



# ESG Report



## 2024/2025

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# Forewords

This is Jesma Technology Group's first ESG report. And certainly not the last. We have worked on collecting, analyzing, and structuring a range of ESG data that forms the foundation of this report.

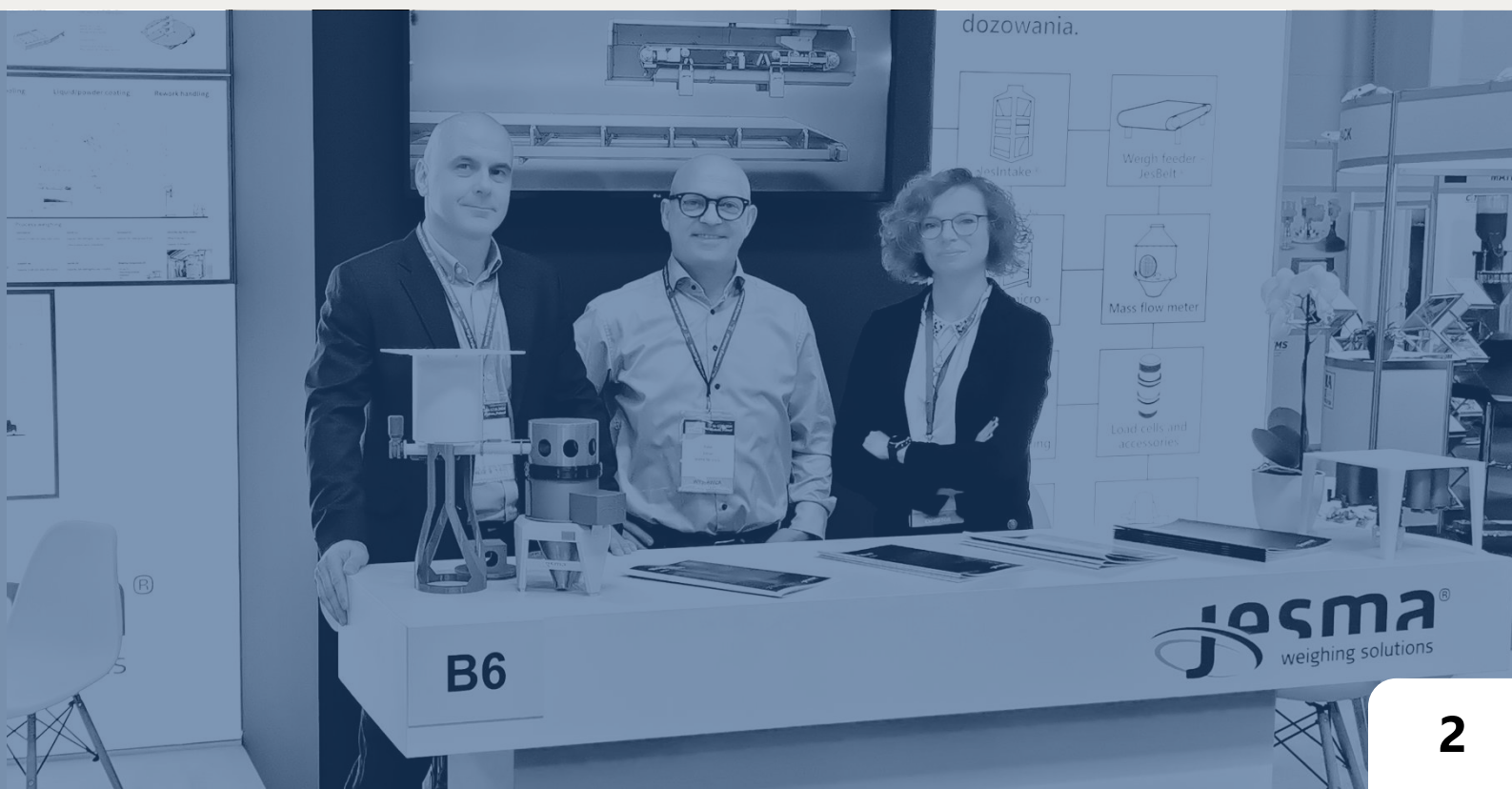
Our ambition has been to gather accurate and comparable data to ensure it is useful for identifying future areas of focus in a long-term process, where our overall ESG efforts will create lasting impact over time. We hope this ESG report provides a clear picture of our sustainability efforts, and we will continue to prioritize this important area.

