

Carbon Disclosure Project

2015

William Demant Holding A/S

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CVR 71186911

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Module: Introduction**Page: Introduction**

CC0.1**Introduction**

Please give a general description and introduction to your organization.

The William Demant Group develops, manufactures and sells products and equipment designed to aid the hearing and communication of individuals. The Group focuses on four business activities: Hearing Devices, Hearing Implants, Diagnostic Instruments and Personal Communication.

The Group operates in a global market and its companies deliver high-technology solutions incorporating micro-electronics, micro-mechanics, wireless technology, software and audiology. All Group companies collaborate in many areas and share resources and technologies. Specifically, they closely work together in the early stages of the value chain such as purchasing and production, as well as the distribution side. In R&D, marketing and sales, single units are characterized by higher autonomy and strong 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 capitalises 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 (14.4 metric tonnes CO₂ in 2015) due to the limited resources needed for the manufacturing of hearing aids.

Hearing aids constituted 86% of total sales in 2015. 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 2015.

CC0.2**Reporting Year**

Please state the start and end date of the year for which you are reporting data.

The current reporting year is the latest/most recent 12-month period for which data is reported. Enter the dates of this year first.

We request data for more than one reporting period for some emission accounting questions. Please provide data for the three years prior to the current reporting year if you have not provided this information before, or if this is the first time you have answered a CDP information request. (This does not apply if you have been offered and selected the option of answering the shorter questionnaire). If you are going to provide additional years of data, please give the dates of those reporting periods here. Work backwards from the most recent reporting year.

Please enter dates in following format: day(DD)/month(MM)/year(YYYY) (i.e. 31/01/2001).

Enter Periods that will be disclosed
Thu 01 Jan 2015 - Thu 31 Dec 2015

CC0.3

Country list configuration

Please select the countries for which you will be supplying data. If you are responding to the Electric Utilities module, this selection will be carried forward to assist you in completing your response.

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

CC0.4

Currency selection

Please select the currency in which you would like to submit your response. All financial information contained in the response should be in this currency.

DKK

CC0.6

Modules

As part of the request for information on behalf of investors, electric utilities, companies with electric utility activities or assets, companies in the automobile or auto component manufacture sub-industries, companies in the oil and gas sub-industries, companies in the information technology and telecommunications sectors and companies in the food, beverage and tobacco industry group should complete supplementary questions in addition to the main questionnaire.

If you are in these sector groupings (according to the Global Industry Classification Standard (GICS)), the corresponding sector modules will not appear below but will automatically appear in the navigation bar when you save this page. If you want to query your classification, please email respond@cdp.net. If you have not been presented with a sector module that you consider would be appropriate for your company to answer, please select the module below. If you wish to view the questions first, please see <https://www.cdp.net/en-US/Programmes/Pages/More-questionnaires.aspx>.

Further Information

Module: Management

Page: CC1. Governance

CC1.1

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

CC1.1a

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 of Communication and CSR.

CC1.2

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

No

Page: CC2. Strategy

CC2.1

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

CC2.1d

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.

CC2.2

Is climate change integrated into your business strategy?

No

CC2.2b

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

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 ensure that appropriate insurance measures are implemented on a continuous basis.

The Group's global insurance programme makes sure that measures are taken out with high credit ratings companies and recognised credit-rated insurance brokers.

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.

CC2.2c

Does your company use an internal price of carbon?

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

CC2.3

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

CC2.3b

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

Yes

CC2.3c

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

CC2.3f

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.

Further Information

Page: CC3. Targets and Initiatives

CC3.1

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

No

CC3.1f

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

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 the electricity in our buildings. Hence, we consider the emission factor every time we make minor or major physical changes and act accordingly and responsively.

We experience stable growth rates throughout the William Demant Group, both in financial terms and number of employees. This growth is both organic and related to acquisitions, and it has mirrored in a slight growth in emissions; yet, we seek to minimise the growth in emissions as much as possible by making wise choices along the way.

