

# Deco Systems AS

## Environment and sustainability

### Sustainable development goals

#### **3. Good health and well-being**

- Ensure good social conditions.
- Risk at work is taken seriously. Sick leave rate below 2% - zero tolerance for workplace accidents.
- Avoid using products and chemicals that are harmful.
- Encourage vaccination and staying at home when sick.
- Include your colleagues and ensure that everyone is treated well.

#### **5. Gender equality**

- Strive for 50/50 gender representation in all positions.
- Offer equal tasks regardless of gender.
- There shall be equal pay for equal work.
- Create good attitudes among all employees against bullying, sexual harassment, and other offensive behaviour.

#### **7. Affordable and clean energy**

- Strive to minimize the use of electricity from fossil fuels and prioritize green energy.
- Always strive to focus on energy-saving measures in production and location.

## 12. Responsible consumption and production

- Strive for good recycling schemes for waste and scraps for use in renewed production.
- Minimize packaging and waste that cannot be recycled.
- A responsible focus on reuse and longevity of office, furniture, and canteen items.
- Promote responsible green economic growth.
- Create strict guidelines with our manufactures and ensure they have sustainable manufacturing process.

## 13. Climate action

- Choose carriers with minimal use of fossil fuels.
- Establish projects to document the CO2 footprint of our products.

# What have we accomplished?

## Energy efficiency improvement

- 600 m<sup>2</sup> solar panels - 40% reduction in energy demand.
- All lighting has LED lights.
- New heat pumps in the warehouse.
- Replaced with newer ventilation systems.
- Night setback on heaters.
- Improved new insulation throughout the whole ceiling.
- No oil/gas heating.

## Fuel reduction

- The company car has been replaced with an electric vehicle.
- The largest deliveries are done by hybrid boat.

**Waste:**

- Switched to environmentally friendly cardboard.
- High levels of sorting, we consider solutions involving waste return and reuse.
- Removed plastic from most deliveries from manufacturers.

## What do we want to accomplish?

**Energy efficiency improvement**

- Evaluate expanding solar panel coverage.
- Smart house management of energy sources.

**Environmental management system**

- Become Eco-Lighthouse certified.

**Environmentally certified products**

- Make the environmental aspect and labelling of our products more visible.

**Fuel reduction**

- Create a strategy for zero fuel consumption in our operations.

**Waste:**

- Reduce plastic and packaging.
- Invest in a new compactor for waste.
- Higher proportion of recyclable waste.