

CP Kelco CSR Report

20
23


A HUBER COMPANY



The background of the page is a vibrant, close-up photograph of several ripe oranges hanging from a tree. The oranges are bright orange with some green at the top, and the leaves are a lush green. The lighting is bright, suggesting a sunny day. The oranges and leaves are slightly out of focus in some areas, creating a sense of depth.

INTRODUCTION

This report is CP Kelco ApS Skensved's statutory report of social responsibility ref. The Danish Company Accounts Act §99a. a part of Director's Report in CP Kelco 2023 Annual Report covering the period of time from January 1 to December 31 2023. The purpose of this report is to comply with the requirements of the law but also to offer an insight into the ongoing CSR development in CP Kelco.

CP Kelco ApS is owned by J.M. Huber Corporation, one of the largest family-owned companies in the United States. Besides CP Kelco, the J.M. Huber Corporation consists of Huber Engineered Materials, Huber Engineered Woods and Huber Resources Corporation. Our headquarters are situated in Atlanta, Georgia, USA.

CP Kelco ApS is a leading global producer of nature-based ingredients used to improve texture and stability in food products, and pharmaceutical and personal care applications. CP Kelco ingredients are also used in various household care products and industrial applications. CP Kelco has manufacturing facilities in Denmark, Germany, the US, Brazil and China.

At the plant in Lille Skensved, Denmark, CP Kelco ApS produces pectin and carrageenan based respectively on citrus peel and seaweed. The citrus peel is imported from South & Central America and Southern Europe, whereas the major part of the seaweed typically comes from the Far East, Chile, and Africa. The facility in Lille Skensved employs approx. 335 people within manufacturing, research & development, sales & customer support, purchasing and administration.

THE WAY WE DO BUSINESS

The J.M. Huber Corporation (the "Company") has defined a set of principles that are an integral part of the company culture throughout the entire organization. These principles are the foundation for the way CP Kelco acts and conducts business.



Ethical behavior drives the way CP Kelco conducts business. The Huber Principles are the basis of the Company's Ethics Program, and outline the values and principles followed beyond regulations which are mandatory by law. The Company's employees are expected to conduct themselves with professionalism and ethical responsibility toward others. The Company is operating its business with the highest standard for compliance with laws, regulations, human rights and corporate policies as well as internationally accepted standards. This is expressed internally in the handbook *Guidelines for Ethical Behavior at J.M Huber Corporation* and in the Company's Code of Conduct. This Code of Conduct includes statements on both human rights and anti-corruption:

Anti-Corruption:

Huber does not tolerate any form of corruption, extortion or embezzlement. Huber employees must never—directly or through intermediaries—offer or promise any personal or improper advantage to obtain or retain a business or other advantage from a third party, whether public or private. Huber employees will not pay or accept bribes, arrange or accept kickbacks and shall not take any actions to violate, or cause its business partners to violate, any applicable anti-bribery laws and regulations, including the US Foreign Corrupt Practices Act and the UK Bribery Act.

Human Rights

Huber supports and respects protection of internationally recognized human rights. Huber will ensure that all employees are treated humanely, with dignity, and will never suffer physical or mental punishment or any other form of abuse.

Every employee is asked to confirm that he/she understands and commits to adhere to the principles. Furthermore, employees are trained in the principles through training sessions in both anti-corruption issues and compliance as well as Human-rights issues e.g. avoiding bias as a part of the DE & I strategy. The principles encourage open communication and ensure that potential ethical issues easily come up to the surface and are handled appropriately. If employees violate the Company's guidelines, it will lead to corrective actions and, if relevant, even disciplinary action. There were no reports of inappropriate behavior or any other risks related to environment and climate, employee matters, human rights, and anti-corruption and bribery in 2023.

