

Sustainability Report 2025

Bott Danmark



Business model

The Bott Group is a leading manufacturer of van racking, workstation systems and workplace storage equipment. Founded in Germany in 1930, it is a family-owned business with activities in 30 countries, 1,700 employees and annual sales of over €245 million.

The organisation spans production in Germany, UK and Hungary; sales and distribution in France, Austria, Denmark and Italy; and manufacturing and import partners around the world.

Sustainability policies & practices

Bott Group headquarters is certified for both environmental management (ISO 14001) and quality management (ISO 9001). It is currently developing ESG measures, targets, and key performance indicators and aims to publish its first sustainability report in 2026.

To guide employees on social and environmental matters, the company has a group environmental and social policy. Recent years have seen the introduction of electric vehicles, rainwater harvesting, solar power, warm air recirculation, and packaging improvements.

The primary material in Bott's racking systems is aluminium, which is recyclable throughout Denmark via municipal recycling centres.

Supplier management

The group is keenly aware of its value chain's environmental, social and ethical performance. Bott expects suppliers to follow its **supplier code of conduct** covering ethics, human rights, labour conditions, diversity and product quality. Bott performs reviews and audits to ensure suppliers meet the company's requirements in these areas.

Third-party evaluation

To help Bott's stakeholders gain a standardised view of its sustainability performance, Bott headquarters provides information to independent sustainability ratings organisations. You can access these evaluations on the websites of **IntegrityNext** and **EcoVadis**.

Bott Group
plans to
expand its
use of solar
energy



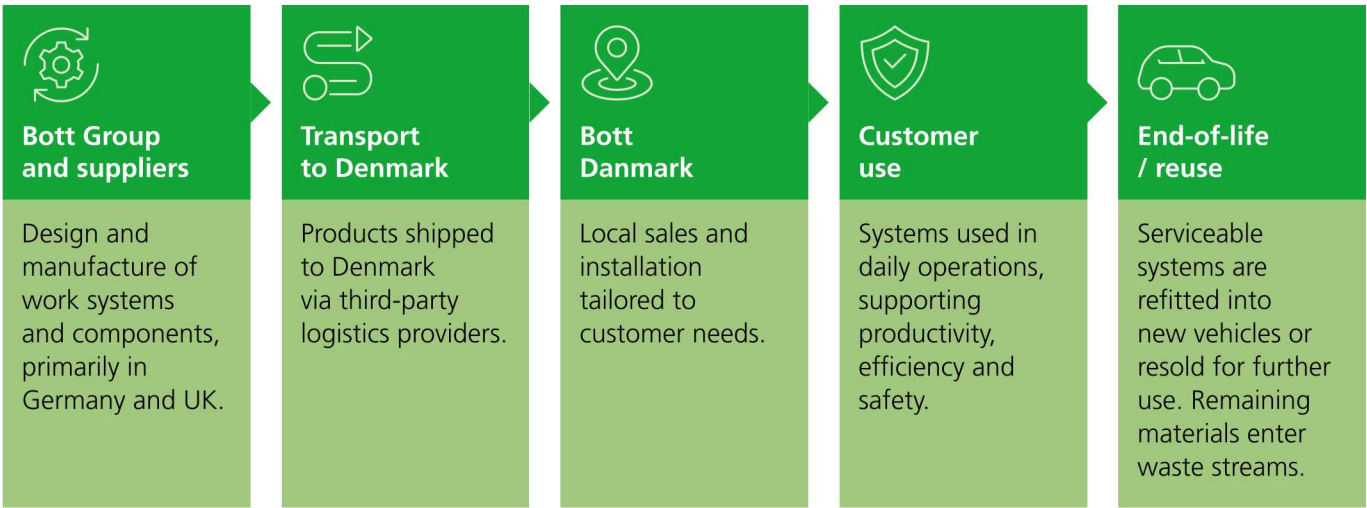
Operations

Bott Danmark A/S is responsible for meeting the needs of local customers – from consultation to planning and installation. The company imports products designed and manufactured in Germany and the UK, which it transports to b2b customers in Denmark and Sweden.

Based in Fredericia in a non biodiversity sensitive area, the company moved to a new larger location in 2025. The move accommodates growth, streamlines operations, and eliminates transport to and from an off-site storage facility.

An additional office in Karlslunde was also opened in December 2025 to serve customers in eastern Denmark.

Bott Danmark complies with the new Danish extended supplier responsibilities for packaging.



Bott Danmark’s value chain.

Transportation

Bott Danmark maintains a fleet of leased cars and vans, which it is transitioning to electric drivetrains.

By the end of 2025, five vehicles were electric and three diesel, reducing emissions per km by 65% compared to 2021. One diesel vehicle will be replaced with electric in 2026, with the remaining two schedule for replacement in 2027.

