

Carbon Disclosure Project



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Module: Introduction**Page: Introduction**

Introduction

Please give a general description and introduction to your organization.

The William Demant Holding Group of international companies develops, manufactures and sells innovative and high-technology solutions incorporating micro-electronics, micro-mechanics, wireless technology, software and audiology. The Group operates in a global market. Its core business is hearing aids.

All Group companies work closely together in the early links of the value chain such as purchasing and production. In the R&D, marketing and sales links of the value chain, with their particular focus on markets and customers, each unit has its own organisation and unique identity.

The Group aims to become the customers' preferred supplier of state-of-the-art quality solutions and thus create a platform for continued organic growth. It strives to meet user needs by maintaining a high innovative level and constantly expanding its global infrastructure.

The Group plays a role in overall structural changes by acquiring enterprises in existing core and related businesses. Through such acquisitions, the Group will capitalise on its technological and audiological expertise, managerial competencies and financial resources to create further growth. The Group endeavours to increase its value through continued growth in revenues and results.

All Group companies seek to promote a stimulating and rewarding working environment through a flexible, knowledge-based organisational structure. Moreover, the Group is committed to high standards of ethics, quality and fairness and is dedicated to meeting its environmental and social responsibilities.

The emission of GHGs from the Group's activities (Scope 1 and 2) is relatively small (13.5 metric tonnes CO₂ in 2014) due to the limited resources needed for the manufacturing of hearing aids. Hearing aids constituted 86% of total sales in 2014.

The Group each year reports on CSR through United Nations Global Compact Communication on Progress (CoP) report. This CoP is referred to in the Group's Annual Report and includes CDP results from the previous year. Thus, the CDP results of the reporting year 2014 will be included in the Annual Report for 2015 due to time differences in the reporting cycles.

Reporting Year

The period that will be disclosed is Wed 01 Jan 2014 – Wes 31 Dec 2014

Country list configuration

Please select the countries for which you will be supplying data.

Select country
Denmark
Poland
United Kingdom
Japan
Australia
Italy
United States of America
Canada
Brazil
Germany
France
China
South Korea
Spain
Switzerland

Currency selection

All financial information is reported in the currency DKK.

Module: Management

Page: Governance

Where is the highest level of direct responsibility for climate change within your organization?

Board or individual/sub-set of the Board or other committee appointed by the Board

Please identify the position of the individual or name of the committee with this responsibility

The strategic responsibility for CSR-related issues lies with the Manager for Communication and CSR.

Do you provide incentives for the management of climate change issues, including the attainment of targets?

No

Page: Strategy

Please select the option that best describes your risk management procedures with regard to climate change risks and opportunities

There are no documented processes for assessing and managing risks and opportunities from climate change

Please explain why you do not have a process in place for assessing and managing risks and opportunities from climate change, and whether you plan to introduce such a process in future

Main reason for not having a process	Do you plan to introduce a process?	Comment
No requirement from management	No	The Company has not identified any significant risks and/or opportunities arising from climate changes. However, when preparing the strategic, budgetary and annual plans, the Directors always consider all risks identified by the Company.

Is climate change integrated into your business strategy?

No

Please explain why climate change is not integrated into your business strategy

Risk management activities in the William Demant Holding Group primarily focus on the business and financial risks to which the Company with a certain degree of probability may be exposed.

The risks to which the Company may be exposed are under normal circumstances unlikely to change in the short term. When preparing the strategic, budgetary and annual plans, the Directors consider the risks identified by the Company.

Management continuously seeks to minimise any financial consequences of damage to corporate assets, including any operating losses incidental to potential damage. Major risks, which cannot be adequately minimised, are identified by the Company's Management who will on a continuous basis ensure that appropriate insurance policies are taken out under the Group's global insurance programme administered by recognised and credit-rated insurance brokers, and that such insurances are taken out with insurance companies with high credit ratings. The Directors review the Company's insurance policies once a year, including coverage of identified risks.

The Company has not identified any significant risks and/or opportunities arising from climate changes.

Does your company use an internal price of carbon?