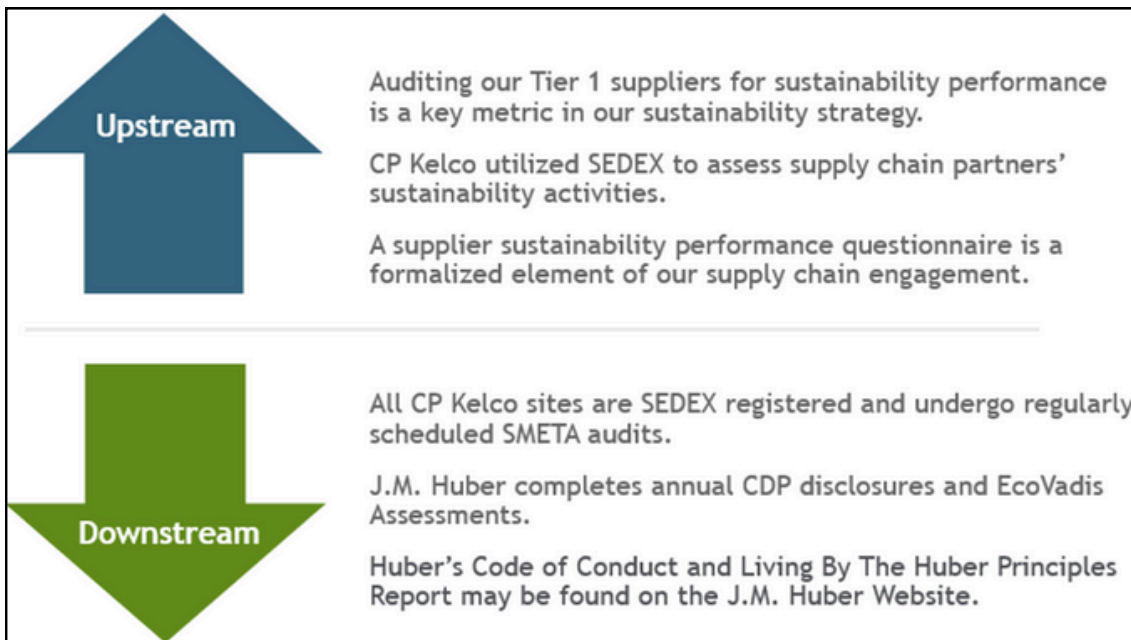
The company will continue the work to prevent anti-corruption and improve human rights through the policies and actions mentioned above.

Externally, CP Kelco builds relationships with suppliers who follow guidelines and standards corresponding to those of our Company. The relevant guidelines are communicated to suppliers and the Company follows up on compliance with its principles during regular visits. Areas with a particular need for follow-up are continuously monitored and reviewed.



The supplier information database is continuously updated and allows us to perform risk assessment of suppliers and the materials supplied to CP Kelco. This risk-based approach is used to develop audits and action plans to address potential risks.

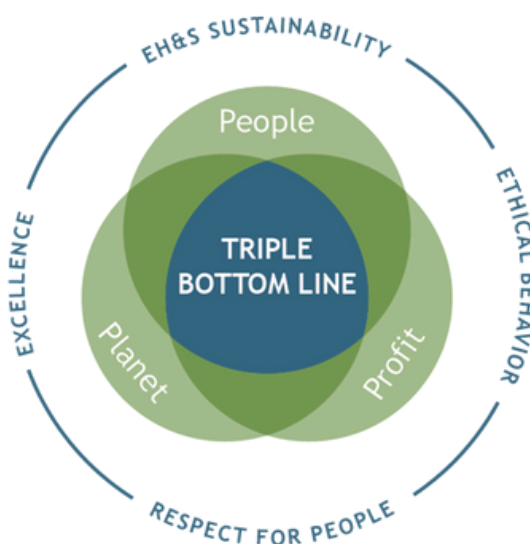
The supplier audits cover areas such as quality, food safety, sustainability and human rights (see the description here), with focus on CP Kelco core requirements. The company is not involved with business suppliers who do not meet these requirements, and will continue to monitor suppliers in the future.



