Products from our own warehouse are packaged in sustainable packaging materials.

Over the past year, we have generated 3.76 tons of waste, of which 2.1 tons have been prepared for recycling, representing 56.1% of the total waste we generate in our processes, compared to 48.7% in 2024.

We are constantly working to improve our waste management practices and increase the proportion of recycled materials in order to minimize our environmental impact.





Our approach to packaging

Recycling

At AVS Danmark, we take responsibility for the environment by recycling packaging as often as possible. We reuse cardboard boxes and other packaging materials almost daily to minimize waste and reduce the need for new production.

FSC-certified cardboard packaging

We use FSC-certified cardboard packaging with the FSC MIX label, which ensures that the materials come from responsible sources. An FSC MIX label means that the forest-based parts of the product, such as cardboard and paper, come from a combination of FSC-certified forests, controlled wood (FSC Controlled Wood) and recycled materials.

Biodegradable filling material

To protect our goods, we use a biodegradable filling material made from natural corn and water. This biofiller is 100% free of fossil CO₂ and leaves only pure compost when disposed of. It is a sustainable alternative to traditional plastic filling materials.

Waste sorting

The cardboard we cannot recycle is sorted correctly so that it can be recycled. By recycling as much packaging as possible, we actively contribute to reducing the production and consumption of new cardboard packaging. We believe that even small steps can make a big difference to the environment.

Workforce

Our workforce consists of 15 full-time employees, 12 of whom are based at our head office and 3 external sales representatives who work from home. Of these, 13 are men and 3 are women, reflecting our commitment to promoting gender equality in the workplace.