No, and we currently don't anticipate doing so in the next 2 years

Do you engage in activities that could either directly or indirectly influence public policy on climate change through any of the following? (tick all that apply)

Trade associations

Are you on the Board of any trade associations or provide funding beyond membership?

Yes

Please enter the details of those trade associations that are likely to take a position on climate change legislation

Trade association	Is your position on climate change consistent with theirs?	Please explain the trade association's position	How have you, or are you attempting to, influence the position?
Dansk Industri, DI (Confederation of Danish Industry)	Consistent	The Confederation of Danish Industry (DI) is the strong voice of corporate Denmark. On the behalf of 10,000 member companies, DI works to provide the best conditions for Danish businesses in order to improve the opportunities for growth and overall competitiveness.	CEO of William Demant, Niels Jacobsen, is member of the board

What processes do you have in place to ensure that all of your direct and indirect activities that influence policy are consistent with your overall climate change strategy?

Processes, policies and activities on environmental and other sustainability concerns are integrated into the Group's daily business operations and are aligned through top management and implemented throughout the entire organisation. Furthermore, the fact that the CEO of William Demant, Niels Jacobsen, is member of the board of The Confederation of Danish Industry secures the alignment between the William Demant climate change strategy and the activities of The Confederation of Danish Industry (DI) that influence climate change legislation.

Would your organization's board of directors support an international agreement between governments on climate change, which seeks to limit global temperature rise to under two degree Celsius from pre-industrial levels in line with IPCC scenarios such as RCP2.6?

No opinion

Please describe your board's position on what an effective agreement would mean for your organization and activities that you are undertaking to help deliver this agreement at the 2015 United Nations Climate Change Conference in Paris (COP 21)

We refer to the viewpoints of The Confederation of Danish Industry (DI) that may be presented at the 2015 United Nations Climate Change Conference in Paris (COP 21)

Page: Targets and Initiatives

Did you have an emissions reduction target that was active (ongoing or reached completion) in the reporting year?

No

Please explain (i) why you do not have a target; and (ii) forecast how your emissions will change over the next five years

i) Our emission rates both in total and per employee are so low that we do not consider it relevant to set up specific reduction targets. The most significant emissions come from heating/cooling our buildings. Hence, we consider the emission factor every time we make minor or major physical changes and act accordingly and responsively

ii) We experience stabile growth rates throughout the William Demant Group, both in financial terms and number of employees. This growth is both organic and acquisitional. Hence, we also experience growth in emissions, yet we seek to minimise the growth in emissions as much as possible by making wise choices along the way. We do, however, use indicators such as emissions per employee and emissions related to EBIT in order to track and compare the development of emissions and growth of the company.

Our emission will increase this reporting year and introduce a higher level of emissions as we have changed the underlying premises for inclusion in the reporting. Thus, this year we have gone from 8 reporting countries to 15 reporting countries

Does the use of your goods and/or services directly enable GHG emissions to be avoided by a third party?

No

Did you have emissions reduction initiatives that were active within the reporting year (this can include those in the planning and/or implementation phases)

No

If you do not have any emissions reduction initiatives, please explain why not

It is a matter of terminology and approach, based on the fact that our overall emission level is so low. We do not call our initiatives emission reduction initiatives as we do not measure the concrete outcome in saved CO2. We do, however, have several projects aimed at reducing our environmental impact. Examples from the UNGC CoP:

1: The William Demant restricted list initiative: Substances are categorised in four classes, ensuring full transparency on the use of hazardous substances and ensuring compliance with relevant directives.

2: Pursuing goal of reversing ratio between off- and online material to 30% off-line and 70% on-line through continued focus on packaging materials and use of printed materials. All printed materials FSC-labelled.

3: IT server consolidation: Energy savings by as much as 5:1 in optimal scenarios.

4: Offshore windmill farm: The William Demant share of the off-shore windmill farm will from 2015 produce more than five times the total corporate consumption of electricity in green power.

