MontiPower Sustainability Report 2023
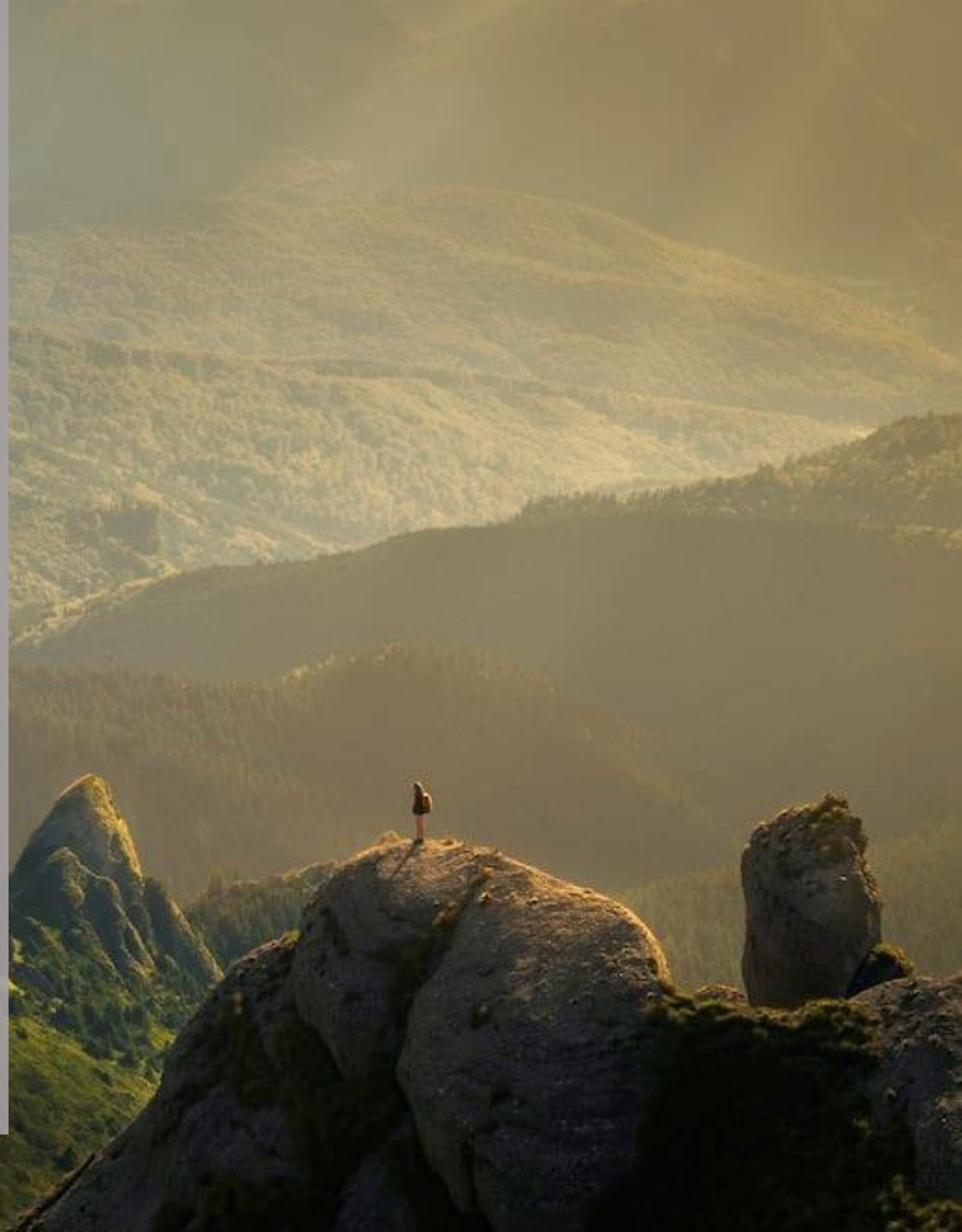
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About us

MontiPower is the brand name of Monti-Werkzeuge GmbH, headquartered in Hennef, Germany, including its subsidiary, MontiPower is a globally renowned manufacturer of rotary bristle blasting technology and special surface preparation equipment used for surface cleaning, coating & millscale removal and anchor profiles.

MontiPower's patented technologies and innovative solutions are used to fabricate protective coatings and sealants without the need for loose abrasive materials and waste media.

MontiPower's power tool solutions enable high-performance surface preparation technologies that maximize the long-term protection of assets in various industries, amongst others in transportation and energy.

Outside North America (Manassas and Houston) and Brazil (Macae), MontiPower operates globally through a network of trained distributors and resellers.

18.6	EURm revenue
53	FTEs
130	tCO_2-eq
25%	Female employees

Areas of sustainability-related risks and opportunities

- Carbon Footprint Management

- Waste Management

- Product Quality & Safety

- Impact of Products & Services

- Employee Health & Safety

- Supply Chain Control

OKIA youth Tug of War Team, sponsored by MontiPower (below)

Introduction

We look at the relevance of sustainability from an industry perspective, and what a long-term vision looks like. We have identified material themes to focus on, taking a perspective of the full value chain and reviewing these at least annually.