Internally CP Kelco conducts training in the above mentioned areas and externally the company, as described, monitors business partners and performs risk-assessments. The result is that no risks have been identified and that CP Kelco will continue to focus on the above mentioned key areas

THE TRIPLE BOTTOM LINE

As a part of J.M Huber Corporation, CP Kelco is focused on the Triple Bottom Line balancing People, Planet and Profit considerations when making critical business decisions. We are committed to operate in a way that minimizes our environmental footprint as much as possible – always striving to improve. Using the Triple Bottom Line approach, CP Kelco has defined the following Sustainability Strategy Objectives:





PEOPLE

Be an admired company and an excellent place to work.

- Sustain a top decile ranking safety culture
- Attain a goal of zero high-energy occupational and process safety incidents
- Achieve employee engagement score at or above Global High Performance Companies Norm



PLANET

Operate in a way that minimizes our environmental footprint.

- Reduce energy and water use intensity and CO2 emissions by a minimum of 10% vs. 2017 baseline year
- Increase alternative energy to >30% of our energy use portfolio
- Achieve a zero waste-to-landfill objective at 90% of plant sites (zero waste-to-landfill defined as >90% waste diversion from landfills)
- Conduct sustainability assessments for all new major capital projects and new products
- Assess sustainability performance for 100% of Top Tier Supply Chain partners



PROFIT

Deliver customer value and corporate financial strength

- Deploy >50% of capital spending to projects with Triple Bottom Line benefits
- Innovate to sustain 12%+ of total revenue from new products
- Deliver total shareholder return that exceeds the S&P 400 (Industrials), with steady reliable dividends
- Invest 1% of our operating net income in philanthropy and community volunteerism through the Huber Helps initiative

CP Kelco's policy is to prevent incidents that can affect people and the environment. We keep a high standard for occupational health, external environment, and process safety. We continue to implement improvements whenever possible through cultural updates, reduction of resource consumption, trainings, and a fundamental systematic approach in everything we do. We do this because it is important to CP Kelco to maintain a workplace where employees and contractors are not injured and can feel safe coming to work every day. Likewise, it is important that our surroundings, neighbors and environment are not exposed to unnecessary impact.

As CP Kelco consists of many different sites, they all contribute to these overall objectives in different ways. This report reflects how the site in Lille Skensved, Denmark, supports the CP Kelco sustainability objectives.

The local EHS+S department in Lille Skensved ensures that the facility produces in accordance with Danish legislation and ensures local alignment and implementation of company EHS+S practices and targets.

To maintain a high focus on our environmental responsibility, the CP Kelco Lille Skensved site is certified in ISO 45001 Occupational Health and Safety Management system, ISO 14001 Environmental Management Systems including part 6.3 Energy review, from ISO 50001 Energy Management Systems. Part 6.3 in ISO 50001 adheres to executive order 1064/2021 (BEK on mandatory energy audits in large companies).



PRIORITY SDGS

CP Kelco's focus on the Triple Bottom Line supports the United Nations Sustainable Development Goals (UNSDG's). Below four UNSDG's reflects our sustainability strategy. As J.M.Huber is preparing a new strategy to be released in 2024 the strategy objectives and goals from the original strategy is extended into 2023.



Clean Water and Sanitation

We support target 6.4 through our ambition to reduce water use by a minimum of 10% by 2022



Affordable and Clean Energy

We support targets 7.2 and 7.3 through our ambitions to increase alternative energy to >30% of our energy use portfolio by 2022 and reduce energy use intensity by a minimum of 10% by 2022.



Decent Work and Economic Growth

We support target 8.7 through our ambition to sustain a top decile ranking for safety culture and attain a goal of Zero High Energy Occupational and Process Safety Incidents.



Responsible Consumption and Production

We support target 12.5 through our ambition to achieve 90% landfill diversion rate at 90% of plant sites by 2022.

<https://www.cpkelco.com/sustainability/united-nations-sustainable-development-goals/>

PLANET

CP Kelco strives to limit its environmental impact as much as possible and in compliance with the four identified UNSDG's. As a manufacturer of nature-based ingredients, CP Kelco consumes natural resources such as raw material, water and energy.