Page: Communication

Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s)

Publication	Status	Page/Section reference	Attach the document
In mainstream financial reports but have not used the CDSB Framework	Complete	22	https://www.cdp.net/sites/2015/91/20691/Climate Change 2015/Shared Documents/Attachments/CC4.1/AnnualReport2014.pdf
In voluntary communications	Complete	10-12, 15-16	https://www.cdp.net/sites/2015/91/20691/Climate Change 2015/Shared Documents/Attachments/CC4.1/AnnualReport2014.pdf

Module: Risks and Opportunities

Page: Climate Change Risks

Please explain why you do not consider your company to be exposed to inherent risks driven by changes in regulation that have the potential to generate a substantive change in your business operations, revenue or expenditure

Due to the fact that William Demants's scope 1 and scope 2 emissions are relatively low and that energy costs thus only account for a minor part of total costs (0.3%), we do not anticipate any future regulation regarding direct GHG emissions to significantly impact our operations. Among the general regulatory risks, which are not only applicable to William Demant, but to most manufacturing companies, are:

- Stricter energy efficiency requirements for offices and factories
 - Higher taxation on energy consumption leading to higher production and logistics costs
 - Mandatory energy standards for manufacturing equipment.
-

Please explain why you do not consider your company to be exposed to inherent risks driven by physical climate parameters that have the potential to generate a substantive change in your business operations, revenue or expenditure

All companies are moderately exposed to physical risks due to the expected general changes in weather conditions arising from climate changes, which are:

- Changes in temperature
- Rising sea levels and floodings - Increased storm activity
- Heavy precipitation
- Water shortage due to salination of fresh water.

Some of William Demant's activities are located in areas where extreme weather conditions occasionally occur. The buildings are modern and are continuously maintained. In most cases, office facilities are placed in larger cities. All buildings have been assessed as part of the general insurance review and found to be adequate to meet local conditions and requirements. William Demant operates in the global marketplace, and the transportation of our products might be disrupted locally due to extreme weather conditions, but in most cases the disruption will be short-term and without material impact to users or business partners.

Please explain why you do not consider your company to be exposed to inherent risks driven by changes in other climate-related developments that have the potential to generate a substantive change in your business operations, revenue or expenditure

All companies are moderately exposed to general risks arising from e.g.:

- Resource scarcity caused by a variety of climate-change related scenarios
- Price changes due to scarcity
- Changes in purchasing power in local communities negatively affected by climate changes.

William Demant products have very limited post-production emissions from charging of small batteries on selected products. Other products require electricity for daily operation. Our products are not consumables, but medical devices needed by the users. We therefore do not consider changes in consumer attitudes related to GHG emissions to significantly influence our business performance. This

has been verified by the relatively limited impact on the company's results by the global financial downturn.

Page: Climate Change Opportunities

Please explain why you do not consider your company to be exposed to inherent opportunities driven by changes in regulation that have the potential to generate a substantive change in your business operations, revenue or expenditure

Regulatory opportunities generally arise from current and expected national or international governmental policy on climate change. For example, the introduction of emissions trading programmes, technology incentives and imposition of process or product standards. None of these are expected to provide substantial opportunities for William Demant.

Please explain why you do not consider your company to be exposed to inherent opportunities driven by physical climate parameters that have the potential to generate a substantive change in your business operations, revenue or expenditure

William Demant markets hearing aids and other audiological equipment. The products are small, and resource consumption is correspondingly limited. The extraction of metals for our products requires energy-intensive processes, and the plastics in our products are oil-based, but as most of the product value is added in the refinement process, our cost-base is not significantly sensitive to increases in raw material costs and opportunities arising from alternative options are limited.

Please explain why you do not consider your company to be exposed to inherent opportunities driven by changes in other climate-related developments that have the potential to generate a substantive change in your business operations, revenue or expenditure

We believe that customers, investors and potential employees prefer to work with companies like William Demant whose sustainability concerns are integrated into the Group's daily business operations. Focus on climate change and CSR in general presents an opportunity for us to attract talented staff, long-term investors and possibly also customers.

The fight for talented employees will continue in the regions where William Demant has activities. Talented staff, in our terms, is innovative technology and audiology experts, for many of whom responsible business conduct is a criterion for selecting workplace. In addition, our responsible business practice ensures continued access to the increasing number of investors signing up for the UN Principles for Responsible Investments. Finally, as products become increasingly similar in technological capabilities the conduct of the companies behind may gain importance when customers select supplier of products and services. As our customers do not currently consider climate changes when selecting products, the timescale for materialisation of such opportunities may be long-term.