We have identified some key performance indicators (KPI) on the identified material themes and reflect on these throughout this report. Finally, we have identified value creation opportunities and formulated an action plan to drive progress.

We seek to continuously align sustainability reporting with international conventions and regulations, the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI), the Task Force on Climate-Related Financial Disclosure, the UN Sustainable Development Goals (UN SDGs), IRIS+, the Greenhouse Gas Protocol and the Impact Management Project (IMP).

In the surface preparation industry, there is increasing need for efficient, continuous, and durable products and operations. Consequently, companies are starting to generate smart solutions, optimising processes, increasing efficiency, and reducing material needs and waste. This includes, developing new product services and offerings, monitoring business processes and ensuring quality control as well as implementing customer requirements and industry standards. Increasing regulation and labour-protection laws are pushing companies to implement and uphold higher health and safety standards (e.g., by alleviating dangerous working conditions for employees), while market competition is driving companies to promote employee wellbeing to attract and retain talent.

The future industry will entail growing pressure from stakeholders and consumers to implement and expand sustainability solutions, for instance, reducing the emissions of volatile organic compounds (VOCs) into the environment, improving environmental management systems according to ISO 14001 standards, developing environmental policies and trainings, and ensuring materials are sustainably sourced.

Key themes across our value chain

	SUPPLIERS	OPERATIONS	CUSTOMERS
ENVIRONMENTAL			
Energy & carbon		Energy & carbon	Impact of products & services
Material circularity		Waste management	Waste management
Biodiversity & ecosystems impact			Impact of products & services
SOCIAL			
Employee well-being		Employee health & safety	Impact of products & services
Customer impact		Product quality & safety	Product quality & safety
Corporate citizenship			
GOVERNANCE			
Corporate governance			
Supply chain management	Supply chain control	Supply chain control	
Business resilience & ESG			

Carbon Footprint Management

Relates to the carbon footprint caused by energy consumption in operations. How a company manages its energy efficiency and is ability to access different types of energy.

Waste Management

Relates to the minimisation and management of waste. Companies that reduce, reuse and recycle waste can minimise their environmental impact whilst reducing costs and improving circularity.

Product Quality & Safety

Ensuring safety and responding in a timely manner when defects are identified can protect companies from regulatory action whilst increasing market competitiveness.

Impact of Products & Services

Relates to the measurement and communication of potential positive (downstream) impact of products and services. Companies can avoid externality costs whilst meeting consumer/market demand.

Employee Health & Safety

Relates to a company's ability to maintain a safe and healthy workplace environment. Providing adequate safety training and ensuring wellbeing helps companies to avoid reputational damages.

Supply Chain Control

Relates to responsible, transparent, and sustainable supply chain management. Avoiding risks and addressing labour concerns helps protect shareholder value and provide market opportunity.

Carbon Footprint Management

Energy & carbon are on MontiPower's agenda evidenced through the company's development of innovative low-carbon solutions and by reducing / offsetting emissions (e.g., via solar power generation).

MontiPower works to find new innovative and automatic solutions in its production line, such as grinding and hardening the tips of each produced roll of 125m to replace the energy consuming tambours and hydrogen hardening of the MBX belt tips.
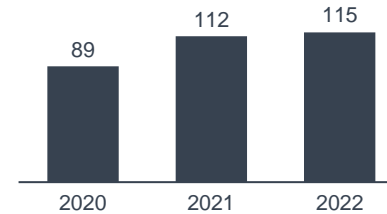
The company works towards reducing emissions and achieving climate neutrality through various means. MontiPower installed solar panels on their roof in 2020, feeding excess electricity into the grid. In 2022, these panels generated approximately 155 MWh of energy, reducing carbon emissions and saving around 50,800[2] EUR in energy costs.

The company also reduces its footprint by establishing and growing relationships with local suppliers (e.g., suppliers in the Netherlands for parts manufacturing). They are also working to increase production capacity of essential materials on-site (e.g., motion steel parts and 3D printing components) to further reduce emissions and costs.
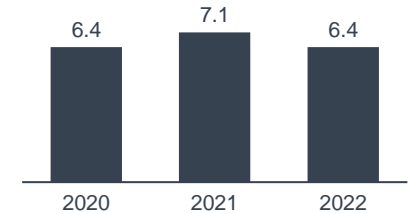
20% | Share of renewable energy

[1]As defined by The Greenhouse Gas Protocol; The carbon footprint includes the GHG emissions CO2, and is expressed in equivalent tonnes of carbon dioxide (tCO2e). Source: Greenhouse Gas Protocol, Company data, MJ Hudson analysis; [2] based on prices from Europa statistics
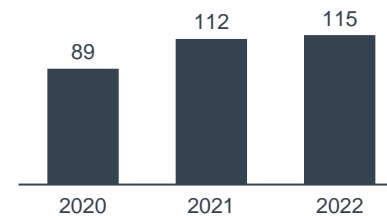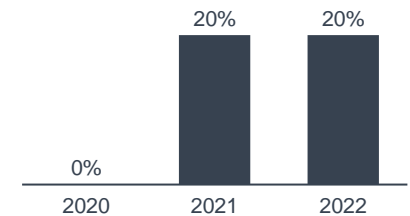
Energy consumption
MWh