In 2015, together with our energy provider SEAS-NVE, we carried out a mapping and analysis of our energy consumption with a view to finding new ways of saving energy. Seemingly trivial changes may have a relatively large impact on our energy consumption and hence on our environmental footprint. By way of example, we have in 2015 started optimizing our ventilation systems, and we have implemented measures to reduce our water and electricity consumption. Another example is William Demant Invests' stake in a gigantic wind farm, which has been erected off the German North Sea coast and will from September 2016 produce green energy matching the consumption of 285,000 households.

We do 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 emissions have slightly increased this reporting year, and so has the number of our employees. Additionally, in 2015, we have added two more entities to the reporting. However, if we consider the amount of CO₂ per employees, 2015 has experienced a decrease of 3,7% compared to previous year.

CC3.2

Do you classify any of your existing goods and/or services as low carbon products or do they enable a third party to avoid GHG emissions?

No

CC3.3

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

CC3.3d

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 "emissions 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. Find below some examples from the UNGC CoP:

1. 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. Additionally, all printed materials are FSC-labelled.
3. IT server consolidation: we continue our efforts with the goal of lowering the energy consumption to a third on running our server infrastructure and our efforts in this area have given rise to savings by as much as 5:1 in optimal scenarios. Within the IT area, process optimisations have ensured that capacity planning is carried out more efficiently, reducing overcapacity, lowering overall energy consumption.
4. Offshore windmill farm: The William Demant share of the off-shore windmill farm will from September 2016 produce more than five times the total corporate consumption of electricity in green power.

Further Information

Page: CC4. Communication

CC4.1

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	Comment
In mainstream reports (including an integrated report) but have not used the CDSB Framework	Complete	Page 26	https://www.cdp.net/sites/2016/91/20691/Climate Change 2016/Shared Documents/Attachments/CC4.1/Annual_Report_2015.pdf	
In voluntary communications	Complete	Page 9	https://www.cdp.net/sites/2016/91/20691/Climate Change 2016/Shared Documents/Attachments/CC4.1/UN_Global_Compact_Progress_Report_2015.pdf	

Further Information

Module: Risks and Opportunities

Page: CC5. Climate Change Risks

CC5.1

Have you identified any inherent climate change risks that have the potential to generate a substantive change in your business operations, revenue or expenditure? Tick all that apply

CC5.1d

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 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.

CC5.1e

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.

CC5.1f

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.

Further Information

Page: CC6. Climate Change Opportunities

CC6.1

Have you identified any inherent climate change opportunities that have the potential to generate a substantive change in your business operations, revenue or expenditure? Tick all that apply

CC6.1d

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.

CC6.1e

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. 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.

CC6.1f

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 2015, we reported our sixth 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.

Further Information

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

Page: CC7. Emissions Methodology

CC7.1

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

Scope	Base year	Base year emissions (metric tonnes CO2e)
Scope 1	Thu 01 Jan 2015 - Thu 31 Dec 2015	2517
Scope 2 (location-based)	Thu 01 Jan 2015 - Thu 31 Dec 2015	11889
Scope 2 (market-based)	Thu 01 Jan 2015 - Thu 31 Dec 2015	

CC7.2

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)
Other

CC7.2a

If you have selected "Other" in CC7.2 please provide details of the standard, protocol or methodology you have used to collect activity data and calculate Scope 1 and Scope 2 emissions

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. Emissions from heating are based on actual consumption from district heating and natural gas etc.

CC7.3

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

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

CC7.4

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

Emission factor 2015

Attachments

https://www.cdp.net/sites/2016/91/20691/Climate_Change_2016/Shared_Documents/Attachments/ClimateChange2016/CC7.EmissionsMethodology/WDH_CO2_regnskab_FRSC.xlsx

Page: CC8. Emissions Data - (1 Jan 2015 - 31 Dec 2015)

CC8.1

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

Financial control

CC8.2

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

2517

CC8.3

Does your company have any operations in markets providing product or supplier specific data in the form of contractual instruments?

