



THE NOVOZYMES
REPORT 2010

MY EXTRACT



CONTENTS

SUPPLEMENTARY REPORTING

- 1 GRI indicators
- 27 Site data
- 63 Global Compact - Communication on Progress
- 88 LCA studies



THE NOVOZYMES REPORT 2010

SUPPLEMENTARY



GRI indicators

Novozymes' reporting on GRI indicators

Novozymes supports the Global Reporting Initiative's framework for sustainability reporting. Accordingly, GRI reporting has been an integrated part of Novozymes' reporting platform since 2002 and is presented in The Novozymes Report 2010. In 2007, Novozymes adopted the G3 guidelines, which provide a disclosure framework of 10 principles and 121 indicators, including 79 sustainability performance indicators, against which companies may report. The extent to which companies disclose their management approach and adherence to the GRI indicators determines the application level as illustrated below. Please see www.globalreporting.org for further explanation of the GRI.

Based on a thorough analysis of the GRI guidance and requirements, Novozymes and the Global Reporting Initiative declare an Application Level of A for Novozymes' Annual Report 2009.



Key to symbols

Novozymes is in full compliance with the detailed specifications for the indicator



Novozymes covers some aspects of the indicator



Novozymes does not report on the indicator



The indicator is not relevant to Novozymes



1. CEO statement

1.1 Strategy and analysis: Novozymes' approach to sustainability

Novozymes' overall approach to sustainability is framed by values and commitments and is driven by our vision: "We imagine a future where our biological solutions create the necessary balance between better business, cleaner environment, and better lives." See also Novozymes' Touch the World.

Sustainability is a fundamental part of the way we conduct our business and we strive to contribute to sustainable development and make corporate responsibility an inherent part of the way we do business.

Novozymes' business is steadily growing worldwide, it is becoming increasingly globalized, and expanding into new markets. These changes shape our main sustainability challenges.

Novozymes provides solutions to industrial processes. Our customers increasingly demand up-to-date solutions, for example solutions that are resource efficient and low in greenhouse gas emissions. Contributing to such solutions by making use of the potential of modern biotechnology is an important driver for Novozymes.

Please see The Novozymes Report 2010. This is our annual report, which integrates sustainability reporting and more traditional accounting.



Steen Riisgaard, President & CEO

1.2 Strategy and analysis

Performance 2010

In The Novozymes Report 2010, the Outlook section lists sustainability targets and outlines strategy, which are also covered by the Letter from the Board of Directors. Both also reflect on trends, opportunities, and challenges.

Novozymes' key impacts and performance in 2010 are depicted by data, which are discussed together with broader external trends throughout the topical themes and the report in general. The report as well as Novozymes' Communication on Progress vis-à-vis the UN Global Compact provide key conclusions about progress.

Stakeholder engagement, issues, and prioritization

Novozymes does not have a "one-size-fits-all" guideline or routine for building stakeholder relations. Our approaches to stakeholders are guided by our values and policies. Stakeholder relations are different in nature and vary from formalized and long-lasting partnerships to informal contact and ad hoc dialogue.

Our relations with stakeholders such as employees, customers, investors, suppliers, and authorities are generally formalized to facilitate continuous cooperation. On the other hand, relations with stakeholders such as neighbors, consumer organizations, educational institutions, and environmental organizations are most often defined on a case-by-case basis, depending on the situation.

The issues that we discuss with our stakeholders sometimes go beyond the traditional business agenda, but are always within our sphere of influence. Examples of such issues are human rights, the environment, gene technology, and occupational health & safety. We continuously develop stakeholder relations around these and other issues that are of high importance to Novozymes and our specific stakeholders.

Sustainability setup

Our organizational setup addressing sustainability directly involves top management and vice presidents from lines of business and sites around the world to achieve optimal coordination. In this way, we address economic, social, and environmental aspects of our activities in order to create and contribute to long-term sustainable business growth.

On September 1, 2007, Novozymes launched a reorganization process. This included reconstitution of Novozymes' Executive Management and the establishment of a new business unit, Stakeholder Relations, covering People & Organization, Public Affairs, Corporate Communications, Facilitation, and Sustainability Development. The overall objective was to strengthen focus on managing stakeholder relations and thereby support the creation of value for Novozymes and key stakeholders.

See also:

Risk management in The Novozymes Report 2010

Corporate governance at www.novozymes.com

Sustainability at www.novozymes.com

2. Organizational profile

GRI INDICATOR	REFERENCES AND COMMENTS	STATUS
2.1 Name of the organization	<ul style="list-style-type: none"> About the report 	✓
2.2 Primary brands, products, and/or services	<ul style="list-style-type: none"> Sales and markets 	✓
2.3 Operational structure of the organization, including main divisions, operating companies, subsidiaries, and joint ventures	<ul style="list-style-type: none"> Corporate governance Corporate governance at www.novozymes.com Companies in the Novozymes Group 	✓
2.4 Location of organization's headquarters	<ul style="list-style-type: none"> Locations at www.novozymes.com Companies in the Novozymes Group Contact Information on Novozymes sites 	✓
2.5 Number of countries where the organization operates, and names of countries with either major operations or that are specifically relevant to the sustainability issues covered in the report	<ul style="list-style-type: none"> Locations at www.novozymes.com Companies in the Novozymes Group 	✓
2.6 Nature of ownership and legal form	<ul style="list-style-type: none"> Corporate governance at www.novozymes.com Novozymes' stock 	✓
2.7 Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	<ul style="list-style-type: none"> Sales and markets 	✓
2.8 Scale of the reporting organization	<ul style="list-style-type: none"> Note 1 - Segment information Note 2 - Revenue Note 3 - Employee costs Note 5 - Depreciation, amortization, and impairment losses Note 44 - Employee statistics 	✓
2.9 Significant changes during the reporting period regarding size, structure, or ownership	<ul style="list-style-type: none"> Letter from the Board of Directors Sales and markets Key figures 	✓
2.10 Awards received in the reporting period	<ul style="list-style-type: none"> Awards and recognition at www.novozymes.com 	✓

Report parameters

GRI INDICATOR	REFERENCES AND COMMENTS	STATUS
Report profile		
3.1 Reporting period (e.g., fiscal/calendar year) for information provided	<ul style="list-style-type: none"> Welcome to The Novozymes Report 2010 Accounting policies 	✓
3.2 Date of most recent previous report (if any)	<ul style="list-style-type: none"> The Novozymes Report 2009 	✓
3.3 Reporting cycle (annual, biennial, etc.)	<ul style="list-style-type: none"> Welcome to The Novozymes Report 2010 Accounting policies 	✓
3.4 Contact point for questions regarding the report or its contents	<ul style="list-style-type: none"> Editorial team 	✓
Report scope and boundary		
3.5 Process for defining report content	<ul style="list-style-type: none"> Accounting policies Stakeholder engagement at www.novozymes.com 	✓
3.6 Boundary of the report (e.g., countries, divisions, subsidiaries, leased facilities, joint ventures, suppliers). See GRI boundary protocol for further guidance	<ul style="list-style-type: none"> Accounting policies 	✓
3.7 State any specific limitations on the scope or boundary of the report	<ul style="list-style-type: none"> Accounting policies 	✓
3.8 Basis for reporting on joint ventures, subsidiaries, leased facilities, outsourced operations, and other entities that can significantly affect comparability from period to period and/or between organizations	<ul style="list-style-type: none"> Companies in the Novozymes Group 	✓
3.9 Data measurement techniques and the bases of calculations, including assumptions and techniques underlying estimations applied to the compilation of the indicators and other information in the report	<ul style="list-style-type: none"> Accounting policies 	✓
3.10 Explanation of the effect of any re-statements of information provided in earlier reports, and the reasons for such re-statement (e.g., mergers/acquisitions, change of base years/periods, nature of business, measurement methods)	<ul style="list-style-type: none"> Accounting policies 	✓
3.11 Significant changes from previous reporting periods in the scope, boundary, or measurement methods applied in the report	<ul style="list-style-type: none"> Accounting policies 	✓
GRI content index		
3.12 Table identifying the location of the standard disclosures in the report	<ul style="list-style-type: none"> See the GRI indicators menu on the left under Supplementary reporting 	✓
Assurance		
3.13 Policy and current practice with regard to seeking external assurance for the report. If not included in the assurance report accompanying the	<ul style="list-style-type: none"> Accounting policies Independent Auditor's Sustainability 	✓

sustainability report, explain the scope and basis of any external assurance provided. Also explain the relationship between the reporting organization and the assurance provider(s)

Assurance Report

GOVERNANCE, COMMITMENTS, AND ENGAGEMENT

GRI INDICATOR	REFERENCES AND COMMENTS	STATUS
Governance		
4.1 Governance structure of the organization, including committees under the highest governance body responsible for specific tasks, such as setting strategy or organizational oversight	<ul style="list-style-type: none"> • Corporate governance • Corporate governance at www.novozymes.com 	✓
4.2 Indicate whether the Chair of the highest governance body is also an executive officer (and, if so, their function within the organization's management and the reasons for this arrangement)	<ul style="list-style-type: none"> • Board of Directors and Executive Management • Corporate governance at www.novozymes.com 	✓
4.3 For organizations that have a unitary board structure, state the number of members of the highest governance body that are independent and/or non-executive members	<ul style="list-style-type: none"> • Board of Directors and Executive Management • Corporate governance at www.novozymes.com 	✓
4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body	<ul style="list-style-type: none"> • Novozymes' stock • Investor at www.novozymes.com • Corporate governance at www.novozymes.com 	✓
4.5 Linkage between compensation for members of the highest governance body, senior managers, and executives (including departure arrangements), and the organization's performance (including social and environmental performance)	<ul style="list-style-type: none"> • Financial and sustainability discussion • Global Compact – Novozymes' overall approach to sustainability 	✓
4.6 Processes in place for the highest governance body to ensure conflicts of interest are avoided	<ul style="list-style-type: none"> • Corporate governance at www.novozymes.com 	✓
4.7 Process for determining the qualifications and expertise of the members of the highest governance body for guiding the organization's strategy on economic, environmental, and social topics	<ul style="list-style-type: none"> • Corporate governance at www.novozymes.com • Corporate governance 	✓
4.8 Internally developed statements of mission or values, codes of conduct, and principles relevant to economic, environmental, and social performance and the status of their implementation	<ul style="list-style-type: none"> • Vision and values at www.novozymes.com • Our policies at www.novozymes.com • Our positions at www.novozymes.com 	✓
4.9 Procedures of the highest governance body for overseeing the organization's identification and management of economic, environmental, and social performance, including relevant risks and opportunities, and adherence or compliance with internationally agreed standards, codes of conduct, and principles	<ul style="list-style-type: none"> • Sustainability approach at www.novozymes.com • Corporate governance at www.novozymes.com • Global Compact – Novozymes' overall approach to sustainability 	✓
4.10 Processes for evaluating the highest governance body's own performance, particularly with respect to economic, environmental, and social performance	<ul style="list-style-type: none"> • Corporate governance at www.novozymes.com 	✓

Commitments to external initiatives			
4.11	Explanation of whether and how the precautionary approach or principle is addressed by the organization	<ul style="list-style-type: none"> Global Compact Communication on Progress, Principle 7 	✓
4.12	Externally developed economic, environmental, and social charters, principles, or other initiatives to which the organization subscribes or endorses	<ul style="list-style-type: none"> Vision and values at www.novozymes.com Corporate governance at www.novozymes.com 	✓
4.13	Memberships in associations (such as industry associations) and/or national/international advocacy organizations in which the organization has positions in governance bodies, participates in projects or committees, provides substantive funding beyond routine membership dues; or views membership as strategic	<ul style="list-style-type: none"> Stakeholder engagement at www.novozymes.com Memberships and commitments at www.novozymes.com 	✓
Stakeholder engagement			
4.14	List of stakeholder groups engaged by the organization	<ul style="list-style-type: none"> Stakeholder engagement at www.novozymes.com Novozymes' key stakeholders regarding Global Compact 	✓
4.15	Basis for identification and selection of stakeholders with whom to engage	<ul style="list-style-type: none"> Stakeholder engagement at www.novozymes.com Sustainability priorities Sustainability in action 	✓
4.16	Approaches to stakeholder engagement, including frequency of engagement by type and by stakeholder group	<p>Novozymes reports on the company's approach to stakeholder engagement incl. stakeholder types and groups. Due to our type of business we have ongoing engagement and routine dialogue with a variety of stakeholders; therefore it is not feasible to quantify and report periodically on this aspect. Accordingly, Novozymes reports partially on this aspect.</p> <ul style="list-style-type: none"> Stakeholder engagement at www.novozymes.com Novozymes' key stakeholders regarding Global Compact 	•
4.17	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns, including through its reporting	<ul style="list-style-type: none"> Financial and sustainability discussion Long-term targets 	✓

Economic performance indicators

DISCLOSURE ON MANAGEMENT APPROACH

Goals and performance

Novozymes' economic impact on society goes beyond traditional financial results. Our economic stakeholders include a wide range of stakeholder groups such as suppliers, authorities, employees, and local communities.

Novozymes is aware of our impact in the communities and markets in which we are present and has a tradition of staying on for many years.

For overall economic impact throughout society, please see Economic impact at www.novozymes.com.

It should be noted that significant state financial assistance is not of importance for Novozymes. In the case of specific projects where subsidies are of importance, the amounts are published.

Policy

For Novozymes' overall commitment to economic aspects, please refer to Novozymes' social responsibility policy, financial and legal policy and position on business integrity.

See also the description of Novozymes' approach to local social responsibility strategies.

GRI INDICATOR	REFERENCES AND COMMENTS	STATUS
Economic performance		
EC1 Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments	Novozymes does not report on donations and other community investments since we do not yet have consolidated data at corporate level. We will be able to report on this aspect in the near future. Accordingly, Novozymes reports partially on this aspect. <ul style="list-style-type: none"> Income statement Note 3 - Employee costs Note 5 - Depreciation, amortization, and impairment losses Economic impact at www.novozymes.com 	●
EC2 Financial implications and other risks and opportunities for the organization's activities due to climate change	<ul style="list-style-type: none"> Long-term targets Carbon Disclosure Project 	✓
EC3 Coverage of the organization's defined benefit plan obligations	<ul style="list-style-type: none"> Note 3 - Employee costs 	✓
EC4 Significant financial assistance received from government	<ul style="list-style-type: none"> Not relevant - see Disclosure on management approach above 	■
Market presence		
EC5 ADD Range of ratios of standard entry level wage compared to local minimum wage at significant locations of operation	<ul style="list-style-type: none"> Position on human rights at www.novozymes.com 	✓
EC6 Policy, practices, and proportion of spending on locally based suppliers at significant locations of operation	<ul style="list-style-type: none"> Purchasing at www.novozymes.com Supplier program at www.novozymes.com Position on responsible purchasing at www.novozymes.com 	✓
EC7 Procedures for local hiring and proportion of senior management hired from the local community at locations of significant operation	<ul style="list-style-type: none"> No general procedures 	—
Indirect economic impacts		
EC8 Development and impact of infrastructure investments and services	Part of the information is proprietary, and	●

provided primarily for public benefit through commercial, in-kind, or pro bono engagement

accordingly, Novozymes reports partially on this aspect.

