



CSR &
Environmental
Report

2012/13

Gabriel A/S

COMPANY INFORMATION

Company:	Gabriel A/S Hjulmagervej 55 9000 Aalborg Reg. no. 176574 VAT no. 12721307 Phone: +45 9630 3100 Fax: +45 9813 2544 www.gabriel.dk E-mail: mail@gabriel.dk
Group relationships:	Gabriel A/S is a wholly owned subsidiary of the listed company Gabriel Holding A/S.
Sector:	Textile industry.
Principal activities:	Production of furniture fabrics including the processes of dyeing and finishing.
Legislation:	Gabriel's activities in Denmark are covered by environmental legislation and regulations established by the City of Aalborg.
Supervisory authority:	City of Aalborg.
Financial year:	01.10.12 - 30.09.13
Number of employees:	106
External auditor and accredited environmental verification:	DNV/DS Certificering Accreditation no. 6003.
NACE code:	13.92 – Manufacture of made-up textile articles except apparel.

The CSR and Environmental Report for 2013/2014 will be published in December 2014.



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MANAGEMENT'S REPORT

The Corporate Social Responsibility (CSR) work is a natural part of the Group's work. To Gabriel, CSR means that the company takes responsibility for adding value which contributes directly and indirectly to a positive development in society. The company endorses the principles specified in the UN Global Compact and puts a determined effort into the company's CSR and environmental policies and activities.

Being a responsible company is central to the way Gabriel is run and is a permanent point on the strategic agenda. CSR is not a transient fashion but a strategic driver on a par with product development, sales and other activities. Gabriel assumes an extraordinary responsibility for how products are produced, including in those areas where the group is not the owner.

Gabriel's environmental work is seen as a part of CSR. This report deals with both perspectives and it is based on the matters judged to be most important. The purpose of the report is to share information on Gabriel's CSR and environmental work with the company's stakeholders. It is the ambition to share knowledge on the company's affairs and to commit to continuous improvements by communicating goals, activities and achieved results to the public.

The main headlines in the CSR and environmental report for the 2012/13 financial year describe the company's focus in the big-picture perspective as well as the detailed perspective.

In the big-picture perspective, the companies ZenXit A/S, UAB FurnMaster and Gabriel GmbH were established during the year. At UAB FurnMaster a number of improvements were carried out to the interior and exterior environments of the leased building.

Gabriel played an active role in the development of the next generation EU Ecolabel to ensure widespread use of the label. In addition, the company was involved in a number of national projects focusing on product life cycle and closed-loop resource cycles.

The CSR strategy is developed continuously internally and it is increasingly implemented in close partnership with the company's main customers, where strong emphasis is also attached to weighing the products' CSR and environmental impacts.

In the detailed perspective, an increasing focus on the products' chemical content is seen as new demands regarding chemicals emerge regularly from customers and the public in general. Gabriel supports these new points of attention and finds that the years of environmental work make it a manageable task to handle these new requirements and thus make it easy for the customer to choose the best alternative.

The following pages describe the company's objective, specific policies in the CSR and environmental area, concrete effects of implemented activities and the continuous work on the value chains of which the company is a part. A detailed review of Gabriel A/S's profile is available on the company's website, where the latest financial statements can also be found.

Aalborg, 6 November 2013



Anders Hedegaard Petersen
CEO



Kurt Nedergaard
Business Manager Quality, Environment and Production

CSR AND ENVIRONMENTAL POLICIES

Objective for quality, environment and CSR

Services provided by Gabriel must correspond accurately to customer needs and expectations. The company's production and distribution must proceed with due respect for the need to ensure a continuing reduction in resource consumption and emissions which might have an impact on the environment. Gabriel's position as a quality and environmentally conscious company is evidenced by its certification under ISO 9001, ISO 14001 and the EMAS Eco-Management and Audit Scheme.

The objective is met via a set of policies. These policies apply to all activities and they also influence how Gabriel works with others in the value chain.

CSR policy

Gabriel endorses the principles in the UN Global Compact and focuses on the following areas:

- Gabriel's products and services are developed and manufactured with consideration for the safety and health of users. Gabriel strives in the production process to minimise environmental impacts, and animal welfare is respected.
- A good working environment is ensured throughout the supply chain, and country-specific laws and Gabriel's own requirements are complied with. These requirements comprise specific technical specifications and matters specified in Gabriel's Code of Conduct.
- Continuous skills and job development for all employees are accorded a high priority.
- Gabriel wants to support students by providing internships, and the company participates in research projects which benefit both the students and the company.
- Gabriel communicates the company's CSR activities openly and supports the propagation of CSR as a managerial activity.

Environmental policy

The environmental management system covers all activities at Gabriel and all products and services which the company supplies:

- The company's general objectives are documented in a business plan prepared once a year for the period 1.10 to 30.9. The business plan covers environmental goals which, together with responsibility and competence, must be known by all employees.
- Energy has an important environmental impact, and energy management is an integral part of Gabriel's environmental management. Energy management covers supply systems with significant energy consumption. Environmental goals and the environmental action programme must include energy considerations and ensure ongoing improvements in energy consumption.