Acting responsibly towards our stakeholders globally has always been part of our mission statement, be they customers, staff, investors or other groups. We have high ethical standards for our mode of operation, and as a business, we recognise our responsibility to act sensibly, taking our social and environmental responsibilities into consideration. For us, taking environmental responsibility means ensuring that our companies limit any adverse impacts on the external environment, including climate changes, as much as possible. William Demant's business and product development functions

monitor new innovative and technological advancements. We participate in industry organisations and professional networks to ensure that our products and services are among the best in the industry. For 2014 we reported our fifth Communication on Progress marking our membership of the UN Global Compact initiative since 2010, pledging our Group to comply with and promote the principles of human and labour rights, environmental protection and anti-corruption. Our joining this initiative is based on a wish to further systematise our work with corporate responsibility and to incorporate these efforts into a recognised global framework.

Module: GHG Emissions Accounting, Energy and Fuel Use, and Trading

Page: Emissions Methodology

Please provide your base year and base year emissions (Scopes 1 and 2)

Scope	Base year	Base year emissions (metric tonnes CO2e)
Scope 1	Wed 01 Jan 2014 - Wed 31 Dec 2014	2274
Scope 2	Wed 01 Jan 2014 - Wed 31 Dec 2014	11202

Please give the name of the standard, protocol or methodology you have used to collect activity data and calculate Scope 1 and Scope 2 emissions

Please select the published methodologies that you use

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

If you have selected "Other" in the above please provide details of the standard, protocol or methodology you have used to collect activity data and calculate Scope 1 and Scope 2 emissions

An Excel Worksheet has been developed to calculate the CO2 emissions.

GHG Scope 1: Includes CO2 emissions from actual fuel consumption in personal company cars driven by employees for both private and business purposes. The William Demant Holding Group does not have other sources of Scope 1 emissions. Professional logistics, such as transportation of products and raw materials, are outsourced to third-party transportation companies and are thus part of Scope 3 emissions, which are currently not covered in our reporting.

GHG Scope 2: Electricity consumption for ventilation, processes, and equipment is based on actual meter readings in the reporting period. Emission statement for one facility covering <1% of total emissions are partly based on estimates due to reporting period differ from the CDP reporting period. Emissions from heating are based on actual consumption from district heating and natural gas etc.

Please give the source for the global warming potentials you have used

Gas	Reference
Other: Carbon dioxide	IPCC Fourth Assessment Report (AR4 - 100 year)

Please give the emissions factors you have applied and their origin; alternatively, please attach an Excel spreadsheet with this data at the bottom of this page

Fuel/Material/Energy	Emission Factor	Unit	Reference
			Please see the attached worksheet

Further Information

Attached is the emissions factors used for the calculations

Attachments

https://www.cdp.net/sites/2015/91/20691/Climate_Change_2015/Shared_Documents/Attachments/ClimateChange2015/CC7.EmissionsMethodology/Emission_Factors_2014.xlsx

Page: Emissions Data - (1 Jan 2014 - 31 Dec 2014)

Please select the boundary you are using for your Scope 1 and 2 greenhouse gas inventory

Financial control

Please provide your gross global Scope 1 emissions figures in metric tonnes CO₂e

2274

Please provide your gross global Scope 2 emissions figures in metric tonnes CO2e

11202

Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure?

Yes

Please provide details of the sources of Scope 1 and Scope 2 emissions that are within your selected reporting boundary which are not included in your disclosure