2020	2021	2022
89	112	115

Energy intensity
MWh / EURm revenue

2020	2021	2022
6.4	7.1	6.4

Electricity consumption
MWh

2020	2021	2022
89	112	115

Share of renewable electricity
%

2020	2021	2022
0%	20%	20%

Carbon footprint[1]
tCO_2e

- Scope 1 - mobile combustion
- Scope 2 - electricity & district heating
- Scope 3 - business air travel

	2020	2021	2022
Total	124	104	130
Scope 3	9	13	13
Scope 1	56	39	54
Scope 2	58	53	63
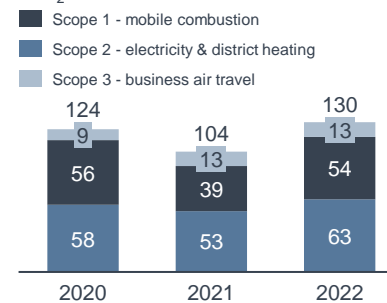
Carbon intensity
tCO_2e / EURm revenue

-11%

2020	2021	2022
9.0	6.7	7.2
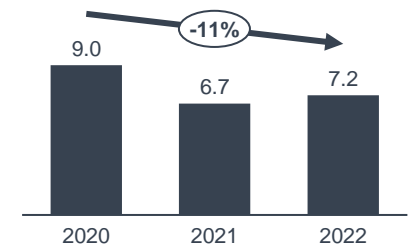
Waste Management

MontiPower holds circularity at the heart of its operations, developing closed-cycle solutions in which production cycles have minimal spillage into the natural environment. For example, surface preparation solutions have been established that are clean and profile without generating waste or pollution.

Today, and in the past, all Monti Belts have been treated as household waste. MontiPower's circularity program is changing this through initiatives including the belt recycle bin and second-life machine repair / refurbishment services, increasing the number of belts that are recycled. The belt recycle program allows customers to return used belts in exchange for credits that can be used to purchase new belts, reducing end-waste.

Primary materials used in production include steel wire, cloth, polyamide backing, threading, and carton, all of which are recyclable. Furthermore, MontiPower is working to ensure that these materials are sustainably-sourced.
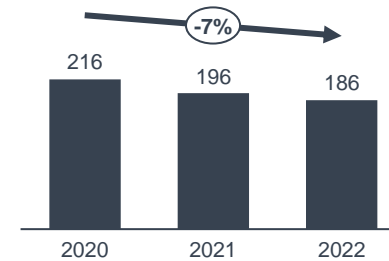
The company has partnered with The Green Dot ("Der Grüne Punkt"), which is a leading provider of take-back and waste management systems and ensures the proper recycling and disposal of packaging waste.
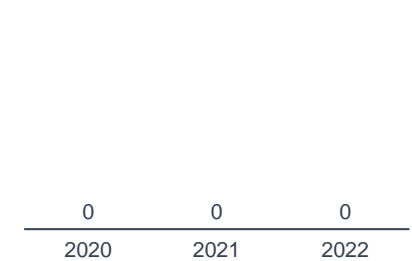
Der Grüne Punkt certified

Waste[1]
Tonnes

-7%

2020	2021	2022
216	196	186

Hazardous waste
Tonnes

2020	2021	2022
0	0	0

Metal & e-waste
Tonnes

2020	2021	2022
10	10	10

Oil & lubricants
Litres

2020	2021	2022
200	180	170
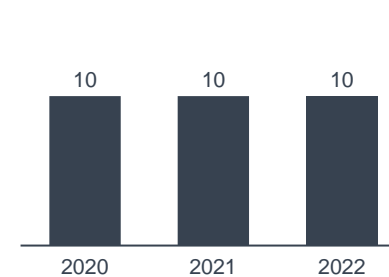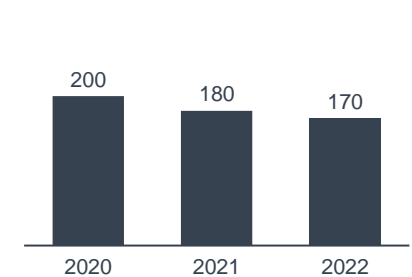
Paper waste recycled with Der Grüne Punkt
Tonnes

2020	2021	2022
5.65	5.65	6.15
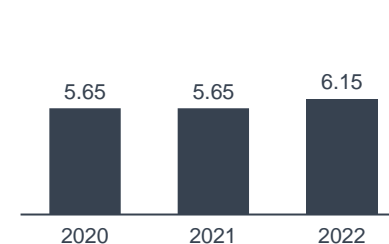
Belt[1] recycling potential
#

2020	2021	2022
		368,000

Baseline established in 2022
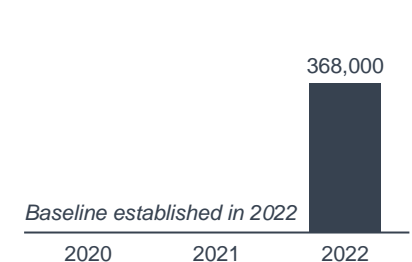
Product quality & safety

Product quality and safety are of paramount importance to MontiPower.