- Combined global and local efforts at www.novozymes.com

EC9 Understanding and describing significant indirect economic impacts,
ADD including the extent of impacts

- Combined global and local efforts at www.novozymes.com
- Long-term targets
- Economic impact at www.novozymes.com



Environment performance indicators

DISCLOSURE ON MANAGEMENT APPROACH

Goals and performance

To Novozymes, the key parameter regarding negative environmental impact is production efficiency. Basic figures are water consumption and energy consumption, the latter being closely related to climate change. In 2010, Novozymes decided again to disclose data on CO₂ and NO_x emissions deriving from transport broken down by truck, ship, and air. Now and in a long-term perspective, the overall goal is to continuously decouple business growth from resource consumption. See also the specific targets for 2011 in Expectations for 2011 in The Novozymes Report 2010.

One important issue is the application of gene technology. For about 20 years, gene technology has been an important tool for Novozymes' innovation in R&D and for improved resource efficiency in the production of enzymes. As the use of gene technology can pose a risk, safety is a priority whenever it is applied at Novozymes. Modern biotechnology has great potential when it comes to meeting the challenges of sustainable development. Novozymes increasingly strives to document and to advance the positive environmental impact from the application of enzyme technology. that is, from our customers' application of our products.

With specific reference to biodiversity, please note that Novozymes does not manage land of significant size or importance.

Policy

For Novozymes' overall commitment to environmental aspects, please refer to Novozymes' environment and bioethics policy, position on antibiotic resistance genes in GMMs, and position on global warming.

Organizational responsibility

The organization has a central Environmental Services unit and a number of decentralized units linked to production sites. Efforts on environmental performance are coordinated in the Novozymes Environmental Forum (NEF). NEF is a network for management representatives from production sites and reports to corporate Quality Environment and Safety Management. One of the main purposes of NEF is to continuously improve performance via Novozymes' environmental management system.

Monitoring and follow-up

There are a number of internal environmental tools and guidelines in place. Some of these are corporate, and others are site based to serve specific needs. For example, Danish production sites use an energy management system linked to ISO 14001 and certified in accordance with a national Danish standard (DS 2403 E).

Seven years ago, Novozymes decided to take a more proactive approach to product positioning using knowledge and documentation gained from life cycle assessments (LCA) of our products. The data will be used to document benefits in a sustainable development context. A number of LCAs on new products have been conducted. Results are reviewed by a third party and published in scientific journals. See also the section on LCA on www.novozymes.com

Due to the character of Novozymes' products and business, it is not relevant to report on reclaimed products and packaging materials related to environmental impact. Direct environmental impact from products is not an issue as Novozymes solely operates on the B2B market.

GRI INDICATOR	REFERENCES AND COMMENTS	STATUS
Materials		
EN1 Materials used by weight or volume	<ul style="list-style-type: none"> Environmental and social data 	✓
EN2 Percentage of materials used that are recycled input materials	<ul style="list-style-type: none"> Not relevant. Recycled input materials are not an option for Novozymes 	■
Energy		
EN3 Direct energy consumption by primary energy source	<ul style="list-style-type: none"> Environmental and social data 	✓
EN4 Indirect energy consumption by primary source	<ul style="list-style-type: none"> Environmental and social data 	✓

EN5 ADD	Energy saved due to conservation and efficiency improvements	<ul style="list-style-type: none"> Financial and sustainability discussion 	✓
EN6 ADD	Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives	<ul style="list-style-type: none"> Financial and sustainability discussion Long-term targets Expectations for 2011 	✓
EN7 ADD	Initiatives to reduce indirect energy consumption and reductions achieved	<ul style="list-style-type: none"> Financial and sustainability discussion Long-term targets Expectations for 2011 	✓
Water			
EN8	Total water withdrawal by source	<ul style="list-style-type: none"> Environmental and social data Note 37 - Water allocated to primary source 	✓
EN9 ADD	Water sources significantly affected by withdrawal of water	<ul style="list-style-type: none"> Not reported externally 	—
EN10 ADD	Percentage and total volume of water recycled and reused	<ul style="list-style-type: none"> Not reported externally 	—
Biodiversity			
EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> Novozymes does not report on this issue; the issue is immaterial to the company as we do not manage land of significant size or importance 	■
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	<ul style="list-style-type: none"> Novozymes does not report on this issue; the issue is immaterial to the company as we do not manage land of significant size or importance 	■
EN13 ADD	Habitats protected or restored	<ul style="list-style-type: none"> Not relevant. See Disclosure on management approach above 	■
EN14 ADD	Strategies, current actions, and future plans for managing impacts on biodiversity	<ul style="list-style-type: none"> Not relevant. See Disclosure on management approach above 	■
EN15 ADD	Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk	<ul style="list-style-type: none"> Not relevant. See Disclosure on management approach above 	■

Emissions, effluents and waste			
EN16	Total direct and indirect greenhouse gas emissions by weight	<ul style="list-style-type: none"> Environmental and social data Note 41 - CO₂ emissions by internally and externally generated energy Note 42 - Global warming, CO₂-equivalents 	✓
EN17	Other relevant indirect greenhouse gas emissions by weight	<ul style="list-style-type: none"> Environmental and social data Note 41 - CO₂ emissions by internally and externally generated energy Note 42 - Global warming, CO₂-equivalents 	✓
EN18 ADD	Initiatives to reduce greenhouse gas emissions and reductions achieved	<ul style="list-style-type: none"> Financial and sustainability discussion Long-term targets Principle 9 in Global Compact 	✓
EN19	Emissions of ozone-depleting substances by weight	<ul style="list-style-type: none"> Environmental and social data 	✓
EN20	NO, SO, and other significant air emissions by type and weight	<ul style="list-style-type: none"> Environmental and social data 	✓
EN21	Total water discharge by quality and destination	<ul style="list-style-type: none"> Environmental and social data 	✓
EN22	Total weight of waste by type and disposal method	<ul style="list-style-type: none"> Environmental and social data Note 40 - Total waste volume by disposal method 	✓
EN23	Total number and volume of significant spills	<ul style="list-style-type: none"> Environmental and social data 	✓
EN24 ADD	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the Basel Convention Annex I, II, III, and VIII, and percentage of transported waste shipped internationally	<ul style="list-style-type: none"> Environmental and social data Note 40 - Total waste volume by disposal method 	✓
EN25 ADD	Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff	<ul style="list-style-type: none"> Not reported 	—
Products and services			
EN26	Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation	<ul style="list-style-type: none"> Sustainable solutions at www.novozymes.com 	✓
EN27	Percentage of products sold and their packaging materials that are reclaimed by category	<ul style="list-style-type: none"> Not reported externally. See Disclosure on management approach above 	—

Compliance

EN28 Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations

- Letter from the Board of Directors
- Financial and sustainability discussion



Transport

EN29 Significant environmental impacts of transporting products and other goods and materials used for the organization's operations, and ADD transporting members of the workforce

Data on transporting members of the workforce are currently not available. Accordingly, Novozymes reports partially on this aspect.



- Transport and the environment at www.novozymes.com
- Global Compact - Principle 8

Overall

EN30 Total environmental protection expenditures and investments by type ADD

- Not reported externally



Labor practices and decent work performance indicators

DISCLOSURE ON MANAGEMENT APPROACH

Goals and performance

In line with Novozymes' Touch the World (our vision, values, and commitments), Novozymes wants to be a challenging workplace based on trust, respect, and inclusion, and with a healthy and safe working environment.

Policy

For Novozymes' overall commitment to labor aspects, please refer to Novozymes' commitments, social responsibility policy, people policy, position on human rights, and position on diversity and equal opportunities.

Organizational responsibility

The operational responsibility for labor aspects related to employment, training, education, and development is placed with directors for People & Organization, who report to the regional presidents. Most employment aspects, including minimum periods of notice, are based on local legislation and included in individual employment contracts.

Occupational Health & Safety is included in Novozymes' management systems. Business units follow up on OH&S objectives, implementation of activities set out in action plans, and leverage an ongoing commitment from line management. Line management is responsible for involving employees in OH&S work and for promoting cooperation between management and employees on an ongoing basis. Health & safety aspects are covered in some of the formal employment agreements locally, but Novozymes does not report a consolidated overview of these.

Training and awareness

The following are examples of ongoing initiatives at Novozymes addressing key labor aspects:

- Work-life balance and lifelong learning
- Individual development plans for all
- Diversity in the workplace
- Continuous focus on occupational health & safety (e.g., allergy prevention, first aid courses)

Novozymes supports employees being able to join associations and bargain collectively, but we do not register employees' memberships in unions, since this is illegal in several of the countries in which we operate.

Novozymes does not register minority background of employees and other diversity indicators since such registration is illegal in several of the countries in which we operate.

Monitoring and follow-up

Since OH&S is covered by Novozymes' ISO management system, monitoring and follow-up are audited by a third party. Furthermore, the overall sustainability setup is critically evaluated as part of the assurance process.

Every year Novozymes' employees have the opportunity to express their opinions in a survey called People's Opinion. The survey is standardized and operated by a third party, and is used by many other companies around the world, which gives Novozymes a valuable benchmark for the results.

All Novozymes' business units are regularly visited by a facilitator corps. These facilitators assess compliance with Novozymes Touch the World by means of interviews with employees at all levels. Novozymes also has a special ombudsperson, who provides an opportunity for all employees to have cases heard that they believe to be in conflict with Novozymes' values, policies, and management standards.

Follow-up mechanisms on labor aspects related to employment, training, education, and development are based on KPIs related to the various initiatives.

The effectiveness and applicability of the OH&S system are evaluated at least once a year with a view to making systematic improvements.

GRI INDICATOR	REFERENCES AND COMMENTS	STATUS
Employment		
LA1 Total workforce by employment type, employment contract, and region	• Note 44 - Employee statistics	✓
LA2 Total number and rate of employee turnover by age group, gender, and region	Novozymes reports on gender and region but not on age group since consolidated data have not been obtainable. We expect to report on this in the long term. Accordingly, Novozymes reports partially	●

on this aspect.

- Note 46 - Job creation
- Note 45 - Percentage of women by job category
- Note 49 - Consequences of occupational diseases

LA3 ADD	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations	<ul style="list-style-type: none"> Note 3 - Employee costs 	✓
Labor/management relations			
LA4	Percentage of employees covered by collective bargaining agreements	<ul style="list-style-type: none"> Not relevant. See Disclosure on management approach above 	■
LA5	Minimum notice period(s) regarding operational changes, including whether it is specified in collective agreements	<ul style="list-style-type: none"> Based on local law. See Disclosure on management approach above 	✓
Occupational health and safety			
LA6 ADD	Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	<ul style="list-style-type: none"> Occupational health & safety at www.novozymes.com 	✓
LA7	Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region	<ul style="list-style-type: none"> Note 48 - Consequences of occupational accidents Note 49 - Consequences of occupational diseases Site data 	✓
LA8	Education, training, counseling, prevention, and risk-control programs in place to assist workforce members, their families, or community members regarding serious diseases	<ul style="list-style-type: none"> Combined global and local efforts at www.novozymes.com Article on enzyme allergy in The Novozymes Report 2005 Global Compact Communication on Progress Princip 1 	✓
LA9 ADD	Health and safety topics covered in formal agreements with trade unions	<ul style="list-style-type: none"> Based on local law. See Disclosure on management approach above 	✓
Training and education			
LA10	Average hours of training per year per employee by employee category	<p>Information on average hours of training per employee by employee category is immaterial to report on considering that training costs are reported. Accordingly, Novozymes reports partially on this aspect.</p> <ul style="list-style-type: none"> Environmental and social data 	●
LA11 ADD	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	<ul style="list-style-type: none"> Career and development opportunities at www.novozymes.com 	✓
LA12 ADD	Percentage of employees receiving regular performance and career development reviews	<ul style="list-style-type: none"> Careers at www.novozymes.com 	✓
Diversity and equal opportunity			
LA13	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	<p>The aspect is immaterial since it is not an issue to Novozymes. Accordingly, Novozymes reports partially on this aspect.</p> <ul style="list-style-type: none"> Note 44 - Employee statistics We do not register diversity aspects of employees. See Disclosure on management approach above Global Compact Communication on Progress Princip 6 	●

LA14 Ratio of basic salary of men to women by employee category

- Not disclosed. Salary depends on individual qualifications and performance

—

Human rights performance indicators

DISCLOSURE ON MANAGEMENT APPROACH

Goals and performance

Novozymes supports international human rights principles and labor standards. Relevant principles are integrated systematically to ensure that global and local initiatives are mutually supportive. Novozymes' seven minimum standards of human and labor rights are based on the United Nations Universal Declaration of Human Rights and the principles of the UN Global Compact.

Policy

For Novozymes' overall commitment to human rights, please refer to Novozymes' commitments, social responsibility policy, purchasing policy, people policy, position on human rights, position on diversity and equal opportunities, and position on responsible purchasing.

See also the description of Novozymes' approach to local social responsibility strategies.

Organizational responsibility

Novozymes' Sustainability Development Board has overall responsibility for human rights aspects of business activities. At each site an appointed person has specific responsibilities for the particular site. Part of the latter responsibility includes raising awareness and training employees in the minimum standards at the site. This responsibility is delegated to regions and sites to allow for emphasis on the most relevant standards in training and raising awareness at a particular site.

Training and awareness

Each year, the entire organization carries out self-assessments that document how these minimum standards are being met. Novozymes' minimum standards are the same as those used by Novozymes to evaluate its suppliers. Based on the minimum standards, Novozymes also analyzes the human rights performance in connection with new acquisitions.

Security practices at Novozymes do not raise human rights issues.

Monitoring and follow-up

Since 2006 Novozymes' compliance with these standards has been audited by Novozymes' internal auditor corps. Audit findings are reported internally to Executive Management, and follow-up on corrective actions and implementation of appropriate procedures to address issues are integrated into our audit procedures/system, which is verified by our auditors. Novozymes does not report audit findings externally.

GRI INDICATOR

Investment and procurement practices

HR1 Percentage and total number of significant investment agreements that include human rights clauses or that have undergone human rights screening

REFERENCES AND COMMENTS

Novozymes reports partially on this aspect since part of the information is proprietary.

- Social responsibility policy at www.novozymes.com
- Purchasing policy at www.novozymes.com
- Position on human rights at www.novozymes.com

STATUS



HR2 Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken

- Purchasing at www.novozymes.com
- Principle 2 in Global Compact
- Supplier guidelines at www.novozymes.com
- Supplier program at www.novozymes.com



HR3 ADD Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained

It is immaterial for Novozymes to report on the amount of total hours of employee training on policies and procedures concerning aspects of human rights because training and communication of Novozymes' minimum standards are mandatory for all employees. Accordingly, Novozymes reports partially on this aspect.

- Combined global and local efforts at www.novozymes.com



- Position on human rights at novozymes.com

Non-discrimination

HR4 Total number of incidents of discrimination and actions taken

This indicator is not applicable. See Disclosure on management approach above.



- Position on human rights at www.novozymes.com
- Position on diversity and equal opportunities at www.novozymes.com

Freedom of association and collective bargaining

HR5 Operations identified in which the right to exercise freedom of association and collective bargaining may be at significant risk, and actions taken to support these rights

- Position on human rights at www.novozymes.com



Child labor			
HR6	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	<ul style="list-style-type: none"> Position on human rights at www.novozymes.com 	✓
Forced and compulsory labor			
HR7	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	<ul style="list-style-type: none"> Position on human rights at www.novozymes.com 	✓
Security practices			
HR8 ADD	Percentage of security personnel trained in the organization's policies or procedures concerning aspects of human rights that are relevant to operations	<ul style="list-style-type: none"> Not relevant - see Disclosure on management approach above 	■
Indigenous rights			
HR9 ADD	Total number of incidents of violations involving rights of indigenous people and actions taken	<p>The aspect is immaterial since it is not an issue to our business. Accordingly, Novozymes reports partially on this aspect.</p> <ul style="list-style-type: none"> Vision and values at www.novozymes.com 	●

Society performance indicators

DISCLOSURE ON MANAGEMENT APPROACH

Goals and performance

Novozymes wants to be a responsible corporate citizen in the communities in which we operate. We strive to integrate this objective in the way we work, through all our business processes and our products. We operate on the basis of high business integrity standards as defined by Novozymes' Touch the World values and commitments and our legal compliance program. We also have clear guidelines for donations and influencing public policy.