The Lille Skensved plant monitors the usage of resources closely and is continuously working to improve the processes on site to reduce the environmental impact. In the following we will take a closer look into the raw materials, energy and water consumption as well as emission and byproducts from the plant.

RAW MATERIALS

CP Kelco ingredients are produced from natural raw materials, primarily citrus peel, seaweed, water, perlite, cellulose pulp, sugar and salts. Our production also involves use of chemicals and additives.



The pectin produced at the plant in Lille Skensved is made from dried citrus peel. The peel is a byproduct from the juice manufacturing industry in South and Central America.



Several different species of seaweed are used as raw material, which are collected in different ways. The seaweed is mainly collected in the Far East, Chile, and Africa, either after it has been washed to shore by the tide, or cultivated at seaweed farms.

Perlite is produced from volcanic ashes, which is extracted from mines in Greece, Turkey and Armenia. Cellulose pulp is produced from spruce, mainly originated from Norway and Sweden. Sugar is mainly produced from Danish sugar beets in Denmark.

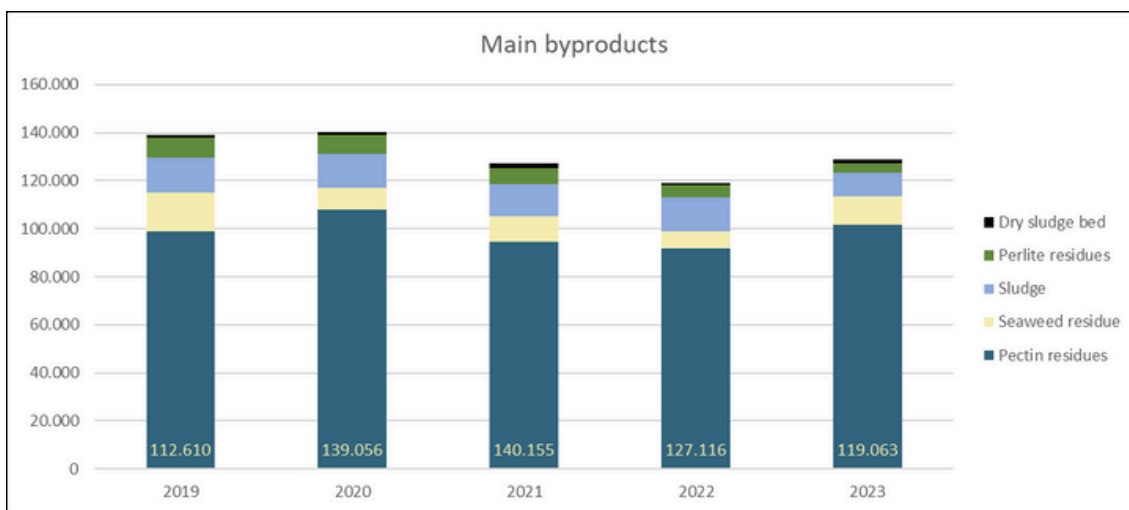
BYPRODUCT VALUE STREAMS

The production of CP Kelco ingredients results in various side-streams. At CP Kelco Lille Skensved, we consider these as valuable byproducts, and we are continuously exploring opportunities for reducing or reusing these as well as ways to improve our processes to minimize our environmental footprint. These efforts support CP Kelco’s commitment to UNSDG no. 12.



Byproducts are collected for utilization by external contractors and include by-product from pectin and carrageenan production, sludge, perlite and “dry sludge bed waste”.

The largest amount is derived from the production of pectin, followed by carrageenan and sludge from the waste water treatment plant. CP Kelco cooperates closely with external partners to find the best possible ways to utilize the residues, e.g. for production of biogas (green energy) at Solrød Biogas. CP Kelco continuously investigates how to utilize all side-streams in a more renewable way.