MontiPower is an active ISO member 21809-3 for pipeline coatings, ISO TC67 for surface preparation, SSPC, NACE, Itanks, NNOW, Gfkorr to ensure that asset owners are aware of alternatives to loose abrasive sand blasting methods. Monti is also an active member of the IPLOCA, the Swiss Organisation for Onshore and Offshore Pipeline Contractors and Engineers.

MontiPower ensures customer safety by participating in the German Brush and Belt Association and complying with EN 10831 and EU directive standards. Materials used are tested for conformity with RoHS 2.0, Chromium VI, and REACH standards. Customer satisfaction is monitored via social media, complaint submissions, the info box, and during events. Complaints are followed-up and managed through a formal complaint management procedure.

Quality assurance is conducted using a quality control room in which products are tested for endurance and durability and through batch testing. Furthermore, a recall and tracking procedure was established, however, there have been no products recalled over the past 3 years.
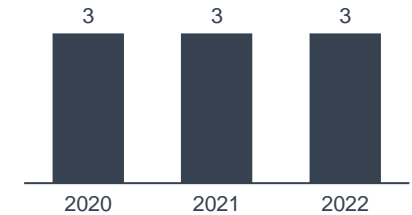
9001 | ISO Certified[2]

Product recalls
#

2020	2021	2022
0	0	0

Product quality errors
#

2020	2021	2022
3	3	3
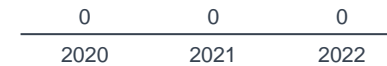
Impact of products & services

MontiPower is working to ensure their products and service offerings have a positive impact on human operations, environment and society. The company has identified three areas of focus:

1) elevating operator safety;
2) increasing energy efficiency
3) developing closed-cycle solutions.

MontiPower have designed and constructed their power tool with a focus on safety. MontiPower has achieved this through ergonomic design of equipment, lowering operator risk by ensuring the operator can see the substrate, ensuring bristles on equipment will not cut through boots and that loose abrasive blast media will not travel beyond the allocated work area.

MontiPower tools are designed to be more energy-efficient from the total value chain perspective than conventional loose abrasive open blasting by grit or other media.

The tools achieve cleanliness and profiling results for high coating and sealant performance with a focus on low noise, low vibration and ease of handling. MontiPower has established that the best practice for surface preparation involves mill scale, rust and existing coating removal without loose abrasives and other loose media, utilising a hand-held, semi-automatic/robotic tool solution. This method is quicker and more effective compared to other solutions (e.g. other power tools or grit-blasting) to achieve the same level of cleanliness and profiling results without flat areas between the peaks and the valleys. This is particularly evident in use on difficult-to-prepare objects, such as flanges and T- pipe connections.

MontiPower is developing solutions that are more productive for flat outdoor areas in case of repairs, rehab and OEM, whilst also increasing the circularity of operations and supply chain to reduce material waste and environmental pollution.

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c.12,290 | Tonnes grit waste avoided

Grittal waste avoided
Tonnes

	2020	2021	2022
			12,291
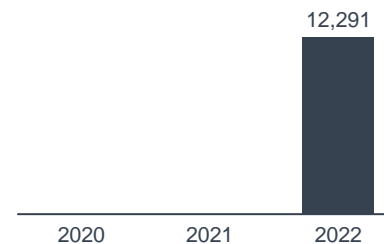
Bristleblaster sets sold
#

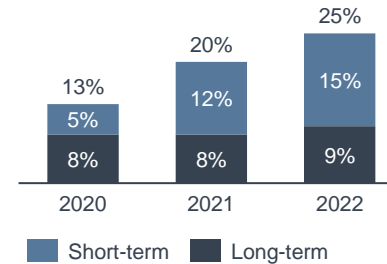| 2020	2021	2022
5,564	5,980	5,723
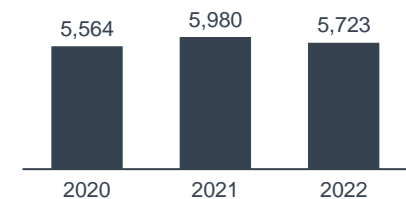
Employee health & safety

Employee health and safety is ensures through various initiatives and is a cornerstone of MontiPower's operations and value system. Health and safety checks are conducted four times a year at Monti's plant including exposure to hydrogen and marine safety. Health and safety procedures are audited by a third party to ensure standards are upheld.
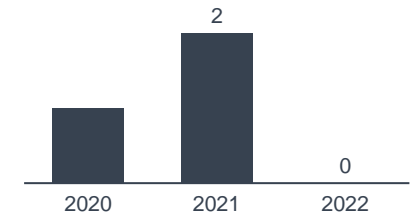
There is an in-house doctor who assists with any health related issues, providing a rapid response time in the event of an accident. New employees are trained in health and safety, with 2% of the company's budget allocated to training. At MontiPower, employees and secondary / university students have the opportunity to gain experience and training in the field of surface treatment.

