

NON-FINANCIAL HIGHLIGHTS



Annual report

non-financial highlights

Working environment

	2012	2011	2010
Number of employees, end of year	5,122	5,803	5,826

Injury rates (involving lost time)

Per million working hours

Blades (including mold production and service)	4.5	5.7*
Service & Logistics	2.9	5.5
Functions	0	0
Svendborg Brakes	2.2	7.0
Total for the Group	4.0	5.7

Global target for the group in 2012 was a Lost Time Injury rate per million work hours at 3.5.

*Number adjusted from 5.5 due to reporting error in 2011.

Absentee rates

Blades	2.0
Service & Logistics	2.7
Functions	1.1
Svendborg Brakes	1.3

Employees represented in formal Health & Safety committees

Approximated (% reported in intervals of 0-25, 25-50 etc.)

Blades	between 25-50
Service & Logistics	up to 25
Functions	up to 25
Svendborg Brakes	Over 75

Percentage of employees receiving regular performance reviews

Blades	12%
Service & Logistics	34%
Functions	94%
Svendborg Brakes	76%

Comments: These numbers reflect the fact that all white collars are covered by LM Wind Power's Performance Management System which follows a cycle of annual objective setting, performance review and development planning. The numbers thus also indicate the distribution of white collars in the different divisions. The PMP system has been in place since 2007 to ensure that our people know and agree to what they need to contribute and how, and we help them obtain the right competences to pursue the career that adds value for them and LM Wind Power as a whole.

Certifications

Percentage of sites certified by end 2012

ISO 9001:2008

Blades	
Service & Logistics	100
Functions	100
Svendborg Brakes	100

ISO 14001:2004	
Blades	100
Service & Logistics	100
Functions	100
Svendborg Brakes	0
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OHSAS 18001	
Blades	17
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Service & Logistics	0
Functions	25
Svendborg Brakes (All manufacturing/warehouse sites)	100
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LM Wind Power had 12 manufacturing sites in 2012 and four main locations representing Functions employees. Service & Logistics has 12 regional offices some of which are co-located with the Blades plants. Svendborg Brakes has three sites in the certification scope. The Blades and Service & Logistic businesses are covered by global ISO 9001 and ISO 14001 certificates. The ISO 14001 certificate was renewed in 2012. The process of obtaining the OHSAS 18001 for Blades and Service & Logistics has been slightly delayed but is ongoing with a target for completion during 2014.

Note: At the end of 2012, Service & Logistics was integrated into Blades. As of 2013, Blades and Service data will be combined.

Environment

The data on environment is reported for Blades only as this business represents the vast majority of material consumption, energy, water consumption and waste generation.

	2012	2011	2010
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Blades produced	8.856	10.333	10.241
Raw material used (tons)	93.135	69.078	64.374
(added up numbers from fiberglass, balsa, liquid resin polyester, which account for 90% of materials)			
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Energy consumption			
Fuel not used for transport (GJ) (LPG, diesel, gasoline, natural gas)	678.181	332.681	329.576
Electricity consumption (GWh)	96	90	77
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Waste			
Total waste to landfill (tons)	9.241	9.289	7.381
Total waste to incineration (tons)	9.757	11.002	7.132
Total waste to recycling (tons)	3.005	3.447	2.944
Total waste (tons)	22.002	23.738	17.458
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	2012	2011	2010
Total carbon footprint for Blades (ton CO₂ equivalent)	528.566	491.451	360.554

Included material: fiberglass, balsa, liquid resin polyester and transportation. Waste not included due to uncertainty about emission factors. The largest sources of GHG emissions are fiberglass and polyester resin. Electricity is the primary energy source and the third-largest source of GHG emissions.

Water consumption

None of our operations use water in the production processes. The water consumption recorded is primarily from daily activities at the sites.

	2012	2011	2010
Water consumption m³	237.422	237.474	249.888

Human rights

	2012	2011	2010
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In 2012, all white collar employees in Blades, Service and Functions went through an e-learning training on the LM Wind Power Code of Conduct including anti-corruption and the UK Anti-Bribery Act. Svendborg Brakes did comprehensive training in 2009 after which all new employees have been thoroughly trained as part of their induction.

Employees trained in anti-corruption policies and procedures:
% of total workforce

	23	23	15.3
Detailed split on division			
Functions	89,78		
Blades	95,73		
Service & Logistics	86,91		