Policy

For Novozymes' overall commitment to society aspects, please refer to Novozymes' social responsibility policy, environment and bioethics policy, financial and legal policy, and position on business integrity.

See also the description of Novozymes' approach to local social responsibility strategies.

Organizational responsibility

Operational responsibility rests with management representatives for social responsibility, whereas overall responsibility for local community aspects rests with site presidents and regional presidents. The regional presidents all report to the Executive Vice President, Stakeholder Relations.

There is an External Affairs function within each region reporting to the regional president. Through these functions, Novozymes participates in the political debate to promote the benefits of our technology and products and to serve the company's interests.

Novozymes has local approaches to donations to reflect local priorities and needs, but there is a general restriction on giving financial contributions to political parties and to political campaign efforts.

A special Committee on Business Integrity is responsible for managing implementation and taking action based on business integrity concerns raised by employees. Findings and actions are not reported externally.

Training and awareness

Community aspects are addressed in the local strategies for social responsibility that Novozymes' major sites develop and/or update annually in order to prioritize issues of relevance for local stakeholders. A communication plan forms part of local strategy development to make sure that employees are involved in relevant activities and have the necessary capacity to fulfill objectives.

Novozymes' integrity measures have not been devised to correct bad behavior, but to further stipulate and institutionalize our values of accountability, responsibility, openness, and honesty. As a means of ensuring effective implementation, we have developed training material and continue to train selected employee groups. Furthermore, all employees and stakeholders have access to guidance and a mechanism for raising concerns about possible breaches of our integrity principles anonymously.

Monitoring and follow-up

All Novozymes' business units are regularly visited by a facilitator corps. These facilitators assess compliance with Novozymes' values by means of interviews with employees at all levels. Novozymes also has a special ombudsperson, who provides an opportunity for all employees to have cases heard that they believe to be in conflict with Novozymes' values, policies, and management standards. This is not reported externally.

GRI INDICATOR	REFERENCES AND COMMENTS	STATUS
<p>Community</p> <p>SO1 Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting</p>	<ul style="list-style-type: none"> • Combined global and local efforts at www.novozymes.com 	
<p>Corruption</p> <p>SO2 Percentage and total number of business units analyzed for risks related to corruption</p>	<ul style="list-style-type: none"> • Position on business integrity at www.novozymes.com • Business ethics and integrity at www.novozymes.com 	

SO3	Percentage of employees trained in organization's anti-corruption policies and procedures	<ul style="list-style-type: none"> • Business ethics and integrity at www.novozymes.com • Position on business integrity at www.novozymes.com 	✓
SO4	Actions taken in response to incidents of corruption	<p>Data on specific actions taken on incidents of corruption are currently not available. An expedient setup for reporting and administrating such incidents is, however, currently under development, and Novozymes will be able to report the data externally when the appropriate setup has been finalized during 2011.</p> <ul style="list-style-type: none"> • Position on business integrity at www.novozymes.com • Business ethics and integrity at www.novozymes.com • Global Compact Communication on Progress Princip 10 	•
Public policy			
SO5	Public policy positions and participation in public policy development and lobbying	<ul style="list-style-type: none"> • Social responsibility policy at www.novozymes.com • Financial and legal policy at www.novozymes.com • Positions at www.novozymes.com • Sponsorships and corporate citizenship at www.novozymes.com 	✓
SO6 ADD	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	<ul style="list-style-type: none"> • Sponsorships and corporate citizenship at www.novozymes.com 	✓
Anti-competitive behavior			
SO7 ADD	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	<ul style="list-style-type: none"> • Note 27 - Commitments and contingent liabilities 	✓
Compliance			
SO8	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	<ul style="list-style-type: none"> • Note 27 - Commitments and contingent liabilities 	✓

Product responsibility performance indicators

DISCLOSURE ON MANAGEMENT APPROACH

Goals and performance

Novozymes' overall objectives for product responsibility can be summarized by the words "transparency" and "information." Transparency on how products are made and their properties is provided via Novozymes' website. Novozymes actively informs customers about the safe handling of products and provides advice when products could, to our knowledge, be used in a way that violates regulatory requirements.

Policy

For Novozymes' commitment to product responsibility, please refer to Novozymes' quality policy. With regard to specific issues and products, please refer to positions on detergent enzymes, enzymes produced by genetically modified microorganisms, gene technology in connection with food/feed production, labeling of enzymes, and biofuels.

Organizational responsibility

Novozymes' Vice President for Quality, Environment, and Safety has overall responsibility.

Training and awareness

About 92% of Novozymes' sales is based on the sale of enzymes. Enzymes are proteins and are potential inhalation allergens. Development of allergy is the main concern when enzymes are handled in high concentrations. Accordingly, it is important to avoid the formation of enzyme dust or aerosols.

Safety manuals have been drawn up for managers, supervisors, health & safety specialists, company doctors and nurses, and any one responsible for safe working practices when handling Novozymes products. An easy-to-read booklet entitled "Enzymes and you" intended for operators handling enzymes is available in eight languages from Novozymes' Customer Center at www.novozymes.com.

Monitoring and follow-up

Novozymes has a corporate customer relationship management system to capture relevant information. Customers can contact Novozymes by contacting local offices, e-mailing the Customer Solutions department, accessing a dedicated customer website, or contacting a customer account team. All customer complaints related to products are systematically registered, handled, and coordinated by the Quality department.

Novozymes does not report on noncompliance with laws and regulations concerning the provision and use of products and services since the character of our products does not place such responsibilities on Novozymes.

GRI INDICATOR

Customer health and safety

PR1 Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures

REFERENCES AND COMMENTS

The aspect is immaterial due to the character of Novozymes' products. Accordingly, Novozymes reports partially on this aspect.

- Safety manuals and handbooks available from the Customer Center at www.novozymes.com

STATUS



PR2 Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes

- Not disclosed



Product and service labeling

PR3 Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements

- REACH
- Position on labeling of enzymes at www.novozymes.com
- Securing regulatory compliance at www.novozymes.com



PR4 Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes

- Labeling compliance at www.novozymes.com
- Securing regulatory compliance at www.novozymes.com
- Position on labeling of enzymes at



PR5 Practices related to customer satisfaction, including results of surveys
ADD measuring customer satisfaction

- Not reported externally



Marketing communications			
PR6	Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship	● Not reported externally. See Disclosure on management approach above	—
PR7 ADD	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	● Not reported externally	—
Customer privacy			
PR8 ADD	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	● Not reported externally	—
Compliance			
PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	● Not relevant. See Disclosure on management approach above	■

SITE DATA

Site data, Site Araucária

Note			2010	2009
	ENVIRONMENT			
	Consumption of resources			
1	Water	1,000 m ³	132	97
2	Internally generated energy	1,000 GJ	43	39
	Externally generated energy	1,000 GJ	66	53
	Energy, total	1,000 GJ	109	92
	Raw materials	1,000 tons	13	10
	Packaging	1,000 tons	-	-
	Wastewater			
	Volume	1,000 m ³	57	43
	Dry matter	tons	1	1
	BOD5	tons	1	1
	COD	tons	4	3
	Nitrogen	tons	1	2
	Phosphorus	tons	-	-
	Biomass			
	Volume, NovoGro®	1,000 m ³	32	24
	Nitrogen	tons	103	610
	Phosphorus	tons	45	10
	Waste			
	Nonhazardous waste	tons	532	389
	Hazardous waste	tons	44	87
3	Waste, total	tons	576	476
	Percentage of total waste recycled	%	72	67
	Emissions to air			
	Ozone-depleting substances, HCFCs	kg	136	35
4	CO ₂	1,000 tons	3	3
	SO ₂	tons	1	9
	NO _x	tons	2	2
	Environmental impact potentials			
5	Global warming	1,000 tons CO ₂ -eqv.	3	3
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	7	2
	Acidification	tons SO ₂ -eqv.	2	11
	Environmental compliance			
	Breaches of regulatory limits	no.	2	-
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	-

Note		2010	2009
SOCIAL			
Employee statistics			
6	Employees, total	no.	164 171
	Women	%	29.3 27.5
	Men	%	70.7 72.5
	Rate of employee turnover	%	10.8 8.4
	Average age	years	37.1 36.8
	Seniority	years	9.5 9.0
7	Rate of absence	%	1.1 0.8
Training costs			
	Average spent per employee	DKK	7,019 7,503
HEALTH AND SAFETY			
Occupational accidents and diseases			
	Accidents with absence	no.	2 2
	Occupational diseases	no.	- -
	Frequency of occupational accidents	per million working hours	7.6 7.3
	Frequency of occupational diseases	per million working hours	0.0 0.0

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	132	97
Water, total	132	97

Note 2 - Internally generated energy allocated to primary source

	2010 1,000 GJ	2009 1,000 GJ
Light fuel oil	1	9
Natural gas	43	31
Internally generated energy, total	44	40

Note 3 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Landfilling	45	37
Recycling	415	317
Other	116	122
Waste, total	576	476

Note 4 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	3	2
Externally generated energy	-	1
CO₂ emissions, total	3	3

Note 5 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	3	2
Externally generated energy	-	1
Ozone-depleting substances	-	-
CO₂-equivalents, total	3	3

Note 6 - Employee statistics

	2010 No.	2009 No.
Women	48	47
Men	116	124
Employees, total	164	171
Full-time employees	164	171
Part-time employees	-	-
Employees, total	164	171

Note 7 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	1.0	0.8
Skilled workers, laboratory technicians, other technicians, and process operators	1.4	0.7

Site data, Site Bagsværd

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	113	119
2	Internally generated energy	1,000 GJ	190	183
	Externally generated energy	1,000 GJ	126	112
	Energy, total	1,000 GJ	316	295
	Raw materials	1,000 tons	23	21
	Packaging	1,000 tons	4	2
Wastewater				
	Volume	1,000 m ³	99	125
	Dry matter	tons	19	45
	BOD5	tons	67	124
	COD	tons	142	238
	Nitrogen	tons	13	27
	Phosphorus	tons	3	5
Waste				
	Nonhazardous waste	tons	1,074	1,065
	Hazardous waste	tons	597	522
3	Waste, total	tons	1,671	1,587
	Percentage of total waste recycled	%	57.3	51.9
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	35	108
4	CO ₂	1,000 tons	16	21
	SO ₂	tons	2	6
	NO _x	tons	24	27
Environmental impact potentials				
5	Global warming	1,000 tons CO ₂ -eqv.	16	21
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	2	6
	Acidification	tons SO ₂ -eqv.	18	25
Environmental compliance				
	Breaches of regulatory limits	no.	1	3
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	10	5

Note			2010	2009
SOCIAL				
Employee statistics				
6	Employees, total	no.	1,620	1,616
	Women	%	48.9	49.3
	Men	%	51.1	50.7
	Rate of employee turnover	%	5.6	3.9
	Average age	years	42.3	42.0
	Seniority	years	11.2	10.8
7	Rate of absence	%	3.1	3.6
Training costs				
	Average spent per employee	DKK	9,568	9,265
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	9	12
	Occupational diseases	no.	9	13
	Frequency of occupational accidents	per million working hours	3.5	4.7
	Frequency of occupational diseases	per million working hours	3.5	5.1

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	113	119
Water, total	113	119

Note 2 - Internally generated energy allocated to primary source

	2010 1,000 GJ	2009 1,000 GJ
Gas oil	-	-
Natural gas	190	183
Internally generated energy, total	190	183

Note 3 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	667	713
Landfilling	47	50
Recycling	957	824
Waste, total	1,671	1,587

Note 4 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	11	7
Externally generated energy	5	14
CO₂ emissions, total	16	21

Note 5 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	11	7
Externally generated energy	5	14
Ozone-depleting substances	-	-
CO₂-equivalents, total	16	21

Note 6 - Employee statistics

	2010 No.	2009 No.
Women	792	796
Men	828	820
Employees, total	1,620	1,616
Full-time employees	1,396	1,396
Part-time employees	224	220
Employees, total	1,620	1,616

Note 7 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	1.6	2.2
Skilled workers, laboratory technicians, other technicians, and process operators	5.8	6.0

Site data, Site Franklinton

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	1,235	1,019
2	Internally generated energy	1,000 GJ	371	326
	Externally generated energy	1,000 GJ	466	420
	Energy, total	1,000 GJ	837	746
	Raw materials	1,000 tons	82	72
	Packaging	1,000 tons	1	1
Wastewater				
3	Volume	1,000 m ³	701	677
	Dry matter	tons	42	30
	BOD5	tons	18	9
	COD	tons	121	100
	Nitrogen	tons	30	15
	Phosphorus	tons	45	39
Biomass				
	Volume, NovoGro [®]	1,000 m ³	259	224
	Volume, compost	1,000 m ³	42	45
	Nitrogen	tons	703	682
	Phosphorus	tons	207	206
Waste				
	Nonhazardous waste	tons	1,656	1,562
	Hazardous waste	tons	11	9
4	Waste, total	tons	1,667	1,571
	Percentage of total waste recycled	%	37.5	54.8
Emissions to air				
5	Ozone-depleting substances, HCFCs	kg	861	186
	CO ₂	1,000 tons	79	72
	SO ₂	tons	144	183
	NO _x	tons	56	61
Environmental impact potentials				
6	Global warming	1,000 tons CO ₂ -eqv.	81	72
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	229	10
	Acidification	tons SO ₂ -eqv.	184	226
Environmental compliance				
	Breaches of regulatory limits - groundwater	no.	28	27
	Breaches of regulatory limits - other	no.	2	2
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	-

Note			2010	2009
SOCIAL				
Employee statistics				
7	Employees, total	no.	477	461
	Women	%	27.9	28.2
	Men	%	72.1	71.8
	Rate of employee turnover	%	5.9	3.7
	Average age	years	43.1	42.7
	Seniority	years	9.4	9.2
8	Rate of absence	%	1.8	1.5
Training costs				
	Average spent per employee	DKK	6,470	7,201
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	-	1
	Occupational diseases	no.	-	4
	Frequency of occupational accidents	per million working hours	0.0	1.4
	Frequency of occupational diseases	per million working hours	0.0	5.4

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	1,214	1,019
Industrial water	21	-
Water, total	1,235	1,019

Note 2 - Internally generated energy allocated to primary source

	2010 1,000 GJ	2009 1,000 GJ
Gas oil	25	5
Natural gas	346	321
Internally generated energy, total	371	326

Note 3 - Treated wastewater for irrigation

	2010 1,000 m ³	2009 1,000 m ³
Volume	692	617
Nitrogen, tons	29	13
Phosphorus, tons	45	31

Note 4 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	6	4
Landfilling	1,036	706
Recycling	625	861
Waste, total	1,667	1,571

Note 5 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	19	17
Externally generated energy	60	55
CO₂ emissions, total	79	72

Note 6 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	19	17
Externally generated energy	60	55
Ozone-depleting substances	2	-
CO₂-equivalents, total	81	72

Note 7 - Employee statistics

	2010 No.	2009 No.
Women	133	130
Men	344	331
Employees, total	477	461
Full-time employees	477	461
Part-time employees	-	-
Employees, total	477	461

