

## Environmental and social data

Note		2010	2009	
<b>ENVIRONMENT</b>				
<b>Consumption of resources</b>				
38	Water	1,000 m <sup>3</sup>	5,746	5,064
39	Internally generated energy	1,000 GJ	865	802
	Externally generated energy	1,000 GJ	3,039	2,728
	Energy, total	1,000 GJ	3,904	3,530
	Raw materials	1,000 tons	413	355
	Packaging	1,000 tons	13	12
<b>Wastewater</b>				
40	Volume	1,000 m <sup>3</sup>	3,935	3,714
	Dry matter	Tons	277	370
	BOD5	Tons	638	777
	COD	Tons	1,447	1,832
	Nitrogen	Tons	183	195
	Phosphorus	Tons	77	77
<b>Biomass</b>				
	Volume, NovoGro®	1,000 m <sup>3</sup>	291	248
	Volume, NovoGro® 30	1,000 m <sup>3</sup>	139	128
	Volume, compost	1,000 m <sup>3</sup>	48	51
	Nitrogen	Tons	2,026	2,450
	Phosphorus	Tons	824	774
<b>Waste</b>				
	Nonhazardous waste	Tons	8,636	7,610
	Hazardous waste	Tons	1,604	1,393
41	Waste, total	Tons	10,240	9,003
	Percentage of total waste recycled	%	43	45
<b>Emissions to air</b>				
	Ozone-depleting substances, HCFCs	Kg	1,532	524
42	CO <sub>2</sub>	1,000 tons	410	430
	SO <sub>2</sub>	Tons	1,176	1,157
	NO <sub>x</sub>	Tons	1,016	993
<b>Environmental impact potentials</b>				
43	Global warming	1,000 tons CO <sub>2</sub> -eqv.	414	431
44	Ozone layer depletion	Kg CFC <sub>11</sub> -eqv.	265	29
	Acidification	Tons SO <sub>2</sub> -eqv.	1,886	1,852
<b>Environmental compliance, etc.</b>				
	Breaches of regulatory limits, groundwater	No.	28	27
	Breaches of regulatory limits, other	No.	36	17
	Unintended releases of GMOs	No.	0	0
	Significant spills	No.	0	0
	Neighbor complaints	No.	21	33
<b>Animals for testing</b>				
	Enzyme Business	No.	590	820
	BioBusiness	No.	3,120	1,940

Note

2010

2009

**SOCIAL**

**Employee statistics**

45	Employees, total	No.	5,432	5,275
45 46	Women	%	36.0	36.2
	Men	%	64.0	63.8
47	Rate of employee turnover	%	7.5	6.7
	Average age	Years	39.9	39.8
	Seniority	Years	9.1	9.0
48	Rate of absence	%	2.1	2.3
	Expatriates	No.	80	71

**Training costs**

	Average spent per employee	DKK	6,060	6,506
	Costs as percentage of total employee costs	%	1.2	1.4

**HEALTH AND SAFETY**

**Occupational accidents and diseases**

	Fatalities	No.	0	0
49	Accidents with absence	No.	35	43
	Of which life-threatening accidents	No.	0	0
	Of which accidents requiring professional first aid	No.	27	39
50 51	Occupational diseases	No.	14	27
	Frequency of occupational accidents	Per million working hours	4.1	5.1
	Frequency of occupational accidents requiring professional first aid	Per million working hours	3.1	4.6
	Frequency of occupational diseases	Per million working hours	1.6	3.2

**KNOWLEDGE**

**Processes and technology**

	New products	No.	8	9
	Active patent families	No.	1,047	1,018