No

CC8.3a

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

Scope 2, location-based	Scope 2, market-based (if applicable)	Comment
11889		

CC8.4

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

CC8.4a

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 location-based Scope 2 emissions from this source	Relevance of market-based Scope 2 emissions from this source (if applicable)	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 our 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, Oticon malaysia, Bernafon Switzerland, Bernafone Australia, Bernafon Germany, Sonic US, 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.

CC8.5

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%	Extrapolation Metering/ Measurement Constraints Data Management	
Scope 2 (location-based)	More than 2% but less than or equal to 5%	Extrapolation Metering/ Measurement Constraints Data Management	
Scope 2 (market-based)			

CC8.6

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

No third party verification or assurance

CC8.7

Please indicate the verification/assurance status that applies to at least one of your reported Scope 2 emissions figures

No third party verification or assurance

CC8.8

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 CC8.6, CC8.7 and

CC14.2

Additional data points verified	Comment
No additional data verified	

CC8.9

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

Yes

CC8.9a

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: CC9. Scope 1 Emissions Breakdown - (1 Jan 2015 - 31 Dec 2015)

CC9.1

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

Yes

CC9.1a

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

Country/Region	Scope 1 metric tonnes CO2e
Denmark	504
Poland	83

Country/Region	Scope 1 metric tonnes CO2e
United Kingdom	163
Italy	120
United States of America	463
Canada	11
Brazil	32
Germany	471
France	346
China	10
South Korea	127
Spain	78
Australia	72
Switzerland	38
Malaysia	0
Japan	0

CC9.2

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

By GHG type

CC9.2c

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

GHG type	Scope 1 emissions (metric tonnes CO2e)
CO2	2517

Further Information

Page: CC10. Scope 2 Emissions Breakdown - (1 Jan 2015 - 31 Dec 2015)

CC10.1

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

Yes

CC10.1a

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

Country/Region	Scope 2, location-based (metric tonnes CO2e)	Scope 2, market-based (metric tonnes CO2e)	Purchased and consumed electricity, heat, steam or cooling (MWh)	Purchased and consumed low carbon electricity, heat, steam or cooling accounted in market-based approach (MWh)
Denmark	2382		9029	
Poland	4519		7672	
United Kingdom	157		402	
Japan	84		200	
Australia	365		394	
Italy	240		523	
United States of America	3193		4474	
Canada	282		1294	
Brazil	14		152	
Germany	233		562	
France	70		842	
China	171		204	
South Korea	67		135	
Spain	62		138	
Switzerland	6		270	
Malaysia	44		83	

CC10.2

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

By facility

CC10.2b

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

Facility	Scope 2 emissions, location based (metric tonnes CO2e)	Scope 2 emissions, market-based (metric tonnes CO2e)
HQ office (Kongebakken, Denmark)	963	

Facility	Scope 2 emissions, location based (metric tonnes CO2e)	Scope 2 emissions, market-based (metric tonnes CO2e)
Production site (Thisted, Denmark)	404	
Subsidiary (Ballerup, Denmark)	684	
Subsidiary (Assens, Denmark)	142	
R&D facility (Eriksholm, Denmark)	69	
Subsidiary (Ballerup, Sennheiser, Denmark)	59	
Production site (Szczecin, Poland)	4364	
Subsidiary (Hamilton, Scotland)	157	
Subsidiary (Tokyo, Japan)	84	
Subsidiary (Brisbane, Australia)	126	
Subsidiary (Florence, Italy)	240	
Subsidiary (Somerset, New Jersey, USA)	2724	
Subsidiary (Kitchener, Ontario, Canada)	283	
Subsidiary (Rio de Janeiro, Brazil)	14	
Subsidiary (Hamburg, Germany)	107	
Subsidiary (Gennevilliers Cedex, France)	11	
Subsidiary (Shanghai, China)	171	
Subsidiary (Seoul, South Korea)	67	
Subsidiary (Madrid, Spain)	61	
Subsidiary (Bern, Switzerland)	6	
Subsidiary (Sydney, Australia)	239	
Subsidiary (Berlin, Germany)	68	
Subsidiary (Nice, France)	59	
Subsidiary (Berlin, Maico, germany)	57	
Subsidiary (Minneapolis, Maico, US)	261	
Subsidiary (Eagen, United States of America)	208	
Subsidiary (Szczecin, Poland)	155	
Subsidiary (Kuala Lumpur, Malaysia)	44	