Bott Danmark ships products to customer locations via hauliers operating conventional diesel trucks.

Electrification
has cut our
fleet emissions
by 65% per
km compared
to 2021

Transport	2021	2022	2023	2024	2025
Cars & vans (1,000 km)	160.1	190.4	201.9	249.5	231.4
Cars & vans (tCO ₂ e)	36.9	39.0	38.5	37.0	18.7
Haulage (1,000 km)	49.2	43.7	38.8	38.5	34.6
Haulage (tCO ₂ e)	47.1	41.4	36.8	35.9	32.8

Table 1: Transport includes outbound haulage and leased vehicles. Estimated greenhouse gas emissions use average emissions factors for each vehicle type. Scope 1–3 included.

Resource use, recycling and waste

In 2025, Bott Danmark had a total mass inflow of approximately 221.2 tonnes of new product. Cardboard has long been recycled and in August 2025 the company also began recycling plastic packaging and wooden pallets. Our operations produce no hazardous waste.

Incinerated waste was higher in 2025 due to the clearing out of our old premises at Teknikervej, which also resulted in 300 kg of concrete being sent to recycling.

Recycling (tonnes)	2021	2022	2023	2024	2025
Metal	1.5			0.9	1.7
Cardboard	3.3	2.0	2.2	2.8	2.2

Table 2: Recycled material shown by type and amount.

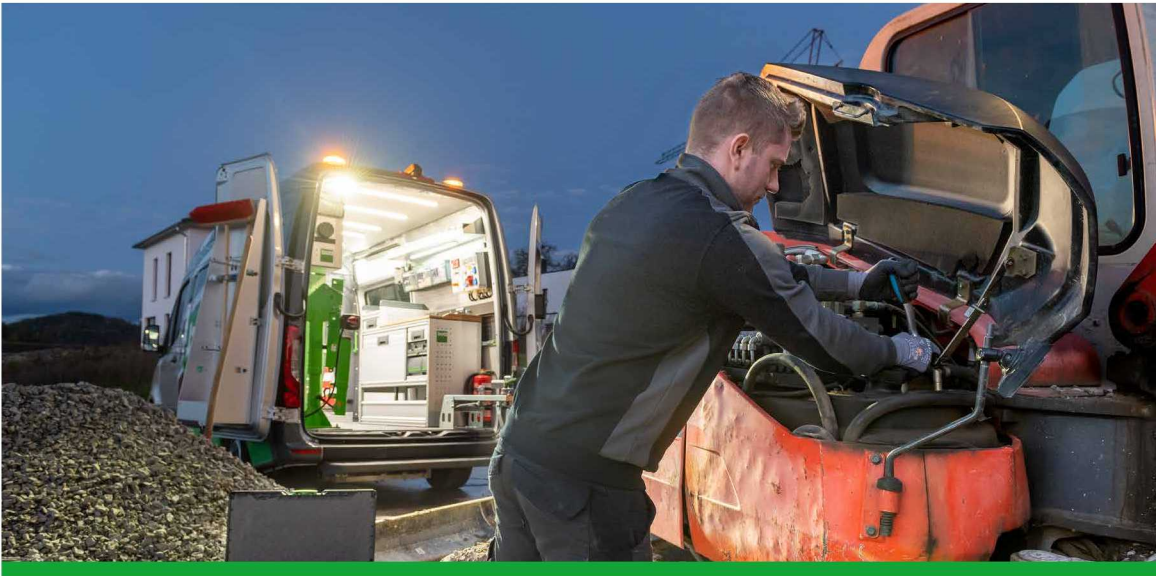
Waste (tonnes)	2021	2022	2023	2024	2025
Wood	1.6				0.5
Other sent for incineration	4.8	2.3	3.4	3.6	11.7

Table 3: Annual waste for incineration. Wood data is not available before 2025.

Bott Danmark
refits used
racking
that is still
serviceable
into new
vehicles

Extending product life

Bott Danmark saves material by refitting used racking that is still serviceable into new vehicles. Reuse rates are around 30% among participating customers. Equipment that is not refitted is sold to a partner for further use in export markets, including Eastern Europe and Africa.



Utilities

Bott Danmark buys grid electricity and district heating. Both are generated via a mix of renewable and non-renewable fuel sources and emissions are calculated using national average emissions factors. The company also uses a small amount of water.

Utilities	2021	2022	2023	2024	2025
Electricity (MWh)	11.0	9.6	10.1	12.1	25.9
Electricity (tCO ₂ e)	1.9	1.6	1.7	1.5	2.0
Heating (MWh)	40.0	54.0	44.0	46.0	70.0
Heating (tCO ₂ e)	3.0	4.1	3.3	3.3	4.1
Water (m ³)	56.5	24.0	25.0	45.5	33.1

Table 4: Consumption of utilities and associated greenhouse gas emissions (scopes 1-3).