**Male
full-time employees
in the company**

12

2025

**Female
full-time employees
in the company**

3

2025

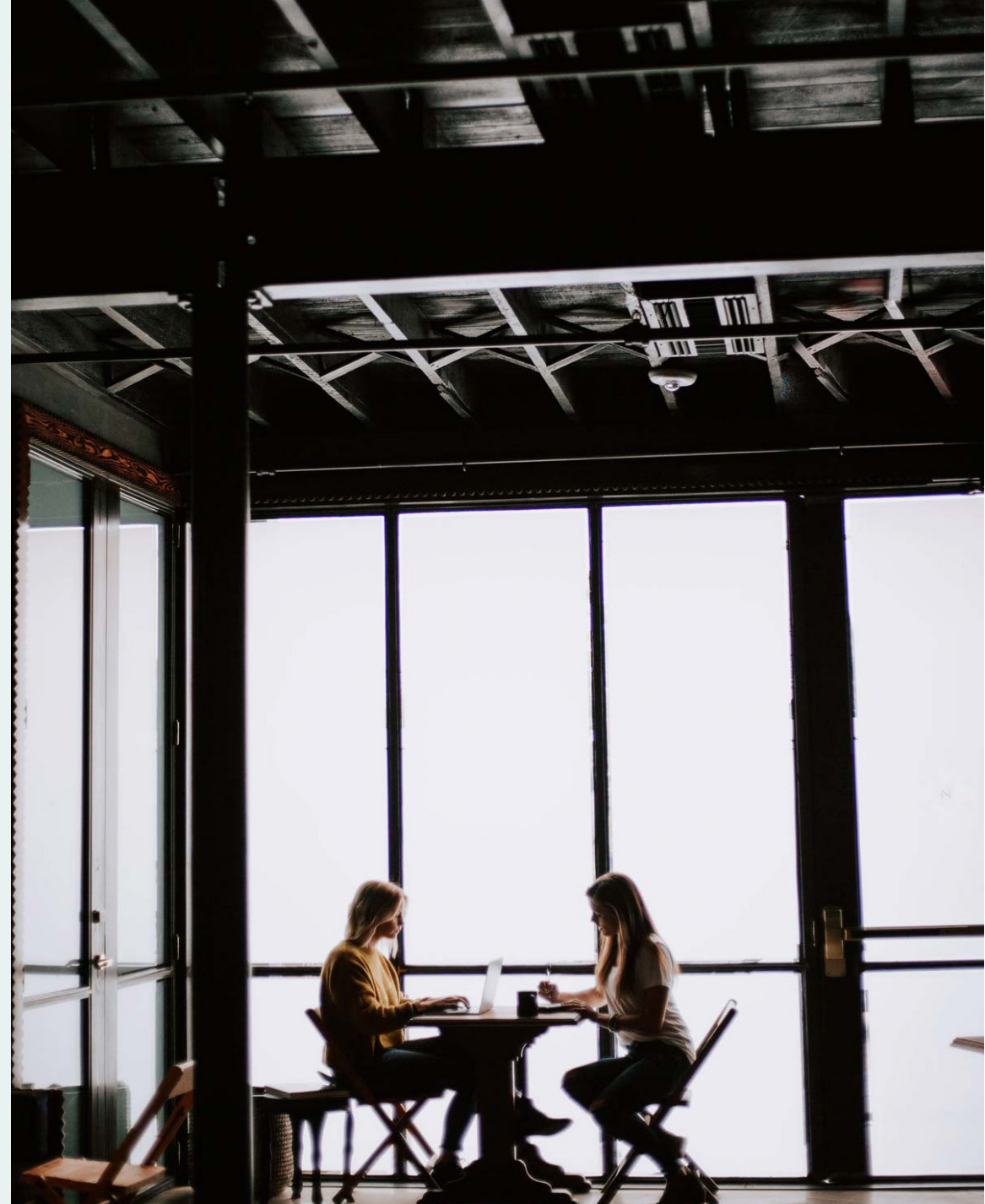
**Full-time employees
(FTE)**

**Full-time employees
total**

15

2025

We strive to create an inclusive and diverse work culture where all employees have equal opportunities to develop and thrive regardless of gender, ethnicity, and religion. We encourage everyone to apply for our open positions—and our internal training and work environment initiatives support both men and women.