Note 8 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	1.3	1.2
Skilled workers, laboratory technicians, other technicians, and process operators	2.8	2.1

Site data, Site Fuglebakken

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	282	376
2	Internally generated energy	1,000 GJ	169	183
	Externally generated energy	1,000 GJ	129	145
	Energy, total	1,000 GJ	298	328
	Raw materials	1,000 tons	12	15
	Packaging	1,000 tons	-	-
Wastewater				
	Volume	1,000 m ³	184	228
	Dry matter	tons	75	183
	BOD5	tons	245	295
	COD	tons	394	574
	Nitrogen	tons	44	80
	Phosphorus	tons	15	19
Waste				
	Nonhazardous waste	tons	181	211
	Hazardous waste	tons	16	46
3	Waste, total	tons	197	257
	Percentage of total waste recycled	%	57.2	61.1
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	-	-
4	CO ₂	1,000 tons	18	32
	SO ₂	tons	53	64
	NO _x	tons	28	46
Environmental impact potentials				
5	Global warming	1,000 tons CO ₂ -eqv.	18	32
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	-	-
	Acidification	tons SO ₂ -eqv.	73	96
Environmental compliance				
	Breaches of regulatory limits	no.	16	7
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	5	13

Note			2010	2009
SOCIAL				
Employee statistics				
6	Employees, total	no.	181	186
	Women	%	7.7	8.1
	Men	%	92.3	91.9
	Rate of employee turnover	%	2.5	6.0
	Average age	years	46.4	45.6
	Seniority	years	14.2	13.7
7	Rate of absence	%	3.7	3.6
Training costs				
	Average spent per employee	DKK	4,067	3,684
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	3	1
	Occupational diseases	no.	2	2
	Frequency of occupational accidents	per million working hours	10.8	3.2
	Frequency of occupational diseases	per million working hours	7.2	6.4

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	282	376
Water, total	282	376

Note 2 - Internally generated energy allocated to primary source

	2010 1,000 GJ	2009 1,000 GJ
Gas oil	30	29
Heavy fuel oil	139	153
Internally generated energy, total	169	182

Note 3 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	70	82
Landfilling	15	18
Recycling	112	157
Waste, total	197	257

Note 4 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	13	14
Externally generated energy	5	18
CO₂ emissions, total	18	32

Note 5 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	13	14
Externally generated energy	5	18
Ozone-depleting substances	0	0
CO₂-equivalents, total	18	32

Note 6 - Employee statistics

	2010 No.	2009 No.
Women	14	15
Men	167	171
Employees, total	181	186
Full-time employees	171	179
Part-time employees	10	7
Employees, total	181	186

Note 7 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	0.7	1.7
Skilled workers, laboratory technicians, other technicians, and process operators	4.8	4.2

Site data, Site Hongda

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	711	655
	Externally generated energy	1,000 GJ	556	498
	Energy, total	1,000 GJ	556	498
	Raw materials	1,000 tons	63	54
	Packaging	1,000 tons	1	1
Wastewater				
	Volume	1,000 m ³	498	464
	Dry matter	tons	13	18
	BOD5	tons	4	3
	COD	tons	23	21
	Nitrogen	tons	8	2
	Phosphorus	tons	-	-
Biomass				
	Volume, NovoGro [®]	1,000 m ³	-	-
	Volume, NovoGro [®] 30	1,000 m ³	17	17
	Volume, compost	1,000 m ³	5	4
	Nitrogen	tons	270	268
	Phosphorus	tons	91	60
Waste				
	Nonhazardous waste	tons	624	603
	Hazardous waste	tons	16	15
2	Waste, total	tons	640	618
	Percentage of total waste recycled	%	27.8	16.4
Emissions to air				
3	Ozone-depleting substances, HCFCs	kg	105	79
	CO ₂	1,000 tons	117	103
	SO ₂	tons	470	420
	NO _x	tons	446	398
Environmental impact potentials				
4	Global warming	1,000 tons CO ₂ -eqv.	117	103
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	6	4
	Acidification	tons SO ₂ -eqv.	782	699
Environmental compliance				
	Breaches of regulatory limits	no.	1	-
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	-

Note			2010	2009
SOCIAL				
Employee statistics				
5	Employees, total	no.	307	311
	Women	%	16.0	16.4
	Men	%	84.0	83.6
	Rate of employee turnover	%	3.9	3.8
	Average age	years	33.6	32.6
	Seniority	years	6.3	5.4
6	Rate of absence	%	1.0	0.6
Training costs				
	Average spent per employee	DKK	573	630
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	1	2
	Occupational diseases	no.	-	-
	Frequency of occupational accidents	per million working hours	2.0	4.0
	Frequency of occupational diseases	per million working hours	0.0	0.0

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Industrial water	662	611
Steam	49	44
Water, total	711	655

Note 2 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Landfilling	458	517
Recycling	178	101
Other	4	-
Waste, total	640	618

Note 3 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	117	103
CO₂ emissions, total	117	103

Note 4 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	117	103
Ozone-depleting substances	-	-
CO₂-equivalents, total	117	103

Note 5 - Employee statistics

	2010 No.	2009 No.
Women	49	51
Men	258	260
Employees, total	307	311
Full-time employees	307	311
Part-time employees	-	-
Employees, total	307	311

Note 6 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	0.4	0.2
Skilled workers, laboratory technicians, other technicians, and process operators	1.2	0.7

Site data, Site Hosur

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	36	52
	Externally generated energy	1,000 GJ	16	21
	Energy, total	1,000 GJ	16	21
	Raw materials	1,000 tons	1	2
	Packaging	1,000 tons	-	-
Wastewater				
	Volume	1,000 m ³	27	39
	Dry matter	tons	8	14
	BOD5	tons	88	199
	COD	tons	214	362
	Nitrogen	tons	1	1
	Phosphorus	tons	-	-
Biomass				
	Volume, compost	1,000 m ³	2	2
	Nitrogen	tons	22	11
	Phosphorus	tons	1	1
Waste				
	Nonhazardous waste	tons	7	2
	Hazardous waste	tons	15	17
2	Waste, total	tons	22	19
	Percentage of total waste recycled	%	4.6	4.1
Emissions to air				
Ozone-depleting substances, HCFCs				
3	CO ₂	1,000 tons	3	3
	SO ₂	tons	17	6
	NO _x	tons	2	3
Environmental impact potentials				
4	Global warming	1,000 tons CO ₂ -eqv.	3	3
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	-	-
	Acidification	tons SO ₂ -eqv.	19	9
Environmental compliance				
	Breaches of regulatory limits	no.	-	-
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	-

Note			2010	2009
SOCIAL				
Employee statistics				
5	Employees, total	no.	312	260
	Women	%	24.7	20.0
	Men	%	75.3	80.0
	Rate of employee turnover	%	20.6	8.9
	Average age	years	32.2	32.6
	Seniority	years	4.0	5.1
6	Rate of absence	%	1.8	1.4
Training costs				
	Average spent per employee	DKK	1,691	1,808
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	-	-
	Occupational diseases	no.	-	-
	Frequency of occupational accidents	per million working hours	0.0	0.0
	Frequency of occupational diseases	per million working hours	0.0	0.0

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	33	42
Industrial water	3	10
Steam	-	-
Water, total	36	52

Note 2 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	5	1
Landfilling	15	16
Recycling	1	1
Other	1	1
Waste, total	22	19

Note 3 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	3	3
CO₂ emissions, total	3	3

Note 4 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	3	3
Ozone-depleting substances	-	-
CO₂-equivalents, total	3	3

Note 5 - Employee statistics

	2010 No.	2009 No.
Women	77	52
Men	235	208
Employees, total	312	260
Full-time employees	312	260
Part-time employees	-	-
Employees, total	312	260

Note 6 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	1.6	1.4
Skilled workers, laboratory technicians, other technicians, and process operators	2.0	1.5

Site data, Site Kalundborg

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	1,953	1,720
	Externally generated energy	1,000 GJ	1,085	979
	Energy, total	1,000 GJ	1,085	979
	Raw materials	1,000 tons	157	131
	Packaging	1,000 tons	3	3
Wastewater				
	Volume	1,000 m ³	1,577	1,520
	Dry matter	tons	59	60
	BOD5	tons	34	31
	COD	tons	270	237
	Nitrogen	tons	35	28
	Phosphorus	tons	4	3
Biomass				
	Volume, NovoGro [®] 30	1,000 m ³	101	91
	Nitrogen	tons	792	721
	Phosphorus	tons	393	388
Waste				
	Nonhazardous waste	tons	1,334	1,271
	Hazardous waste	tons	306	120
2	Waste, total	tons	1,640	1,391
	Percentage of total waste recycled	%	63.6	52.0
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	30	106
3	CO ₂	1,000 tons	62	101
	SO ₂	tons	56	87
	NO _x	tons	60	113
Environmental impact potentials				
4	Global warming	1,000 tons CO ₂ -eqv.	62	102
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	2	6
	Acidification	tons SO ₂ -eqv.	97	166
Environmental compliance				
	Breaches of regulatory limits	no.	2	1
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	2	7

Note			2010	2009
SOCIAL				
Employee statistics				
5	Employees, total	no.	608	612
	Women	%	23.7	23.4
	Men	%	76.3	76.6
	Rate of employee turnover	%	2.8	5.0
	Average age	years	43.5	43.2
	Seniority	years	12.6	12.1
6	Rate of absence	%	4.3	4.8
Training costs				
	Average spent per employee	DKK	4,143	5,859
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	10	10
	Occupational diseases	no.	1	7
	Frequency of occupational accidents	per million working hours	10.2	10.3
	Frequency of occupational diseases	per million working hours	1.0	7.2

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	1,458	1,306
Industrial water	361	282
Steam	134	132
Water, total	1,953	1,720

Note 2 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	436	336
Landfilling	161	332
Recycling	1,043	723
Waste, total	1,640	1,391

Note 3 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	62	102
CO₂ emissions, total	62	102

Note 4 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	62	102
Ozone-depleting substances	-	-
CO₂-equivalents, total	62	102

Note 5 - Employee statistics

	2010 No.	2009 No.
Women	144	143
Men	464	469
Employees, total	608	612
Full-time employees	584	595
Part-time employees	24	17
Employees, total	608	612

Note 6 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	1.5	1.7
Skilled workers, laboratory technicians, other technicians, and process operators	5.2	5.8

Site data, Site Lund

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	35	38
	Externally generated energy	1,000 GJ	16	14
	Energy, total	1,000 GJ	16	14
	Raw materials	1,000 tons	-	-
	Packaging	1,000 tons	-	-
Wastewater				
	Volume	1,000 m ³	35	38
	Dry matter	tons	3	4
	BOD5	tons	43	34
	COD	tons	61	56
	Nitrogen	tons	3	6
	Phosphorus	tons	2	2
Waste				
	Nonhazardous waste	tons	37	35
	Hazardous waste	tons	25	23
2	Waste, total	tons	62	58
	Percentage of total waste recycled	%	23.7	19.3
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	-	-
	CO ₂	1,000 tons	-	-
	SO ₂	tons	-	-
	NO _x	tons	-	-
Environmental impact potentials				
	Global warming	1,000 tons CO ₂ -eqv.	-	-
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	-	-
	Acidification	tons SO ₂ -eqv.	-	-
Environmental compliance				
	Breaches of regulatory limits	no.	-	1
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	-

Note			2010	2009
SOCIAL				
Employee statistics				
3	Employees, total	no.	118	118
	Women	%	45.8	47.5
	Men	%	54.2	52.5
	Rate of employee turnover	%	4.0	4.1
	Average age	years	39.3	38.8
	Seniority	years	6.7	6.1
4	Rate of absence	%	1.4	1.2
Training costs				
	Average spent per employee	DKK	4,245	4,940
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	1	3
	Occupational diseases	no.	1	-
	Frequency of occupational accidents	per million working hours	5.3	15.9
	Frequency of occupational diseases	per million working hours	5.3	0.0

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	35	38
Water, total	35	38

Note 2 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	23	22
Landfilling	6	6
Recycling	15	11
Other	18	19
Waste, total	62	58

Note 3 - Employee statistics

	2010 No.	2009 No.
Women	54	56
Men	64	62
Employees, total	118	118
Full-time employees	114	114
Part-time employees	4	4
Employees, total	118	118

Note 4 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	0.8	0.7
Skilled workers, laboratory technicians, other technicians, and process operators	1.6	1.5

Site data, Site Nottingham

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	28	28
2	Internally generated energy	1,000 GJ	8	7
	Externally generated energy	1,000 GJ	8	8
	Energy, total	1,000 GJ	16	15
	Raw materials	1,000 tons	-	-
	Packaging	1,000 tons	-	-
Wastewater				
	Volume	1,000 m ³	28	28
	Dry matter	tons	4	1
	BOD5	tons	2	2
	COD	tons	10	5
	Nitrogen	tons	-	-
	Phosphorus	tons	-	-
Waste				
	Nonhazardous waste	tons	24	20
	Hazardous waste	tons	9	8
3	Waste, total	tons	33	28
	Percentage of total waste recycled	%	17.0	27.7
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	-	-
4	CO ₂	1,000 tons	2	1
	SO ₂	tons	6	6
	NO _x	tons	3	3
Environmental impact potentials				
5	Global warming	1,000 tons CO ₂ -eqv.	2	1
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	-	-
	Acidification	tons SO ₂ -eqv.	8	8
Environmental compliance				
	Breaches of regulatory limits	no.	-	-
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	-

Note			2010	2009
SOCIAL				
Employee statistics				
6	Employees, total	no.	92	115
	Women	%	37.0	40.9
	Men	%	63.0	59.1
	Rate of employee turnover	%	14.1	15.5
	Average age	years	41.7	41.4
	Seniority	years	10.2	9.4
7	Rate of absence	%	2.0	1.6
Training costs				
	Average spent per employee	DKK	9,128	9,381
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	-	1
	Occupational diseases	no.	-	-
	Frequency of occupational accidents	per million working hours	0	5.4
	Frequency of occupational diseases	per million working hours	0.0	0.0

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	28	28
Water, total	28	28

Note 2 - Internally generated energy allocated to primary source

	2010 1,000 GJ	2009 1,000 GJ
Natural gas	7	7
Internally generated energy, total	7	7

Note 3 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	8	7
Landfilling	16	13
Recycling	6	8
Other	3	-
Waste, total	33	28

Note 4 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	1	-
Externally generated energy	1	1
CO₂ emissions, total	2	1

Note 5 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	1	-
Externally generated energy	1	1
Ozone-depleting substances	-	-
CO₂-equivalents, total	2	1

Note 6 - Employee statistics

	2010 No.	2009 No.
Women	34	47
Men	58	68
Employees, total	92	115
Full-time employees	92	115
Part-time employees	-	-
Employees, total	92	115

Note 7 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	1.9	1.5
Skilled workers, laboratory technicians, other technicians, and process operators	2.7	2.6

Site data, Site Salem

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	94	90
2	Internally generated energy	1,000 GJ	69	44
	Externally generated energy	1,000 GJ	18	21
	Energy, total	1,000 GJ	87	65
	Raw materials	1,000 tons	2	7
	Packaging	1,000 tons	1	3
Wastewater				
	Volume	1,000 m ³	92	77
	Dry matter	tons	19	3
	BOD5	tons	85	49
	COD	tons	79	158
	Nitrogen	tons	13	8
	Phosphorus	tons	2	3
Waste				
	Nonhazardous waste	tons	1,021	1,183
	Hazardous waste	tons	5	10
3	Waste, total	tons	1,026	1,193
	Percentage of total waste recycled	%	16	15
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	39	8
4	CO ₂	1,000 tons	8	9
	SO ₂	tons	15	32
	NO _x	tons	6	13
Environmental impact potentials				
5	Global warming	1,000 tons CO ₂ -eqv.	8	9
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	2	1
	Acidification	tons SO ₂ -eqv.	19	41
Environmental compliance				
	Breaches of regulatory limits	no.	1	3
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	4	6