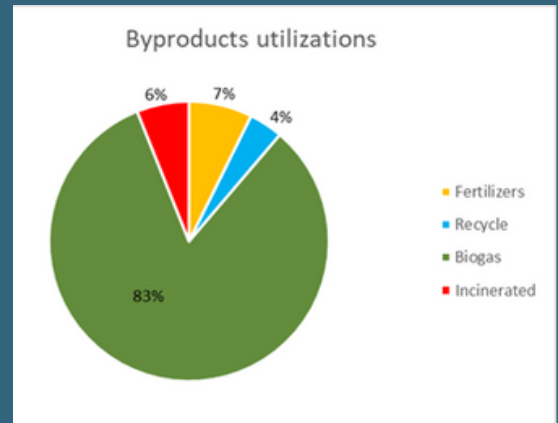


For example the by-product from the pectin production is used for biogas production or as soil improvement. Sludge from wastewater is used for manufacturing of products for soil improvement like Leca (lightweight expanded clay aggregate) pebbles. The remaining part of the sludge and the seaweed by-product is incinerated because it contains heavy metals. We work with external partners to find alternatives to incineration of sludge.

Perlite is used for soil improvement to produce finished grass rolls. The “dry sludge bed waste” is the smallest fraction of all the byproducts. It consists of the dry matter like organic materials and sand or gravels left after cleaning the process tanks or sewers. The liquid fraction from the waste goes to the internal Wastewater Treatment Plant (WWTP).