- Cleaner technology and environmental improvements are regularly introduced into the supply chains with due respect for the technical and financial consequences, and pollution must be prevented.
- Gabriel conducts an open and close dialogue with the authorities on environmental requirements. The company has a duty to respect relevant legislation and relevant statutory requirements in the area of the environment as well as other provisions to which the company has committed itself.
- Gabriel uses product labelling with the EU Ecolabel and the Oeko-Tex health label. These schemes enjoy a high level of trust from consumers, and awareness of the schemes is also increasing.
- Gabriel takes account of all phases of the products' life cycle and prioritises the environmental initiatives in those areas where the influence and impact are highest.
- Gabriel will maintain the position as First Mover within the industry, meaning that Gabriel assumes the lead in relation to taking a position on and implementing new initiatives to improve the environment.
- Gabriel prepares a report in connection with the presentation of the annual financial statements. The report includes information on CSR and major environmental impacts and goals. The report is available to the public and distributed to all the company's employees.
- Those of the company's employees in contact with customers must be in a position to provide correct information on Gabriel's environmental objective and policies. Guidance must be provided to customers and users on significant environmental aspects of the use, recycling and disposal of the company's products.
- The company's suppliers must be selected in accordance with their ability to fulfil environmental requirements and their willingness to enter into an open and close partnership to achieve optimal solutions.
- Contractors working at Gabriel's site in Aalborg must fulfil the same environmental requirements applying to Gabriel.

FROM RAW MATERIAL TO FINISHED PRODUCT: PROCESSES AND ACTIVITIES

Gabriel is a niche company which, in the entire value chain from concept to furniture user, develops, manufactures and sells upholstery fabrics, components, upholstered surfaces and related products and services. Gabriel is organised in a number of independent strategic business units (Masters) with their own visions, targets, strategies and budgets.

The objective and policies set the framework for Gabriel's CSR work in the value chain, including how Gabriel works together with selected partners. Gabriel has an influence on the entire route from raw materials to the finished upholstered product, and therefore has a shared responsibility in all stages both locally and globally. The approach to the value chain always has CSR and value-adding in mind.

There is focus on the complete life cycles of services to obtain the largest possible environmental benefit of the efforts. This ensures that a step in the life cycle is not optimised without noting how it affects the environmental performance in the following steps. It also ensures priority for the effort where the environmental benefit will be greatest. The route from raw material to finished product is illustrated in the model on the next page.

Significant environmental matters are determined on the basis of systematic surveys, including measurements of input (raw materials, water, chemicals and energy), measurements of output (waste water, scrap and emissions), and setting up of key figures. Gabriel also continuously monitors the analyses and reports of institutes, authorities and others who are thoroughly familiar with environmental matters in order to identify relevant concerns.

The surveys show that the following must be regarded as the most important environmental matters in the products' life cycle:

- Raw materials – New Zealand wool.
- Raw materials – polyester fibres.
- Raw materials – other products used in upholstery, e.g. foam, metal and plastic.
- Energy consumption and waste water, especially in washing, dyeing and finishing treatment.
- Consumption of chemicals.
- Consumption of energy.
- Scrap from production.
- Waste water.
- Transport of raw materials and finished goods.
- Disposal, including recycling of the products.

These matters relate primarily to suppliers and customers' activities (indirect environmental impacts). Gabriel's environmental work is product-oriented, and to a high degree these matters are worked with in cooperation with suppliers and customers. It is therefore essential that Gabriel has a good relationship with the suppliers to ensure communication of requirements and goals.

GABRIEL HAS AN INFLUENCE ON THE ENTIRE ROUTE FROM RAW MATERIALS TO THE FINISHED UPHOLSTERED PRODUCT, AND THEREFORE HAS A SHARED RESPONSIBILITY IN ALL STAGES BOTH LOCALLY AND GLOBALLY.

Environmental matters related directly to Gabriel's activities and properties:

- Consumption of energy and heating.
- Noise.
- Generation of waste.
- Transport for customer visits, supplier follow-up and other meetings.

High priority areas

Gabriel's efforts are described under six main areas which form the basis for implementing objectives and policies for CSR and the environment. These six prioritised areas were chosen under the following criteria:

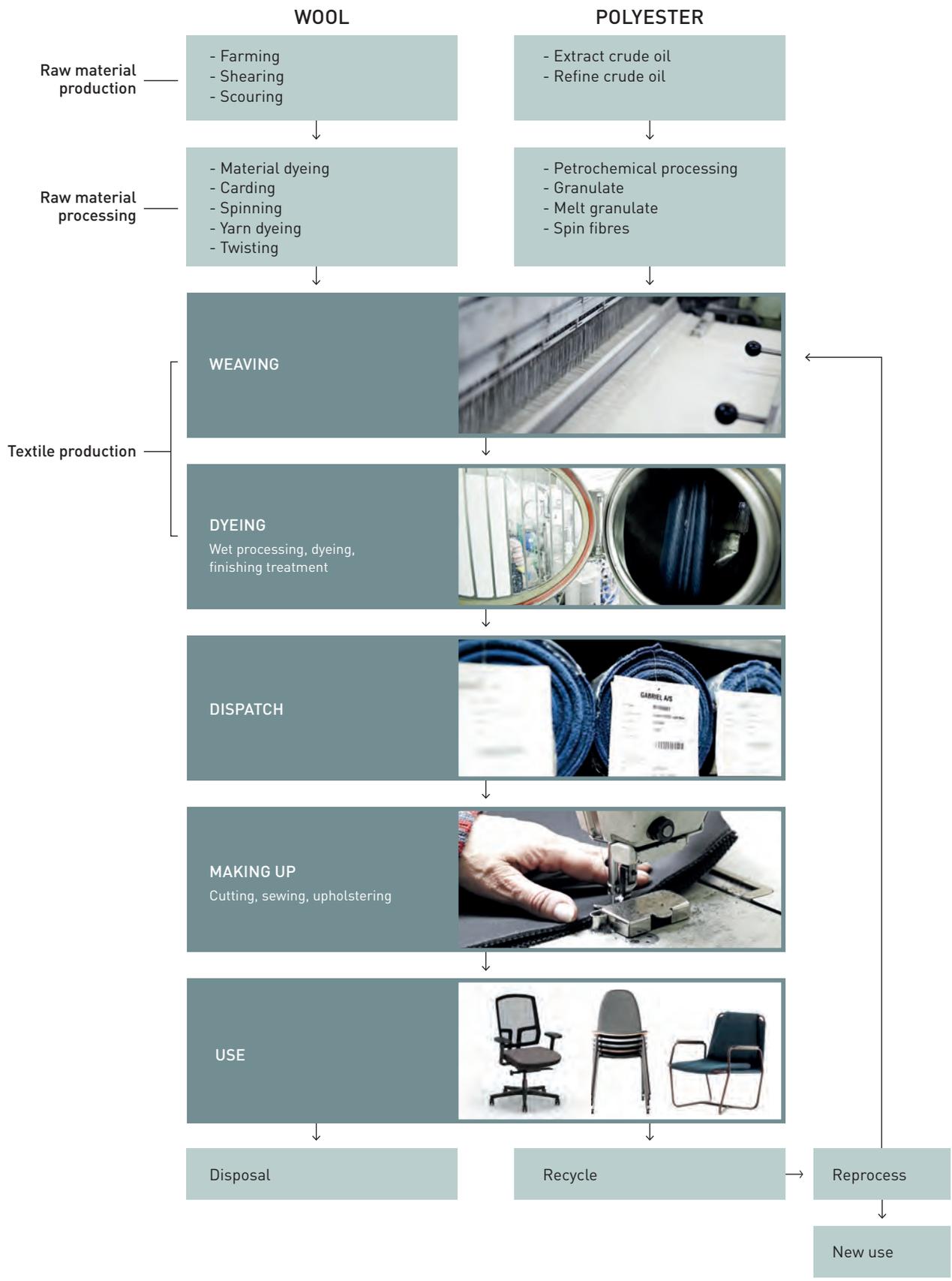
- Matters prioritised by Gabriel's CSR and environmental policies.
- Matters judged important by legislation.
- Matters judged important in product labelling, including C2C, Oeko-Tex and the EU Ecolabel.
- Matters where Gabriel has an influence on effecting an improvement.
- The relative importance of environmental matters.

The six main areas

- Materials and resources
- Responsible production and management of suppliers.
- Environmental labelling and certifications.
- Development and innovation.
- The working environment.
- Gabriel Erhvervspark.

These areas are discussed in greater depth on the following pages, where an overview of positions, activities performed, results and new goals is provided. This is Gabriel's environmental action programme, the details of which show how the company intends to work on impacts related to CSR and the environment in 2013/14.

From raw material to finished product



MATERIALS AND RESOURCES



The largest resource in Gabriel's products is pure new wool from New Zealand. Gabriel has a long-term partnership with Wools of New Zealand, which is a guarantee of high quality raw material and good conditions for the sheep. Wool possesses unique dyeing properties, where the dye is absorbed into the fibre, and the material absorbs light, meaning very attractive colours with lots of depth and no reflections. Wool maintains its attractive appearance in use, assuring the finished product a long service life. Gabriel uses only high quality raw wool, thus avoiding many chemical finishing treatments.

Polyester has come to comprise a significant part of Gabriel's product range in recent years. Polyester is the world's most used fibre, and it has properties which make it suitable for furniture

fabric. Polyester can also be recycled in other products after use. Gabriel works only with suppliers who can deliver high quality polyester yarns which meet Gabriel's environmental requirements. Gabriel offers the product Comfort+, which consists of 37% recycled polyester. Work is ongoing to discover the possibilities for increasing the proportion of fabrics based on recycled material.

WITH THE ESTABLISHMENT OF UAB FURNMASTER IN THE FIRST QUARTER OF 2012/13, GABRIEL GAINED EVEN GREATER INFLUENCE ON THE UPHOLSTERY AND SEWING WORK IN RELATION TO COMPONENTS AND FINISHED PIECES OF FURNITURE.

With the establishment of UAB FurnMaster in the first quarter of 2012/13, Gabriel gained even greater influence on the upholstery and sewing work in relation to components and finished pieces of furniture. The systems must be able to handle and assess the environmental impacts of a range of new materials such as foam and metal. Work is currently in progress on updating requirement specifications to include aspects concerning the upholstery activities.

Chemicals are required in the dyeing and washing processes, but Gabriel controls the choice and use of dyes and chemicals in the suppliers' production. The following are therefore not used:

- Chlorine compounds.
- Organic solvents.
- Dyes containing heavy metals.
- Dyes and pigments which can give off carcinogens.
- PVC.
- Bromine-containing flame retardants.
- Silver ions or other bactericidal treatments.
- Anti-moth impregnation (the substances in question are toxic).
- Other substances classified as carcinogenic or mutagenic.

This is managed to a high degree in Gabriel General Requirements, which contain lists of phrases concerning undesired risks and chemicals, and minimum requirements for fabric performance.

Work is also proceeding on how the resources can be recycled in other products after use, with particular focus on retaining the high value of the resources. After use, the components can be handled as ordinary non-toxic waste or recycled in new products.