MontiPower understands the importance of employee wellbeing as well as health and safety, implementing various initiatives and taking a personal approach with employees. The company works to generate a good team culture by hosting events for employees, providing access to a free fitness room as well as fruit and drinks. Employee engagement is monitored through a survey where MontiPower received a high score of 93.5% in 2022.
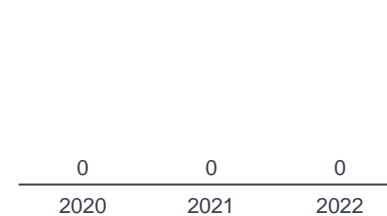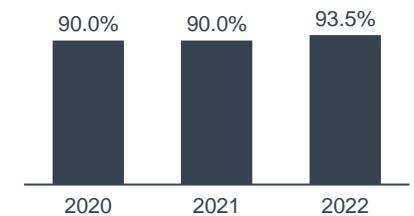
93.5% | Employee satisfaction

Total absenteeism rate
%

	2020	2021	2022
Total	13%	20%	25%
Short-term	5%	12%	15%
Long-term	8%	8%	9%

■ Short-term ■ Long-term

H&S inspection fails
#

2020	2021	2022
	2	0

Accident rate
Accidents / 1000 FTE

2020	2021	2022
0	0	0

Employee satisfaction
%

2020	2021	2022
90.0%	90.0%	93.5%

Training budget
% of payroll

2020	2021	2022
1%	1%	2%

Gender diversity
% of female FTEs

2020	2021	2022
33%	28%	25%
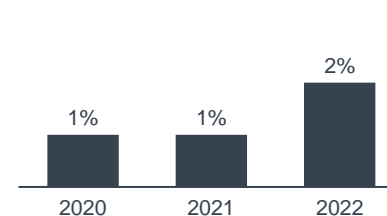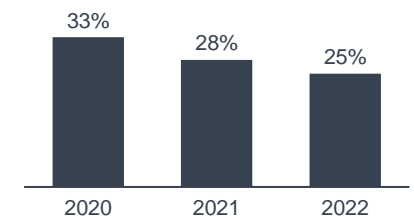
Supply chain control

MontiPower's supply chain is monitored and controlled to ensure responsible, transparent, and sustainable management. Firstly, suppliers are screened and audited according to ISO 9001 and UL standards. Third party organisations serve as accountants and auditors for MontiPower, ensuring best-practice and preventing non-compliance with regulation.

MontiPower has various risk control measures in place for new suppliers and distributors, where they must uphold the Code of Conduct for Health & Safety in the supply chain. Furthermore, the company has an action plan in place against cybercrime and follows OFAC and EU guidelines for suppliers in high-risk countries.

To increase sustainability and reduce supply chain risk, MontiPower is working to establish relationships with local suppliers such as parts manufacturers in the Netherlands and other EU countries in order to comply to the EU Directive for Machine Builders and the ISO-norm for belts EN 1083-2. This will reduce supply chain exposure to climate-related and geopolitical risks, whilst reducing transport costs and emissions. The company is also working to ensure supplier materials are sustainably sourced to further reduce environmental impacts.

Reviewed agents
#

0	0	0
2020	2021	2022

Signed Code of Conducts
% of suppliers

100%
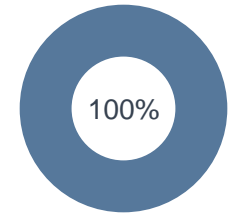
Governance at MontiPower

The board at MontiPower consists of 4 individuals of which 1 is independent and 0 are women. The board is responsible for ensuring that that operations uphold local and (inter)national laws and regulations (e.g., anti-corruption, cybersecurity, trade compliance, and human / labour rights).

The board meets quarterly, and is expected to discuss ESG at least once per year, making sure ESG issues are actively addressed throughout the value chain. Furthermore, MontiPower has a designated staff-member responsible for ESG and is supported by external consultants on ESG-related topics.

Implemented policies

- ESG / CSR policy
- Code of Conduct / Employee Handbook
- Anti-corruption and anti-bribery policy
- Whistleblowing policy
- Anti-trust policy
- Health & safety policy
- Data / privacy / IT security policy
- Cybersecurity incident response
- Diversity / anti-discriminatory policy
- Supplier Code of Conduct
- Dawn raid procedures

Policies to implement

- Sanctions procedure
- Third party risk management procedure
- Standard agency agreement
- Contract policy
- Executive compensation policy
- Social media policy
- Crisis management

Overview of climate-related risks & opportunities

Climate-related physical risks facing MontiPower & its suppliers

- Operations
- Suppliers

Low risk — High risk
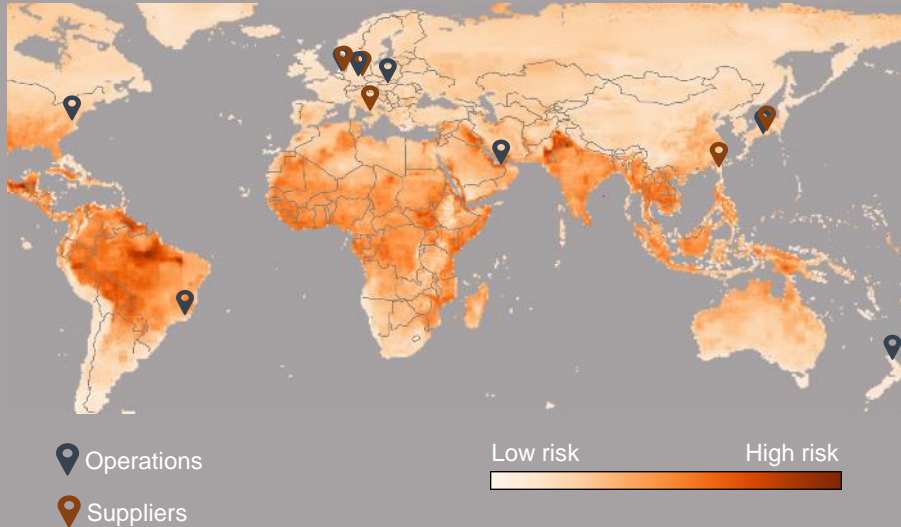
MontiPower's operations are located in Northern Europe, the Middle East, Asia, Oceania, and the Americas. The most pertinent physical risks include rising air temperatures, heat stress (Brazil & UAE), changing wind patterns (Brazil, Netherlands & New Zealand), heat waves (UAE & Brazil), shifting snowfall patterns (Brazil), wildfires (Netherlands & Germany), and an increasing frequency of cyclones (Germany & Netherlands). This global spread results in a high exposure to climate-related physical risks. MontiPower's suppliers are vulnerable to rising temperatures and cyclones.

