

Sustainability status
2024



Introduction

With the construction of the world's longest immersed tunnel, the Fehmarnbelt tunnel between Denmark and Germany, new milestones are set every year for this extensive construction project. A special event took place on 17 June 2024, when HM King Frederik X officially inaugurated the first tunnel element. Standing by the king were three of the project's apprentices – a clear indication of the project's focus on educating the skilled workforce of the future.

Sund & Bælt has set an ambitious requirement for the contractors to provide at least 500 apprentice FTEs during the construction phase. By the end of 2024, 269 apprentice FTEs had been created, meaning that the project is already more than halfway towards its goal.

The project's focus has shifted from the construction of the world's largest tunnel element factory in Rødbyhavn to a full-scale production of the enormous tunnel elements that make up the Fehmarnbelt tunnel.

However, the schedule to open at the end of 2029 is significantly challenged. Intensive work will therefore have to be done to optimise all processes.

The shift to production has also resulted in a significant increase in the number of employees working for the contractor consortium Femern Link Contractors (FLC). There are now over 3,000 employees on the construction site.

As the owner, Sund & Bælt focuses on ensuring proper pay and housing conditions. At the same time, we support the “Danish model” and work closely with the contractors to create a safe workplace.

In 2024, the Fehmarnbelt project had a very low number of work-related accidents and continues to be among the safest construction sites in Denmark. Unfortunately, the project was hit by a tragic

workplace accident in the spring of 2024, when an employee lost his life at the construction site in Puttgarden.

When an incident or accident occurs, we conduct a thorough investigation, together with the contractors and authorities, to determine what went wrong and how similar incidents can be avoided in the future. All employees working on the project must get home safely after their day's work.

Our goal is not just to leave more nature behind, but better nature. A good example of this is the Lungholm lake, which we established in 2020 alongside a new nature area east of the construction site in Rødbyhavn. After only four years, in 2024, the nature area was registered as a conservation area with a diverse habitat for birds and protected plants.

In 2025, we look forward to new collaborations on nature projects, including the release of endangered amphibians together with Copenhagen ZOO and an upcoming tender for the task of re-establishing a new large stone reef in German waters off the island of Fehmarn. We also have several initiatives underway that will support diversity and inspire young people to choose an education within the construction industry. In 2025, we will open Campus Femern in Rødbyhavn, which will be a new accommodation and learning environment for some of the project's apprentices.

We hope you find it interesting.

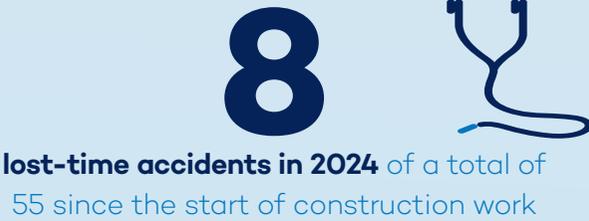
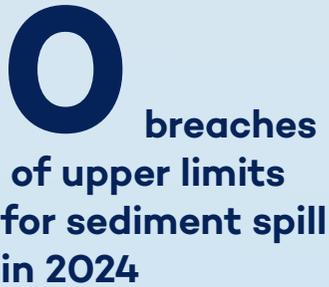
Emilie Juel-Helwig
Sustainability Director



2024 in figures



to the Fehmarnbelt project's
exhibition centres in 2024
(Rødbyhavn and Burg)



The Fehmarnbelt project Sustainability Strategy



Ambitions

Environmental sustainability

Social sustainability

Sustainable governance

Strategic priorities

Climate

Technology and materials

Nature and biodiversity

Pay and working conditions

Apprentices and training

Working environment

Diversity and human rights

Citizen involvement

Future goals

Minimising CO₂ emissions

Carbon footprint during the construction phase will be reduced as compared to the baseline of 2.25 million tonnes CO₂e.

The operation & maintenance of the Fehmarnbelt tunnel will be CO₂ neutral.

Knowledge and experience from the project will contribute to minimising the carbon footprint of future infrastructure projects to drive the green transition of the construction industry.

