



Sustainability Report 2023

July 2024



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Introduction

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INTRODUCTION TO THIS

Sustainability Report



”

We strive to be among the best in creating value, in a proper and trustworthy manner. We are committed to work responsibly and operate sustainably, in a motivating working environment. Responsible business practice is an inherent part of our daily operations and is central to the establishment of our long-term values and ongoing success.

We have developed Corporate Responsibility policies, which lay the foundation for maintaining a high level of business ethics. These policies cover issues such as human rights, social and labour conditions, anti-corruption and business ethics, as well as climate and environment.

Our business is built on integrity and exceptional business ethics. High standards are important in our treatment of company assets and in our dealings with stakeholders. We treat confidential information with care and we protect company valuables. We avoid conflicts of interest and we are always committed to be a fair and respectful business partner.

”

MESSAGE FROM THE

CEO



Long-term responsibility

We are dedicated to drive the sustainability agenda within our industry. It is deeply embedded in our DNA and a fundamental part of developing the business. We have a global setup close to our customers, with state-of-the-art technologies and modern production facilities making superior high-performance materials and consistently reducing our carbon footprint. We protect the environment by incorporating sustainable practices across our businesses and communities.

We invest significantly in our global manufacturing platforms to increase capabilities and capacities. We offer new and next level sustainable product properties, empowering our customers to create high-performance and sustainable solutions that improve the quality of life for people.

BACKGROUND

Nonwovens is a versatile material that Fibertex Nonwovens uses to create value-adding applications through innovation and product development.

Jørgen Bech Madsen, CEO at Fibertex Nonwovens

Fibertex Nonwovens is among the world's leading manufacturers of specialised nonwovens. Nonwovens are fibre sheets produced on high-tech processing facilities with various purpose-specific post-processings. The processed materials have a broad range of different applications, including in cars, in the construction industry and for filtration solutions. In addition, Fibertex Nonwovens produces textiles for special-purpose disposable wipes for hygiene, cleaning and other purposes

Market

In cars, nonwovens are used to reduce weight and thereby lower carbon emissions, but nonwovens are also used as an acoustic fabric, as it absorbs sound and thereby increases comfort. In the construction sector, nonwoven materials are used to prolonging the life of

roads and bridges, and the material can be used to construct energy-efficient liquid and air filter solutions in cars, for industrial filtration and in ventilation systems, for example. In the disposable wipes segment, nonwovens form part of products for industrial cleaning, while the focus in the healthcare sector is on disinfection solutions, and here

Fibertex Nonwovens supplies a number of products, including special-purpose disinfectant wipes. Customers demand sustainable solutions, and thanks to new technology, Fibertex Nonwovens is able to produce wipes from non-synthetic fibre, replacing the use of synthetic fibre. Recently, Fibertex Nonwovens launched a range of products based on organic cotton for use in, for example, feminine hygiene and skin care products.

Fibertex Nonwovens has increasingly focused on circular solutions, and the company aims to increase the proportion of recycled plastics in production, which means using much fewer resources and lowering greenhouse gas emissions substantially.

Geography

Head office in Aalborg, Denmark. Production facilities in Denmark, France, the Czech Republic, Turkey, the USA, South Africa and Brazil.

Ownership – past and present

Fibertex was founded in 1968 and acquired by Schouw & Co. in 2002. The company previously included the Personal Care activities, which were hived off as an independent portfolio company in 2011.

The Story of Fibertex Nonwovens



1968 **Mid 1990s** **2002** **2004** **2010** **2011** **2014** **2015** **2018** **2019** **2020** **2023**

Fibertex founded by the EAC. First production line producing carpet backings in Aalborg, Denmark.

A major investment programme initiated bringing Fibertex into a solid position as an increasingly important supplier of nonwovens. Fibertex starts supplying the Personal Care Industry.

Change in ownership. New owner is the Danish industrial conglomerate Aktieselskabet Schouw & Co.

Fibertex acquires the Czech nonwovens manufacturer Vigona

Fibertex starts up a new factory in South Africa with a view to manufacturing and marketing products – primarily geotextiles for construction works and products for the growing South African automotive industry.

Fibertex A/S is split into two independent legal companies with effect from 1 January 2011. The new company name for Fibertex Industrial Nonwovens is Fibertex Nonwovens A/S.

Fibertex Nonwovens acquires the French nonwovens manufacturer Tharreau Industries.

Fibertex acquires the American nonwovens producer Non Woven Solutions based in Ingleside, North of Chicago.

With effect from 2 November 2015 Fibertex Nonwovens A/S has acquired the Turkish nonwovens manufacturer Ribatek.

With effect from 1st March 2015 Fibertex Nonwovens A/S has increased its ownership interest in Fibertex South Africa to 74.2%

With effect from February 2018 Fibertex Nonwovens acquires the Brazilian nonwovens producer DUCI situated near Sao Paulo.

Fibertex Nonwovens acquires a state-of-the-art production site in South Carolina from the Turkish nonwovens producer Mogul.

The new nanofibre line in Aalborg, Denmark, started commercial deliveries to various filtration applications, notably for protective masks and HVAC among others.

Fibertex Nonwovens invests in a high-capacity state-of-the-art line based on spunlacing in Gray Court, South Carolina

Business areas



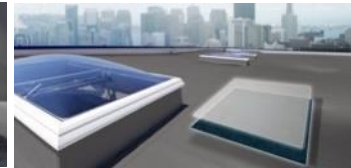
ACOUSTICS



AUTOMOTIVE



BEDDING



BUILDING



CIVIL ENGINEERING



COMPOSITES



CONCRETE



FILTRATION



FLOORING



FOOTWEAR



FURNITURE



HOME AND GARDEN



MEDICO



WIPES



PERSONAL CARE
AND HYGIENE

Plant & certification overview

At Fibertex Nonwovens we focus on high level of quality and product safety. All sites in our group need the basis certification level according to ISO 9001. In addition several sites are certified according to ISO 14001. Furthermore specific sites are certified according to IATF 16949, ISO 45001, ISO 50001, FSC, GOTS, etc. depending on the needs and customer requirements.