[1]Based on the three RCP scenarios: RCP 2.6 (very strong mitigation, <2 ºC), RCP 4.5 (strong mitigation, 2-3 ºC), and RCP 8.5 (business as usual, >3 ºC); [2]Out-of-10 risk scores, with a score of 10 denoting the highest long-term global risk or opportunity; [3]Based on three NGFS scenarios – Net Zero 2050 (1.5ºC), Below 2ºC (2ºC) and Current Policies (3.5ºC). Source: MJ Hudson analysis

Overview of climate-related transition risks & opportunities

MontiPower is exposed to high technology transition risks. However, this risk is mitigated by the global nature of operations and the low-carbon alignment of its product and service offerings. These offerings provide growth opportunities via emerging green markets and demand for extending product lifetimes.
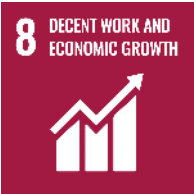
Climate-related metric	Scenario	Short- & medium-term impact	Long-term impact
Physical risk score[1,2]	< 2 ºC	0.6	0.8
	2 ºC -3 ºC	0.6	1.1
	> 3 ºC	0.6	1.5
Transition risk score[2,3]	1.5 ºC	4.4	5.4
	2 ºC	3.7	4.2
	3.5 ºC	2.8	3.9
Opportunity score[2,3]	1.5 ºC	4.7	5.4
	2 ºC	4.0	4.9
	3.5 ºC	5.0	5.5

Climate-related risks & opportunities in the value-chain

Suppliers and customers will be exposed to physical risks (Brazil), stringent climate policies (EU), higher technology risks (Asia), and greater reputational risks (Brazil). Opportunities lie in developing low-carbon products and services.

Type	Upstream		Downstream	
	2025	2050	2025	2050
Physical risks	Low (0.7)	Low (1.2)	Low (0.7)	Low (1.3)
Transition risks	Medium (3.9)	Medium (4.6)	Low (3.2)	Medium (4.3)
Opportunities	Medium (4.7)	Medium (5.9)	Medium (3.9)	Medium (5.2)

IMP 5 dimensions of impact assessment

Company activity	SDG	□ What	☰ How much	○ Who	+ Contribution	△ Risk
Provide safe working conditions for sandblasting workers	8 DECENT WORK AND ECONOMIC GROWTH	MontiPower bristle blasting products provide a safer alternative to traditional sandblasting for surface treatment workers – improving health & safety in the profession globally through reducing dust inhalation leading to respiratory ailments, risk of bodily injury, risk of damage to protective equipment.	MontiPower provides its products to clients across Europe, the Americas, Asia and Australasia.	Workers benefit from reduced health risks. Companies benefit from reduced risks of worker accidents and insurance claims.	MontiPower is one of the leading companies globally providing a sandblasting alternative. The company's operations fill a gap in the market that has few competitors.	• There may be additional risks associates with use of bristle blaster – such as increased risk of electric shocks. • Workers may be more familiar with precautions taken with traditional sandblasting methods – leading to injury.
Support research into surface preparation solutions	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	MontiPower is supporting research into surface preparation drone technology with Saxion University Tech for Future program. MontiPower also sponsors laboratory equipment for Groningen University.	The Saxion university Aeroblaster project is a collaboration with 20 PhD candidate researchers. At Groningen University (RUG), MontiPower sponsors laboratory equipment.	This research benefits MontiPower and the industry through development of new technology/techniques, the research community of the Netherlands through enhanced knowledge sharing in a niche field and future customers benefiting from new developments.	The scale of the Aeroblaster project is small, however MontiPower's expertise in the field is valuable. The lab sponsorship supports innovation, but this is an agreement that would likely be taken up by other competitors.	• The project may not lead to tangible technological improvement. • Overall contribution may not be significant to the team (with respect to time/financial support given). • The innovation created at the lab specifically, may not result in societal benefits.

The SDG assessment highlighted impactful activities. Using the Impact Management Project's five dimensions of impact framework, the scope and potential of impact of company activities are assessed.