Sustainable infrastructure

The Fehmarnbelt tunnel will be built as a long-term, sustainable investment with a service life of at least 120 years.

The project will contribute to the development of resource-saving technologies and methods for energy optimisation, materials, etc.

Building with nature

The Fehmarnbelt project will establish compensation nature on land and at sea and ensure through ongoing monitoring and care that nature is restored to a good condition.

The Fehmarnbelt project will contribute to the improvement of nature and biodiversity beyond what is legally required.

Building with care

The Fehmarnbelt project will ensure proper pay, working and housing conditions.

The Fehmarnbelt project will support the Danish model through regular dialogue with the contractors and labour market organisations.

The workforce of the future

The Fehmarnbelt project will contribute to securing the labour force of the future by training at least 500 FTE apprentices and by spreading awareness of vocational training.

Towards zero

The Fehmarnbelt project will be one of the world's safest construction sites where everyone gets home safely after their day's work.

The Fehmarnbelt project employs a data-based approach to promoting safety across its own organisation, at the project itself and in the construction industry.

Diversity and human rights

The Fehmarnbelt project will contribute to supporting the conditions for diversity on the Fehmarnbelt project.

The Fehmarnbelt project does not accept any breaches of human rights and requires all suppliers to comply with the company's Code of Conduct.

Citizen involvement

As the client, The Fehmarnbelt project is open and accessible and makes a positive contribution to local development.

Stakeholders are kept informed about the construction project on a regular basis.



Minimal impact on the environment

Building new connections is associated with significant CO₂-emissions and resource consumption – especially from the production of concrete and steel as well as construction activities with machinery. Construction of large facilities also affects the surroundings, both during construction and when the finished facility is in operation and occupies space in nature on a permanent basis.

The Fehmarnbelt project keeps records of the project's climate footprint, monitors the compensation nature created and participates in collaborations that contribute to minimising the project's impact on the surroundings.

At the same time, we continuously seek to optimise the project in collaboration with our contractors.

The nature on land that is affected by the Fehmarnbelt project is replaced with up to three times as much new nature, and the project is happy to enter into collaborations with both local landowners and public authorities to create new, coherent nature areas.

Reduction of CO₂

In 2024, Sund & Bælt initiated a collaboration with our contractor FLC on the procurement of materials with a lower climate footprint. This meant, among other things, a 10 per cent reduction in concrete for the tunnel element production, resulting in total savings of around 40,000 tonnes of CO₂e. A similar saving has been made on the procurement of prestressed reinforcement for the tunnel elements as we have been able to procure steel with a significantly lower climate footprint than expected.

In 2025, work will also commence on the construction and operation of a facility that can produce technical water for the tunnel factory at Rødbyhavn, thereby significantly reducing the need to supplement with groundwater.

Collaboration on research

The Fehmarnbelt project participated in several research collaborations in 2024. One example is the CALLISTE project where the Fehmarnbelt project has joined forces with Aalborg Portland, the Danish Technological Institute, several universities, concrete suppliers and public as well as private owners to test the concrete of the future with a reduced CO₂ footprint.

Another research project was about the asphalt of the future. The Danish company Visibuilt laid test asphalt on the Fehmarnbelt project construction site without the CO₂-heavy binder bitumen, which is otherwise indispensable in asphalt production. Instead of using bitumen, the company has developed an alternative that uses mushrooms as a fossil-free binder. The research project was developed in a collaboration between Visibuilt, Sund & Bælt, FLC, NCC and a number of research and educational institutions.

More protected nature

In collaboration with Lidsø Gods, an agricultural farm on Lolland, the Fehmarnbelt project has taken 42 hectares of coastal agricultural land out of use in 2024 and converted it into wetlands in connection with an existing nature park. The goal is for the new areas to develop into protected nature. All initiatives are followed closely to ensure that nature is in fact developing in a positive direction.