**Denmark,
Aalborg**

120 employees

Certifications:
ISO 9001
ISO 14001
ISO 50001
Oekotex
EcoVadis silver



**Czech Republic,
Svitavy**

320 employees

Certifications:
ISO 9001
IATF 16949
ISO 14001
Oekotex



**France,
Chemillé**

135 employees

Certifications:
ISO 9001
ISO 14001
FSC



**USA,
Greenville**

150 employees

Certifications:
ISO 9001
GOTS
FSC
PEFC



**USA,
Ingleside**

50 employees

Certifications:
ISO 9001



**Turkey,
Cerkezköy**

70 employees

Certifications:
ISO 9001
IATF 16949
ISO 14001
ISO 45001
FSC
Oekotex
I-Rec



**Brazil,
Sao Paulo**

135 employees

Certifications:
ISO 9001
ISO 14001
FSC
Origin Diamond
I-Rec



**South Africa,
Hammarsdale**

120 employees

Certifications:
ISO 9001

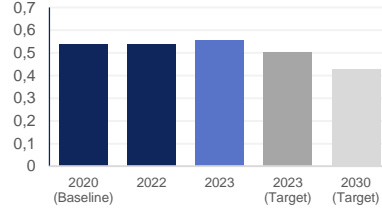
ESG Performance status

ENVIRONMENTAL

E CARBON EMISSIONS SCOPE 1 and 2 relative tonnes CO2e per tonnes

The relative carbon emissions for Scope 1 and 2 are trending negatively, and are currently behind target. Current year's trend is influenced by output challenges and the introduction of more energy-intensive technology. To address this, we are focusing on energy-saving projects and the deployment of new technologies. For more details see page 20

Status BEHIND TARGET

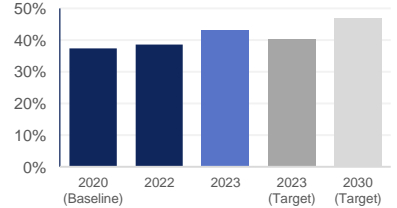


E SUSTAINABLE* CONTENT USED Percentage of total production

Fibertex Nonwovens has increased the share of sustainable content in our products compared to last year, though we remain behind this year's target. Our R&D teams are actively collaborating with customers to successfully launch more environmentally friendly products to the market.

For more details see page 23.

Status ON TARGET

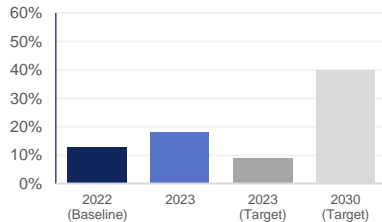


* Recycled, biodegradable and natural fibers

E RENEWABLE ELECTRICITY SOURCED Percentage of purchased electricity

Fibertex Nonwovens has been making steady progress in increasing the share of renewable energy in our operations. However, despite this positive trend, we remain behind our targeted goals. Continued efforts and strategic initiatives are required to accelerate our adoption of renewable energy and meet our targets. For more details see page 20.

Status ON TARGET

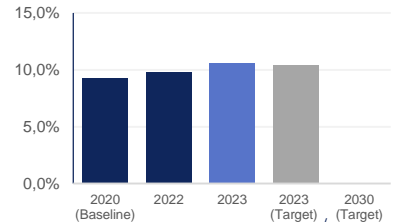


E WASTE GENERATED IN OPERATIONS Percentage of total production

Waste is on target but has increased compared to previous years. The waste level has been influenced by output challenges and increased R&D activities to bring innovative products to the market.

Ongoing projects on waste handling are highly prioritized in order to enable us to recycle as much of our waste as possible. For more details see page 22.

Status ON TARGET

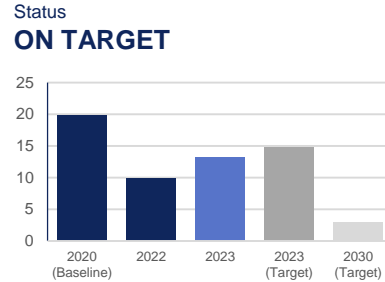


ESG Performance status

SOCIAL

S LOST TIME INJURY FREQUENCY RATE Injuries per million hours

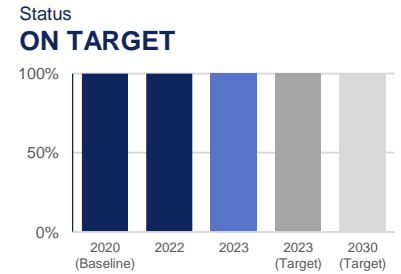
LTIFR is on target for 2023 with a significant improvement compared to baseline. However the trend is negative compared to previous year. Safety is a top priority at Fibertex Nonwovens and we are committed to continuously improve our safety culture. For more details see p. 29



GOVERNANCE

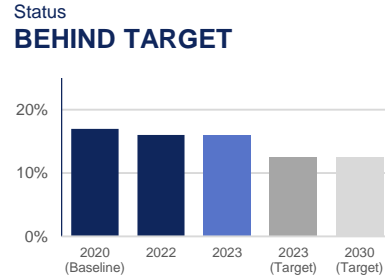
G CODE OF CONDUCT OWN WORKERS Percentage of relevant workforce

Code of conduct was updated in 2023 and the percentage of relevant workforce who has signed our code of conduct is still on target. Furthermore the relevant workforce has been expanded to include a broader range of employees. For more details see p. 27



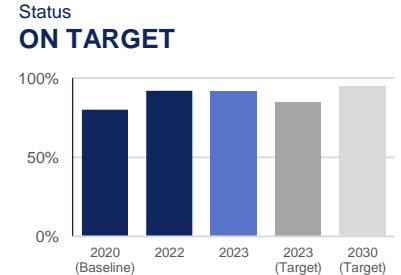
S EMPLOYEE TURNOVER RATE Percentage

Employee turnover rate has decreased compared to baseline and is at same level as last year. An additional key performance indicator is in development to monitor the employee satisfaction and enable further improvement of our culture and well-being of our employees.



G SUPPLIER CODE OF CONDUCT Percentage of suppliers

Supplier code of conduct was updated in 2023 with a sustainable procurement policy. Percentage of signed supplier code of conduct is on target. Continued effort on improving our supplier governance. For more details see p. 33



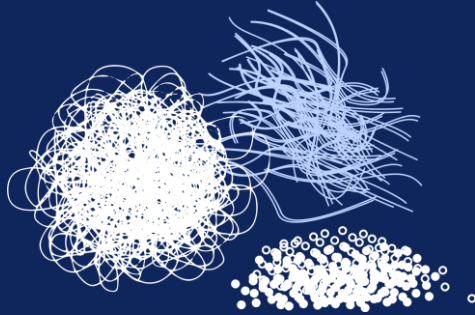
Ambition & materiality

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AMBITION & MATERIALITY

Business model



PROCUREMENT

Fibertex Nonwovens produces nonwovens from fibres made from various materials, such as polypropylene, viscose, recycled and new polyester and cotton. The company uses additives to give the materials certain unique properties.