Work safety

The safety of our employees is a top priority for us. We have installed fire alarms, fire extinguishers, first aid kits, and a defibrillator in our facilities. All employees have participated in Falck's first aid course, which is repeated every two years. We also conduct fire drills every two years.

**Number of
workplace accidents**

0,00

2025

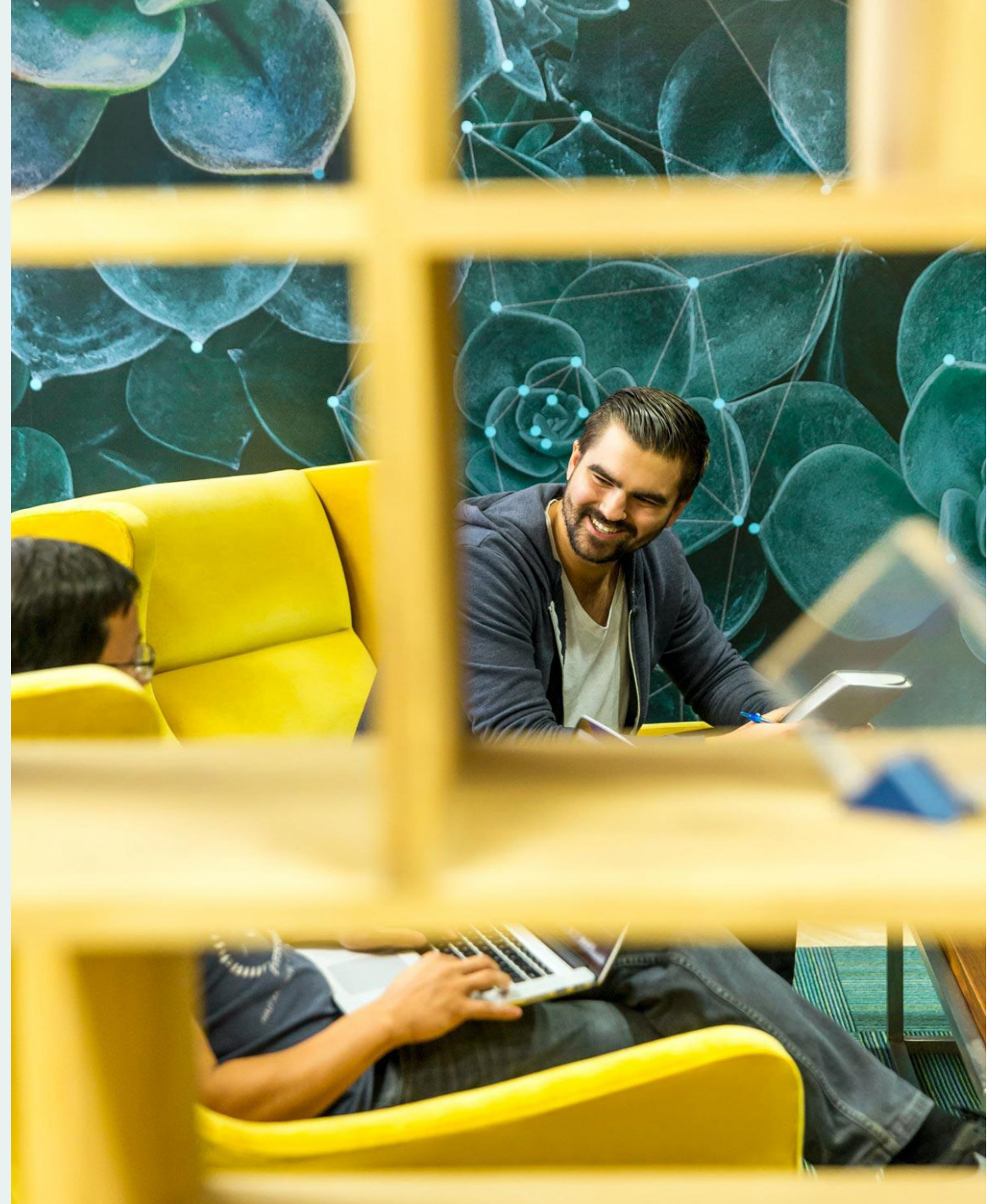
**Number of recorded
deaths resulting from
work**