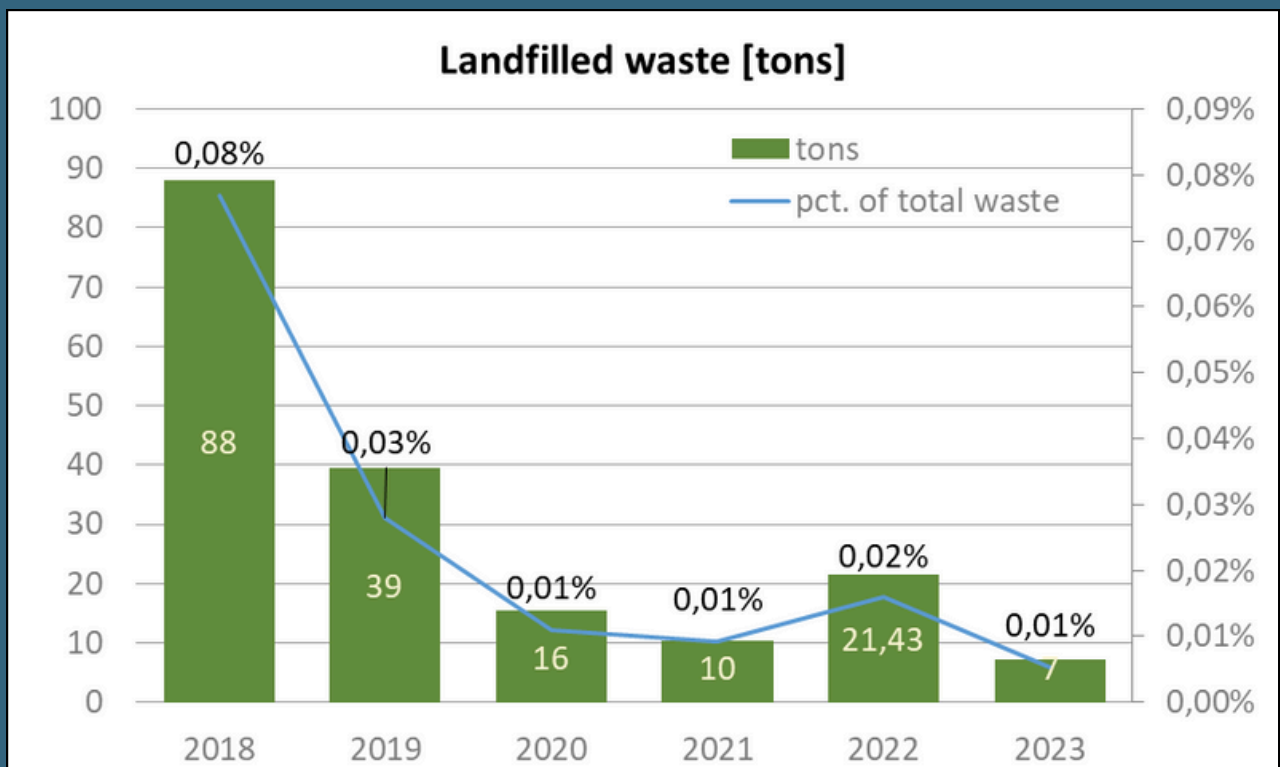


The “dry sludge bed waste” has until now been used for land reclamation, but is now sorted into more waste-fractions of which some may be recycled. CP Kelco is in close contact with external partners to find alternative ways of recycling these fractions.



Other biproducts is the food-waste. In 2023 CP Kelco collected a small amount of food waste and will continuously collect food waste for energy use (biogas) in the future.

The general focus on waste reduction has resulted in CP Kelco still having status as a “Zero Waste to Landfill” plant. Meaning that at least 90% of the waste produced is recycled and not used for landfill disposal.



Landfilled waste: Σ disposal waste (kg)

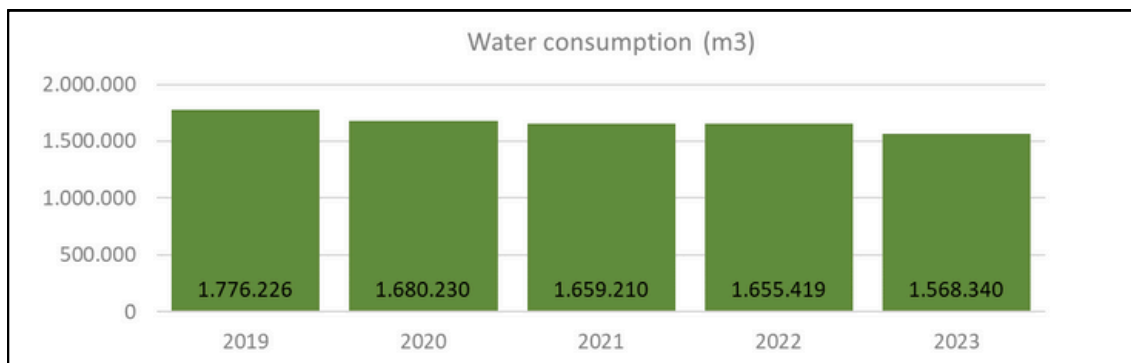
Our waste management company (STENA) provides monthly reports with our total waste numbers in which they specify waste to landfill.

WATER

Water is supplied from Danish municipal waterwork (locally and from Copenhagen) as well as our own water drillings. CP Kelco is aware that clean water is a scarce resource and is committed to reduce water use intensity, which supports UNSDG no. 6. The objective is a reduction of minimum 10% based on 2017 baseline year.



During 2023, CP Kelco has reduced the overall water consumption due to lower production volume. The water use intensity (m³/tonne) is as a result of the lower production significantly higher than 2022 and the target is not achieved.



Water: Σ used water (m³)

Consumption (intake to site) is from flow meter readings. This includes 10 wells on-site and 3 providers (HOFOR, Skensved Vandværk & regional water).

To reduce water consumption CP Kelco recycles it internally. This includes evaporated water, which is used for utility processes, where the quality requirements differ from manufacturing and food safety requirements.

The water reduction project under the Danish Eco-Innovation program (MUDP) continued in 2023 with successful trials and promising saving potentials. The main road block is to get an outlet for a minor water concentrate.

Wastewater produced during manufacturing processes are treated at the internal Wastewater Treatment Plant (WWTP). Our WWTP includes digesters, which produce biogas for internal use and sludge as byproduct for incineration. Cleaned wastewater is transported to municipal bay (Køge Bugt).