PROCESSING

Fibertex Nonwovens applies three main technologies in manufacturing nonwovens for high-tech processing facilities: needlepunch, spunlace and thermal bonding. In the needlepunch process, fibres are carded, intertangled and needled together, while the spunlace technology uses highspeed jets of water to entangle the fibres.

Thermal bonding is a process to melt the fibres together. In addition, nonwovens can also be put through various post-processings, including heat, impregnation, coating and lamination.



LOGISTICS

Fibertex Nonwovens uses external partners to transport finished materials to customers.



CUSTOMERS

Fibertex Nonwovens' products can be used for many different applications and are sold to many different customer groups worldwide. Industrial uses include in cars, for filtration, composites, wipes and in construction.

Fibertex Nonwovens manufactures special-purpose nonwovens produced on high-tech processing facilities. Nonwovens have a broad range of applications, for which the material provides unique properties, and it can form part of an end product or be integrated in a customer's manufacturing process.

2030 Ambition



Environmental

Benchmark in environmental footprint reductions

Energy: Reduce cradle to gate
GHG-emissions by 20%

Raw material: Increase sustainable*
content by 25%

**Recycled, biodegradable, natural fibers*



Social

Nurture the well-being of employees in a highly motivating environment

The employees: Support individual
development and growth in our
company, where diversity, team effort
and knowledge sharing are key

Health and Safety: Secure a healthy
and safe environment through
improved knowledge sharing and the
implementation of best practices



Governance and Innovation

Innovate to enable sustainability

Innovation: Develop next level
products, enabling our customers to
create sustainable high-performance
solutions

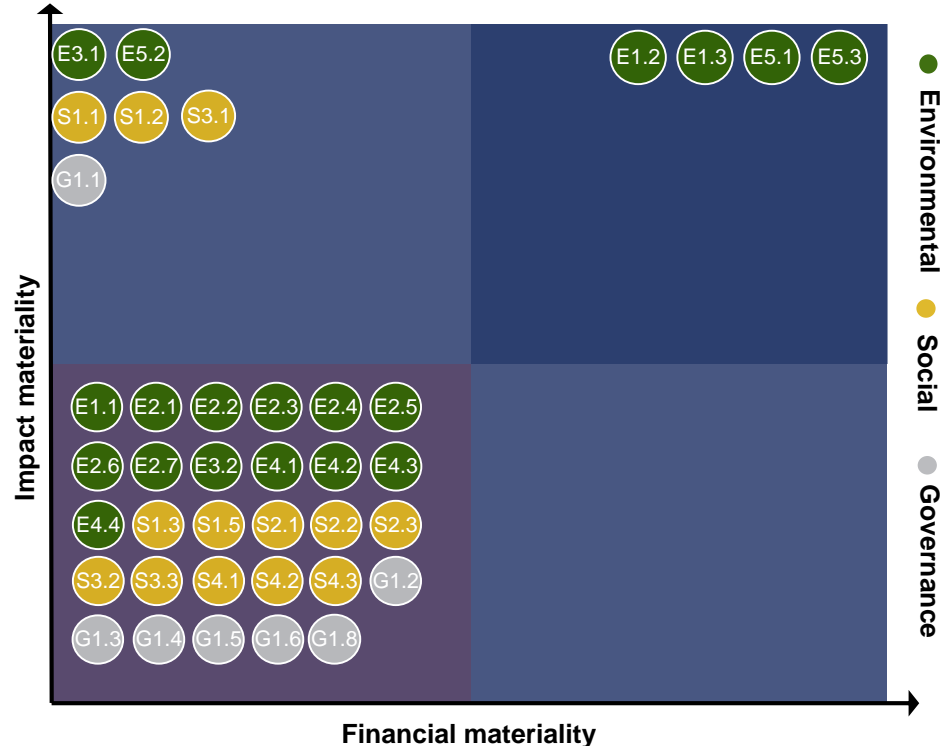
Circular economy: Establish closed
loop systems with suppliers and
customers through strong partnerships

Double Materiality Matrix

In 2023 Fibertex Nonwovens conducted a double materiality assessment, where the impacts, risks and opportunities were identified based on topics defined in CSRD. There were identified four double material topics, where both the impact and financial aspects were material and all related to environment. This will set the foundation for the prioritization of our sustainability efforts.

Material topics

- 4 Double material topics**
 - E1.2 Climate change mitigation
 - E1.3 Energy
 - E5.1 Resource inflows including use
 - E5.3 Waste
- 6 Impact material topics**
 - E3.1 Water
 - E5.2 Resource outflows related to products and services
 - S1.1 Working conditions own workers
 - S1.2 Health and safety own workers
 - S3.1 Communities economic social and cultural rights
 - G1.1 Corporate culture
- 0 Financial material topics**
- 29 Non material topics**



WE SUPPORT UNITED NATIONS'

Sustainable Development Goals

We at Fibertex Nonwovens believe that the Sustainable Development Goals (SDGs) adopted by the United Nations, are a long-term responsibility to making the world a better place. We are committed to protecting our environment and ensuring the highest standards of working conditions.

Fibertex Nonwovens continuously invests in technological advancements to be able to offer innovative solutions that make a difference in many industries around the world. In particular, our focus is on goals 3, 8, 9, 12 and 16.



SDG No 3 Good health and well-being

We strive to create a safe and healthy working condition and we want everyone to be treated fairly and with respect, always. We value and embrace our differences.



SDG No 8 Decent work and economic growth

We invest significantly in our global manufacturing platforms to extend our production capabilities and capacities. We are committed to creating a stimulating environment to encourage contentment at work.



SDG No 9 Industry, innovation and infrastructure

We offer new and next level sustainable product properties, empowering our customers to create high-performance and sustainable solutions that improve the quality of life for people.



SDG No 12 Responsible consumption and production

We protect the environment by incorporating sustainable practices across our businesses and communities. Concern for the environment is critical in every aspect of our global operation.



SDG No 16 Peace, justice and strong institutions

We have carefully developed Corporate Responsibility policies, which are a solid foundation for maintaining impeccable business ethics at Fibertex Nonwovens.





ENVIRONMENTAL

We are committed to protecting our planet

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ENVIRONMENTAL

Actions and results for 2023

Activity levels increased at Fibertex Nonwovens in 2023, and the company actively engaged in improving its environmental parameters. Overall greenhouse gas emissions rose marginally due to increased energy consumption for its energy intensive production processes. Water consumption used for spunlace production was reduced by 5% due to more efficient use of process water.

Share of renewable electricity increased

In the environmental field, Fibertex Nonwovens focused in 2023 on its production units in Turkey and South Africa. In Turkey, the company bought certificates (I-RECs) for the second half of 2024 to cover its entire supply of electricity. In Brazil, the proportion of renewable electricity was once again 100% in 2024. As a result, Fibertex Nonwovens' overall share of renewable electricity rose from 8 per cent in 2022 to 10 per cent in 2023. Overall, Fibertex Nonwovens managed to keep greenhouse gas emissions at a stable level despite its increased energy consumption.