Materials and resources: Goals and results

Goals 2012/13

Results 2012/13

Goals 2013/14

<p>Enter into a binding agreement with a recipient of polyester waste, where the specific quantities and use of the waste product are agreed.</p> <p>Establish a continuous partnership on logistics to handle the waste material.</p> <p>Clarify whether own waste product can be used as a resource for new fabric products.</p> <p>Establish the quality and environmental requirements for the material, including its purity, so that it can be used as a resource for new yarn.</p>	<p>A binding agreement has not yet been made with a recipient of polyester waste for recycling into new yarn.</p> <p>During the year, Gabriel visited a number of facilities which can recycle polyester waste in various ways. The visits revealed that there are very few facilities which are able to recycle the material into new yarn of the desired quality.</p> <p>The purity of the materials is critical to high quality of the recycled product, and Gabriel identified specific requirements. Experience also shows that it is essential to obtain a critical volume of material.</p>	<p>Carry out a development project using recycled yarn as a component.</p> <p>There is substantial focus on the possibilities of establishing closed-loop material cycles, nationally and internationally, and Gabriel will follow and be directly involved in these projects.</p>
<p>Launch at least one new product on the basis of recycled polyester fibre.</p>	<p>The product was not fully developed within the period due to long delivery times and the time spent on testing the product's physical properties.</p>	<p>The goal is continuing in the next period and is still to launch minimum one new product on the basis of recycled polyester fibre.</p>
	<p>UAB FurnMaster established the use of water-based glue and gluing systems were installed for this purpose.</p>	<p>Establish FSC certification of wood products at UAB FurnMaster.</p>
<p>Continue specifying ZenXit's environmental and quality properties. Perform tests to determine the quantities in which recycled and new materials can be mixed.</p>	<p>The main focus in the period was on development of the product's quality-related properties.</p>	<p>Gain CE-labelling of the product to allow testing and launching in special applications.</p>

RESPONSIBLE PRODUCTION AND SUPPLIER MANAGEMENT



Gabriel only collaborates with good partners in the supplier chain who are capable of meeting the requirements applying to products and services. Gabriel works actively to select and improve the best possible partners.

Environmental assessment is a high-priority area in follow-ups at suppliers, and Gabriel's requirements include compliance by the manufacturers with all local regulatory requirements. The suppliers are also assessed in relation to Gabriel's own environmental requirements, and together with the suppliers, action plans are implemented to ensure that environmental impacts are regularly reduced. The Oeko-Tex and EU Ecolabel schemes also place direct requirements on the suppliers, and compliance is verified by a third party. Partners are expected to comply with Gabriel's Code of Conduct, a set of rules which serve to provide guidance with

respect to business ethics and to help employees maintain ethical behaviour. The Code of Conduct was developed on the basis of the UN Global Compact and is in accordance with the recommendations of the industry organisation Dansk Mode & Textil.

Gabriel is a participant in Dansk Mode & Textil's CSR committee for promotion of CSR in the industry. More details are available at www.dmogt.dk.

GABRIEL HAS INITIATED A SUPPLIER PROJECT WHICH WILL ENSURE A CONTINUED STRONG AND OPEN PARTNERSHIP WITH SUPPLIERS WITH THE EMPHASIS ON ONGOING OPTIMISATION.

Daily following up on Gabriel's partners in Europe is undertaken by the team from Aalborg, while Gabriel Asia Pacific undertakes equivalent daily following up on the partners in their region. However, the development of systems and requirements as well as approval of new suppliers takes place in close dialogue.

There is a close partnership with Gabriel's partly owned dye works UAB Scandye, including ongoing follow-up on environmental projects and improvements. The environmental impacts from the processes in the dye works comprise a significant proportion of the environmental impacts attributable to the product during its life. The overview of goals and results below shows parts of UAB Scandye's environmental results in the 2012/13 financial year.

In future, Gabriel wants to increase the focus on the results obtained in the supply chain, and the reporting will thus include key data concerning the most important suppliers' activities rather than specific data from UAB Scandye. In this context, Gabriel has initiated a supplier project which will ensure a continued strong and open partnership with suppliers with the emphasis on ongoing optimisation.

UAB FurnMaster, which was established in 2012, is fully integrated in the quality management system for Gabriel A/S. Work is in progress locally on documenting local quality and environmental management processes, and a number of improvements to the physical conditions have been made.

Transport is a relevant factor as it connects production and customers. Gabriel's work on optimisation of transport is continuing, so that most goods will be transported by ship or lorry. This is also significant from a financial point of view.