This ESG report has been prepared in accordance with the Basic Module of the draft voluntary SMV-standard.

The statement has been prepared on an individual basis and covers Jesma Technology Group Danmark and does not include subsidiaries in Sweden and Poland.



Palle Serup, Owner and CEO







# We are responsible for our impact

Jesma Technology Group is a 100% Danish-owned company that delivers innovative, precise and reliable machines tailored to your industry's unique needs. We are specialized in providing high quality flexible solutions for the process and packaging industry.

Jesma Technology Group offers a wide range of project-adapted solutions. We are therefore able to meet almost all wishes and requirements that our customers may have.

In 2020, Jesma Technology Group was formed by Jesma Vejeteknik acquiring Danish-based PMW Engineering A/S and Swedish-based SEG Instrument AB.

Thus, the three companies join the Jesma Group and together formed a strong alliance with over 150 years of collective experience. Today, we stand as one group, stronger than ever.

# About this report

With this ESG report, Jesma Technology Group provides transparency into our environmental (E), social (S), and governance (G) performance. Although not legally required, we have chosen to prepare this report as a natural next step in our sustainability journey.

As a company that helps other businesses reduce their environmental impact through responsible weighing solutions, it is important that we also document and improve our own efforts.

The report outlines how we work responsibly today and how we plan to improve in the future. All numbers and figures from the previous year, 2023-2024, are in parentheses.

**This report covers only Jesma Technology Group Denmark and does not include subsidiaries in Sweden and Poland.**

It reflects our current position and future direction. We believe long-term value is built through responsibility, innovation and accountability.



***This report reflects where we are as a company and more importantly where we want to go.***



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*Our company's environmental impact and how we protect the planet*

# Environmental



# Energy And CO2 Emissions

## Our contribution to CO2-reduction

Jesma is actively working to reduce our environmental impact through both operational changes and long-term targets.

We have installed solar panels at our headquarters to reduce reliance on fossil-based electricity and are continuously upgrading to energy-efficient appliances.

These efforts reflect our commitment to reducing emissions and contributing to a more energy-efficient future.

## Explanation

We have calculated our Scope 1 emissions, which include direct greenhouse gas emissions from heating systems. This gives us a clear baseline to measure future reductions.

Scope 2 and Scope 3 emissions are not yet included but are a focus area for future reporting.

As part of our commitment to transparency and continuous improvement, we are also beginning to evaluate the ESG performance of our suppliers, with the aim of reducing indirect emissions through greener procurement.

Energy consumption  
from nonrenewable  
energy

**29.968MWh**  
(39.302 MWh)

Energy consumption  
from fossil fuel sources

**15.200 M3**  
(9.412 M3)

Sale of energy from our  
renewable energy  
sources

**12.078 MWh**  
(0 MWh)

# Resource Consumption, Circular Economy And Waste Management

- Jesma Technology Group works actively to minimize waste and promote circular resource use across our operations.
- We incorporate circular economy principles into our operations.
- In the fiscal year 2024/2025, we generated a total of 9.189 tons of waste. 100% of this was sent for reuse or recycling.
- No waste was sent for disposal, and no hazardous waste was recorded.
- This reflects our commitment to circular economy principles, where materials are seen as resources rather than waste.
- Internally, we have improved waste sorting across departments and implemented clearer recycling systems for paper, plastics, electronics and metals.
- Moving forward, we aim to reduce overall waste volumes, regardless of its potential for recycling.
- **The most sustainable waste is the one that is never created.**

Total amount of yearly waste			
<b>Wood</b> <b>5.140 ton</b> <b>(7.56 ton)</b>	<b>Cardboard</b> <b>1.539 ton</b> <b>(1.47 ton)</b>	<b>Metal</b> <b>2.510 ton</b> <b>(3.01 ton)</b>	
<b>Total amount of waste</b>  <b>9.189</b> ton (12,04 ton in 2023/2024)	<b>Waste sent for reuse or recycling</b>  <b>9.189</b> ton (12,04 ton in 2023/2024)	<b>Waste sent for disposal</b>  <b>0</b> ton 0 ton in 2023/2024	<b>Hazardous waste</b>  <b>0</b> ton 0 ton in 23/24