IMP 5 dimensions of impact assessment

Company activity	SDG	□ What	☰ How much	○ Who	+ Contribution	△ Risk
Reduction in grit waste generated through MontiPower products	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	MontiPower products eliminate the necessity of sourcing grit for sandblasting, use of scaffoldings/ covers in sandblasting processes, and reduces need for extensive PPE for workers.	MontiPower provides its products to clients across Europe, the Americas, Asia and Australasia.	Benefits are felt by customers that do not need to take responsibility for grit (sourcing, transportation, use, removal) or protect sites against airborne particles, the local environment benefits from reduced litter, local communities impacted by dust, workers have reduced risk and reduced burden of site preparation.	MontiPower is one of the leading companies globally providing a sandblasting alternative. The company's operations fill a gap in the market that has few competitors.	• Recycler does not accept the bristle blaster belts for recycling in a specific country. • Asset owner or contractor does not recycle as it is not required. • Belts do not get appropriately resharpened for re-use in cleaning and profiling of substrate. • Drive-units are not maintained well enough for long-term performance.

The SDG assessment highlighted impactful activities. Using the Impact Management Project's five dimensions of impact framework, the scope and potential of impact of company activities are assessed.

KPI overview

Theme	KPI	Unit	2020	2021	2022
Energy & carbon	Energy consumption	MWh	89	112	115
	Energy intensity	MWh / EURm revenue	6.4	7.1	6.4
	Electricity consumption	MWh	89	112	115
	Share of renewables	%	0%	20%	20%
	Energy cost savings from solar power	EUR	[…]	11,749	50,800
	Carbon footprint	tCO2e	124	105	130
	Carbon Intensity	tCO2e MWh / EURm revenue	9.0	6.7	7.2
Material & waste management	Waste	Tonnes	215.65	195.65	185.65
	Hazardous waste	Tonnes	0	0	0
	Grit use avoidance	Tonnes	-	-	12,291
	Belts recycled	Tonnes	-	-	368,000
Product quality & safety	Product recalls	#	0	0	0
	Product quality errors	#	3	3	3
Employee health & safety	Total absenteeism rate	%	13.0%	20.0%	24.7%
	Short-term	%	5.0%	12.0%	15.4%
	Long-term	%	8.0%	8.0%	9.4%
	H&S inspection fails	#	1	2	0
	Accident rate	#Accidents / 1000 FTE	0	0	0
	Employee satisfaction	%	90.0%	90.0%	93.5%
	Training budget	% of payroll	1%	1%	2%
	Gender diversity	% of female FTEs	33%	28%	25%
	Women in management	% of women in management	17%	17%	13%
Supply chain control	Reviewed agents	#	0	0	0

Priority project: Sustainability narrative

Rationale

Through leveraging information MontiPower already has available, and increasing the coherence and alignment between different communication channels, Monti can improve its sustainability profile among stakeholders and potential customers.

Description

Utilising information on Monti's the performance on ESG themes (green energy, circularity) and statistics on the Bristleblaster (carbon savings / safety), Monti can make its messaging more powerful through:
- Tailoring communication to different stakeholders (e.g. simplified one-pagers for distributors, providing sustainability facts alongside the product descriptions).
- Linking together and aligning communication channels on sustainability messaging (e.g. linking YouTube videos to main website).
- Considering additional media in relation to becoming 'the most human company', e.g. DEI and the operator experience.

Responsible person
- Frits Doddema (CEO)

Potential KPIs
- Increase in website traffic (no. of views)

Physical materials

Purpose: support BB users, attract customers

ESG focus: Demonstration of relative safety / low clean-up

Social media

Purpose: support BB users, attract customers

ESG focus: Demonstration of relative safety / low clean-up

ESG Communication Alignment

MontiPower Websites

Purpose: company profile

ESG focus: Mission / vision in detail Company targets on ESG ESG product benefits

In-person

Purpose: attract customers, stand-out against peers

ESG focus: Short, competitive facts / statistics on ESG

Timeline	Action
2023 Q2	• Plan out the key information for the relevant stakeholders across communication channels
2023 Q4	• Implement changes to ESG communication approach (one-pagers, sustainability webpage, social media)
2024 Q1-Q2	• Finalise communication documents; consider requesting feedback

Priority project: Diversity expansion

Rationale

A diverse workforce brings varying perspectives to the workplace, supporting innovation, sparring during decision making and overall providing more complete view of the MontiPower experience. Identifying issues within diversity can also support the company in understanding its own culture and inclusivity, allowing for an improved understanding of it's messaging to external stakeholders.

Description

The project will entail pursuing several initiatives to enhance diversity in MontiPower's workforce. Examples include:
- Mentorship and apprentice programs,
- Network events focused on supporting the needs of specific groups (e.g. women, minorities, younger/ older workers)
- Working arrangements (e.g. flexible working arrangements, parental leave policy)
- Revising hiring procedures (e.g. blind hiring, scanning job postings to prevent biased language.)