The production facility in South Africa also focuses on energy-saving initiatives. A large share of South Africa's energy supply is based on coal, which involves challenges in the energy supply and a risk of outages. This results in a strong focus on introducing alternative and renewable sources of energy and on reducing energy consumption through energy-optimising and efficiency-

enhancing projects in order to reduce the pressure on the country's energy grid. Specifically, energy consumption per kilogram of nonwovens produced has been reduced by 10%.

Reducing water consumption

Nonwovens production is based on various production methods. Spunlace technology is a process employing high-speed jets of water to entangle fibres, which means Fibertex Nonwovens consumes substantial amounts of water. Production has operated efficiently in 2023, resulting in an overall 5% reduction of water consumption.

Also, a new water treatment plant was installed at the company's French production site in 2023, which will reduce water consumption going forward.

Reducing the volume of waste sent to landfills

In 2023, the company's units in Brazil and the Czech Republic worked on a project

entitled: "Zero waste to landfill". The aim of the project is that no waste should be sent to landfill, and initiatives include increasing the recycling rate of waste and ensuring that any residual waste is used to generate energy or heat, which is not very common in these areas. In the Czech Republic, the amount of landfilled waste was completely eliminated during the project period.

Natural fibres

There is a growing demand among end-users for products consisting of natural fibres instead of synthetic raw materials. Fibertex Nonwovens accommodates this demand through specially-designed production techniques and is able to manufacture nonwovens from natural fibres such as organic cotton or viscose instead of plastic fibres.

This type of nonwovens has been introduced in several products manufactured by the company's customers, including in the wipes and personal care segments.



SDG



Responsible consumption and production

TARGETS 2030

20%

reduction of cradle-to-gate GHG emissions

25%

increase of sustainable content on our products

40%

electricity from renewable sources

POLICIES

- Environmental and energy policy
- Code of Conduct
- Supplier Code of Conduct
- Responsible procurement policy
- CR Policy

CERTIFICATIONS

- ISO 14001
- ISO 50001
- FSC
- PEFC
- GOTS
- Oekotex





ENVIRONMENTAL

Responsible sourcing

Using raw materials that origin from natural sources makes responsible sourcing a high priority for Fibertex Nonwovens.

Therefore we are certified according to FSC, PEFC and GOTS at the sites using viscose and cotton for wipes and personal care products.

By obtaining these certificates we ensure that the fibres are managed in a sustainable way, farmed, produced and processed with the least possible environmental impact and with respect for labour conditions and protected from deforestation and excessive clearcutting.





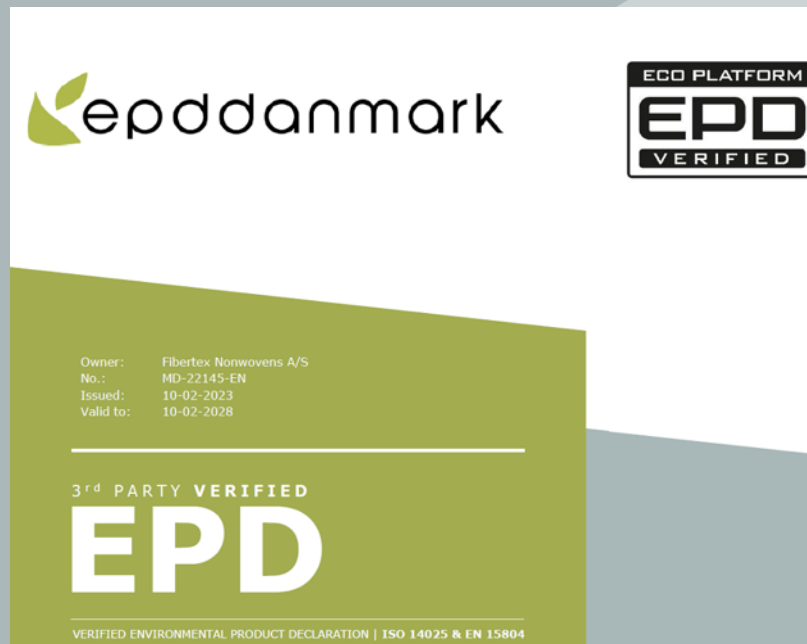
ENVIRONMENTAL

Environmental Product Declarations

An Environmental Product Declaration (EPD in short) documents the environmental performance of a product based on the EN 15804+A2 standard. The declaration is building upon conducted LCA studies. The EPD's have been externally verified by a third party and have been created in collaboration with the Dansk Teknologisk Institut.

The scope for the EPD's is Cradle-to-gate (plus End-of-life) approach meaning narrowing the perspective into three main categories; Raw material, Transportation and Manufacturing (A1-A3) plus End-of-life (C1-C4).

In total three EPD's have been made and is based on different raw material groups; PP, PET and rPET.





SOCIAL

We act in a socially responsible manner

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SOCIAL

Actions and results for 2023

In 2023, Fibertex Nonwovens updated its internal Code of Conduct for employees in a number of key areas, among other things, to build an understanding of human rights. In addition, the company has looked into how diverse employee satisfaction surveys can be combined and standardised to a greater extent.