Note			2010	2009
SOCIAL				
Employee statistics				
6	Employees, total	no.	163	167
	Women	%	29.4	32.9
	Men	%	70.6	67.1
	Rate of employee turnover	%	12.2	26.8
	Average age	years	42.5	42.2
	Seniority	years	7.3	6.5
7	Rate of absence	%	1.0	1.3
Training costs				
	Average spent per employee	DKK	5,066	1,441
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	-	1
	Occupational diseases	no.	-	1
	Frequency of occupational accidents	per million working hours	0.0	3.7
	Frequency of occupational diseases	per million working hours	0.0	3.7

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	83	83
Industrial water	11	7
Water, total	94	90

Note 2 - Internally generated energy allocated to primary source

	2010 1,000 GJ	2009 1,000 GJ
Gas oil	-	-
Natural gas	69	44
Internally generated energy, total	69	44

Note 3 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	5	9
Landfilling	450	559
Recycling	165	181
Other	406	444
Waste, total	1,026	1,193

Note 4 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	4	4
Externally generated energy	4	5
CO₂ emissions, total	8	9

Note 5 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	4	4
Externally generated energy	4	5
Ozone-depleting substances	-	-
CO₂-equivalents, total	8	9

Note 6 - Employee statistics

	2010 No.	2009 No.
Women	48	55
Men	115	112
Employees, total	163	167
Full-time employees	163	166
Part-time employees	-	1
Employees, total	163	167

Note 7 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	0.5	0.7
Skilled workers, laboratory technicians, other technicians, and process operators	1.9	2.5

Site data, Site Saskatoon

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	15	15
2	Internally generated energy	1,000 GJ	14	20
	Externally generated energy	1,000 GJ	6	5
	Energy, total	1,000 GJ	20	25
	Raw materials	1,000 tons	4	-
	Packaging	1,000 tons	-	-
Wastewater				
	Volume	1,000 m ³	10	2
	Dry matter	tons	-	-
	BOD5	tons	-	-
	COD	tons	-	-
	Nitrogen	tons	-	-
	Phosphorus	tons	-	-
Waste				
	Nonhazardous waste	tons	915	12
	Hazardous waste	tons	4	2
3	Waste, total	tons	919	14
	Percentage of total waste recycled	%		-
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	17	2
4	CO ₂	1,000 tons	2	-
	SO ₂	tons	5	-
	NO _x	tons	2	-
Environmental impact potentials				
5	Global warming	1,000 tons CO ₂ -eqv.	2	-
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	-	-
	Acidification	tons SO ₂ -eqv.	5	-
Environmental compliance				
	Breaches of regulatory limits	no.	-	-
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	-

Note			2010	2009
SOCIAL				
Employee statistics				
6	Employees, total	no.	103	98
	Women	%	43.7	39.8
	Men	%	56.3	60.2
	Rate of employee turnover	%	24.9	15.6
	Average age	years	35.1	34.1
	Seniority	years	4.3	4.1
7	Rate of absence	%	1.7	1.5
Training costs				
	Average spent per employee	DKK	3,267	2,237
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	1	4
	Occupational diseases	no.	-	-
	Frequency of occupational accidents	per million working hours	6.1	25.5
	Frequency of occupational diseases	per million working hours	0.0	0.0

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Drinking water	15	15
Industrial water	-	-
Water, total	15	15

Note 2 - Internally generated energy allocated to primary source

	2010 1,000 GJ	2009 1,000 GJ
Gas oil	-	-
Natural gas	13	20
Internally generated energy, total	13	20

Note 3 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	-	-
Landfilling	880	12
Recycling	36	-
Other	3	2
Waste, total	919	14

Note 4 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	1	-
Externally generated energy	1	-
CO₂ emissions, total	2	-

Note 5 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	1	-
Externally generated energy	1	-
Ozone-depleting substances	-	-
CO₂-equivalents, total	2	-

Note 6 - Employee statistics

	2010 No.	2009 No.
Women	45	39
Men	58	59
Employees, total	103	98
Full-time employees	103	98
Part-time employees	-	-
Employees, total	103	98

Note 7 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	0.8	0.8
Skilled workers, laboratory technicians, other technicians, and process operators	2.5	2.2

Site data, Site Tianjin

Note			2010	2009
ENVIRONMENT				
Consumption of resources				
1	Water	1,000 m ³	1,112	855
	Externally generated energy	1,000 GJ	548	451
	Energy, total	1,000 GJ	548	451
	Raw materials	1,000 tons	49	44
	Packaging	1,000 tons	2	2
Wastewater				
2	Volume	1,000 m ³	627	473
	Dry matter	tons	34	13
	BOD5	tons	50	31
	COD	tons	130	78
	Nitrogen	tons	35	27
	Phosphorus	tons	5	5
Biomass				
	Volume, NovoGro [®] 30	1,000 m ³	21	20
	Nitrogen	tons	136	158
	Phosphorus	tons	86	109
Waste				
	Nonhazardous waste	tons	1,229	1,256
	Hazardous waste	tons	558	534
3	Waste, total	tons	1,787	1,790
	Percentage of total waste recycled	%	46	46
Emissions to air				
	Ozone-depleting substances, HCFCs	kg	308	-
4	CO ₂	1,000 tons	101	84
	SO ₂	tons	407	343
	NO _x	tons	386	326
Environmental impact potentials				
5	Global warming	1,000 tons CO ₂ -eqv.	102	84
	Ozone layer depletion, HCFCs	kg CFC ₁₁ -eqv.	17	-
	Acidification	tons SO ₂ -eqv.	678	571
Environmental compliance				
	Breaches of regulatory limits	no.	11	-
	Unintended releases of GMOs	no.	-	-
	Significant spills	no.	-	-
	Neighbor complaints	no.	-	2

Note			2010	2009
SOCIAL				
Employee statistics				
6	Employees, total	no.	394	374
	Women	%	25.1	23.3
	Men	%	74.9	76.7
	Rate of employee turnover	%	6.1	2.5
	Average age	years	33.0	33.1
	Seniority	years	6.6	6.5
7	Rate of absence	%	0.8	0.8
Training costs				
	Average spent per employee	DKK	3,442	3,621
HEALTH AND SAFETY				
Occupational accidents and diseases				
	Accidents with absence	no.	6	2
	Occupational diseases	no.	1	1
	Frequency of occupational accidents	per million working hours	9.5	3.3
	Frequency of occupational diseases	per million working hours	1.6	1.7

Note 1 - Water allocated to primary source

	2010 1,000 m ³	2009 1,000 m ³
Industrial water	1,026	789
Steam	86	66
Water, total	1,112	855

Note 2 - Treated waste water for irrigation

	2010 1,000 m ³	2009 1,000 m ³
Volume	21	57
Nitrogen, tons	1	3
Phosphorus, tons	-	-

Note 3 - Total waste volume by disposal method

	2010 Tons	2009 Tons
Incineration	234	275
Landfilling	725	698
Recycling	828	817
Other	-	-
Waste, total	1,787	1,790

Note 4 - CO₂ emissions by internally and externally generated energy

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	101	84
CO₂ emissions, total	101	84

Note 5 - Global warming, CO₂-equivalents

	2010 1,000 tons	2009 1,000 tons
Internally generated energy	-	-
Externally generated energy	101	84
Ozone-depleting substances	1	-
CO₂-equivalents, total	102	84

Note 6 - Employee statistics

	2010 No.	2009 No.
Women	99	87
Men	295	287
Employees, total	394	374
Full-time employees	394	374
Part-time employees	-	-
Employees, total	394	374

Note 7 - Rate of absence by job category

	2010 %	2009 %
Senior management, management, professional, and administrative	0.5	0.6
Skilled workers, laboratory technicians, other technicians, and process operators	1.0	1.0

GLOBAL COMPACT - COMMUNICATION ON PROGRESS

CEO STATEMENT OF CONTINUED SUPPORT 2010

At Novozymes, sustainability is a fundamental part of the way we conduct our business. We believe that long-term business success is linked to the integration of environmental, social, and governance issues with corporate management and day-to-day operations.

Novozymes has been a signatory to Global Compact since 2001. Through the years, Global Compact has been a great source of inspiration to Novozymes in our work with integrating sustainability into our business strategy and practices. We welcome the annual opportunity to confirm our commitment and to communicate on progress.

We are constantly reaching new and diverse stakeholders as we steadily grow our business globally and integrate sustainability into our business practices. Novozymes is an active participant in the Global Compact as well as in networks and working groups organized through our memberships in, for example The World Business Council for Sustainable Development (WBCSD), The Sustainability Consortium, and Business for Social Responsibility (BSR). We are honored that we have been invited to join Global Compact's new leadership platform, LEAD, which will be launched in 2011, and see this as a great opportunity to learn from peers and to share our experience. We are also looking forward to sharing our learning with other companies under the recently established mentor program within the UN Global Compact.

For additional information and data, please refer to The Novozymes Report 2010 and www.novozymes.com.



Steen Riisgaard, President & CEO

PRINCIPLE 1: BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> ● Vision, values, and company idea ● Support for the United Nations Universal Declaration of Human Rights and the United Nations Global Compact 	<p>Scope and approach</p> <p>Novozymes supports the United Nations Universal Declaration of Human Rights, the ILO Convention on Labor Standards, and the principles of the UN Global Compact. Subsequently, Novozymes' seven minimum standards of human and labor rights are based on these international principles. Novozymes' minimum standards cover:</p> <ul style="list-style-type: none"> ● Freedom of association ● Nondiscrimination ● Working hours ● Wages and benefits ● Disciplinary measures ● Child labor ● Forced labor 	<p>HR 1 HR 2 HR 3 HR 4 HR 5 HR 6 HR 7 HR 9</p>
<p>People policy Social responsibility policy</p>	<p>Read more about</p>	<p>EC 5 LA 6 LA 7 LA 8 LA 13</p>
<p>Position on diversity and equal opportunities Position on human rights</p>	<p>Human rights in practice on novozymes.com</p>	<p>SO 5</p>
	<p>Responsibilities and activities</p> <p>Relevant principles are integrated systematically into management practices to ensure compliance with standards. Evaluation of compliance with minimum standards at Novozymes' sites is reported annually to the Sustainability Development Board.</p> <p>Occupational health & safety, including the prevention of occupational accidents and diseases, is a line management responsibility. Responsibilities in relation to safety and health promotion are outlined in management standards within Novozymes' quality system, an integrated management system covering environment, occupational health & safety, and social responsibility.</p>	<p>PR 1</p>
	<p>Impact based social responsibility</p> <p>In 2010, Novozymes initiated a global project aiming at improving our social responsibility performance and outreach. The objective is to further integrate social responsibility into day-to-day activities by rethinking approaches at sites, in regions, and in business units. Specifically, we are working on defining a more simple and proactive approach to managing our minimum standards. In addition, we want to capitalize more on synergies within the different regions and to improve further our possibilities to meet the needs of our stakeholders, with a particular focus on local communities.</p>	
	<p>During 2010, we have mapped local trends and the related social responsibility activities in all regions in order to acquire an in-depth understanding of best practices that we can build on as we move forward. This exercise shows that the citizenship projects creating the most value for Novozymes and to the beneficiary are connected to using our capabilities within promoting science understanding through education, as well as sharing our experience in promoting environmental responsibility in order to address some of the world's most pressing environmental challenges.</p>	
	<p>A more simplified and proactive approach to managing our minimum standards and securing compliance has been developed. Starting in 2011, our minimum standards of human and labor rights will continue to be based on international standards and principles,</p>	

but will be aligned specifically with the principles of the UN Global Compact.

In 2011, we expect to replace our current local social responsibility strategies, first implemented in 2004 and traditionally very employee focused, with regionally anchored projects and activities that are more oriented toward our communities. Such projects are expected to maximize the value of resources dedicated to corporate citizenship activities regionally and to give highest priority to projects with the largest benefits for both the beneficiary and for Novozymes.

Health promotion

Novozymes actively supports employees' safety and promotes healthy lifestyles. Health promotion is beneficial to our employees as well as to Novozymes through the increased stability achieved as a result of fewer sick days and improved well-being. Moreover, it is part of our corporate social responsibility to offer healthy and safe working conditions that help prevent both work-related and lifestyle-related illnesses and diseases. In this way, our initiatives indirectly benefit society, which carries a large burden in relation to treatment, care, and sick leave expenses.

At Novozymes, the objective of health promotion is primarily prevention. We are continuously working to expand the range of opportunities for employees to improve their health, for instance through information campaigns and other initiatives are carried out across the company.

Health initiatives are coordinated across Novozymes together with regional/local initiatives that are designed to fit actual needs. All Novozymes sites are either tobacco free or only permit smoking within screened smoking cabins, healthy food is available in all canteens, and fresh fruit is available in the departments. Some sites have fitness centers that are open during and outside working hours. All employees are offered a health insurance. Globally, Novozymes also offers various return-to-work arrangements, where after their sick leave, employees gradually increase the number of working hours, often under the supervision of a medical doctor, nurse, or social advisor.

Behavioral Based Safety

For many years, Novozymes has conducted annual risk assessments in all departments and engaged employees to regularly report risks and hazards that may lead to diseases or accidents in daily operations – all to ensure a healthy and safe workplace.

Read more about

Maintaining a safe workplace

on novozymes.com

In 2010, Novozymes initiated the global Occupational Health & Safety initiative "Dare to Care." Dare to Care is a Behavioral Based Safety program. The objective of Dare to Care is to improve our ever increasing focus on safe behavior by using both observation of job operations and feedback as tools for eliminating hazards and for enhancing our safety culture. In 2010, Dare to Care has been successfully launched at all Novozymes sites.