Source	Relevance of Scope 1 emissions from this source	Relevance of Scope 2 emissions excluded from this source	Explain why the source is excluded
Sales Subsidiaries	Emissions are not evaluated	Emissions are relevant but not yet calculated	The Company's CDP reporting covers all activities with a significant stand alone contribution to the Company's GHG emissions as well as all Danish activities. Not included are facilities with only sales activities, as such facilities are typically small offices and shops with limited emissions related to the use of lighting, heating, cooling, and small equipment. Our GHG emission account includes CO2 emissions from out Danish operations, which are: William Demant Holding A/S, Denmark - Oticon A/S, Denmark - Phonic Ear A/S, Denmark - Interacoustics A/S, Denmark - Sennheiser Communications A/S, Denmark (50/50 joint venture). In addition, the following international activities are covered, DGS Poland, Oticon UK, Oticon Japan, Oticon Australia, Oticon Italy, Oticon US, Oticon Canada, Oticon Brazil, Oticon Germany, Oticon France, Oticon China, Oticon South Korea, Oticon Spain, Bernafon Switzerland, Bernafone Australia, Bernafon Germany, Neurelec France, Maico Germany, Maico US.
Other GHG than CO2	Emissions are not evaluated	Emissions are not evaluated	With the Company's energy consumption sources such as personal cars, electricity and heating, CO2 constitutes by far the most relevant GHG to be accounted for. The William Demant Holding Group therefore reports CO2 and not the other five GHGs covered by the Kyoto Protocol due to the fact that only negligible amounts of such gases are emitted.

Please estimate the level of uncertainty of the total gross global Scope 1 and 2 emissions figures that you have supplied and specify the sources of uncertainty in your data gathering, handling and calculations

Scope	Uncertainty range	Main sources of uncertainty	Please expand on the uncertainty in your data
Scope 1	More than 2% but less than or equal to 5%	Assumptions Extrapolation Metering/ Measurement Constraints Data Management	
Scope 2	More than 2% but less than or equal to 5%	Assumptions Extrapolation Data Management	

Please indicate the verification/assurance status that applies to your reported Scope 1 emissions

No third party verification or assurance

Please indicate the verification/assurance status that applies to your reported Scope 2 emissions

No third party verification or assurance

Please identify if any data points have been verified as part of the third party verification work undertaken, other than the verification of emissions figures reported in in the previous Pages.

Additional data points verified	Comment
No additional data verified	

Are carbon dioxide emissions from biologically sequestered carbon relevant to your organization?

Yes

Please provide the emissions from biologically sequestered carbon relevant to your organization in metric tonnes CO2

0

Further Information

For the question CC 8.9a: District heating at one of our sites is provided by a power plant burning biofuels, but how big a % of the consolidated amount we have not been able to get an answer.

Page: Scope 1 Emissions Breakdown - (1 Jan 2014 - 31 Dec 2014)

Do you have Scope 1 emissions sources in more than one country?

Yes

Please break down your total gross global Scope 1 emissions by country/region

Country/Region	Scope 1 metric tonnes CO2e
Denmark	350
Poland	64
United Kingdom	208
Italy	96
United States of America	514
Canada	6
Brazil	30
Germany	342
France	356
China	11
South Korea	134
Spain	49
Australia	75
Switzerland	40

Please indicate which other Scope 1 emissions breakdowns you are able to provide (tick all that apply)

By GHG type

Please break down your total gross global Scope 1 emissions by GHG type

GHG type	Scope 1 emissions (metric tonnes CO2e)
CO2	2274

Page: Scope 2 Emissions Breakdown - (1 Jan 2014 - 31 Dec 2014)

Do you have Scope 2 emissions sources in more than one country?

Yes

Please break down your total gross global Scope 2 emissions and energy consumption by country/region

Country/Region	Scope 2 metric tonnes CO2e	Purchased and consumed electricity, heat, steam or cooling (MWh)	Purchased and consumed low carbon electricity, heat, steam or cooling accounted for in CC8.3 (MWh)
Denmark	2517	9218	
Poland	3818	6218	
United Kingdom	214	696	
Japan	134	360	
Australia	453	490	
Italy	199	379	
United States of America	2980	3903	
Canada	240	1106	
Brazil	18	192	
Germany	231	690	
France	75	905	
China	191	228	
South Korea	62	126	
Spain	57	128	
Switzerland	13	307	

Please indicate which other Scope 2 emissions breakdowns you are able to provide (tick all that apply)