Updating the company's internal Code of Conduct

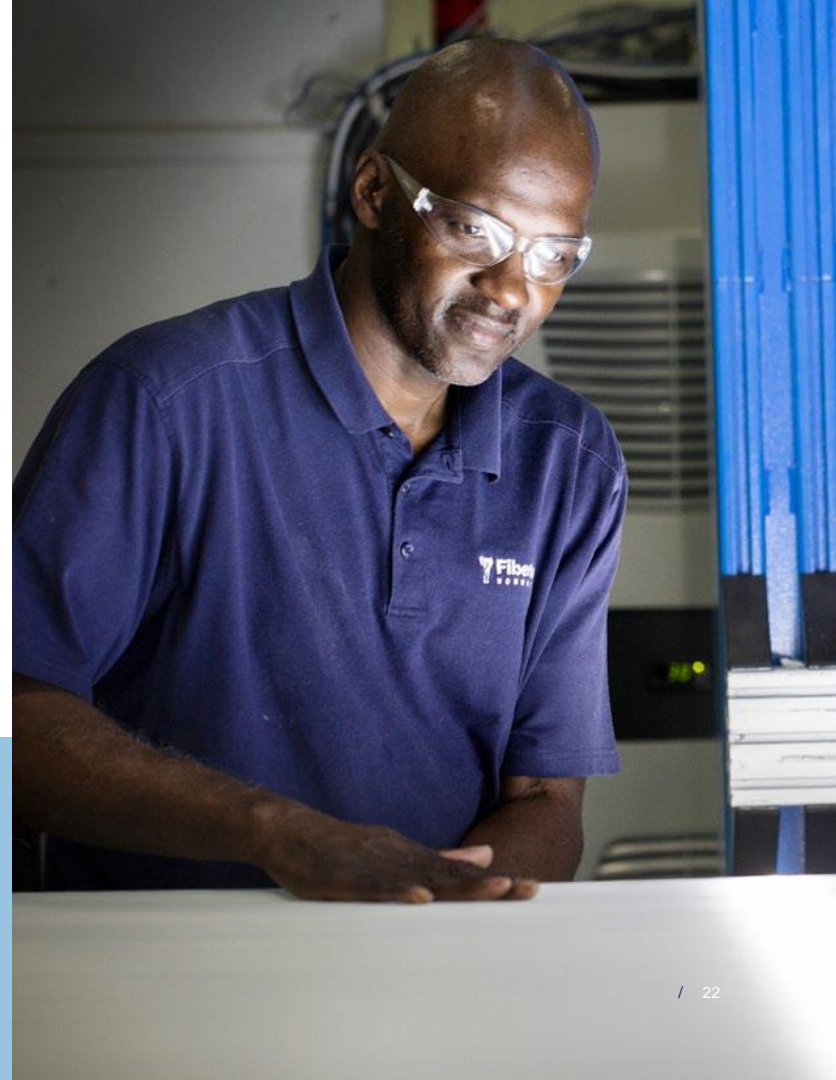
Fibertex Nonwovens supports and respects internationally recognised human rights. They are an important part of the company's commitment to responsible social conduct. In-house, this is expressed through the company's Employee Code of Conduct, which was given a major update in 2023. In the process, the company updated and added more specific wording in sections on basic human rights, such as the prohibition of child labour and forced labour and the right to collective bargaining. In addition, a new online registration

system was introduced, in which all relevant employees sign the document and attend follow-up training modules.

LTI frequency rate is an ongoing focus area

Fibertex Nonwovens reduced its LTI frequency rate considerably from 2021 to 2022. Since then, the focus has been on anchoring efforts and keeping the LTI frequency rate as low as possible. The LTI frequency rate in 2023 was 13.2 incidents per million hours worked, which is higher than last year, but

still considerably lower than the level for 2021 and 2020. The company is continuously involved in experience sharing and occupational health and safety efforts across the company.



SDG



Good health and well-being

TARGETS 2030

BELOW 3

in lost time injury frequency rate

12.6%

in employee turnover rate

POLICIES

- Occupational Health and Safety policy
- Diversity policy
- Sexual Harassment policy
- Code of Conduct
- Supplier Code of Conduct
- CR Policy

CERTIFICATIONS

- ISO 45001
- Sedex (audit)



SOCIAL

Product safety

Fibertex Nonwovens is fully aware of the importance of product safety and we continuously strive to improve the safety of our products.

For more than 20 years the company has maintained OEKO-TEX® STANDARD 100 certification of our nonwovens for bedding, furniture and flooring applications.

In 2012, we upgraded the certification to product class 1 for baby articles and over the last 3 years we have added 3 new product groups: facemask, filtration and medical equipment.

In 2023, products for hygiene and personal care produced at our production site in Turkey have been Oekotex certified.

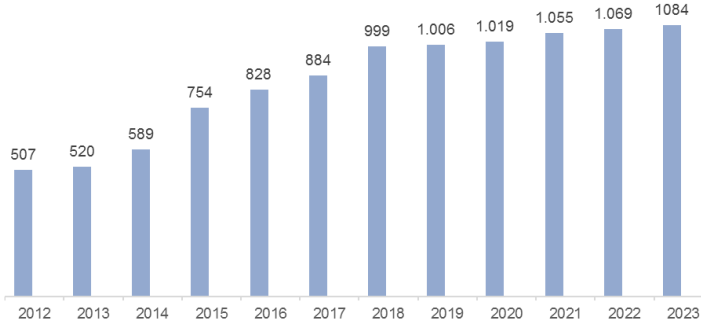
STANDARD 100 by OEKO-TEX® is one of the world's best-known labels for textiles tested for harmful substances. This certification represents customer confidence and high product safety.





SOCIAL

Employee facts



1084
full-time employees



We currently
26 employ
different
nationalities

Male employees 
76%

Female employees 
24%

We are committed to provide good, safe, stable jobs in our local communities, that will support families for generations.

Fibertex Nonwovens is our people. We develop the individual and encourage teamwork and openness. We foster diversity and inclusion, dignity and respect.

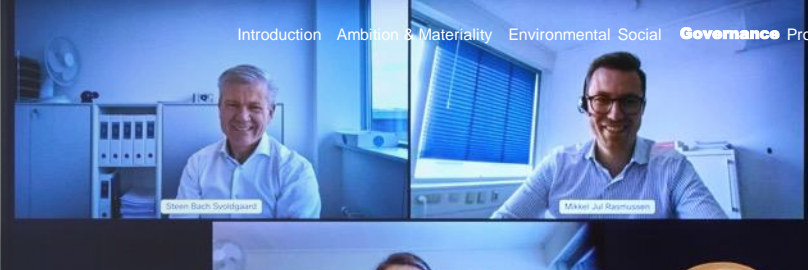


GOVERNANCE

We conduct proper and trust-worthy business

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Actions and results for 2023

Fibertex Nonwovens is working to ensure more accountability in the value chain and has launched significant initiatives. For example, the company has supplemented the existing Supplier Code of Conduct with a Responsible Procurement Policy, which aims to communicate guidelines and expectations to our suppliers with respect to ESG.

Responsible conduct in the value chain

Fibertex Nonwovens applies a supplier evaluation system, which ensures follow-up on the requirements demanded of its suppliers in the Code of Conduct. In 2023, the code was supplemented with a policy for responsible procurement, which set out more detailed requirements and ambitions in terms of integrating sustainability considerations in the sourcing of raw materials, particularly in relation to the environmental footprint of raw materials. These requirements have already been identified as being the company's principal

source of value chain emissions. Fibertex Nonwovens plans to launch a major scope 3 project in 2024 to calculate its overall scope 3 emissions.

Employees trained in business ethics, cyber-awareness and anti-corruption

In 2023, Fibertex Nonwovens also trained its employees in the company's IT policy after it was updated in 2023. These efforts included increasing awareness of the policy as well as broadened cyber-awareness training and the already established anti-corruption and

business ethics training. Also included is a section of the internal Code of Conduct on money laundering, which also sets out the company's zero tolerance.