Responsible production and supplier management: Goals and results

Goals 2012/13	Results 2012/13	Goals 2013/14
Update ISO 9001 and ISO 14001 certification for Gabriel to include a new upholstery supplier, and structure certification around the individual Master.	The project has been started up by several Masters, the first of which is about to be certified.	Minimum five Masters obtain an individual certification at the end of the 2013/14 financial year. This involves assessment by the individual Master of its core processes and services, including how quality and environmental conditions influence the Master's services.
Conduct courses for relevant departments in Gabriel, connecting CSR, suppliers and the value chain.	The course programme was carried out in partnership with KPMG and Business Development Centre Northern Denmark in March-April and attended by Design-Master, QEP-Master, LogisticsMaster, SampleMaster, MarketingMaster and three external participants.	Conduct training in the individual Masters concerning management systems and processes as part of the roll-out of the individual certification.
Examine how relevant KPIs and goals for transport applying from next year's environmental accounts can be set up.	KPIs have been set up for carriage of goods from China to the European warehouse, where the choice of transport route is of significance for the environment and prices. The proportion between sea and air transport indicates that 98.5% of the goods produced in China is carried by sea.	Continue to increase the proportion of sea transport from China and, at a minimum, maintain it at 98.5%.
		Extend reporting to include key data concerning the most important suppliers' CSR results. Establish a number of indicators to be included in the reporting for the next period.
Gain EMAS certification for the dye works UAB Scandye.	The project has been initiated but is not yet completed, so the goal continues.	Gain EMAS certification for the dye works UAB Scandye.
Reduction in water consumption at UAB Scandye to 135 l/kg fabric. Reduction in electricity consumption at UAB Scandye to 1.48 kWh/kg fabric. At a minimum, retain gas consumption at UAB Scandye at 1.08 m ³ /kg fabric.	The water consumption was 143 l/kg fabric, an increase of 2% relative to last year. The electricity consumption was 1.5 kWh/kg fabric, a decrease of 1% relative to last year. The gas consumption was 1.02 m ³ /kg fabric, a decrease of 6% relative to last year.	UAB Scandye continues to set reduction targets to obtain ongoing improvements, which will be included in the future extended reporting of key supplier data.

ENVIRONMENTAL LABELLING AND CERTIFICATIONS

Gabriel uses generally accepted and internationally recognised product labels and certifications. On the product side, the EU Ecolabel, Oeko-Tex, Cradle to Cradle and the Nordic Ecolabel, the Swan, were selected as they are widely known and recognised. Gabriel has frequently been at the forefront within the industry in using new labels. In 2002, Gabriel was the first upholstery fabric manufacturer in the world to use the EU Ecolabel on a large part of the range, and in 2010, Gabriel was the first Danish company to gain Cradle to Cradle product certification.

The product labelling helps to ensure that there is an objective basis for proving that the communication about the products is true. The labelling schemes mean that the product ranges are subject to a number of different requirements and external tests and approvals which are the customer's guarantee of the products' performance. This applies to both internationally recognised product standards such as those concerning wearability and fire-retardant qualities, and environmental matters.

Gabriel's requirement is that an environmentally labelled product must be able to comply with all the customer's needs at the same level as, or better than, a product without the label. All Gabriel products comply with stringent requirements which reflect the Oeko-Tex scheme or the EU Ecolabel. A certification under the Cradle to Cradle scheme is also included in selected areas, and this area is expected to be extended in the future.

Gabriel is certified under ISO 9001, ISO 14001 and EMAS. This ensures systematic control of all parameters in product development and production, and ongoing performance improvements. A large quantity of environmental and quality data on Gabriel's products is available, and can thus offer specific details if a customer wants a particular label on its product for a specific market. Whether new product labels should be included in the portfolio is regularly identified and prioritised as this can be a route into new markets.

Environmental labelling and certifications: Goals and results

Goals 2012/13

All new products must carry either the EU Ecolabel or Oeko-Tex.

Revise and update the product range to meet new requirements under the EU Ecolabel which are expected to be adopted in March 2013.

Extension of the C2C programme to include at least one new polyester product.

Results 2012/13

Three new products gained certification under the EU Ecolabel.
Eight new products gained certification under Oeko-Tex.
In addition, a large part of the existing polyester and Trevira CS range obtained certification under Oeko-Tex class III, whereas it was previously class IV.

The new criteria are expected to be adopted in November 2013.
Together with key suppliers, Gabriel acted as adviser to the EU Commission's workgroup during revision of the labelling scheme. The dialogue focused on the requirements being commercially responsible and technologically possible so that the EU Ecolabel can continue to be a widely used labelling scheme representing the best products on the market.

The project is at its concluding stages before final launching and it is expected to be implemented within the next few months.

Goals 2013/14

All new products must carry either the EU Ecolabel or Oeko-Tex.
Examine various labelling schemes to establish whether they are relevant to support sales on some of Gabriel's more recent markets.

The deadline for revision and updating of the product range is 2015.
Initiate any necessary changes to Gabriel's existing products after adoption of the new criteria. In addition, update product requirements so that new products are developed with a view to the updated requirements.

Extension of the C2C programme to include at least one new polyester product.



EU Ecolabel

The EU Ecolabel (the Flower) is the European Union's environment label. The label covers environmental issues throughout the product's life cycle with focus on energy, water and chemicals, and accords a high priority to reducing the most significant environmental impacts of a given product. For textiles, this means focusing on the quantity of pesticide residues in the raw material, the scouring of the raw wool, the use and emissions of hazardous chemicals in production, and the quantity of toxic substances and heavy metals in the finished product. The EU Ecolabel also sets requirements concerning the product's quality, so that the product with the environmental label is at least as good as the non-labelled alternative.

www.ec.europa.eu/environment/ecolabel/



Oeko-Tex

Oeko-Tex is the world's leading health label for textiles. The label certifies that the item was tested and approved on the basis of the requirements set by the international Oeko-Tex association. These requirements concern the content of chemicals which can – or are suspected of being able to – damage the body. The label goes further than the law, and the requirements are divided into four classes depending on the textile's use (how close to the body they are). The substances in question include, for example, formaldehyde, chemical residues with an acidic or basic action, pesticides, phenols, heavy metals, special dyes and phthalates.

www.oeko-tex.com



Cradle to Cradle

Cradle to cradle (C2C) concerns the way we view our resources (extraction, use, disposal) and works to create a closed cycle with either technical or biological nutrients. The concept was formulated by the German Michael Braungart and the American William McDonough in 2002, but ideas underlying the concept are now shared in a number of circles.