By facility
By legal structure

Please break down your total gross global Scope 2 emissions by facility

Facility	Scope 2 emissions (metric tonnes CO2e)
HQ office (Kongebakken, Denmark)	1033
Production site (Thisted, Denmark)	474
Subsidiary (Ballerup, Denmark)	682
Subsidiary (Assens, Denmark)	163
R&D facility (Eriksholm, Denmark)	71
Subsidiary (Ballerup, Sennheiser, Denmark)	93
Production site (Szczecin, Poland)	3818
Subsidiary (Hamilton, Scotland)	214
Subsidiary (Tokyo, Japan)	134
Subsidiary (Brisbane, Australia)	162
Subsidiary (Florence, Italy)	199
Subsidiary (Somerset, New Jersey, USA)	2959
Subsidiary (Kitchener, Ontario, Canada)	240
Subsidiary (Rio de Janeiro, Brazil)	18
Subsidiary (Hamburg, Germany)	93
Subsidiary (Gennevilliers Cedex, France)	3
Subsidiary (Shanghai, China)	191
Subsidiary (Seoul, South Korea)	62
Subsidiary (Madrid, Spain)	57
Subsidiary (Bern, Switzerland)	13
Subsidiary (Sydney, Australia)	291
Subsidiary (Berlin, Germany)	81
Subsidiary (Nice, France)	72
Subsidiary (Berlin, Maico, germany)	57
Subsidiary (Minneapolis, Maico, US)	21

Please break down your total gross global Scope 2 emissions by legal structure

Legal structure	Scope 2 emissions (metric tonnes CO2e)
Parent company and subsidiaries under financial control including leased assets treated as assets of the consolidated group for financial accounting purposes, Part 1	11109
Joint ventures, Part 1	93
Associates, Part 2	
Emissions from operationally controlled and/or other entities/activities/facilities, Part 2	

Page: Energy

What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

Please state how much fuel, electricity, heat, steam, and cooling in MWh your organization has purchased and consumed during the reporting year

Energy type	MWh
Fuel	7862
Electricity	19666
Heat	5212
Steam	
Cooling	

Please complete the table by breaking down the total "Fuel" figure entered above by fuel type

Fuels	MWh
Diesel/Gas oil	6240
Motor gasoline	1623

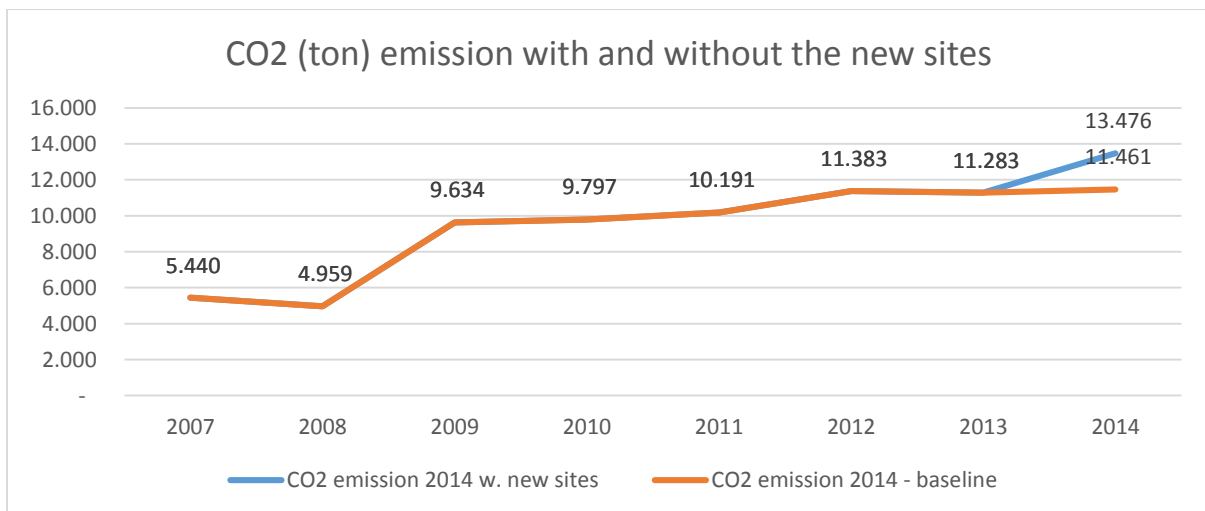
Page: Emissions Performance

How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to the previous year?