PRINCIPLE 2: BUSINESSES SHOULD MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

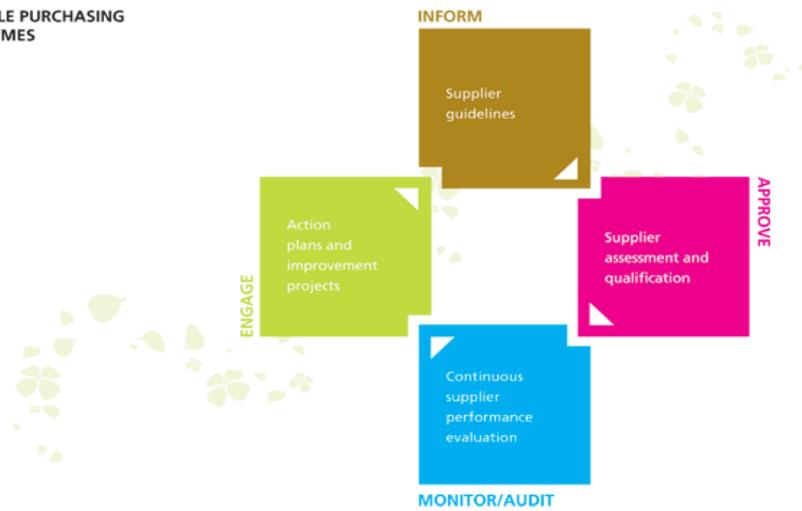
Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> • Vision, values, and company idea • Support for the United Nations Universal Declaration of Human Rights and the United Nations Global Compact 	<p>Please refer to Principle 1 for scope and general approach regarding Novozymes' support of human and labor rights.</p> <p>Novozymes' minimum standards of social responsibility cover freedom of association, nondiscrimination, working hours, wages and benefits, disciplinary measures, child labor, and forced labor.</p> <p>Read more about Human rights in practice on novozymes.com</p>	<p>HR 1 HR 2 HR 3 HR 4 HR 5 HR 6 HR 7 HR 9</p>
<p>People policy Purchasing policy Social responsibility policy</p> <p>Position on diversity and equal opportunities Position on human rights Position on responsible purchasing</p>	<p>Responsibilities and activities</p> <p>Regional presidents at Novozymes have the overall responsibility for human rights and labor rights aspects in their particular regions, whereas a leader responsible for a particular site has the operational responsibility. Representatives from line of business in the Sustainability Development Board are responsible for the activities in their own respective parts of line of business.</p> <p>New self-assessment procedure</p> <p>Novozymes' business units and sites conduct annual self-assessments, which are carried out on the basis of our global minimum standards. These self-assessments help to identify better practices and to share experiences between business units and sites, thereby improving performance locally. By anchoring adherence to the minimum standards in line of business on site level through self-assessments, reports sent to the Sustainability Development Board enable careful reviews and decisions on further action in collaboration with the Sustainability Development Department. Starting in 2011, regional representatives will be responsible for conducting annual self-assessments to ensure simplicity and synergies with other reporting processes within the regions.</p> <p>Auditing</p> <p>Audits of business units' compliance with internationally recognized human rights and labor standards are an integrated part of the internal auditing program. Audit findings are reported to Executive Management, and follow-up on corrective actions is integrated into our audit procedures, which are verified by third-party auditors. In 2010, social audits were made in India and Canada. Novozymes does not report audit findings externally.</p> <p>Human rights and action plans for noncompliant suppliers</p> <p>To further expand the scope of sustainability and managing human rights in our supply chain, Novozymes completed the implementation of a comprehensive supplier performance management system in 2009. The system covers all aspects of our supplier performance management from initial approval of new suppliers to ongoing performance evaluation. The approach is based on an integrated set of evaluation criteria, including employee health & safety, human rights, business ethics, and environmental aspects. The system allows us to provide performance profiles on all significant suppliers to Novozymes based on criteria such as spend, country of production, and purchasing category, and helps the purchasing function focus its efforts on the suppliers who typically pose the biggest risks.</p> <p>Read more about Responsible purchasing</p>	<p>SO 5</p>

on novozymes.com

In 2010, 90% of total purchase spend was covered by the approach, and significant suppliers have been screened on human rights issues, including freedom of association, nondiscrimination, working hours, wages and benefits, disciplinary measures, child labor, and forced labor. The target was to develop action plans for noncompliant suppliers in order to improve performance. This has led to 168 action plans with the majority resulting in dialogue with suppliers to resolve commercial, quality, and sustainability issues.

As part of an internal initiative to further increase awareness of responsible purchasing and the need for the organization to use approved suppliers, employees from various parts of the business attended a post-workday event. The event was held by the Sourcing department and featured Mads Øvlisen, a UN Global Compact board member. Further sustainability assessment training of purchasers and auditors is planned in 2011.

**RESPONSIBLE PURCHASING
IN NOVOZYMES**



PRINCIPLE 3: BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> • Vision, values and company idea • Support for the United Nations Universal Declaration of Human Rights and the United Nations Global Compact 	<p>Please refer to Principle 1 for scope and approach and to Principle 2 for responsibilities and activities regarding Novozymes' support of human and labor rights.</p> <p>Novozymes' minimum standards of social responsibility cover <i>freedom of association</i>, nondiscrimination, working hours, wages and benefits, disciplinary measures, child labor, and forced labor.</p> <p>Novozymes recognizes the <i>right to form and join associations and to bargain collectively</i>. In countries where labor rights may be restricted Novozymes takes action to establish internal committees and unions, which can discuss various work-related issues with management.</p>	<p>LA 5</p> <p>HR 1</p> <p>HR 2</p> <p>HR 3</p> <p>HR 4</p> <p>HR 5</p> <p>SO 5</p>
<p>People policy Purchasing policy Social responsibility policy</p>	<p>Responsibilities and activities</p> <p>Regional presidents at Novozymes have the overall responsibility for human rights and labor rights aspects in their particular regions, whereas a leader responsible for a particular site has the operational responsibility. Representatives from line of business in the Sustainability Development Board are responsible for the activities in their own respective parts of line of business.</p>	
<p>Position on human rights Position on responsible purchasing</p>	<p>Read more about Our approach to sustainability</p> <p>Self-assessments and auditing</p> <p>Novozymes' business units and sites conduct annual self-assessments, which are carried out on the basis of our global minimum standards. These self-assessments help to identify better practices and to share experiences between business units and sites, thereby improving performance locally. Audits of business units' compliance with internationally recognized human rights and labor standards are an integrated part of the internal auditing program. Audit findings are reported to Executive Management, and follow-up on corrective actions is integrated into our audit procedures, which are verified by third-party auditors.</p> <p>Internal collective bargaining committees</p> <p>Novozymes recognizes the right to organize and negotiate, which has led to various setups in countries where this right is not recognized in local legislation. One example is that Novozymes has set up an internal committee in China to negotiate our Chinese colleagues' right to organize and bargain collectively. This setup provides a forum for employee representatives to discuss various issues with management.</p> <p>In 2010, topics such as the supplementary pension scheme, employee termination cases, new contract procedures, and update of the employee handbook were discussed with the internal committee. Various actions have also been initiated regarding cooperation with the local union, focusing on employee welfare, work-life balance, and corporate culture.</p> <p>Human rights and action plans for noncompliant suppliers</p> <p>To further expand the scope of sustainability and managing human rights in our supply chain, Novozymes completed the implementation of a comprehensive supplier performance management system in 2009. The system covers all aspects of our supplier performance management from initial approval of new suppliers to ongoing</p>	

performance evaluation. The approach is based on an integrated set of evaluation criteria, including employee health & safety, human rights, business ethics, and environmental aspects. The system allows us to provide performance profiles on all significant suppliers to Novozymes based on criteria such as spend, country of production, and purchasing category, and helps the purchasing function focus its efforts on the suppliers who typically pose the biggest risks.

Read more about our

Supplier program

on novozymes.com

In 2010, 90% of total purchase spend was covered by the approach, and significant suppliers have been screened on human rights issues, including freedom of association, nondiscrimination, working hours, wages and benefits, disciplinary measures, child labor, and forced labor. The target was to develop action plans for noncompliant suppliers in order to improve performance. This has led to 168 action plans with the majority resulting in dialogue with suppliers to resolve commercial, quality, and sustainability issues.

As part of an internal initiative to further increase awareness of responsible purchasing and the need for the organization to use approved suppliers, employees from various parts of the business attended a post-workday event. The event was held by the Sourcing department and featured Mads Øvlisen, a UN Global Compact board member. Further sustainability assessment training of purchasers and auditors is planned in 2011.

SUPPLIER ASSESSMENT CRITERIA

COMMERCIAL

- Pricing
- On-time delivery
- Service
- Complaints
- Innovation
- Credit rating

QUALITY

- Product specifications
- Legal compliance
- Quality management systems
- Audit accept

SUSTAINABILITY

- Environmental
- Employee health & safety
- Human and labor rights
- Business integrity
- Supply chain

PRINCIPLE 4: BUSINESSES SHOULD UPHOLD THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOR

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> Vision, values and company idea Support for the United Nations Universal Declaration of Human Rights and the United Nations Global Compact 	<p>Please refer to Principle 1 for scope and approach and to Principle 2 for activities regarding Novozymes' support of human and labor rights.</p> <p>Novozymes' minimum standards of social responsibility cover freedom of association, nondiscrimination, working hours, wages and benefits, disciplinary measures, child labor, and <i>forced labor</i>.</p>	<p>HR 1 HR 2 HR 3 HR 7 SO 5</p>
<p>People policy Purchasing policy Social responsibility policy</p>	<p>Read more about Human rights in practice on novozymes.com</p> <p>Responsibilities and activities Regional presidents at Novozymes have the overall responsibility for human rights and labor rights aspects in their particular regions, whereas a leader responsible for a particular site has the operational responsibility. Representatives from line of business in the Sustainability Development Board are responsible for the activities in their own respective parts of line of business.</p>	
<p>Position on human rights Position on responsible purchasing</p>	<p>Self-assessments and auditing Novozymes' business units and sites conduct annual self-assessments, which are carried out on the basis of our global minimum standards. These self-assessments help to identify better practices and to share experiences between business units and sites, thereby improving performance locally. Audits of business units' compliance with internationally recognized human rights and labor standards are an integrated part of the internal auditing program.</p> <p>Audit findings are reported to Executive Management, and follow-up on corrective actions is integrated into our audit procedures, which are verified by third-party auditors. No issues of forced or compulsory labor at Novozymes have been identified in the self-assessment process or in the social audits.</p> <p>Labor rights and noncompliant suppliers In 2010, 90% of total purchase spend was covered by the approach, and significant suppliers have been screened on human rights issues, including freedom of association, nondiscrimination, working hours, wages and benefits, disciplinary measures, child labor, and forced labor. The target was to develop action plans for noncompliant suppliers in order to improve performance. This has led to 168 action plans with the majority resulting in dialogue with suppliers to resolve commercial, quality, and sustainability issues.</p>	
	<p>Read more about Responsible purchasing on novozymes.com</p> <p>As part of an internal initiative to further increase awareness of responsible purchasing and the need for the organization to use approved suppliers, employees from various parts of the business attended a post-workday event. The event was held by the Sourcing department and featured Mads Øvlisen, a UN Global Compact board member. Further sustainability assessment training of purchasers and auditors is planned in 2011.</p>	
	<p>Please refer to Principle 2 for scope and general approach</p>	

regarding Novozymes' supplier performance management system.

RESPONSIBLE PURCHASING
IN NOVOZYMES



PRINCIPLE 5: BUSINESSES SHOULD UPHOLD THE EFFECTIVE ABOLITION OF CHILD LABOR

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> Vision, values, and company idea Support for the United Nations Universal Declaration of Human Rights and the United Nations Global Compact 	<p>Please refer to Principle 1 for scope and approach and to Principle 2 for activities regarding Novozymes' support of human and labor rights.</p> <p>Novozymes' minimum standards of social responsibility cover freedom of association, nondiscrimination, working hours, wages and benefits, disciplinary measures, <i>child labor</i>, and forced labor.</p>	<p>HR 1 HR 2 HR 3 HR 6</p>
<p>People policy Purchasing policy Social responsibility policy</p>	<p>Read more about Human rights in practice on novozymes.com</p> <p>Responsibilities and activities Regional presidents at Novozymes have the overall responsibility for human rights and labor rights aspects in their particular regions, whereas a leader responsible for a particular site has the operational responsibility. Representatives from line of business in the Sustainability Development Board are responsible for the activities in their own respective parts of line of business.</p>	<p>SO 5</p>
<p>Position on human rights Position on responsible purchasing</p>	<p>Self-assessments and auditing Novozymes' business units and sites conduct annual self-assessments, which are carried out on the basis of our global minimum standards. These self-assessments help to identify better practices and to share experiences between business units and sites, thereby improving performance locally. Audits of business units' compliance with internationally recognized human rights and labor standards are an integrated part of the internal auditing program. Audit findings are reported to Executive Management, and follow-up on corrective actions is integrated into our audit procedures, which are verified by third-party auditors. No issues of child labor at Novozymes have ever been identified in the self-assessment process or in the social audits.</p> <p>Human rights and action plans for noncompliant suppliers In 2010, 90% of total purchase spend was covered by the approach, and significant suppliers have been screened on human rights issues, including freedom of association, nondiscrimination, working hours, wages and benefits, disciplinary measures, child labor, and forced labor. The target was to develop action plans for noncompliant suppliers in order to improve performance. This has led to 168 action plans with the majority resulting in dialogue with suppliers to resolve commercial, quality, and sustainability issues.</p>	
	<p>Read more about our Supplier program on novozymes.com</p> <p>As part of an internal initiative to further increase awareness of responsible purchasing and the need for the organization to use approved suppliers, employees from various parts of the business attended a post-workday event. The event was held by the Sourcing department and featured Mads Øvlisen, a UN Global Compact board member. Further sustainability assessment training of purchasers and auditors is planned in 2011.</p>	
	<p>Please refer to Principle 2 for scope and general approach regarding Novozymes' supplier performance management system.</p>	

SUPPLIER ASSESSMENT CRITERIA

COMMERCIAL

- Pricing
- On-time delivery
- Service
- Complaints
- Innovation
- Credit rating

QUALITY

- Product specifications
- Legal compliance
- Quality management systems
- Audit accept

SUSTAINABILITY

- Environmental
- Employee health & safety
- Human and labor rights
- Business integrity
- Supply chain

PRINCIPLE 6: BUSINESSES SHOULD UPHOLD THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> • Vision, values, and company idea • Support for the United Nations Universal Declaration of Human Rights and the United Nations Global Compact 	<p>Please refer to Principles 1 and 2 for scope and approach regarding Novozymes' support of human and labor rights.</p> <p>Novozymes' minimum standards of social responsibility cover freedom of association, <i>nondiscrimination</i>, working hours, wages and benefits, disciplinary measures, child labor, and forced labor.</p>	<p>LA 2 LA 13 LA 14</p>
<p>People policy Purchasing policy Social responsibility policy</p>	<p>Responsibilities and activities</p> <p>Regional presidents at Novozymes have the overall responsibility for human rights and labor rights aspects in their particular regions, whereas a leader responsible for a particular site has the operational responsibility. Representatives from line of business in the Sustainability Development Board are responsible for the activities in their own respective parts of line of business.</p>	<p>HR 1 HR 2 HR 3 HR 4</p>
<p>Position on human rights Position on responsible purchasing</p>	<p>Self-assessments and auditing</p> <p>Novozymes' business units and sites conduct annual self-assessments, which are carried out on the basis of our global minimum standards. These self-assessments help to identify better practices and to share experiences between business units and sites, thereby improving performance locally. Audits of business units' compliance with internationally recognized human rights and labor standards are an integrated part of the internal auditing program. Audit findings are reported to Executive Management, and follow-up on corrective actions is integrated into our audit procedures, which are verified by third-party auditors.</p>	<p>SO 5</p>
	<p>Diversity and equal opportunities</p> <p>Since 2005, Novozymes has worked strategically with diversity and equal opportunities, and key activities such as workshops and launches of guidelines and tools have been implemented. Furthermore, follow-up on employee evaluations of their immediate managers' ability to use diversity proactively in their respective teams is done through the annual employee satisfaction survey, People's Opinion. We also track the development in gender, nationality, and age representation in the total workforce and management in our internal organizational audits. The report is used by Executive Management and the Board of Directors as an important tool to ensure that diversity is monitored and promoted in relation to organizational development.</p>	
	<p>Read more about Diversity and equal opportunities on novozymes.com</p>	
	<p>At present, diversity is to some extent already reflected in Novozymes' approach to talent development. The approach features several different initiatives and components and to qualify, it is required that all candidates are screened and selected on the basis of diversity considerations such as gender, nationality, and age. In 2011, our aim is to look further into the possibility of integrating diversity into succession management, not only to boost the leadership pipeline but also to increase both gender and cultural diversity at management level.</p>	
	<p>Read about Our environmental and social data for 2010</p>	

Grievance mechanisms

Novozymes strives to be an attractive place to work because of what we do and how we do it. In support of these values Novozymes has established a number of guidelines on how to behave as a Novozymes employee – including Touch the World, providing the general direction, and our policies and standards, providing the foundation for conducting our business operations responsibly. To ensure that these guidelines are followed and maintained, regional ombudspersons have been installed. These ombudspersons ensure that all employees at Novozymes are able to report, in confidence, issues that they perceive to conflict with the above-mentioned guidelines and to have such issues evaluated on the basis of an objective analysis. The regional finance directors are appointed as regional ombudspersons in each of Novozymes' regions. The regional ombudspersons report to a global ombudsperson.