A C2C certification assesses the product in relation to five categories: renewable energy, water consumption, the materials' health properties, social responsibility, and recycling. The result is certification at one of five levels. The scheme is administered by The Cradle to Cradle Products Innovation Institute.

www.epea.com

www.c2ccertified.org

www.mbd.com



Management systems: ISO 9001, ISO 14001 and EMAS

ISO 9001 and ISO 14001 are both standards for quality and environmental management under which a company can choose certification. Both standards are based on the principle of making continuous improvements which are created by implementing a fixed cycle: the current situation is evaluated, goals are set and policies formulated, the required actions are implemented, and finally the result is measured. On the basis of the result, an assessment is made of whether actions and goal are adequate, or whether improvements should be made and new goals set. ISO 9001 focuses on parameters of significance for a company's performance with respect to quality, while ISO 14001 concerns the matters of significance for the company's environmental performance. An important tool in this is the audit, which is an assessment of whether the systems are functioning as planned.

EMAS (the EU Eco-Management and Audit Scheme) has many parallels with ISO 14001 as all the latter's requirements are included in EMAS. In some areas, the scheme is, however, more ambitious. For example, a published environmental account and measurable environmental improvements year by year are required.

www.iso.org

ec.europa.eu/environment/emas/



Gabriel: Ten-year guarantee

Gabriel provides a ten-year guarantee against wear-through on all furniture fabrics in the price list under normal office or home use, normal maintenance and appropriate upholstery. The label was designed by Gabriel. Gabriel also has a comprehensive spot removal guide which can also be used to keep the fabric clean and attractive in the event of an accident.



Gabriel: No heavy metals

The label was developed by Gabriel back in the 1980s to signal to customers that Gabriel can offer ranges of dyes which are free of heavy metals. Gabriel was the first Danish textile manufacturer to introduce this, and no heavy metals are now used in our dyes.

Since then, the environmental labels have appeared, and they also govern the limit values for heavy metals. The label is also still used as a symbol of our tradition of taking the lead in the sector.

DEVELOPMENT AND INNOVATION

Innovation and value-adding partnerships are the foundation of Gabriel's mission, and this is also reflected in the way the company is working with environmental impacts. Gabriel wants to be the primary customers' preferred development partner so that the customer sees it as natural to turn to Gabriel for advice on new challenges. Gabriel is able to solve environmental tasks throughout the product's life cycle through close partnerships with partners, and knowledge sharing in the supplier chain is an important strength. Gabriel also wants to inspire customers to take new pathways and apply a new focus in their work, to discover new possibilities and thereby to offer customers new solutions which can benefit their business. Gabriel's policies are determined on the basis that Gabriel wants to be a leader in the area and wants the policies to go further than the limits required by law. This also protects Gabriel's products against more stringent requirements under the law because the company is already at the forefront when new requirements are made mandatory for all.

There is a close working relationship between the Masters in Gabriel on development of new products. Gabriel's QEP-Master

(Quality, Environment and Production) is involved at an early stage in the course of development, ensuring that requirements and new possibilities are elucidated and integrated into the product development processes. Higher priority is also being given to the environmental work in the product development process with substantial focus on inter alia Cradle to Cradle and recycling of materials as important drivers of development.

On the networking side, Gabriel is continuing its good partnership with various knowledge partners, including Dansk Mode & Textil, Network for Sustainable Business Development in Northern Denmark, Aalborg University, EPEA Hamburg and Cradle-People as some of the more important partners. This also helps to ensure that Gabriel is constantly challenged on its policies and actions and is up-to-date with the latest knowledge.

In recent years, QEP-Master has also used its expertise with respect to external partners who are not involved in Gabriel's traditional value chains. This helps to develop the work on quality and the environment for these partners while also extending QEP-Master's area of business.

Development and innovation: Goals and results

Goals 2012/13

Extend customer portfolio for external consultancy.

Hold Cradle to Cradle training programme in cooperation with EPEA, including participation of external parties.

Prepare life cycle assessments (LCAs) for two types of main products and communicate the result to internal and external stakeholders.

Results 2012/13

QEP-Master was chosen as adviser in a process under the Network for Sustainable Business Development in Northern Denmark and will assist a number of businesses with formulating plans for sustainable business development. QEP-Master is part of a consortium with Milestone Pro and COWI on the task with QEP-Master as the primary project manager.

Knowledge and skills were accumulated in several Masters through intensified internal cooperation on Cradle to Cradle in the product development projects.

The LCA was carried out by a group of students from the course Environmental Management and Sustainability Science from Aalborg University. The analysis has not been published yet. Data validation work is in progress together with a major customer, and the results are expected to be published during 2014.

Goals 2013/14

Extend customer portfolio for external consultancy. Ensure consolidation of methods and extend the description of services in the quality and environmental management system.

Continue the work on further developing the LCA models and results with a view to publishing the key conclusions, and incorporate them in Gabriel's environmental management system.

WORKING ENVIRONMENT

Gabriel must be able to attract and retain staff with the right skills and knowledge required for the continued creation of innovation and growth as an international company. Gabriel gives priority to everyone using, developing and sharing knowledge and skills. All employees are familiarised with Gabriel's vision, strategy, targets and activity plans and are regularly updated on their work situation as part of staff development dialogues and staff meetings. This ensures that all employees work in accordance with clear goals and areas of responsibility, and that their professional and personal development is stimulated.

Gabriel aims to be an attractive workplace for all employees and also assumes a social responsibility in the local community.