SDG



Decent work and economic growth



Peace, justice and strong institutions

TARGETS 2030

100%

of own relevant workforce to sign our Code of Conduct

95%

of supplier base to comply with our Supplier Code of Conduct

POLICIES

- IT Security policy
- HR Privacy Policy
- Code of Conduct
- Supplier Code of Conduct
- Responsible procurement policy
- CR Policy



GOVERNANCE

Business conduct

Integrity is at the core of our identity and reputation at Fibertex Nonwovens. We are all responsible for acting with integrity in everything we do.

To support our employees in conducting business on behalf of Fibertex Nonwovens and to minimise grey areas we have outlined how we expect our employees to act in our Code of Conduct Handbook.

In order to continuously follow legislation and the development in a changing world the Code of Conduct was reviewed in 2023 and updated with a new section on Money Laundering, existing section on Human Rights and Diversity, Equity and Inclusion were expanded.

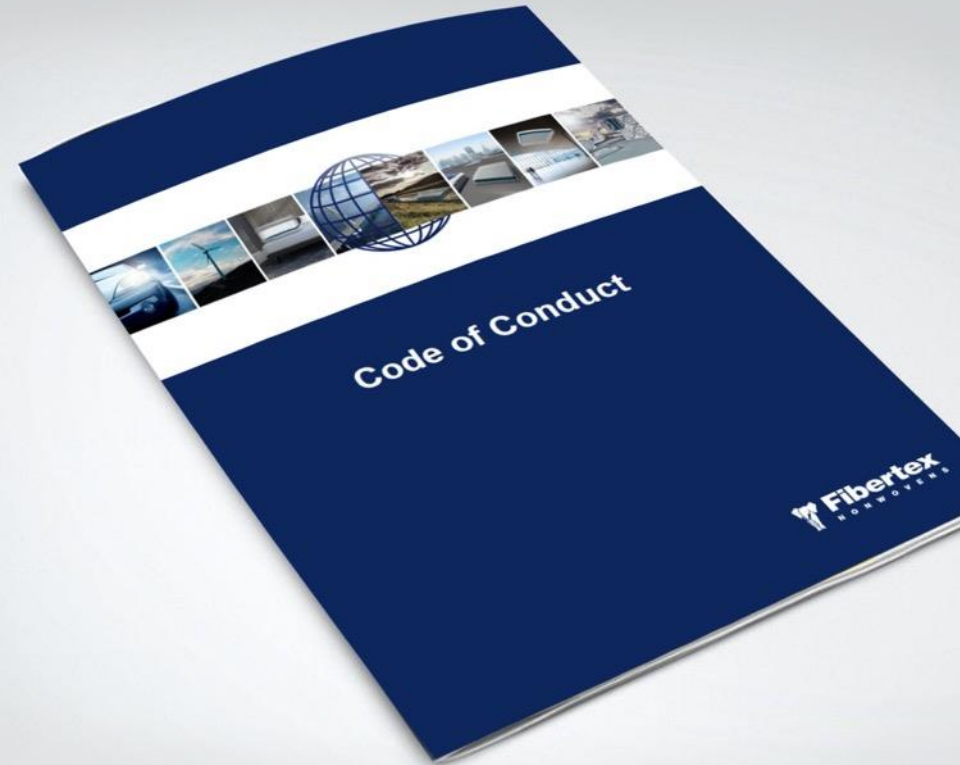
Grievance mechanism:

We are also responsible for raising concerns about any potential risks to the company — ideally, before these risks become actual problems.

At Fibertex Nonwovens, different options exist for reporting compliance issues. While we hope that employees feel comfortable discussing any matter with his or her manager, there may be times when employees prefer to use another way to address compliance and ethics issues. Therefore several grievance mechanism exist to report an ethical issue internally.

In addition to that, we also have a whistle-blower function, where employees or other stakeholders have the option to report potential breaches anonymously.

In 2023 Fibertex Nonwovens received 0 claims on ethical breaches.





GOVERNANCE

Supplier Code of Conduct

At Fibertex Nonwovens, social responsibility and sustainability are deeply founded in our values. We want to take active and long-term responsibility for how we affect the world.

We seek to create a balance between financial goals on one hand and respect for people and the environment on the other hand, in order to run a profitable business and at the same time, ensure that our activities contribute to sustainable development for the benefit of society, both locally and globally. We believe this to be essential when building and developing trusting relationships with our suppliers.

Fibertex Nonwovens comply with the principles in our Supplier Code of Conduct, and we expect the same from our suppliers and subcontractors. Therefore we see acceptance and compliance with the Supplier Code of Conduct as an integral part of supplying to Fibertex Nonwovens.

In 2023 our Supplier Code of Conduct was updated with a sustainable procurement policy, which underlines the expectations for our suppliers commitment and contribution to meet our ambition.





GOVERNANCE

Sustainability ratings

To continuously improve and demonstrate our dedicated work within ESG sustainability assessments have been carried out on a group level as well as on individual sites.

EcoVadis. Since 2013 Fibertex Nonwovens Group has been assessed and rated by EcoVadis, which covers four different assessment areas: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. In 2023 the group was awarded with the committed EcoVadis badge and the production site in Denmark was assessed and awarded with the silver medal.

Sustainable Origin. Our production site in Brazil was awarded with a Diamond level by Sustainable Origin. This certification is promoted by the footwear associations, and has a global coverage certifying our processes and evaluating ESG and sustainability practices in 104 indicators in the five dimensions: economic, social, cultural, environmental, and sustainability management.

Sedex. Since 2019 our production site in Turkey has been audited by Sedex in the SMETA four pillars: Labour standards, Health and Safety, Environment and Business Ethics.

SAQ. A SAQ certification is the entrance ticket to the automotive industry. It confirms that the candidates comply with the standards for good Corporate Social Responsibility (CSR) and social and environmental sustainability. Several sites in the Fibertex Nonwovens group have been assessed and certified according to SAQ 5.0.



SUSTAINABLE
PRODUCTS & SOLUTIONS

World-class solutions through partnerships

Fibertex Nonwovens is the leading global partner in technical and innovative performance-based materials and nonwovens solutions.

We offer high-performance materials to our customers in more than 70 countries. We also offer strong partnerships that include access to in-depth industry knowledge and a best-in-class technological platform.

For more than 50 years, we have improved nonwovens solutions for a variety of applications and business areas. This experience allows us to propose and deliver world-class solutions.

More than
50 years of
experience

Striving for sustainability



Coastal protection solutions

Ageing seaside infrastructure, large waves and narrowing beach widths, all contribute to the urgent need for coastal rehabilitation, to ensure greater environmental protection.