PRINCIPLE 7: BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> • Vision, values, and company idea • Support for the United Nations Convention on Biological Diversity and the United Nations Global Compact 	<p>Scope and approach</p> <p>At Novozymes, we want to protect the environment and natural resources by using environmentally friendly processes based on biological processes. We want to minimize our consumption of raw materials, water, and energy, and to control emissions from our production effectively. Three examples are given below of how Novozymes supports a precautionary approach to environmental challenges:</p>	EC 2
<p>Environment and bioethics policy</p>	<p>Water</p> <p>At Novozymes, one important environmental challenge is the efficient use of fresh water. While fresh water is a renewable resource, the world's demand exceeds the supply. We have evaluated risks related to our local water use with respect to the abundance of local water resources. We will use "efficiency of water use" to decouple growth from resource use and at the same time avoid limitations for business growth. The importance of this approach is that we can document that the way we run our business is sustainable regarding water. Part of this documentation comes from identified water-saving projects that address risks regarding the future water supply.</p>	EN 18 EN 26 EN 32
<p>Position on antibiotic resistance genes in GMMs Position on biofuels Position on detergent enzymes Position on enzymes produced by GMMs Position on gene technology Position on global warming Position on labeling of enzymes</p>	<p>Read more about Water on novozymes.com</p> <p>Relevant use of biotechnology</p> <p>A precautionary approach to environmental challenges is particularly relevant in the use of modern biotechnology and bioinnovation. Novozymes uses genetic engineering, and production to a large extent is based on genetically modified microorganisms (GMMs). The precautionary approach therefore forms part of the management system. Research, development, and production all follow fixed safety procedures. Please see Novozymes' position on gene technology.</p>	SO 5
	<p>Life cycle assessments (LCAs)</p> <p>Over the last seven years, the majority of Novozymes' product groups have undergone a thorough assessment of environmental impacts, an evaluation process called a life cycle assessment (LCA). LCA is a scientifically based study of a product's positive and negative environmental impacts throughout its life cycle: from extraction of resources through production to use and final disposal of the product.</p>	
	<p>Read more about our Published LCA studies on novozymes.com</p>	
	<p>Please refer to Principles 8 and 9 for an outline of Novozymes' responsibilities and activities with regard to environmental challenges.</p>	

 Energy efficiency

PRINCIPLE 8: BUSINESSES SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> • Vision, values, and company idea • Support for the United Nations Convention on Biological Diversity and the United Nations Global Compact 	<p>Scope and approach Novozymes operates in the business-to-business market. Companies are being increasingly pushed by requirements and expectations regarding their contribution to sustainable development, and this is increasingly seen as an opportunity for Novozymes. Promoting environmental responsibility is becoming enlightened self-interest. Using product life cycle assessments (LCAs), we evaluate the impact on the environment at every stage of a product's life cycle and find that enzyme technology is generally an environmentally friendly alternative to other technologies. Please refer to Novozymes' LCA studies.</p>	<p>EN 1 EN 3 - 8 EN 11 - 26 EN 28 EN 29 SO 5 PR 3 PR 4</p>
<p>Environment and bioethics policy Purchasing policy</p>	<p>Read more about Proven environmental benefits on novozymes.com</p>	
<p>Position on biofuels Position on global warming Position on labeling of enzymes</p>	<p>Responsibilities and activities Sustainability is anchored within the Executive Management of Novozymes via the Sustainability Development Board (SDB). SDB develops and implements the overall strategy for environmental performance. Moreover, Novozymes has a central Environmental Services unit and a number of decentralized units linked to production sites. Efforts on environmental performance are coordinated in the Novozymes Environmental Forum (NEF), a global network consisting of environment representatives.</p>	
<p>Position on responsible purchasing</p>	<p>Promoting environmental responsibility Managing stakeholder relations and promoting environmental responsibility are increasingly integrated into our day-to-day business. Examples include:</p> <p>Pipeline LCAs Results of LCAs are used in our dialogue with Novozymes' customers concerning both enzyme technology and product quality. All pipeline discovery and development projects in R&D are passed through a "mini life cycle assessment," known as a pipeline LCA. All pipeline LCAs are based on assumptions concerning the production of the enzyme together with its impacts and effectiveness during use.</p>	
	<p>Transport CO₂ efficiency Novozymes purchases transport services from providers in different countries around the world. These services involve transport of Novozymes' raw materials, products, etc. by train, ship, truck, and plane. Calculating the environmental impact of transport is extremely complex and requires close collaboration with the transport companies. Novozymes discloses data on CO₂ emissions derived from transport broken down by land, sea, and air. Transport data for 2010 include export of products from all primary enzyme production sites to first delivery place, covering more than 90% of Novozymes' sales, as well as transport between production sites. The data are divided into (a) freight paid for by Novozymes and (b) estimates for the transport of products paid by customers. We plan to incorporate specific initiatives regarding transport in our climate strategy in 2011.</p>	
	<p>Read more about Transport and the environment</p>	

on novozymes.com

Green company car policy

To support Novozymes' actions to contribute to environmental improvements in transport and to meet our corporate CO₂ efficiency target we launched a new Danish company car policy in 2010. In short, employees entitled to lease a company car are given an economic incentive to choose an environmentally friendly car class according to the EU Green Car classification (A, B or C), such as alternative-fuel vehicles or hybrid electric vehicles.

Global water project

A comprehensive project has been exploring Novozymes' role, risks, and opportunities with regard to water and striving to make water a manageable issue. Current use of water and handling of both wastewater and biomass have been mapped in greater detail than ever before, and a 10-year risk assessment has been carried out for selected production sites. Manageability of both risks and mitigation actions has been evaluated and initiated. Further, an important outcome of the project was to define our long-term water efficiency target. The long-term target for water efficiency is a 40% increase in 2015 compared to 2005. In 2010, we have increased our water efficiency by approximately 29% compared to 2005.

Collaboration with the municipality of Copenhagen on wastewater

For several years, Novozymes has transported 4,000 truck loads of wastewater from Fuglebakken to Kalundborg in Denmark for wastewater treatment due to lack of capacity in Copenhagen. When the Danish brewery Carlsberg moved part of its operations away from Copenhagen in 2010, there was excess capacity again in Copenhagen, and Novozymes and the local authorities agreed that this was a win-win situation.

The outcome of the collaboration leads to significant CO₂ savings in terms of avoided transport for Novozymes. In addition, it creates an advantage for the residents of Copenhagen because treatment of wastewater is cheaper if all capacity is utilized and to some extent paid for by a company such as Novozymes. Furthermore, the project contributes to the aim of the municipality of Copenhagen to reduce traffic noise and air pollution in the Copenhagen area.

Promoting biotechnology as a part of the solution to environmental challenges

With the aim to promote sustainable technology, the "Biotechnology for sustainability goes to school" project was launched as a collaborative effort between Novozymes, the Municipal Department of Education of Araucária in Brazil, and the NGO Arayara Institute for Education and Sustainability. From 2010 to 2013, seven schools from the local municipality have biotechnology as a part of the curriculum, with classes being taught by Novozymes employees on how enzyme-based technological processes work without harming the environment.

Environmental safety and supplier performance

Novozymes' suppliers are asked to provide information on environmental management and performance as part of our evaluation of their environmental performance. Environmental audits are also carried out for selected suppliers as an integrated part of Novozymes' quality audits.

In 2010, 90% of total purchase spend was covered by the approach, and significant suppliers have been screened on sustainability issues. The target was to develop action plans for noncompliant suppliers in

order to improve performance. This has led to 168 action plans with the majority resulting in dialogue with suppliers to resolve commercial, quality, and sustainability issues.

As part of an internal initiative to further increase awareness of responsible purchasing and the need for the organization to use approved suppliers, employees from various parts of the business attended a post-workday event. The event was held by the Sourcing department and featured Mads Øvlisen, a UN Global Compact board member.

Further sustainability assessment training of purchasers and auditors is planned in 2011. We will initiate an assessment of the raw materials with greatest environmental impacts in order to identify areas of improvement on raw material sourcing. Furthermore, the system will be utilized to progress with specific supply chain engagement initiatives.

Please refer to Principle 2 for scope and general approach regarding Novozymes' supplier performance management system.

 Energy efficiency

PRINCIPLE 9: BUSINESSES SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> Vision, values, and company idea Support for the United Nations Convention on Biological Diversity and the United Nations Global Compact 	<p>Scope and approach</p> <p>Novozymes provides solutions to industrial processes. Our customers increasingly demand up-to-date solutions, for example solutions that are resource efficient and low in greenhouse gas (GHG) emissions. Contributing to such solutions by exploiting the potential of modern biotechnology is an important driver for Novozymes.</p>	<p>EN 5 EN 6 EN 7 EN 18 EN 26 EN 28</p>
<p>Environment and bioethics policy Purchasing policy</p>	<p>Using product life cycle assessments (LCAs), we look at the impact on the environment at every stage of a product's life cycle and find that the use of enzyme technology generally provides environmental benefits. For general information on life cycle assessments please refer to Novozymes' LCA studies.</p>	<p>SO 5</p>
<p>Position on biofuels Position on global warming Position on responsible purchasing</p>	<p>Responsibility and activities</p> <p>One of the most urgent issues on the global agenda is climate change. In recent years, global warming as a consequence of burning fossil fuels has prompted greater awareness of energy consumption and CO₂ emissions. As part of the efforts to be able to meet this challenge as a company, Novozymes has adopted a new environmental strategy. An important element of the strategy is to bring Novozymes' technology into play and, together with suppliers and customers, to help solve some of the problems of climate change.</p>	
	<p>Environmental strategy</p> <p>At Novozymes, we want to protect the environment and natural resources by using environmentally friendly processes based on biological processes. We want to minimize our consumption of raw materials, water, and energy, and effectively control emissions from our production.</p>	
	<p>Minimizing environmental impact strategy</p> <p>Novozymes strives to minimize our environmental impact by continuously decoupling business growth from resource consumption, through improving production efficiency. We have set targets for resource efficiency with regard to energy and water.</p>	
	<p>Climate strategy</p> <p>Novozymes is committed to reducing CO₂ emissions and to be an increasing part of the solution to the world's climate change problems. Novozymes' climate strategy incorporates assessment of the complete life cycle of our products from the extraction of raw materials to use and disposal of our products. The strategy's main areas of focus are (a) opportunities for exploiting the potential of our products to reduce CO₂ emissions in our customers' applications of our products, and (b) reducing the CO₂ emissions related to our own activities. See Novozymes' position on global warming.</p>	
	<p>Read more about Climate on novozymes.com</p>	
	<p>Our climate strategy has four perspectives:</p> <ul style="list-style-type: none"> Supplier perspective: We will reduce our carbon footprint and our sensitivity to changes in energy and GHG emission markets. Visit the interactive platform outlining initiatives in our own production toward customers and suppliers: Reducing our environmental 	

footprint.

- Customer perspective: We will increase the energy-saving potential of our technology to increase customers' demand for our products. Read more about the proven environmental benefits of our products.
- Society perspective: We will position our application of biotechnology as a key to energy efficiency and to the reduction of GHG emissions. Read about our sustainable solutions.
- The Novozymes perspective: We will strive for a continuous improvement in our energy and CO₂ efficiency from a Novozymes perspective worldwide.

Reduction of CO₂ related to own activities

To reduce CO₂ emissions from our own production and activities, Novozymes has systematically worked on energy-saving projects, and an energy master plan has been established for each enzyme production plant. An energy organization has been set up, and several projects to reduce CO₂ were implemented in 2010, corresponding to a CO₂ reduction of approximately 19,000 tons.

Furthermore, Novozymes has developed specific CO₂ reduction targets regarding both an absolute CO₂ reduction and energy efficiency targets. Novozymes' overall vision is to decouple emissions of CO₂ in our production from our business growth. Our target is an increase in CO₂ efficiency of 50% in 2015 compared to 2005. Furthermore, Novozymes has set a target of using 50% renewable or CO₂-neutral energy in 2020. One way of achieving these targets is energy savings in production. The other major area comprises activities that optimize our energy supply – either by producing or optimizing our own energy supply or by purchasing more renewable or CO₂-neutral energy.

Partnerships on sourcing renewable electricity

In Denmark Novozymes has committed itself to purchasing electricity from the offshore wind farm Horns Rev II to cover our entire Danish electricity consumption by 2012. Our energy demand will represent just over 30% of the total production from the wind farm.

In 2010, we identified even more energy savings in our production. The money saved is invested in energy from the Horns Rev II offshore wind farm, which will deliver renewable energy to the Danish electricity grid equivalent to the consumption of 34,000 households. Novozymes' investment means that more energy used in Denmark will be produced by wind turbines. Our agreement with DONG Energy is the largest of its kind so far in Denmark, measured in terms of realized CO₂ reductions.

Carbon footprint project

LCAs of Novozymes' products conducted over the past seven years show major environmental advantages in using enzymes in industrial production. Climate change is high on the agenda these days, and this has inspired us to estimate the total effects on climate change for all Novozymes' products produced in 2010.

Greenhouse gas emissions in the order of 40 million tons CO₂-equivalents were avoided due to the application of enzymes sold by Novozymes. In other words, a small "investment" of greenhouse gas emissions in enzyme production is justified from an environmental point of view by the much larger reduction in greenhouse gases obtained by using the enzymes. The study was conducted at screening level, which means that the results of the study only indicate orders of magnitude. Comprehensive in nature, the study takes into account all significant greenhouse gases (CO₂, CH₄, N₂

O₂, and CO₂) as well as all significant processes in the product chain from raw material extraction through production to use and disposal, covering about 80% of Novozymes' sales.

Reducing travel needs and related CO₂ emissions through telepresence

In 2010, Novozymes submitted for the first time our CO₂ emissions from employee business travel activities, covering the major part of all flights on a global level. Visit the Carbon Disclosure Project for Novozymes' latest response. In 2010, a large project focusing on improving the way we purchase and consume at Novozymes was initiated. One focus area of the project is on reducing business travel by investing in telepresence equipment. Investing in state-of-the-art virtual meeting facilities is expected to reduce our travel expenditures and related CO₂ emissions from air travel, while reducing costs. Subsequently, telepresence equipment will be installed at key locations throughout 2011 to make it possible to meet more frequently without traveling, thereby increasing working flow efficiency and reducing our CO₂ emissions from business travel by air.

Pipeline LCAs

Over the last seven years, many of Novozymes' products have undergone a thorough evaluation of their environmental impacts in the form of LCAs. In order to promote the CO₂ reduction potential of our products in the pipeline further, all new discovery and development projects in R&D are passed through a "pipeline LCA." Pipeline LCAs are based on assumptions concerning the production of the enzyme together with its impacts and effectiveness during use. Pipeline LCAs provide information on the carbon value of the new products and thus strengthen our opportunities to further improve the environmental performance of Novozymes' products.

Recyclable waste product from production is valuable for farmers

Novozymes is constantly striving to become better at reducing the amount of waste we generate. As an example, at the Danish site Kalundborg Novozymes recycles biomass from production and sells the excess biomass to farmers; the biomass works as a fertilizer and feeds directly into farmers' primary production. The excess biomass waste is thereby recycled indirectly by over 600 farmers around the Kalundborg site as fertilizer for their fields.