0,00

2025

In addition, our warehouse staff and sales representatives have been provided with safety shoes and helmets. Some of our customers require this if we are to visit their production environments.

To promote a culture of safety, we encourage all employees to report hazardous conditions or near misses. Our goal is to achieve a safe workplace, and we are continuously working to test and improve our measures and processes.





Salaries and collective agreements

We are committed to ensuring fair and equal pay and continuing education opportunities for all our employees. We want to promote equality and ensure that everyone has equal access to competitive wages and opportunities for professional development.

AVS Denmark is a member of DI, which is why we follow wage developments in DI's comparable collective agreement, even though AVS Denmark is not part of the agreement



Continuing education

Over the past year, 85% of our male employees and 33% of our female employees have participated in continuing education programs. These programs include courses in software use, professional development, and technical skills, which are designed to promote competency development for all employees.

As part of our ongoing skills development, we are a member of the Confederation of Danish Industry (DI), which gives us access to a wide range of seminars and webinars. We regularly participate in these events when they are relevant to our areas of expertise and work tasks. This allows us to stay up to date on the latest trends, legislation, and best practices in marketing, technology, and sustainability. Participation helps strengthen our professional knowledge and supports the company's goal of continuous learning and development.

**Average
continuing education
hours for all employees
over the year**

40,00

2025

The value chain

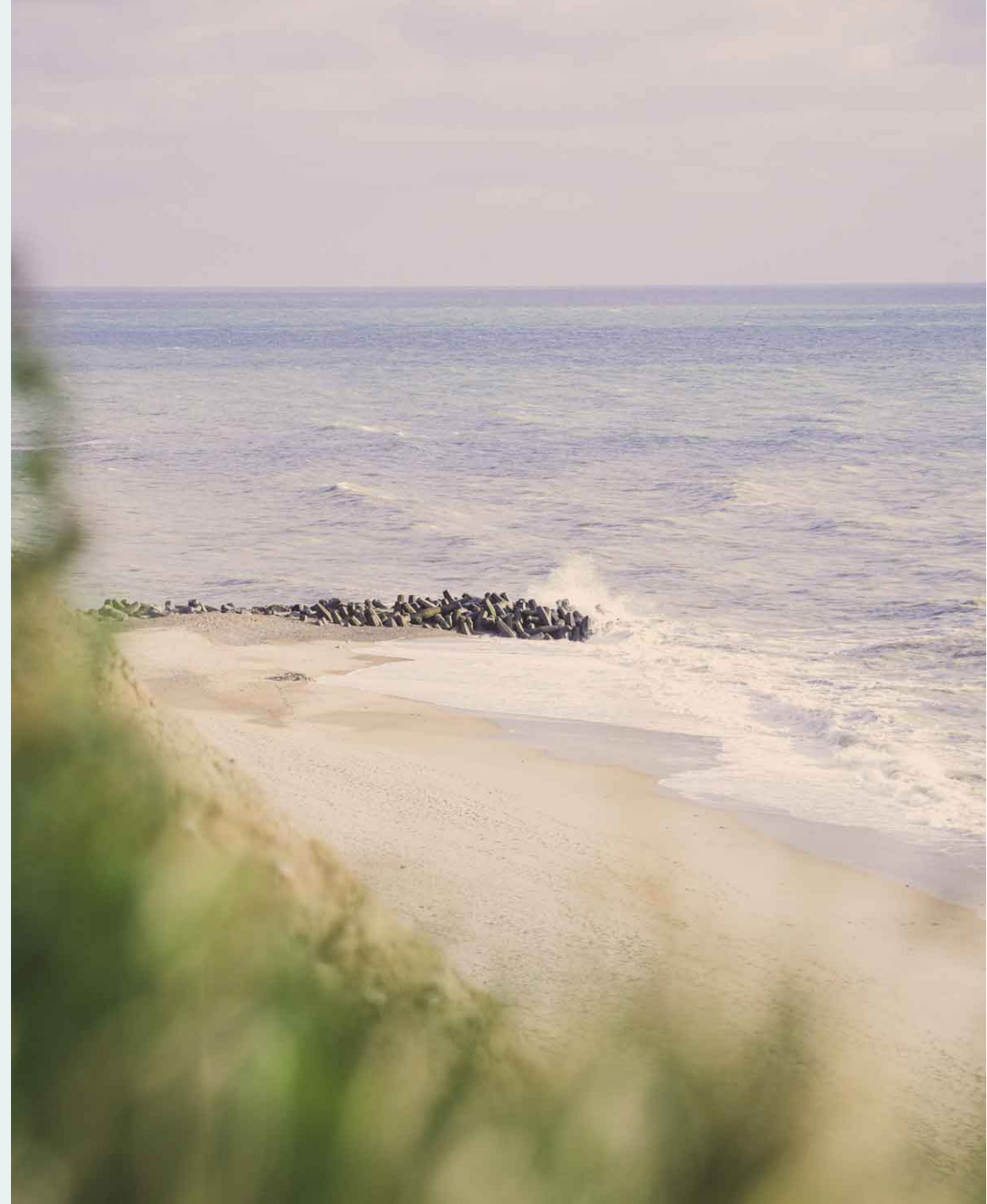
We are working hard to reduce our climate footprint throughout the value chain. We already have a good handle on our Scope 1 and 2 emissions and are continuously working to improve our energy consumption and internal processes.

Our efforts are focused on:

- **Adapting our corporate culture:**
We promote a sustainable mindset throughout the organization.
- **Improving business processes:**
We continuously optimize our workflows to reduce waste and increase efficiency.
- **Transforming our product portfolio:**
We develop products with a focus on sustainability and longevity.
- **Adapting the supply chain:**
We require our transporters to use more environmentally friendly solutions.
- **Adapting the value chain:**
We work with our suppliers to ensure that they comply with our Code of Conduct and are actively working on sustainability.

A particular challenge lies in Scope 3, where we depend on data and transparency from our many international suppliers. Although we require responsible production, it is often difficult to gain full insight into the entire production chain. A concrete example is the traceability of metals used in our fittings – here it can be challenging to document where and how the raw materials have been extracted. We are therefore working continuously to strengthen the dialogue with our suppliers and improve the data basis for our Scope 3 reporting.

