

# Site data

## **Novozymes' sites**

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# Site Araucária, Brazil

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	138	145
Energy	1,000 GJ	128	120
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	88	72
<b>Biomass</b>			
Biomass volume	1,000 tons	30	29
<b>Waste</b>			
Waste	1,000 tons	1	1
Percentage of total waste recycled	%	99.1	65.8
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	4	4
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	2	-
Neighbor complaints	no.	-	-

## Site Araucária, Brazil (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	235	238
Women	%	37.0	34.9
Men	%	63.0	65.1
Rate of employee turnover	%	9.3	8.3
Average age	years	37.8	37.4
Average seniority	years	8.6	8.1
Rate of absence	%	0.7	0.4
<b>Training costs</b>			
Average spent per employee	DKK	4,288	4,679

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	2	1
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	4.6	2.7
Frequency of occupational diseases	per million working hours	-	-

# Site Bagsvaerd, Denmark

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	124	124
Energy	1,000 GJ	261	250
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	113	121
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	2	2
Percentage of total waste recycled	%	27.7	33.3
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	7	6
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	2	-
Neighbor complaints	no.	-	2

## Site Bagsvaerd, Denmark (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	1,828	1,882
Women	%	50.3	50.4
Men	%	49.7	49.6
Rate of employee turnover	%	12.0	8.4
Average age	years	43.8	43.4
Average seniority	years	11.0	10.9
Rate of absence	%	2.6	2.7
<b>Training costs</b>			
Average spent per employee	DKK	4,412	8,104

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	9	10
Occupational diseases	no.	1	5
Frequency of occupational accidents	per million working hours	3.1	3.3
Frequency of occupational diseases	per million working hours	0.3	1.6

# Site Beijing, China

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	19	21
Energy	1,000 GJ	18	19
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	14	15
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	-	6.6
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	3	3
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

## Site Beijing, China (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	316	328
Women	%	57.6	54.9
Men	%	42.4	45.1
Rate of employee turnover	%	12.5	9.9
Average age	years	35.5	34.7
Average seniority	years	6.2	5.5
Rate of absence	%	0.6	0.5
<b>Training costs</b>			
Average spent per employee	DKK	3,211	7,561

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site bHA TEDA, China

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	64	155
Energy	1,000 GJ	33	62
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	-	-
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	1.4	33.3
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	5	9
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-



## Site bHA TEDA, China (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	38	43
Women	%	31.6	32.6
Men	%	68.4	67.4
Rate of employee turnover	%	10.2	53.4
Average age	years	35.3	34.4
Average seniority	years	5.6	5.0
Rate of absence	%	1.0	1.2
<b>Training costs</b>			
Average spent per employee	DKK	464	2,671

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Blair, USA

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	716	446
Energy	1,000 GJ	425	306
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	526	324
<b>Biomass</b>			
Biomass volume	1,000 tons	10	8
<b>Waste</b>			
Waste	1,000 tons	-	1
Percentage of total waste recycled	%	20.7	20.1
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	61	49
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

## Site Blair, USA (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	120	118
Women	%	21.7	19.5
Men	%	78.3	80.5
Rate of employee turnover	%	15.5	21.0
Average age	years	38.1	37.3
Average seniority	years	3.3	2.7
Rate of absence	%	2.4	2.4
<b>Training costs</b>			
Average spent per employee	DKK	2,795	2,584

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Franklinton, USA

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	1,568	1,479
Energy	1,000 GJ	806	776
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	1,127	931
<b>Biomass</b>			
Biomass volume	1,000 tons	345	318
<b>Waste</b>			
Waste	1,000 tons	2	2
Percentage of total waste recycled	%	31.3	50.2
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	58	61
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	1	2
Neighbor complaints	no.	1	-

## Site Franklinton, USA (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	719	714
Women	%	32.5	32.1
Men	%	67.5	67.9
Rate of employee turnover	%	10.3	7.2
Average age	years	42.2	42.4
Average seniority	years	8.5	8.6
Rate of absence	%	1.8	1.8
<b>Training costs</b>			
Average spent per employee	DKK	4,250	4,230

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	1
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	0.0	0.9
Frequency of occupational diseases	per million working hours	0.0	0.9

# Site Fuglebakken, Denmark

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	421	454
Energy	1,000 GJ	337	331
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	279	291
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	67.4	65.5
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	8	8
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	8	7
Neighbor complaints	no.	2	3