Fibertex products withstand the effects of harsh wave action and are the perfect protection solution that allows beaches to retain their natural beauty. Our coastal protection products gently preserve the architectural expression of coastlines, preventing erosion from destroying tourist areas, also creating beautiful new artificial reefs.

Fibertex geotextiles are used in protection structures in coastal areas, rivers and harbours, for erosion control, dune revetments and slope protection, as well as in flood emergencies. Our geosynthetics solutions also encompass products improving durability of concrete structures like coastal bridges, tunnels and marine structures.



Composite products for the wind industry

Manufacturing wind turbine blades traditionally involves using several layers of materials to ensure proper resin flow and prevent defects, leading to increased complexity, material usage, and waste. As demand for renewable energy solution grows, efficient and sustainable production processes are essential.

Our nonwoven Compoflex products streamline the blade moulding process by replacing multiple layers with a single material. This simplifies production, reduces material consumption, and ensures optimal resin distribution, resulting in high-quality blades with fewer defects.

Environmentally, our products decrease material usage and waste, contributing to more sustainable manufacturing practices. Additionally, by improving manufacturing efficiency, we support the broader adoption of wind power, promoting clean and renewable energy sources.



Energy-saving filtration solutions

A challenge of filter media is that during operation of a filtration system, media filter particles from the air settle in the filter and over time, these particles create a filter cake that blocks the pores, causing an increase in pressure drop. As the pressure drop rises, greater energy is required to push air efficiently through the filter.

Fibertex has developed a low-pressure-drop air filtration media, which ensures significant energy savings. This advanced filtration media is based on an optimised nonwoven gradient structure that is combined with nanofibers.

By using Fibertex filter media, energy consumption is lower than when using a traditional commercial filter with the same efficiency rating.



Lightweight and acoustics solutions

As manufacturers strive to meet stringent fuel efficiency standards and enhance the driving experience, innovative solutions are required. Our nonwoven products offer a transformative approach to address these challenges, contributing to lighter vehicles and improved acoustical properties.

Our materials are engineered to be significantly lighter than traditional automotive materials without compromising on strength and durability. Additionally our nonwoven products are designed with excellent sound-absorbing properties, effectively reducing the transmission of external noise into the cabin.

Through innovative material science, we are not only enhancing vehicle performance and comfort but also contributing to a more sustainable future.

Appendix

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ESG Progress Reporting

ENVIRONMENTAL

GENERAL	Unit	2020 Development since				2030 Target	Accounting principles
		2023	2022	(Baseline)	baseline		
Revenue	DKKm	2.158	2.060	1.791	20%		Revenue for Fibertex Nonwovens Group
Reporting production sites	number	8	8	8	0%		Fibertex Nonwovens has eight main production sites located in Europe, North America, South America and Africa. See page 9 for more detail.
Total production of nonwovens and fibre	tonnes	70.244	69.524	75.860	-7%		Total amount of nonwovens and fibre produced.

ENVIRONMENTAL

Energy consumption							Energy consumption is reported for all Fibertex Nonwovens production sites and for sales offices a factor is added based on the amount of employees working there.
Direct energy consumption	MWh	71.976	63.494	62.900	14%		Covers consumption of purchased fuels and gasses used on the production sites.
Indirect energy consumption	MWh	98.640	93.271	98.038	1%		Covers consumption of purchased electricity, heating and cooling used on the production sites. Sales offices are included using a factor.
Total energy consumption	MWh	170.616	156.765	160.938	6%		This is a total energy consumption of direct and indirect energy consumption.
Purchased electricity from renewable sourced	MWh	17.334	12.353	0	-		For electricity to be categorized as being from a renewable source, it requires certificates such as GoOs or I-RECs or similar supplier-specific certificates with an emission factor of 0.
Share of renewable energy	%	10	8	0	10pp	40% renewable electricity sourced	Calculated as the share of the reported renewable energy sourced divided by total energy consumption
Energy intensity	MWh/t	2,43	2,25	2,12	14%	20% energy consumption reduction	Energy consumption in MWh relative to produced tonnes of nonwovens and fibre
GHG Emissions							Reporting on greenhouse gas (GHG) emissions is based on the GHG Protocol. The gases specified in the GHG Protocol includes carbon dioxide, methane, laughing gas and HFCs, etc. These data are reported combined as CO2 equivalents (CO2e) as calculated using global warming potential factors.
Scope 1 GHG emissions	tCO2e	14.652	12.966	12.839	14%	20% GHG emission reduction	Scope 1 covers all direct emissions, typically involving greenhouse gases related to the use of gas and fuel for processing on the production lines. The data is based purchased amount and the consumption values are multiplied by relevant emission factors. Company cars are included in scope 1 if they are owned or held under an operating lease.
Scope 2 GHG emissions location-based	tCO2e	27.199	25.353	27.866	-2%		Scope 2 covers indirect emissions from electricity, district heating or cooling purchased from other external sources. Consumption data is compiled from energy bills or meters and used to calculate consumption. The location-based approach is based on the actual grid production units are connected to and mainly uses the latest IEA emissions factors.
Scope 2 GHG emissions market-based	tCO2e	24.274	24.177	27.866	-13%	20% GHG emission reduction	The market-based approach reflects emissions from the purchase of energy and is linked to the financial products and agreements on which the purchases are based. These are verified against quality criteria of the GHG Protocol.
Total GHG emissions location-based	tCO2e	41.851	38.319	40.705	3%		Sum of scope 1 and 2 GHG emissions with the location-based approach.
Total GHG emissions market-based	tCO2e	38.926	37.143	40.705	-4%		Sum of scope 1 and 2 GHG emissions with the market-based approach.
GHG intensity (market-based)	tCO2e/t	0,554	0,534	0,537	3%	20% GHG emission reduction	GHG emissions in tCO2e relative to produced tonnes of nonwovens and fibre. The market-based approach is used for calculation purposes on intensity measures.

ESG Progress Reporting

ENVIRONMENTAL

	Unit	2023	2022	2020 (Baseline)	Development since baseline	2030 Target	Accounting principles
Water							
Water consumption	m3	247.793	261.126	210.385	18%		Water consumption shows the annual consumption of water, either meter read or taken from invoices. For sales offices that are not considered significant, consumption is estimated using a standard factor per FTE.
Water intensity	m3/t	3,53	3,76	2,77	27%		Water consumption in m3 relative to produced tonnes of nonwovens and fibre
Water consumption in areas of high-water risk	m3	0	-	-	-		Production sites that consumes water for processes are assessed in the Aqueduct Water Risk Atlas tool of the World Resources Institute (WRI). High-water stress areas are regions where the percentage of total water withdrawn is high (40-80%) or extremely high (greater than 80%). First water risk assessment carried out for 2023
Resource efficiency							
Recycled, biodegradable and natural content	%	28,2%	25,9%	28,5%	-1%	Increase 25%	The amount of recycled, biodegradable and natural content of raw materials (fibers and granulate) is based on purchased volumes and set in relation to total amount of raw material to calculate the share.
Waste generated in operations	%	10,6%	9,8%	9,3%	14%		The amount of non-hazardous and hazardous waste material generated in operations in relation to total amount of goods produced.