As another example, the Franklinton site in the US has its own composting facility named Nature's GREEN-RELEAF™. Every year the site produces 12,500 tons of compost from waste-activated biomass. The compost is sold to customers who can use it to improve erosion control and establish grass around roads and building construction sites.

Environmental safety and supplier performance

In 2010, 90% of total purchase spend was covered by the approach, and significant suppliers have been screened on sustainability issues. The target was to develop action plans for noncompliant suppliers in order to improve performance. This has led to 168 action plans with the majority resulting in dialogue with suppliers to resolve commercial, quality, and sustainability issues.

Read more about our

Supplier program
on novozymes.com

As part of an internal initiative to further increase awareness of responsible purchasing and the need for the organization to use

approved suppliers, employees from various parts of the business attended a post-workday event. The event was held by the Sourcing department and featured Mads Øvlisen, a UN Global Compact board member.

Further sustainability assessment training of purchasers and auditors is planned in 2011. We will initiate an assessment of the raw materials with greatest environmental impacts in order to identify areas of improvement on raw material sourcing. Furthermore, the system will be utilized to progress with specific supply chain engagement initiatives.

Please refer to Principle 2 for scope and general approach regarding Novozymes' supplier performance management system.

 Energy efficiency

PRINCIPLE 10: BUSINESSES SHOULD WORK AGAINST ALL FORMS OF CORRUPTION, INCLUDING EXTORTION AND BRIBERY

Novozymes' management systems, commitments, and positions	Novozymes' approach in 2010	Reference to GRI G3 performance indicators
<p>Touch the World</p> <ul style="list-style-type: none"> ● Vision, values, and company idea ● Support for the United Nations Global Compact 	<p>Scope and approach The ground rules for Novozymes' business conduct are described in Touch the World, providing the general direction, and in our policies and standards, providing the foundation for conducting our business operations responsibly.</p>	<p>SO 2 SO 3 SO 4 SO 5 SO 6</p>
<p>Financial and legal policy Purchasing policy Social responsibility policy</p>	<p>Novozymes has a corporate management standard on business integrity, outlining six business integrity principles and a business integrity management system. The former clarifies our business integrity principles covering bribery, facilitation payments, money laundering, protection money, gifts, and political and charitable contributions, while the latter provides employees with the possibility of seeking guidance and anonymously raising concerns about potential breaches of the principles.</p>	
<p>Position on business integrity Position on responsible purchasing</p>	<p>Read more about Business ethics and anticorruption on novozymes.com</p>	
	<p>Responsibilities A committee on business integrity consisting of vice presidents from our Finance, Legal, and Sales & Marketing departments follows up on training, handles reporting of business integrity-related matters, and responds to guidance requests from employees. These issues are reported to the Sustainability Development Board, consisting of vice presidents from all business units, on a semiannual basis. Furthermore, material business integrity matters are reported to the Audit Committee quarterly. Read more about the responsibilities of the Committee on Business Integrity.</p>	
	<p>Activities</p> <p>Mandatory training All Novozymes' employee groups receive mandatory training in Novozymes' business integrity principles. Furthermore, all new employees are given the booklet Bribery – No Thanks!. In order to further strengthen knowledge of business integrity, Novozymes has developed a web-based training program which guides the employee through a series of case examples, confronting the employee with business integrity-related dilemmas. Between December 2009 and December 2010, all employee groups have completed this training.</p>	
	<p>Read more about Bribery - No Thanks! on novozymes.com</p>	
	<p>Guidance and advice given regionally and at corporate HQ All employees have access to guidance on business integrity-related matters from either their immediate managers, the HR department (called People & Organization at Novozymes), or the legal department. Events that are perceived to conflict with Touch the World (vision and values) or our policies and standards can be reported to the global ombudsperson – Novozymes' appointee to investigate such complaints. Employees are required to report facilitation payments and excessive gifts given or received.</p>	
	<p>External whistleblowing mechanism All employees have access to guidance and the opportunity to raise</p>	

concerns anonymously regarding business ethics-related issues, including possible breaches of our integrity principles. Novozymes' Ethics Hotline is hosted by an independent third party in order to ensure a straightforward, confidential, secure, and convenient way of reporting. All incoming reports will be forwarded to Novozymes' General Counsel for review and investigation.

Business integrity principles covering suppliers

Novozymes' business integrity principles are part of our approach to responsible purchasing and accordingly, they are included in the sustainability evaluation of supplier performance. Suppliers are evaluated on the basis of whether they prevent corruption and bribery from taking place in any aspect of their business operations. In cases of noncompliance, suppliers are addressed with an action plan as well as ongoing follow-up. All new suppliers must live up to our standards to establish a partnership.

Read more about our

Supplier program

on novozymes.com

In 2010, 90% of total purchase spend was covered by the approach, and significant suppliers have been screened on business integrity and sustainability issues. The target was to develop action plans for noncompliant suppliers in order to improve performance. This has led to 168 action plans with the majority resulting in dialogue with suppliers to resolve commercial, quality, and sustainability issues.

One potential new supplier was disqualified for approval due to issues related to bribery. Further sustainability assessment training of purchasers and auditors is planned in 2011.

As part of an internal initiative to further increase awareness of responsible purchasing and the need for the organization to use approved suppliers, employees from various parts of the business attended a post-workday event. The event was held by the Sourcing department and featured Mads Øvlisen, a UN Global Compact board member.

Please refer to Principle 2 for scope and general approach regarding Novozymes' supplier performance management system.

Corporate citizenship

Novozymes has developed a code of conduct for corporate citizenship and sponsorships outlining the optimal areas for our sponsorships and contributions globally. The code of conduct aims at guiding our efforts globally, while still granting local sites a high level of flexibility to engage in local activities. Currently, Novozymes does not report externally on spend on corporate citizenship activities and sponsorships.



Novozymes' key stakeholders regarding Global Compact

NOVOZYMES' KEY STAKEHOLDERS REGARDING GLOBAL COMPACT

In a business context the UN Global Compact's 10 principles in the areas of human rights, labor, the environment, and anti-corruption are developing and dynamic principles, in the sense that transformation of principles into the business context is ongoing, and concrete challenges – to which principles are applied – are constantly changing. Accordingly, it is essential to Novozymes to continuously keep in touch. We need to be aware what drives development and to know what leadership and best practice look like for Novozymes. With that in mind, we map our key stakeholders who have the insights, competencies, and influence.

In view of the 10 principles, the UN Global Compact itself and associated activities are of course of immense importance. In addition, we have listed institutions that we see right now as being generally important stakeholders in respect of the principles.

Human Rights and Labor Rights

- Business Leaders Initiative on Human Rights (BLIHR)
- Business & Human Rights Resource Centre
- The Danish Institute for Human Rights
- Amnesty International
- International Labor Organization (ILO)
- The International Organization for Standardization (ISO) – the process of developing the international standard on social responsibility, ISO 26000
- The Association of New Danes
- National Research Centre for the Working Environment
- Danish Ethical Trading Initiative (DIEH)
- Business for Social Responsibility (BSR)

Environment

- Intergovernmental Panel on Climate Change (IPCC)
- World Business Council for Sustainable Development (WBCSD)
- Sustainability Consortium
- World Resource Institute (WRI)
- World Wildlife Fund (WWF)
- United Nations Environment Programme (UNEP)
- UN-Water
- World Water Forum
- Danish Ethical Trading Initiative (DIEH)

Anti-corruption

- Transparency International
- The Organisation for Economic Co-operation and Development (OECD) – OECD Convention on Combating Bribery of Foreign Public Officials in International

Business Transactions

- World Economic Forum (WEF) – Partnering Against Corruption Initiative
- UN Convention against Corruption

Managing stakeholder relations

In our everyday business most situations require stakeholder engagements – it may be a few, or it may be many. Novozymes has a long tradition with regard to stakeholder dialog and partnerships, and we are very much aware of the value this brings. We are strengthening efforts to attain high quality in managing stakeholder relations in every situation. A systematic case-by-case approach to creating an overview, addressing the right stakeholders, and obtaining valuable interactions is implemented. For more information, please refer to stakeholder engagements.

Novozymes' overall approach to sustainability

NOVOZYMES' OVERALL APPROACH TO SUSTAINABILITY

At Novozymes we strive to integrate sustainability into all our business areas on a continuous basis and, accordingly, we are committed to the Triple Bottom Line reporting approach. Our commitments to the UN Global Compact and the UN Convention on Biodiversity form part of Novozymes' values.

Organizational setup

To support the ongoing integration of sustainability into all relevant business practices, we have established a cross-functional Sustainability Development Board (SDB) with high-level representation from all key functions and reporting directly to Novozymes' Executive Management.

The SDB is responsible for the development of Novozymes' sustainability strategy and targets combining the functional business strategies with stakeholder insights. It is Novozymes' vehicle for integrating sustainability into our day-to-day business activities. Members are Vice Presidents from key functions such as R&D, Sales, Marketing, and Finance. SDB meets several times a year and reports to Executive Management through the Executive Vice President for Stakeholder Relations. Executive Management approves the sustainability targets and strategy. Sustainability performance is reported to the Board of Directors on a quarterly basis.

To help facilitate the anchoring of sustainability in the business, the Sustainability Development Department assists the SDB in the development and implementation of Novozymes' corporate sustainability strategy. The department comprises specialists in the fields of social responsibility, human rights, ethics, environment, and life cycle assessment. We also have regional sustainability managers in China and the United States.

Integration and follow-up

Novozymes' business units and regions report on sustainability aspects and stakeholder engagement as an integrated part of the annual regional outlook and strategy processes, contributing to Novozymes' overall sustainability strategy. Achievement of performance and development targets related to social and environmental responsibility is integrated into incentive programs. Furthermore, social and environmental responsibility is a fixed agenda item twice a year at board meetings. Financial, social, and environmental results are reported quarterly, both internally and externally.

Novozymes' business units are regularly visited by an internal facilitator corps. These facilitators assess compliance with Touch the World (vision, values, and company idea) by means of interviews with employees at all levels. Novozymes has a global ombudsperson. The ombudsperson ensures that all employees in Novozymes have the opportunity to

report events that are perceived to conflict with the above-mentioned guidelines, and to have such events evaluated on the basis of an objective analysis. The ombudsperson is appointed by executive management for a two-year period and reports to the CEO. Furthermore, regional ombudspersons have been installed. The regional finance directors are appointed as regional ombudspersons in each of Novozymes' five regions.

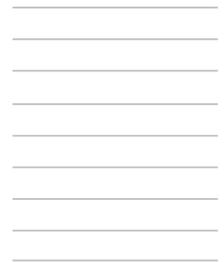
Performance

In 2010 Novozymes maintained the position as a leader of the biotechnology sector in the Dow Jones World and STOXX Sustainability Indexes. In addition, Novozymes achieved the Gold Class 2009/2010 rating and received the Sector Mover award in 2009. See our other sustainability recognitions.

Further information about Novozymes' work on social and environmental responsibility is available under Sustainability at www.novozymes.com. At www.novozymes.com you can also find Novozymes' vision, values, and company idea – Touch the World – as well as policies and positions on aspects of social and environmental responsibility.

LCA STUDIES CONDUCTED AT NOVOZYMES IN 2010

Industry	Name of LCA study	Year	Publication
Agriculture	Life Cycle Assessment of US Corn Production and Canadian Canola Production with the Yield Enhancing Microbial Phosphate Inoculant JumpStart®	2010	Download
Baking	Life Cycle Assessment of using Novamyl® Steam for industrial production of steamed bread in China	2010	Download
Textile	Comparative Life Cycle Assessment cotton T-shirt produced with biotechnology and conventional technology	2010	Download
Textile	Clean Water Wanted – and Enzymes Can Contribute to the Solution	2010	Download



THE NOVOZYMES REPORT 2010

Novozymes' ambition is to provide a report that integrates financial and sustainability data. We have been working on integrated reporting for many years, as this reflects the way we operate our business.

The Novozymes Report 2010 is available in English in a full online version at www.report2010.novozymes.com. The written online report is supplemented by a series of videos adding perspective and insight into Novozymes' performance in 2010. To further enhance the online reporting universe, we have an integrated feature called My Report that enables you to compile a full or customized pdf download of the report. We hope that you will find this feature useful. A printed version of the full report is no longer available, but a printed extract of the report is still published in both English and Danish. The extract will be available at the Annual Shareholders' Meeting.

The reporting website is dedicated to The Novozymes Report 2010 and other information relevant to our shareholders and financial stakeholders, but is also a mine of information for anyone else with an interest in Novozymes.

All photos in the report feature Novozymes employees from around the world, illustrating both our global presence and our human touch. It is our 5,432 employees who make Novozymes the world leader in bioinnovation.

REPORTING AND AUDITS

The Novozymes Report 2010 has been audited by PwC. As part of its work, PwC has been the sustainability assurance provider and has based the assurance on the AA1000 Assurance Standard (2008).

The website contains The Novozymes Report (which, pursuant to section 149 of the Danish Financial Statements Act, is an extract of the company's annual report) and the financial statements of the parent company Novozymes A/S. Together these form the company's annual report, which will be filed with the Danish Commerce and Companies Agency. The annual report is available at www.novozymes.com as a separate publication in Danish.

The audit covers financial, social, and environmental data, and PwC has audited as well as performed the assurance on all content in the Report, Outlook, Management, and Accounts sections of The Novozymes Report 2010. These are marked "Audited by PwC." See also the statements in the report.

PwC has not audited the sections of the report found under the heading Supplementary reporting, which include our Communication on Progress with respect to the Global Compact, our report index based on the Global Reporting Initiative (GRI), and detailed sustainability data from our activities in Brazil, Canada, China, Denmark, India, Sweden, the UK, and the US.

The report has been produced in accordance with International Financial Reporting Standards (IFRS), the Danish Financial Statements Act, and the additional requirements of NASDAQ OMX Copenhagen A/S for the presentation of financial statements by listed companies. It has also been prepared as an element of Novozymes' reporting according to the GRI's G3 Guidelines for Sustainability Reporting.

FORWARD-LOOKING STATEMENTS

The Novozymes Report 2010 contains forward-looking statements, including Novozymes' financial outlook for 2011, which, by their very nature, are associated with risks and uncertainties that may cause actual results to differ materially from expectations.

The uncertainties may include unexpected developments in the international currency exchange and securities markets, market-driven price decreases for Novozymes' products, and the introduction of competing products in Novozymes' core areas. See Risk management.

EDITORIAL TEAM

Editor: Kirsten Laugesen, Corporate Communications, kilg@novozymes.com, tel. +1 919 494 3361

Finance: Jens Breitenstein, Finance, jljb@novozymes.com, tel. +45 4446 1087,

Jan Paulsen, Finance, jpau@novozymes.com, tel. +45 4446 3208

Investor Relations: Tobias Bjorklund, Investor Relations, tobb@novozymes.com, tel. +45 4446 8682,

Thomas Steenbech Bomhoff, Investor Relations, tsbm@novozymes.com, tel. +1 919 494 3483

Sustainability: Mette Gyde Møller, Sustainability Development, mgmq@novozymes.com, tel. +45 4446 0434

Assistance: Tanja Bengtsson, Finance, tbss@novozymes.com, tel. +45 4446 1239

Text: The editorial team from Novozymes, headed by Corporate Communications

Photos: Niclas Jessen

Design & web: Bysted A/S

Editing, proofreading & Danish translation: Borella projects