## Site Fuglebakken, Denmark (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	202	212
Women	%	16.3	16.5
Men	%	83.7	83.5
Rate of employee turnover	%	7.8	6.5
Average age	years	46.9	47.0
Average seniority	years	14.0	13.5
Rate of absence	%	3.8	3.5
<b>Training costs</b>			
Average spent per employee	DKK	3,499	2,536

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	2	-
Occupational diseases	no.	2	-
Frequency of occupational accidents	per million working hours	6.1	-
Frequency of occupational diseases	per million working hours	6.1	-

# Site Hongda, China

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	739	719
Energy	1,000 GJ	500	479
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	498	455
<b>Biomass</b>			
Biomass volume	1,000 tons	19	19
<b>Waste</b>			
Waste	1,000 tons	1	1
Percentage of total waste recycled	%	41.9	38.5
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	97	95
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	1
Neighbor complaints	no.	2	1



## Site Hongda, China (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	257	261
Women	%	16.3	18.8
Men	%	83.7	81.2
Rate of employee turnover	%	6.6	5.0
Average age	years	39.4	38.5
Average seniority	years	10.7	9.8
Rate of absence	%	0.7	0.7
<b>Training costs</b>			
Average spent per employee	DKK	711	841

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Hosur, India

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	25	30
Energy	1,000 GJ	12	15
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	18	22
<b>Biomass</b>			
Biomass volume	1,000 tons	1	1
<b>Waste</b>			
Waste, total	1,000 tons	-	-
Percentage of total waste recycled	%	17.9	14.0
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	2	3
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

## Site Hosur, India (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	563	538
Women	%	25.9	25.3
Men	%	74.1	74.7
Rate of employee turnover	%	14.6	11.7
Average age	years	34.0	33.5
Average seniority	years	4.9	4.6
Rate of absence	%	1.6	1.8
<b>Training costs</b>			
Average spent per employee	DKK	1,297	2,144

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	1	3
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	0.9	3.5
Frequency of occupational diseases	per million working hours	-	-

# Site Kalundborg, Denmark

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	2,246	2,275
Energy	1,000 GJ	1,090	1,027
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	1,919	1,915
<b>Biomass</b>			
Biomass volume	1,000 tons	122	124
<b>Waste</b>			
Waste	1,000 tons	4	4
Percentage of total waste recycled	%	64.0	70.2
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	32	28
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	8	7
Neighbor complaints	no.	3	2

## Site Kalundborg, Denmark (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	630	621
Women	%	24.4	23.5
Men	%	75.6	76.5
Rate of employee turnover	%	7.8	8.9
Average age	years	44.9	44.5
Average seniority	years	12.2	12.3
Rate of absence	%	3.4	3.3
<b>Training costs</b>			
Average spent per employee	DKK	1,939	2,280

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	6	8
Occupational diseases	no.	2	3
Frequency of occupational accidents	per million working hours	6.1	7.9
Frequency of occupational diseases	per million working hours	2.0	3.0

# Site Milwaukee, USA

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	37	35
Energy	1,000 GJ	17	15
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	1	1
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	7.3	16.0
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	2	2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

## Site Milwaukee, USA (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	59	57
Women	%	33.9	38.6
Men	%	66.1	61.4
Rate of employee turnover	%	17.7	5.5
Average age	years	44.1	43.9
Average seniority	years	9.9	10.7
Rate of absence	%	1.7	1.8
<b>Training costs</b>			
Average spent per employee	DKK	2,607	2,007

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	1	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	9.1	-
Frequency of occupational diseases	per million working hours	-	-

# Site Nottingham, UK

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	31	30
Energy	1,000 GJ	16	17
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	31	30
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	26.6	31.6
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	1	2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-



## Site Nottingham, UK (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	88	94
Women	%	37.5	40.4
Men	%	62.5	59.6
Rate of employee turnover	%	2.4	13.9
Average age	years	46.9	45.9
Average seniority	years	12.1	11.6
Rate of absence	%	2.0	2.2
<b>Training costs</b>			
Average spent per employee	DKK	8,359	9,868

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Ottawa, Canada

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	94	62
Energy	1,000 GJ	78	52
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	86	55
<b>Biomass</b>			
Biomass volume	1,000 tons	7	3
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	7.1	17.3
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	2	6
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	10	6
Neighbor complaints	no.	-	-