POLICIES, CERTIFICATIONS AND GENERAL GOVERNANCE	Unit	2023	2022	2020 (Baseline)	
Formal environmental and energy policy	y/n	yes	yes	yes	https://www.fibertex.com/about-us/quality-and-environment/policies
Published Sustainability Report	y/n	yes	yes	yes	https://www.fibertex.com/sustainability/long-term-responsibility
Sites certified according to recognised quality management system (ISO 9001)	number	8 out of 8	8 out of 8	8 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates
Sites certified according to recognised environmental management system (ISO 14001)	number	5 out of 8	5 out of 8	5 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates
Sites certified according to recognised energy management system (ISO 50001)	number	1 out of 8	1 out of 8	1 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates
The Board of Directors monitors and/or manages climate-related risks	y/n	yes	yes	yes	
Sustainability rating framework	y/n	yes	yes	yes	EcoVadis, Sustainable Origin, Sedex, SAQ. For more detail see page 34.
Company focus on specific UN Sustainable Development Goals	y/n	yes	yes	yes	For more detail see page 16.

ESG Progress Reporting

SOCIAL AND GOVERNANCE

SOCIAL	Unit	2023	2022	2020 (Baseline)	Development since baseline	2030 Target	Accounting principles
Employees							
Total number of employees	FTE	1,094	1,069	1,019	7%		Measured in FTE (Full-time equivalents) and are calculated according to the principles used in financial reporting as the monthly average number of FTE's during the period
Number of female employees	FTE	268	260	230	0%		
Number of male employees	FTE	826	809	789	5%		
Employee turnover	%	16%	16%	17%	-6%	12.6%	Share of employees leaving their job as a result of dismissal, resignation, retirement or death during the period relative to the total average number of employees for the period.
Proportions of part-time employees	%	1%	1%	1%	0%		Employees who work less than full time in relation to all employees.
Proportions of temporary workers	%	1%	1%	1%	0%		Employees who Temporary workers are employees externally contracted that we have the operational control and employee responsibility over. This includes temporary workers in production, summer workers etc.
Diversity							
Proportion of female employees	%	24%	24%	23%	4%		
Proportion of female employees in managerial positions	%	23%	23%	20%	15%		Managers are defined as persons having managerial responsibilities
Proportion of female employees in senior management and executive-level positions	%	15%	16%	11%	36%		The uppermost tier of management is defined as persons in executive-level or senior management positions.
Proportion of female board members	%	0%	0%	0%	0%	20%	
Male average compensation relative to female average compensation	factor	1,6	1,6	1,4	14%		The average compensation is calculated based on the employees' total salaries broken down by men and women.
Health and Safety							
Fatalities	number	0	0	0	0%		Fatalities are defined as accidents resulting in death, which occur on the job or during the performance of work related to the employment relationship.
Lost time injury frequency rate (LTIFR)	per million hours worked	13,2	9,9	19,8	-33%	Below 3	The total number of accidents, defined as on-the-job accidents that result in an employee being absent from work for at least one day, not including the day of the accident. The LTI frequency rate is calculated per million working hours.

ESG Progress Reporting

SOCIAL AND GOVERNANCE

	UNIT	2023	2022	2020 (Baseline)	Development since baseline	2030 Target	Accounting principles
Responsible business conduct							
Proportion of relevant workforce which have formally confirmed their compliance with code of conduct	%	100%	100%	100%	0%	100%	Measured on the size of the relevant workforce and that includes employees with external contact who have formally confirmed their compliance with the policy.
Proportion of suppliers which have formally confirmed their compliance with the supplier code of conduct	%	92%	92%	80%	15%	95%	Measured according to the value of the purchases from the suppliers. Approval is obtained if a supplier has signed Fibertex Nonwovens Supplier Code of Conduct or has its own code of conduct, which is consistent with the requirements of Fibertex Nonwovens'.
Number of confirmed incidents involving corruption or bribery	number	0	0	0	0%		Number of incidents of corruption or bribery that has been found to be substantiated during the year.
Number of reported cases in whistleblower system	number	0	0	0	0%		Number of whistleblower cases reported in the whistleblower system during the year.

POLICIES, CERTIFICATIONS AND GENERAL GOVERNANCE	Unit	2023	2022	2020 (Baseline)	Comment
Occupational health and safety policy	y/n	yes	yes	yes	Not publicly available.
Human rights policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
The human rights policy also covers suppliers	y/n	yes	yes	yes	https://www.fibertex.com/about-us/supplier-code-of-conduct
Child and forced labour policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
The child and forced labour policy also covers suppliers	y/n	yes	yes	yes	Please see our Supplier Code of Conduct: https://www.fibertex.com/about-us/supplier-code-of-conduct
Non-discrimination and sexual harassment policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
Diversity policy	y/n	yes	yes	yes	Not publicly available.
Collective bargaining	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
Data protection and IT security policy	y/n	yes	yes	yes	Not publicly available.
Anti-corruption and business ethics policy	y/n	yes	yes	yes	Please see our Code of Conduct: https://www.fibertex.com/about-us/corporate-responsibility
Sites certified according to recognised work environment management system (ISO 45001)	number	1 out of 8	1 out of 8	0 out of 8	https://www.fibertex.com/about-us/quality-and-environment/certificates

Reporting practice

In 2020, Fibertex Nonwovens introduced a new common frame of reference, inspired by Nasdaq's ESG Reporting Guide 2.0 and defined a common set of performance indicators across the E, S and G criteria. The reporting done on the GHG emissions is based on the GHG Protocol and the applied division of the GHG Protocol is done into scope 1 and 2. Scope 3 emissions are not yet included in this reporting.

The 2023 Sustainability Report continues to build on these performance indicators, now presenting figures for a three-year period. Our aim is to apply the same approach, to ensure that figures are comparable over time.

Consolidation of this type of data across the Fibertex Nonwovens Group still presents challenges, but we aim to be transparent and to present data in the best possible manner.

Fibertex Nonwovens Sustainability Report Rev 1/July 2024