Gabriel acts as a socially committed workplace, among other ways by providing flex jobs, training places and trial jobs. Finally, Gabriel wishes to support students by providing internships and entering into training projects which can benefit both the students and the company.

The company is also active in health promotion, with focus on healthy food in the canteen. Employees are offered free fruit, there is an annual subsidy for sports activities, and participation is arranged in the annual DHL relay race in Aalborg. All employees are also covered by health insurance.

Working environment: Goals and results

Goals 2012/13

Results 2012/13

Goals 2013/14

Measure well-being and achieve a result of 4.1 or better.	→ It has been decided to change the form of the well-being measurement. The result in 2012 was a high score of 4.1 out of 5, but there is a need to be able to examine other, new parameters concerning, for example, culture and innovation.	→ Carry out the measurement in its revised form and analyse the result.
Hold all mandatory employee appraisal and half-yearly follow-up interviews.	→ All mandatory interviews were held.	→ Hold all mandatory employee appraisal and half-yearly follow-up interviews.
Start recording sick days and achieve a maximum of 3.5%.	→ Recording of sick days was initiated, but the data are insufficient.	→ Launch a new time recording system from 1 October which integrates the recording in the company's work processes, thus improving the possibilities of analysing the data. Achieve maximum sickness absence of 3.5%.
Evaluate how an OHSAS 18001 certification can be obtained in Aalborg.	→ It was judged that an OHSAS 18001 certification will be relevant for improving the possibility of imposing demands in the value chain, and other systems were identified which can give a similar advantage.	→ Give the area higher priority and implement it as part of the roll-out of Gabriel's updated quality and environmental management system. Increased focus on transport and transport safety, since they represent an important aspect of the global working environment.

GABRIEL ERHVERVSPARK



Gabriel A/S's head office is still situated at the location where it all started in 1851. The old factory buildings have been converted into bright offices with a sound and interesting working environment. The property now functions as Gabriel's modern head office and the workplace for a large number of companies renting accommodation at Gabriel Erhvervspark. Gabriel is responsible for operation of the building, including emergency plans.

The most important direct environmental impacts related to Gabriel's activities arise in connection with the company's activities at the address at the business park. These are energy, heat and water consumption and generation of waste. An allocation scheme has been developed for environmental impacts from the various tenants in Gabriel Erhvervspark: at the end of the financial year, Gabriel's share amounted to 54% of the total property area. This statement details the business park's total consumption, as many of the facilities are shared. In consultation with the tenants, a system for measuring particularly heavy impacts has been established, where the installations are structured such that consumption can be directly attributed to the rooms used by the tenant.

Gabriel no longer needs special environmental permits to emit waste water etc. because there is no longer any production in Aalborg. The requirements regarding noise specified by the City of Aalborg are complied with. The terms are given under Notes. The emergency plan has just been updated, and Gabriel's employees are trained in its use. A number of employees have also taken courses in first aid and use of defibrillators. Other tenants have been informed of the contents of the emergency plan and encouraged to train their employees in its use.

GABRIEL A/S'S HEAD OFFICE IS STILL SITUATED AT THE LOCATION WHERE IT ALL STARTED IN 1851. THE OLD FACTORY BUILDINGS HAVE BEEN CONVERTED INTO BRIGHT OFFICES WITH A SOUND AND INTERESTING WORKING ENVIRONMENT.

In the 2012/13 financial year, the reduction in heat consumption from the previous financial year was maintained, and consumption is at the same level. Electricity consumption increased by 3%, but a bigger increase was expected due to the establishment of an air conditioning system in the old textile factory. The system was not installed until the last quarters of the financial year and did not cause any significant increase. As of 30 September 2013, Gabriel Ejendomme A/S has rented out about 6,200 m², corresponding to almost full occupation of the renovated building area. Management regularly assesses how the property's value and income can be developed and optimised for the benefit of both tenants and owners. These considerations include consumption of electricity and heat.

Gabriel Erhvervspark: Goals and results

Goals 2012/13

Maintain consumption of heat at 251 MWh.

Establish better sorting at source of waste from the office areas.

Results 2012/13

Heat consumption was maintained at an annual consumption of 250 MWh. No correction was made for degree days.

The area was not a high priority and will not be continued in the next period.

Goals 2013/14

Maintain consumption of heat at 250 MWh.

CONSOLIDATED DATA

The statement covers the period 1 October 2012 to 30 September 2013.

	2012/13	2011/12	2010/11	2009/10
ENVIRONMENTAL DATA AALBORG				
<i>Key indicators and environmental data</i>				
District heating (m³)	23,192	23,205	31,655	35,587
District heating (MWh)	250	251	342	384
Calculated CO ₂ emissions (tons)	92	86	117	131
Calculated SO ₂ emissions (tons)	<1	<1	<1	<1
Electricity (MWh)	548	532	435	405
Calculated CO ₂ emissions (tons)	166	201	194	181
Calculated SO ₂ emissions (tons)	<1	<1	<1	<1
Proportion renewable electricity (%)	24	26		
Total energy (MWh)	799	782	777	790
Total calculated CO ₂ emissions (tons)	258	287	311	312
Waste water (m³)	1,053	1,029	860	1,421
Waste				
Industrial waste (tons)	15.3	14.5	16.4	22.0
Cardboard for recycling (tons)	2	4.3	5.1	5.5
Plastic for recycling (tons)	0	1.2	0	1.2
Site use				
Total lot size (m ²)	31,860	31,860	31,860	31,860
Developed area (m ²)	9,530	9,530	9,530	9,530
Roads and car park (m ²)	3,715	3,715	3,715	3,715
CONSUMPTION OF RAW MATERIALS				
Yarn (tons)	758	727	947	664
Polyester goods (tons)	670	531	346	341
TRANSPORT				
Proportion of transport by sea (%)	98.5	99.1	75.4	68.6
PRODUCT LABELLING				
Proportion Oeko-Tex (%)	80			
Proportion EU Ecolabel (%)	40			

ENVIRONMENTAL DATA UAB SCANDYE

Data regarding UAB Scandye's environmental impacts are found on page 11 of this report.