## Site Ottawa, Canada (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	49	50
Women	%	24.5	30.0
Men	%	75.5	70.0
Rate of employee turnover	%	10.3	8.0
Average age	years	42.5	42.7
Average seniority	years	10.0	9.4
Rate of absence	%	1.4	1.4
<b>Training costs</b>			
Average spent per employee	DKK	1,739	4,204

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	3	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	33.4	-

# Site Pilar, Argentina

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	34	52
Energy	1,000 GJ	12	12
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	36	51
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	70.0	42.7
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	1	1
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

## Site Pilar, Argentina (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	76	79
Women	%	25.0	26.6
Men	%	75.0	73.4
Rate of employee turnover	%	2.6	12.5
Average age	years	39.0	37.6
Average seniority	years	4.1	3.0
Rate of absence	%	1.8	1.9
<b>Training costs</b>			
Average spent per employee	DKK	1,462	3,818

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Salem, USA

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	58	53
Energy	1,000 GJ	86	92
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	55	49
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	16.8	14.9
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	7	8
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	4	2
Neighbor complaints	no.	1	-

## Site Salem, USA (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	134	151
Women	%	28.4	26.5
Men	%	71.6	73.5
Rate of employee turnover	%	16.4	13.5
Average age	years	43.6	42.5
Average seniority	years	9.8	9.0
Rate of absence	%	1.5	1.2
<b>Training costs</b>			
Average spent per employee	DKK	2,013	4,276

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	1
Occupational diseases	no.	-	1
Frequency of occupational accidents	per million working hours	-	4.0
Frequency of occupational diseases	per million working hours	-	4.0

# Site Saskatoon, Canada

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	33	28
Energy	1,000 GJ	20	21
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	29	24
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	1	-
Percentage of total waste recycled	%	-	-
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	2	2
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-



## Site Saskatoon, Canada (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	85	85
Women	%	42.4	40.0
Men	%	57.6	60.0
Rate of employee turnover	%	7.3	7.0
Average age	years	41.6	40.3
Average seniority	years	7.3	6.7
Rate of absence	%	1.9	1.4
<b>Training costs</b>			
Average spent per employee	DKK	5,634	2,053

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Shenyang, China

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	3	3
Energy	1,000 GJ	3	3
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	2	3
<b>Biomass</b>			
Biomass volume	1,000 tons	-	-
<b>Waste</b>			
Waste	1,000 tons	-	-
Percentage of total waste recycled	%	51.9	77.3
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	1	1
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	-	-
Neighbor complaints	no.	-	-

## Site Shenyang, China (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	34	37
Women	%	14.7	21.6
Men	%	85.3	78.4
Rate of employee turnover	%	5.6	5.4
Average age	years	34.9	34.1
Average seniority	years	6.9	6.2
Rate of absence	%	0.3	0.2
<b>Training costs</b>			
Average spent per employee	DKK	160	564

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	-	-
Occupational diseases	no.	-	-
Frequency of occupational accidents	per million working hours	-	-
Frequency of occupational diseases	per million working hours	-	-

# Site Tianjin, China

		2016	2015
<b>ENVIRONMENT</b>			
<b>Consumption of resources</b>			
Water	1,000 m <sup>3</sup>	875	853
Energy	1,000 GJ	467	474
<b>Wastewater</b>			
Volume	1,000 m <sup>3</sup>	569	558
<b>Biomass</b>			
Biomass volume	1,000 tons	17	14
<b>Waste</b>			
Waste, total	1,000 tons	2	2
Percentage of total waste recycled	%	55.4	52.9
<b>Environmental impact of emissions</b>			
Global warming	1,000 tons CO <sub>2</sub> -eqv.	77	78
<b>Environmental compliance</b>			
Breaches of regulatory limits	no.	1	2
Neighbor complaints	no.	-	3

## Site Tianjin, China (continued)

		2016	2015
<b>SOCIAL</b>			
<b>Employee statistics</b>			
Employees, total	no.	475	462
Women	%	36.4	35.7
Men	%	63.6	64.3
Rate of employee turnover	%	3.7	5.9
Average age	years	36.2	35.6
Average seniority	years	9.4	8.9
Rate of absence	%	0.9	0.8
<b>Training costs</b>			
Average spent per employee	DKK	1,165	1,944

		2016	2015
<b>HEALTH AND SAFETY</b>			
<b>Occupational accidents and diseases</b>			
Accidents with absence	no.	2	2
Occupational diseases	no.	-	1
Frequency of occupational accidents	per million working hours	2.3	2.7
Frequency of occupational diseases	per million working hours	-	1.4