Increased

Please identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined) and for each of them specify how your emissions compare to the previous year

Reason	Emissions value (percentage)	Direction of change	Comment
Emissions reduction activities			
Divestment			
Acquisitions			
Mergers			
Change in output			
Change in methodology			
Change in boundary	1	Increase	This year we have included 12 new sites in the calculations making it difficult to compare to the numbers from the previous years – see graph.
Change in physical operating conditions			
Unidentified			
Other			

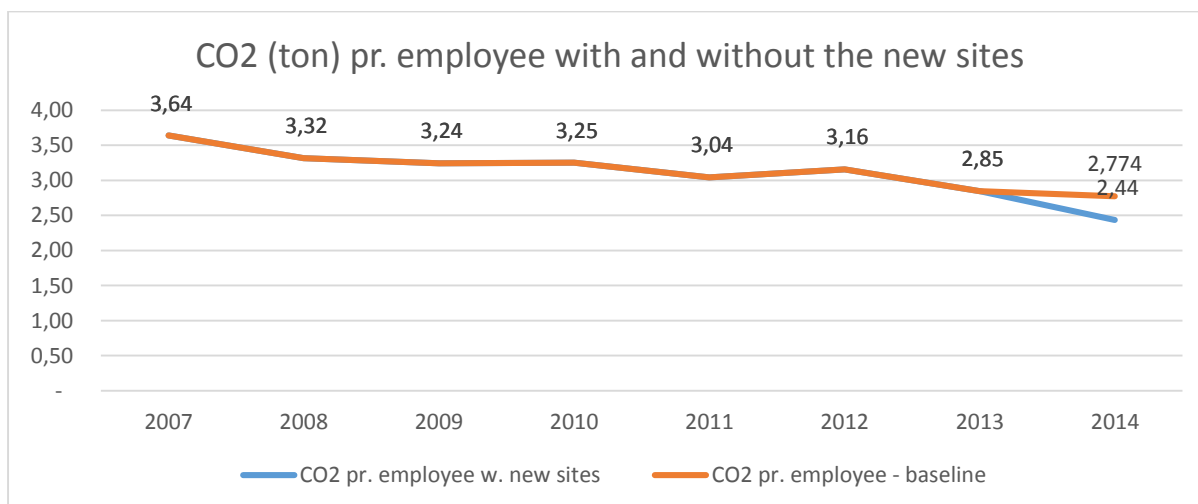


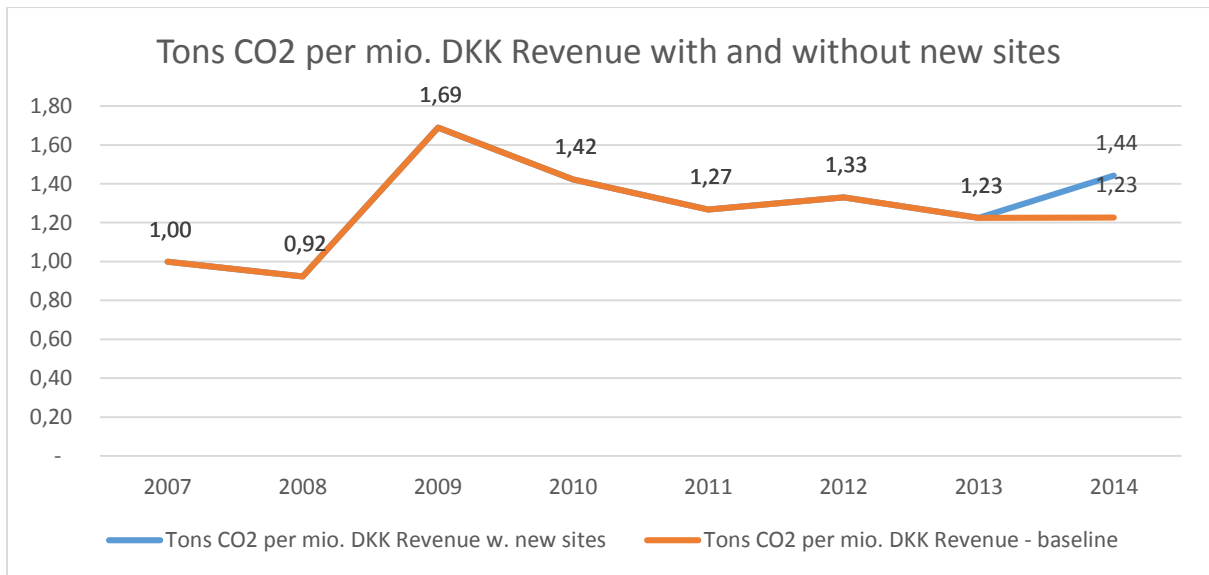
Please describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tonnes CO2e per unit currency total revenue