Further Information

Page: CC11. Energy

CC11.1

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

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

CC11.2

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

Energy type	Energy purchased and consumed (MWh)
Heat	86338
Steam	
Cooling	

CC11.3

Please state how much fuel in MWh your organization has consumed (for energy purposes) during the reporting year

11127

CC11.3a

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

Fuels	MWh
Motor gasoline	3496
Diesel/Gas oil	7631

CC11.4

Please provide details of the electricity, heat, steam or cooling amounts that were accounted at a low carbon emission factor in the market-based Scope 2 figure reported in CC8.3a

Basis for applying a low carbon emission factor	MWh consumed associated with low carbon electricity, heat, steam or cooling	Comment
No purchases or generation of low carbon electricity, heat, steam or cooling accounted with a low carbon emissions factor		

CC11.5

Please report how much electricity you produce in MWh, and how much electricity you consume in MWh

Total electricity consumed (MWh)	Consumed electricity that is purchased (MWh)	Total electricity produced (MWh)	Total renewable electricity produced (MWh)	Consumed renewable electricity that is produced by company (MWh)	Comment
20415	20415				

Further Information

Page: CC12. Emissions Performance

CC12.1

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

Increased

CC12.1a

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	Please explain and include calculation
Emissions reduction activities			
Divestment			
Acquisitions			
Mergers			
Change in output	4.2	Increase	Increased demand leading to increase output has generated an extra 4,2% more of emissions in our main production facility
Change in methodology		Increase	
Change in boundary	1	Increase	This year, we have added 3 more entities to our reporting boundary
Change in physical operating conditions			
Unidentified	0.8	Increase	
Other			

CC12.1b

Is your emissions performance calculations in CC12.1 and CC12.1a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Location-based

CC12.2

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 (Gross global combined Scope 1 and 2 emissions)	Metric denominator: Unit total revenue	Scope 2 figure used	% change from previous year	Direction of change from previous year	Reason for change
1352	metric tonnes CO2e	10665	Location-based	7	Decrease	Increase in revenue, which has not been followed proportionally by an increase in CO2 emissions 14.406 ton CO2 emission 10665 mio DKK in revenue Last year Intensity figure was:1452

CC12.3

Please provide any additional intensity (normalized) metrics that are appropriate to your business operations

Intensity figure =	Metric numerator (Gross global combined Scope 1 and 2 emissions)	Metric denominator or	Metric denominator: Unit total	Scope 2 figure used	% change from previous year	Direction of change from previous year	Reason for change
2.364	metric tonnes CO2e	full time equivalent (FTE) employee	6094	Location-based	3.7	Decrease	Increase in employees, which has not been followed

Intensity figure =	Metric numerator (Gross global combined Scope 1 and 2 emissions)	Metric denominator or	Metric denominator: Unit total	Scope 2 figure used	% change from previous year	Direction of change from previous year	Reason for change
							proportionally by an increase in CO2 emissions

Further Information

Page: CC13. Emissions Trading

CC13.1

Do you participate in any emissions trading schemes?

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

CC13.2

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

No

Further Information

Page: CC14. Scope 3 Emissions

CC14.1

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)					

CC14.2

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

No emissions data provided

CC14.3

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

CC14.4

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

CC14.4d

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 2015. 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. The suppliers are urged to work systematically to prevent, minimise and remedy adverse environmental impacts of their 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/Skype for Business)

Further Information

Module: Sign Off

Page: CC15. Sign Off

CC15.1

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

Name	Job title	Corresponding job category
Trine Kromann-Mikkelsen	Manager, CSR & Communication	Public affairs manager

Further Information

CDP 2016 Climate Change 2016 Information Request