Responsible person
- Identified manager (e.g. HR representative or lead for the working group), overseen by Frits Doddema (CEO)

Potential KPIs
- Employee satisfaction (# /100)   • Ethnic diversity (%)
- Gender diversity (%)

Timeline	Action
2023 Q2	• Identify current diversity pain points; consider forming a working group to lead Monti's DEI planning / implementation. • Create a roadmap for the next 2 years covering initiatives and incl. KPIs
2023 Q3 – Q4	• Pilot / roll-out prioritised initiatives across MontiPower offices; consider starting with implementing processes that demonstrate fair and unbiased hiring practices
2024 Q1	• Evaluate/review and set targets for the year ahead;

Priority project: MontiPower - MontiPeople

Rationale

MontiPower don't just provide a product, the company sells a surface preparation and customer service experience. Through understanding and engaging with the experience of the MontiPerson, the company can better tailor the services, support and messaging provided to their operators.

Description

MontiPower needs to engage with users of its product both in established and newer markets. How can this be the best-in-class surface preparation experience? Consider the following actions:

- Conducting a survey of current customers (why choose Monti, company impression, feedback) and users (user experience, feedback, company impression)
- Launching a forum or network for Bristleblaster operators to share concerns, tips etc
- Conducting a demo with sandblast operators (consider in US), focusing on safety and company support for users
- Considering leveraging social media to promote safety or address concerns

Responsible person

- Frits Doddema (CEO)

Potential KPIs

- Customer satisfaction score (NPS)
- Visits to website (#)

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EVERY BODY
HAPPY

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AND EVERY BODY

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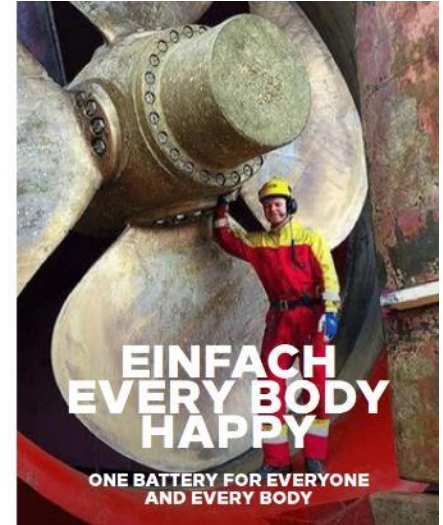
Timeline	Action
2023 Q2	• Develop a customer and user engagement plan of action (this may vary by region)
2023 Q3	• Engage with customers and users on the bristleblaster experience – what makes it work and what do you want to improve?
2024 Q1	• Roll out a new vision of MontiPower – MontiPeople across the company; if appropriate, launch a support forum for users
2024 Q3	• Consider conducting an annual survey of customers and users

GRI Index

KPI	Unit	GRI indicator	GRI number
Environmental			
Energy consumption	MWh	GRI 302: Energy	302-1
Energy intensity	MWh / NOKm revenue	GRI 302: Energy	302-3
Share of renewable electricity	%	GRI 302: Energy	302-1
Scope 1 – Carbon footprint	tCO2e	GRI 305: Emission	305-1
Scope 2 – Carbon footprint	tCO2e	GRI 305: Emission	305-2
Scope 3 – Carbon footprint	tCO2e	GRI 305: Emission	305-3
Carbon intensity	tCO2e / NOKm revenue	GRI 305: Emission	305-4
Waste	Tonnes	GRI 306: Waste	306-3
Hazardous waste	Tonnes	GRI 306: Waste	306-3
Social			
Employees	FTE	GRI 2: General Disclosures	2-7
Female employees	% female FTE	GRI 2: General Disclosures	2-7
Employee turnover	%	GRI 401: Employment	401-1
Members on the board	#	GRI 2: General Disclosures	2-9
Women on the board	%	GRI 405: Diversity and Equal Opportunity	405-1
People in management group	#	GRI 2: General Disclosures	2-9
Women in management group	#	GRI 405: Diversity and Equal Opportunity	405-1
Ratio of basic salary and remuneration of women to men	%	GRI 405: Diversity and Equal Opportunity	405-2
Total absenteeism rate	%	GRI 403: Occupational Health and Safety	403-9
Short-term absenteeism	%	GRI 403: Occupational Health and Safety	403-9
Number of accidents with leave	#	GRI 403: Occupational Health and Safety	403-9
Accident rate	# Accidents / 1,000 FTE	GRI 403: Occupational Health and Safety	403-9
Training budget per employee	% of total payroll	GRI 404: Training and Education	404-1
Governance			
Incidents or breaches of customer privacy	#	GRI 418: Customer Privacy	418-1
Cyber-security incident plan	Yes/No	GRI 418: Customer Privacy	418-1
Anti-trust policy	Yes/No	GRI 2: General Disclosures	2-23
Gifts policy	Yes/No	GRI 2: General Disclosures	2-23
Health & safety policy	Yes/No	GRI 2: General Disclosures	2-23
Third-party risk assessment	Yes/No	GRI 205: Anti-corruption	205-1
Training on anti-bribery and corruption	Yes/No	GRI 205: Anti-corruption	205-2

Reporting parameters

Legal name	MONTI – Werkzeuge GmbH
Org. nr	HRB 12082
NACE sector code	C28.2.4 - Manufacture of power-driven hand tools
Location of headquarter	Reisertstr. 21, 53773 Hennef, Germany
Nature of ownership	Privately owned. Majority owned by Norvestor, a leading Private Equity Fund
Reporting period	1/1/2022-31/12/2022
Publication date of the report	(April) 2023
Contact person	Frits Doddema, frits.doddema@montipower.com

Disclaimer