[See our code of conduct for suppliers here](#)



Corruption and bribery

We set clear requirements for our employees, board members, partners, and suppliers to ensure that everyone complies with our standards of responsibility. We expect everyone to comply with applicable laws in all jurisdictions where we operate. This includes national and international laws and regulations.

Number of confirmed cases of corruption

0,00

2025

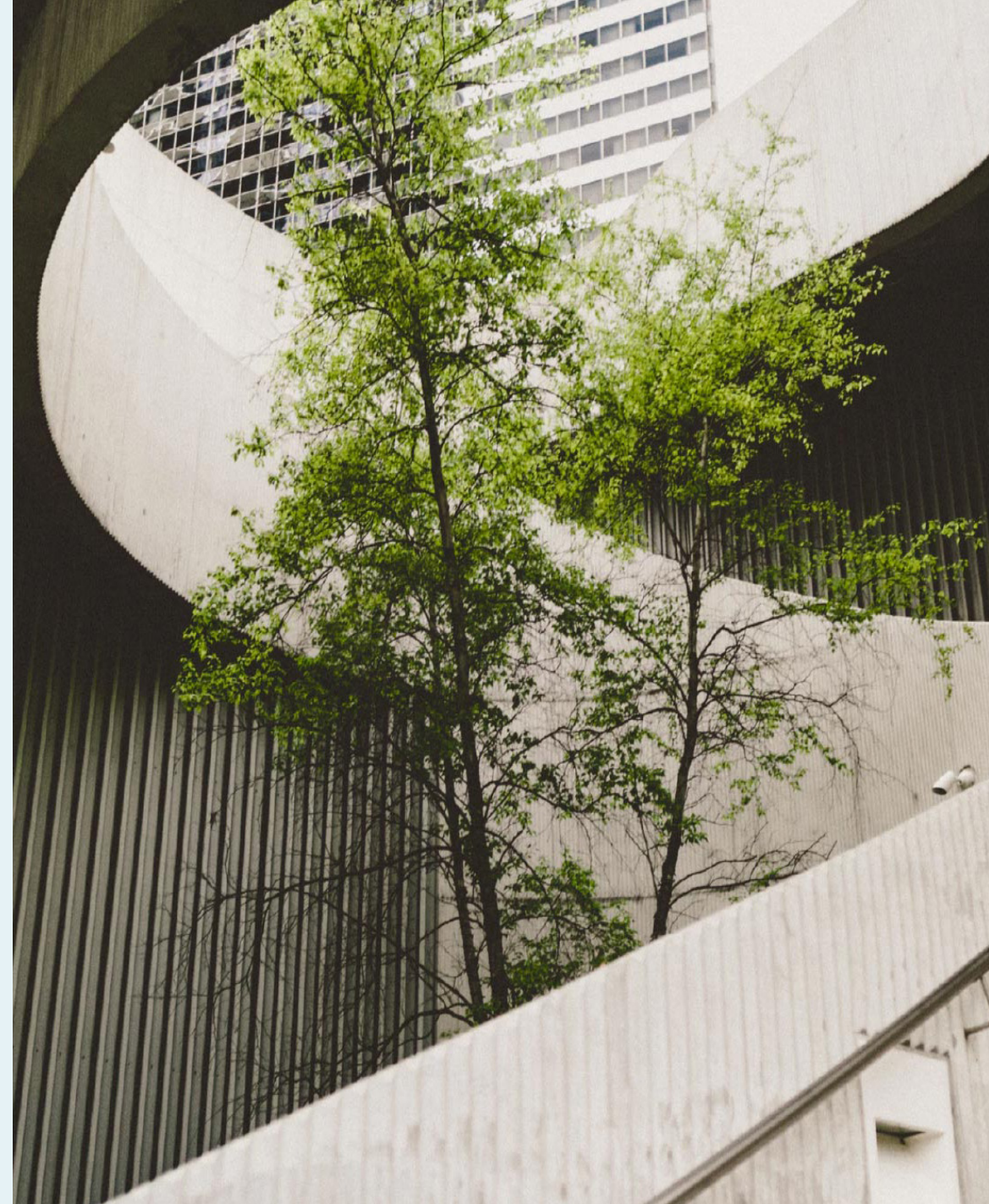
Number of confirmed cases of bribery

0,00

2025

We also expect our suppliers to have established adequate procedures in accordance with the UN and OECD guidelines. It is the supplier's responsibility to ensure that they and their suppliers comply with the international principles set out in our Code of Conduct.