Intensity figure	Metric numerator	Metric denominator	% change from previous year	Direction of change from previous year	Reason for change
1.442	metric tonnes CO2e	unit total revenue	17.7	Increase	13476 ton CO2 emission 9346.000000 DKK Revenue = 9346 mio DKK Last year the Intensity figure 1.225

Please describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tonnes CO2e per full time equivalent (FTE) employee

Intensity figure	Metric numerator	Metric denominator	% change from previous year	Direction of change from previous year	Reason for change
2.437	metric tonnes CO2e	FTE employee	16.75	Decrease	We have included more sites around the world - also non-production sites which do not use as much electricity. See graph.





Please provide an additional intensity (normalized) metric that is appropriate to your business operations

Intensity figure	Metric numerator	Metric denominator	% change from previous year	Direction of change from previous year	Reason for change
	metric tonnes CO2e				

Page: Emissions Trading

Do you participate in any emissions trading schemes?

No, and we do not currently anticipate doing so in the next 2 years

Has your organization originated any project-based carbon credits or purchased any within the reporting period?

No

Please account for your organization's Scope 3 emissions, disclosing and explaining any exclusions

Sources of Scope 3 emissions	Evaluation status	metric tonnes CO2e	Emissions calculation methodology	Percentage of emissions calculated using data obtained from suppliers or value chain partners	Explanation
Purchased goods and services					
Capital goods					
Fuel-and-energy-related activities (not included in Scope 1 or 2)					
Upstream transportation and distribution					
Waste generated in operations					
Business travel					
Employee commuting					
Upstream leased assets					
Downstream transportation and distribution					
Processing of sold products					
Use of sold products					
End of life treatment of sold products					
Downstream leased assets					
Franchises					
Investments					
Other (upstream)					
Other (downstream)					

Please indicate the verification/assurance status that applies to your reported Scope 3 emissions

No emissions data provided

Are you able to compare your Scope 3 emissions for the reporting year with those for the previous year for any sources?

No, we don't have any emissions data

Do you engage with any of the elements of your value chain on GHG emissions and climate change strategies? (Tick all that apply)

No, we do not engage

Please explain why you do not engage with any elements of your value chain on GHG emissions and climate change strategies, and any plans you have to develop an engagement strategy in the future

The resources needed for the manufacturing of hearing aids is very limited, and hearing aids constituted 86% of total sales in 2014.

However, although we do not measure and report through Scope 3 we do, however, always consider the environmental impact in developing our business. In our Suppliers' Code of Conduct we have a section on Environmental Protection, stating that the supplier must comply with all relevant environmental legislation of the host country. The supplier must maintain awareness of current environmental legislative requirements, which are relevant to the environmental impacts of its activities, products and services, and ensure legal compliance through training, awareness, operational control and monitoring. Also, the supplier is urged to work systematically to prevent, minimise and remedy adverse environmental impacts of its activities, products and services through a proactive approach and responsible management of its environmental aspects.

Regarding emissions created from transportation of staff for meetings and gatherings, we are increasingly replacing business travel with online meetings through new IT systems (Cisco IP telephony/MS Lync)

Module: Sign Off

Page: Sign Off

Please provide the following information for the person that has signed off (approved) your CDP climate change response

Name	Job title	Corresponding job category
Charlotte Korsager Winther	Managger, CSR & Communications	Public affairs manager