NOTES: MEASURING METHODS AND BASIS OF CALCULATIONS

Accounting policies

This CSR and environmental report was prepared in compliance with the requirements of the EMAS regulation. Information in the report is based on data from ongoing internal and external readings and reports under the environmental management system. The environmental report includes both absolute quantities and key figures.

Historical data

Pre-2009/10 data are not included because the earlier data include production. A picture comparable with the present impacts will thus not be obtained if these data are included. Production was finally outsourced in May 2009 to UAB Scandye.

Key indicators

The reporting of key data follows EMAS-III recommendations to express the value A (the total annual input/impacts in the area in question), the value B (the total annual output) and the value R (the ratio between A and B).

Energy

When converting m³ of district heating to kWh, a cooling of 35°C is used. The calculation of emissions of CO₂ for Aalborg uses the environment declaration issued by Aalborg Fjernvarme in 2012. The district heating used is primarily waste heat from the production of electricity. The proportion of electricity from renewable sources is based on information in Energinet.dk's 2012 General Declaration on Electricity. Emissions related to the production of electricity are based on Energinet.dk's Environment Declaration on Electricity for Green Accounts. Emissions of NO_x and CH₄ are not included as the quantities emitted are judged to be insignificant.

Waste water

Waste water emissions in Aalborg equal the purchased quantity of public potable water.

Waste

Waste recorded does not include construction and metallic waste from renovation of buildings and machinery.

Site use

Data for site use derive from the Ministry of Housing, Urban and Rural Affairs' register. The undeveloped area consists of a park area bordering the stream which was a premise for the chosen location in 1851.

Consumption of raw materials

The stated consumption of raw materials includes waste during production, which was approximately 5%. Commodities are also included.

Transport

The transport breakdown into sea and air for goods produced in China is calculated on the basis of invoices for carriage. The breakdown is calculated on the basis of the transports' total weight in kg. Transport is computed by calendar year and does not follow the financial year. This means that the figure computed for 2011/12 indicates data from 2012. The figure computed for 2012/13 is thus not the final result for the year, and it could still change.

Product labelling

The proportion of labelled products is calculated by computing the total number of products in Gabriel's standard range on 1.10.2013 relative to the total number of products labelled with either the EU Ecolabel or Oeko-Tex.

		H1 Kærby – light industry	H1 Kærby – residences	Allotment garden K.P.till.2.33	B1 Kærby	R1 Frydendal
Day						
Monday-Friday	06.00-18.00	60	55	50	45	50
Saturday	07.00-14.00	60	55	50	45	50
Saturday	14.00-18.00	60	45	45	40	45
Sundays and holidays	07.00-18.00	60	45	45	40	45
Evening						
All days	18.00-22.00	60	45	45	40	45
Night						
Monday-Friday	22.00-06.00	60	40	40	35	45
Saturday, Sunday and Holidays	22.00-07.00	60	40	40	35	45
Maximum noise level at night		55	55	50	55	

The specified limit values for noise are based on the assumption that they will be observed within the following periods:

The limit values for the day period 07.00-18.00 (06.00-18.00 Monday-Friday) must be observed within the noisiest eight-hour period.

In the evening from 18.00-22.00, the limit values must be observed within the hour with the highest noise level.

For the night period 22.00-07.00 (22.00-06.00 Monday-Friday), the limit values must be observed within the noisiest half hour.

AUDITOR'S CERTIFICATE

DS Certificering A/S declares to have verified whether below mentioned company as indicated in the environmental statement of the organization

Issued:
2013.11.07

Gabriel A/S
Hjulgagervej 55
9000 Aalborg

EMAS environmental verifier:
6003

VAT no.:
12721307

NACE Code:
13.92.10

Declaration
635.0001

declares DS Certificering A/S, accredited for the scope (NACE Code) to have verified:

whether the entire organization as indicated in the environmental statement of the organisation with registration number "DK-000048" meet all requirements of Regulation (EC) No 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organizations in a community eco-management and audit scheme (EMAS)

By signing this declaration, I declare that:
 - the verification and validation has been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009
 - the outcome of the verification and validation confirms that there is no evidence of non-compliance with applicable legal requirements relating to the environment
 - the data and information of the organization environmental statement, reflect a reliable, credible and correct image of all the organization activities, within the scope mentioned in the environmental statement.

Reference to the environmental statement:
 The environmental statement, dated 06.11.2013, written in Danish

Reference to the environmental management system:
 Environmental Management Manual for Gabriel A/S, Editon dated 23.09.2013



Anders Lindgren
Certification Manager

DS Certificering A/S
Kollegievej 6
DK 2920 Charlottenlund
Denmark

DS Certificering A/S has verified this statement written in Danish and does not vouch for translations of the environmental statement into other languages. This document is not equivalent to EMAS registration. EMAS registration can only be granted by a Competent Body under Regulation (EC) No. 1221/2009. This document shall not be used as isolated information to the public



Gabriel®

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