Our international suppliers must not engage in any form of corruption or bribery. We have described the company's anti-corruption policy and relevant laws in our Code of Conduct, which our primary suppliers are asked to sign.





Conclusion of the 2025 Report

In 2025, AVS Denmark has maintained a stable level of activity and continued its sustainability efforts across the organization. Despite a marginally higher energy consumption, primarily attributable to a colder winter, significant improvements have been achieved in the energy mix, with a marked reduction in the use of

fossil fuels and a corresponding increase in renewable energy. At the same time, we have reduced our water consumption and total waste volume while increasing the proportion of waste sent for recycling, which supports more resource-efficient operations.

Overview

The following overview shows all the data specified in our baseline.

Introduction to our company

	2024	2025
Sustainability is part of the vision, strategy, or core values	Part of our strategy	Part of our strategy
The company has set goals for its sustainability work	Yes	Yes
The company works daily to integrate sustainability	Yes	Yes
The company communicates internally about environmental and climate responsibility	Yes	Yes
The company communicates externally about environmental and climate responsibility	Yes	Yes

Master data (B1)

	2024	2025
Company type	ApS	ApS
Balance sheet total	12,417,797.0	10,442,864.0
Full-time employees (FTE)	16.0	15,0

Practices, policies, and future initiatives for the transition to a more sustainable economy (B2)

	2024	2025
<i>Policies or initiatives in areas that contribute to sustainable transition</i>	Yes*	Yes*
<i>Publicly available policies</i>	Yes*	Yes*
<i>Policies with goals</i>	Yes*	Yes*
<i>Future initiatives</i>	Yes*	Yes*

*Please visit avsdanmark.dk

Overview

The following overview shows all the data specified in our baseline.

Energy consumption (B3)

	2024	2025
Energy consumption	80,143 kWh	80.386 kWh
Energy consumption from renewable energy sources	42,344 kWh	4.823 kWh
Energy consumption from fossil energy sources	37,799 kWh	75.563 kWh
Electricity consumption	29.748kWh	26.515kWh

CO₂ (B3 - continued)

	2024	2025
The company wants to calculate and determine its CO2 emissions.	Yes	Yes
CO2e scope 1	1.30 tons	2,75 ton*
CO2e scope 2 location-based	3.47 tons	3,92 ton*

Pollution of air, water, and soil (B4)

	2024	2025
The company is subject to environmental approval.	No	No

Biodiversity (B5)

	2024	2025
Vulnerable locations	0,00	0,00

**The increase is partly due to the long, harsh winter and the fact that our company cars were not included in the 2024 figures*

Overview

The following overview shows all the data specified in our baseline.

Water (B6)

Water consumption

2024

52,0 m³

2025

48,0 m³

Resource consumption, circularity, and waste management (B7)

Circular economy principles are applied

2024

2025

Amount of waste generated

3,920 kg

3,760 kg

Amount of hazardous waste generated

0.00 kg

0.00 kg

Amount of waste prepared for reuse

1,990 kg

2,110 kg

Amount of waste recycled

1,990 kg

2,110 kg

Processes involving significant material flows are operated

No

No

Overview

The following overview shows all the data specified in our baseline.

Workforce (B8)	2024	2025
Permanent employees in full-time equivalents	16.0	15,0
Male full-time employees in the company	13.0	12,0
Female full-time employees in the company	3.00	3,00
Employee turnover	0.00%	0.00%

Work safety (B9)	2024	2025
Number of accidents at work	0,00	0,00

Corruption and bribery (B11)	2024	2025
Convictions for corruption and bribery	0.00	0,00
Amount of fines for corruption and bribery	0.00	0,00

Comments on the report

The report has not been verified by an independent third party. Although we have made every effort to ensure that the content of the report is accurate, we cannot guarantee its accuracy and/or completeness, and we therefore disclaim any liability for any damage or loss that may arise as a result of actions taken on the basis of the report.

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