Greenhouse gas emissions

All emissions in this report are estimated according to the Greenhouse Gas Protocol using the Danish Business Authority's 'Climate Compass' digital tool. Total reported emissions fell in 2025 primarily due to the electrification of the company's vehicle fleet.

Greenhouse gas emissions (tCO ₂ e)	2021	2022	2023	2024	2025
Scope 1	29.7	31.1	30.5	28.7	13.2
Scope 2, location based	3.1	3.6	3.3	3.6	6.2
Scope 3	56.1	51.4	46.5	45.3	38.2
Total	88.9	86.1	80.3	77.6	57.6
Per employee	8.0	7.2	6.7	6.0	4.1

Table 5: Greenhouse gas emissions using national average emissions factors. Scope 3 includes energy, leased vehicles and purchased transport but excludes significant sources such as purchased products.



Diversity & inclusion

Bott Danmark’s core business mainly attracts men over 40, reflected in its employee profile. All employees work under a permanent contract, except one student worker. None are subject to collective bargaining agreements. The management and board members are male.

Since 2025, the company has provided part-time work to a senior worker, supporting inclusion at the edge of the labour market and a flexible transition into retirement.

Employee profiles	2021	2022	2023	2024	2025
Total employees (FTEs)	11	12	12	13	14
Gender (male to female)	8:3	9:3	9:3	11:2	12:2
Non-Danish employees	2	1	1	1	1

Table 6: Employee diversity and inclusion.

Employee training and benefits

All new employees receive onboarding training. Product training is provided on an ongoing basis where relevant to the individual’s role.

The company provides five weeks paid holiday per year to all employees plus a further week for those past nine months of employment. Employees have access to private healthcare insurance.

We provide
part-time
employment
for one senior
worker



Arbejdstilsynet
inspected our
workplace
and raised no
comments or
requirements

Work environment

Bott Danmark maintains a safe and healthy working environment for its employees. This was confirmed in 2025 when the Danish Working Environment Authority carried out an inspection and raised no comments or requirements. The company has an excellent safety record with no recordable accidents in 2025 and no work-related deaths.

During the year, the company invested in team building and will continue to prioritise employee wellbeing in 2026. It will also provide APV (workplace assessment) training for a manager and employee representative to support a structured and proactive approach to the working environment.

Employee welfare	2021	2022	2023	2024	2025
Accidents	0	0	0	0	0
Lost time due to accidents (days)	0	0	0	0	0
Sickness absence (days per employee)	3	14	10	5	8
Training (hours per employee)	36	48	37	43	49
Employee turnover (%)				8	14

Table 7: Employee development and wellbeing. Includes formal and informal training.

Governance

To ensure lawful conduct, employees are trained in and expected to adhere to an extensive code of conduct (see box). Employee complaints are addressed directly by the company director, reflecting an open-door approach rather than a formal procedure.

Bott Danmark has had no incidents or convictions for bribery, corruption, or human rights violations since its founding in 2014.

Area	Topics
Human rights & labour	Child labour, forced labour, modern slavery, fair wages, working time
Workplace standards	Safety, harassment & discrimination, co-determination
Ethics & compliance	Conflicts of interest, data protection, fair competition, anti-corruption
Business practices	International trade, property rights, taxes & subsidies

Table 8: Employee code of conduct topics.

Towards 2030

For 2026 onwards, Bott Danmark has developed a sustainability strategy to support the company's long-term development towards 2030. It is built around four focus areas:

Smarter systems

Delivering durable, resource efficient systems that support workplace productivity and safety. By paying attention to factors such as weight, ergonomics, and re-use across vehicles, we aim to extend the life of our products and use natural resources responsibly.

Low impact operations

Reducing the environmental impact of our operations through practical improvements in areas such as transport, energy use, waste handling and procurement.

Trusted partner

Operating with clear ethical standards and responsible practices, we aim to be a reliable long-term partner. Zero tolerance of bribery and trustworthy communication are among the areas we will prioritise.

Strong workplace

Maintaining a safe, healthy and inclusive workplace while broadening our appeal to a wider range of potential employees. Including continued focus on wellbeing, working environment and employee development.

More details on the company's 2030 sustainability strategy and progress will be included in next year's report.



Basis of reporting

This report follows the EU VSME sustainability reporting standard. It exceeds the requirements of the basic module and aligns with elements of the comprehensive module.

Firmographics

Bott Danmark operates under NACE code 45.31 – the wholesale of motor vehicle parts and accessories.

The company operates from the following addresses and geolocations:

Navervej 12, 7000 Fredericia (55.5335, 9.7119)

Vævergangen 28, 2690 Karlslunde (55.5697, 12.2374)

More information

We hope you found this 2025 report useful and welcome your feedback and questions.

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