# Pollution and environmental impact

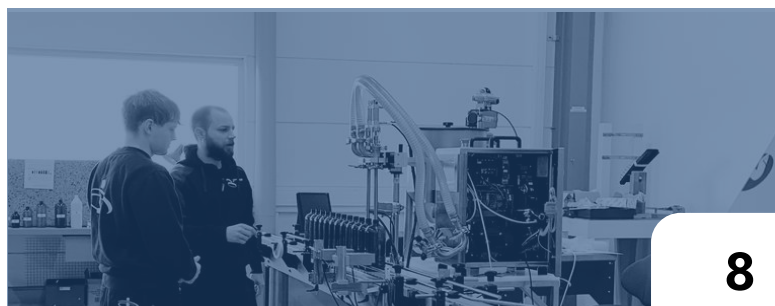
## Water consumption and reuse

- Water use at Jesma is limited and primarily related to employee facilities, such as kitchens, toilets, and showers.
- In the fiscal year 2024/2025, our total water consumption was 149 m3. Though this level is low, we want to continue to improve our performance.
- As part of our ongoing efforts, we have installed water-saving filters in sinks across employee areas.
- In the coming year, we will also implement water-saving showerheads to further reduce consumption.
- Although we currently do not reuse water within our facilities, we actively promote resource efficiency and aim to explore future opportunities for closed-loop systems or greywater reuse, where relevant.

### Water consumption

**227**  
m3

(227 m3 in 2023/2024)





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Social factors such as employee relations, working conditions and locally.

# Social



# Social Cohesion

## Equality and inclusion

- We value strong internal cohesion, long-term employment and fair working conditions.
- 96% of our employees are covered by a collective agreement, ensuring clear rights and a stable framework for collaboration between management and staff.
- (In 2023/2024 our workforce on average consisted of 24 FTE men and 4.5 FTE women.)
- In 2024/2025 our workforce on average consists of 24 FTE men and 5,25 FTE women.
- While this reflects the industry norm, we recognize the need to improve gender balance over time.
- Jesma also supports social inclusion by offering internships to students, giving them practical experience and helping prepare them for future employment. This is also true for individuals who are in supported employment
- We are committed to maintaining a workplace culture based on respect, inclusion and long-term engagement, which are key to social cohesion.



# Social Cohesion

## Equality and inclusion

- Annual employee events and team-building activities help strengthen relationships and create a more cohesive and inclusive workplace environment.
- Equal treatment is important for us. Discrimination or harassment is not tolerated, and we are committed to a respectful, inclusive workplace for all backgrounds.

Number of hours of continuing education, on average for male employees

**15 hours**  
(18 hours)

Number of hours of continuing education, on average for female employees

**8 hours**  
(10 hours)

Number of temporary employees

**0**

(0 FTE in 2023/2024)

Number of full-time employees

**29,25**

(28,5 FTE in 2023/2024)

Male FTE

**24**

(24 FTE in 2023/2024)

Female FTE

**5,25**

4,5 FTE 2023/2024



# Workplace Safety

## Creating a safe work environment

- We prioritize the health and safety of all employees.
- In the financial year 2024/2025, we recorded **zero workplace injuries, zero accidents and zero fatalities**.
- We consider this a result of our proactive approach to safety, including risk awareness, employee training, and ergonomically designed equipment.
- Workplace safety remains a top priority, and we will continue to invest in creating a secure and healthy environment for all employees.

**Number of workplace injuries and accidents:**

**0**

(0 in 2023/2024)

**Number of workplace related deaths:**

**0**

(0 in 2023/2024)





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**Management factors, including organization's governance, transparency and ethical guidelines.**

# Governance

# Leading With Purpose And Accountability

**Jesma Technology Group is guided by a strong internal leadership culture and a clear ethical foundation**

- Our Code of Conduct sets the framework for how we act - both internally and in collaboration with customers, suppliers, and partners.
- It outlines our expectations for legal compliance, anti-corruption, fair competition, and responsible conduct across all business units.
- The management team holds the overall responsibility for ESG at Jesma and ensures that environmental and social considerations are integrated into daily operations, strategy, and decision-making.
- Managers are expected to lead by example and act in line with the company's values, with an emphasis on transparency, accountability, and long-term responsibility.
- We believe that strong governance is not only about rules but about building a culture where ethical leadership, trust, and responsibility are part of how we do business every day.