This ambition has been realised by a 40-hectare nature area at the Lungholm lake, east of Rødbyhavn, which was established together with the lake four years ago. Today, the area is inhabited by a rich and varied wildlife with over 70 different bird species. In 2024, this led to the area being registered as protected nature – a good example of how an owner can contribute to nature's rapid return under the right conditions.



Safety and education for the future



In 2024, the Fehmarnbelt project again had a very low number of work-related accidents compared to the industry and continues to be among the safest construction sites in Denmark. With a work-related accident frequency of 5.2 for 2024, the project is significantly below the industry average of 24.

However, on Monday, 29 April 2024, the Fehmarn construction site in Germany was hit by a serious work accident. While working, a 41-year-old Polish worker was crushed between the wall of an excavation pit and the excavator's shovel and lost his life.

In all accidents and incidents, we conduct a thorough investigation together with the contractors and the authorities to determine what went wrong and to avoid similar accidents. These experiences are used to improve the working environment, prevent accidents and implement targeted safety campaigns.

Growing workforce

The transition from establishing the world's largest concrete production facility to producing the tunnel elements for the Fehmarnbelt tunnel in 2024 has resulted in a significant increase in the number of employees at FLC. With over 3,000 employees on the construction site in 2024, standards must remain high in terms of working environment, accident prevention and safety campaigns that raise awareness of risks in the workplace.

The project's growing workforce also places demands on Sund & Bælt as the owner to ensure proper salary and accommodation in accordance with the requirements in the social clauses of the civil

works contracts. We support the "Danish model" and work closely with contractors and labour unions to ensure proper conditions.

Halfway with apprenticeship goals

As Denmark's largest infrastructure project, it is particularly important that the construction of the Fehmarnbelt tunnel contributes positively to the training of skilled workers. Therefore, Sund & Bælt has placed requirements on the contractors to provide a minimum of 500 apprentice FTEs during the project's construction phase. This goal is already more than halfway met, as the project had reached 269 apprentice FTEs by 2024.

In 2025, we will open Campus Femern close to the tunnel factory in Rødbyhavn. The campus will be an attractive accommodation and learning environment for some of the project's apprentices, and educational institutions will also be represented on a permanent basis.

The Fehmarnbelt project continues to collaborate with a number of organisations and associations such as Det Sociale Netværk, a mental health initiative, Femern Agency, Boss Ladies and Femern Belt Suppliers to strengthen young people's interest in choosing an education within the construction industry. This is crucial both for achieving the goal of 500 apprentice FTEs on the project, as well as for securing the workforce on future infrastructure projects in the longer term.



From the outset, the contractors on the Fehmarnbelt project sign a Code of Conduct for responsible supplier management, in which they commit to complying with the ten principles of the UN Global Compact and to being able to document this.

Sund & Bælt also recognises that gender diversity is a challenge in the construction industry, where less than 1 in 10 construction workers are women, and among skilled trades, women only make up 4 per cent.

Sund & Bælt believes that it is part of the company's social responsibility to help move this agenda forward together with the industry.

Tightened Code of Conduct

The Fehmarnbelt project operates according to a special Code of Conduct, which has been tightened in areas such as the environment, climate and diversity, and includes an expanded control procedure for suppliers.

Therefore, since 2023, Sund & Bælt has partnered with Boss Ladies, which works to challenge stereotypes and drive cultural change in the construction industry. In 2024, this led to, among other things, an updated diversity clause for future contracts in Sund & Bælt with new requirements based on recommendations from Boss Ladies. Apprentice ambassadors from Boss Ladies also conducted an "ambassador walk" at the tunnel construction site in Rødbyhavn, which led to a number of suggestions for improvements to promote the project's ability to attract and retain female apprentices.

The ten principles of the UN Global Compact

Human rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights within the company's sphere of influence; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour rights

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; and

Principle 4: support the elimination of all forms of forced and compulsory labour; and

Principle 5: support the effective abolition of child labour; and

Principle 6: eliminate discrimination in respect of employment and occupation

Climate and environment

Principle 7: Businesses should support a precautionary approach to environmental challenges; and

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies

Anti-corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.