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*Seventeen UN goals for ending poverty, protecting the planet, and ensuring peace, equality, prosperity by 2030.*

## **FN's 17 Global Goals**



# The 17 Global Goals

**Jesma Technology Group is committed to create a business that impacts the world positively.**



- Jesma contributes to clean energy through high-precision systems used in biomass plants.
- We also focus on energy-efficient machinery.
- We have installed solar panels at our headquarters to reduce our own electricity consumption.



- Jesma promotes fair labor practices, stable employment and safe working conditions.
- We also support education and job creation by offering internships that build skills and prepare young people for the workforce.



- Jesma develops innovative weighing and dosing systems that help industries modernize and improve efficiency.
- Our modular, automation-ready solutions support sustainable industrial development and smarter production.

# The 17 Global Goals

**Jesma Technology Group is committed to create a business that impacts the world positively.**



- Jesma enables clients to minimize material waste through precision dosing.
- We are ISO 14001 certified.
- At Jesma, we work continuously to reduce its own waste and improve recycling, ensuring sustainable production across its operations.



- By improving the efficiency of biomass-to-energy processes and minimizing production waste, Jesma directly helps reduce carbon emissions.
- Its systems enable low-emission energy generation and a more sustainable use of natural resources.



- Jesma supports sustainable aquaculture by delivering accurate dosing in fish feed production.
- This reduces overfeeding and nutrient runoff.
- The Jesma Aqua Line is designed for harsh marine environments, improving efficiency and traceability in seafood processing.

ACCURACY | HIGH QUALITY | HIGH FLEXIBILITY  
STANDARD- AND CUSTOMIZED SOLUTIONS FOR WEIGHING AND DOSING

comply with high-level  
for accuracy, operation  
and user-friendliness

100%

Years of experience in  
weighing and dosing

”

*What we have done to make Jesma Technology Group  
better for the environment, and what we plan to do  
better.*

# Best Practice

# Our Best Practice Efforts

**Jesma Technology Group is committed to continuously improving its environmental and social impact.**

1

Recent implementation of solar panels to reduce dependence on fossil-based electricity and lower overall CO<sub>2</sub> emissions.

2

Implementation of eco water filters to reduce the amount of water used, and to lower the amount of wastewater.

3

Improved internal waste sorting, including clear systems for recycling paper, plastic, electronics, and hazardous waste across all departments.





# Our Best Practice Goals

**We will strengthen our ESG efforts through concrete initiatives with both short term and long term goals including:**

1

Installation of EV charging stations at the headquarters to support and encourage green transportation for employees and visitors.

2

We will transition all company vehicles to electric by 2028. This initiative supports our broader ambition to reduce direct emissions (Scope 1). The shift will be phased in gradually and aligned with infrastructure upgrades, including the installation of EV charging stations at our facilities.

3

To reduce water consumption, we will install water-saving showerheads in employee facilities by 2026. This small but effective change supports our commitment to resource efficiency and responsible use of utilities across our operations.

4

We have set a goal to replace all company appliances with models rated at least a B energy rating by 2028. This initiative is part of our broader effort to reduce electricity consumption and improve energy efficiency in our facilities.

5

we will increasingly favor suppliers with documented sustainability efforts, including ESG reporting and climate-conscious operations. This approach will be phased in over the coming years and integrated into our procurement criteria.

# Reporting Practices

This ESG report has been developed internally by Jesma Technology Group without the involvement of external consultants or third-party verification. The report is based on operational data and input collected throughout the fiscal year 2024/2025.

Relevant employees have contributed to the data collection and assessment, including areas such as energy usage, emissions, waste handling, and ongoing sustainability initiatives.

As part of this year's efforts, Jesma has calculated its Scope 1 carbon footprint, which includes direct emissions from fuel consumption in operations.

The aim of this report is to provide a transparent view of Jesma's current ESG status and to outline ambitions for continued improvement. It has been shared internally and will be used externally to inform customers, partners, and suppliers about Jesma's sustainability work.

The report has not been externally verified. While we strive for accuracy, Jesma Technology Group accepts no liability for any actions taken based on the information presented.





## Want to know more about our ESG-report?

Contact Emma Eskildsen on phone +45 23 34 88 99  
or email [Emma.k.Eskildsen@jesmagroup.com](mailto:Emma.k.Eskildsen@jesmagroup.com) if you  
wish to know more about the contents of this report.

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