ENERGY



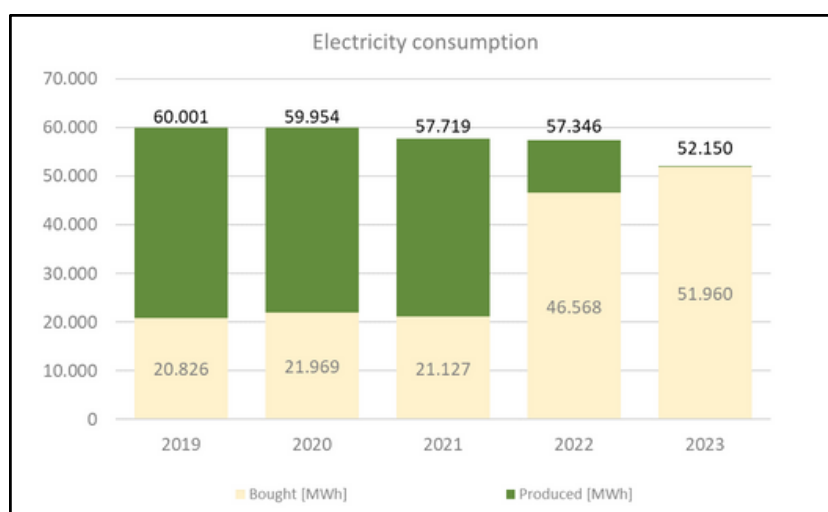
CP Kelco is committed to reduce our energy use intensity, which supports UNSDG no. 7. The objective is a reduction of minimum 10% based on 2017 base line year.

Energy consumption consists of natural gas, biogas and electricity. Extraordinary in 2023 the remaining oil, which was secured during the Ukraine crisis in 2022, was consumed. Natural gas is bought and distributed from the grid. Biogas is produced on site from internal wastewater. Furthermore, byproducts from the manufacturing processes are part of the raw material used externally to produce biogas. Excess heat from production is used for district heating in the local community.

CP Kelco also focuses on energy savings and is continuously developing projects to reduce energy consumption. In 2023, 30 small to medium sized projects were implemented, which reduced the total energy consumption with 1% and reduced CO2 with 760 tons. The large project of electrifying Evaporator 9 commenced, and it will be completed in 2024, entailing significant energy savings.

ELECTRICITY

Electricity is part of the total energy consumption. In 2023 the significant lower consumption is linked to lower production volumes and it also caused the electricity use intensity to increase. There was almost no electricity production on site.

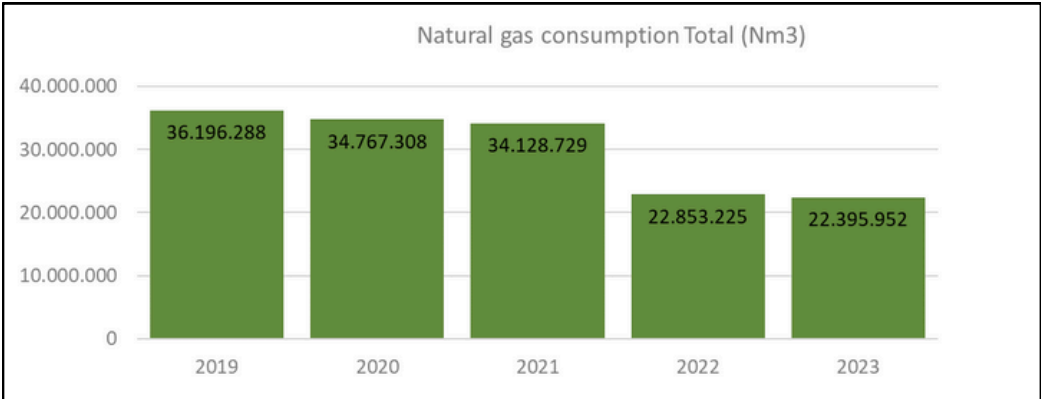


*Electricity: = Σ used electricity (incl. renewable) MWh.
Our electricity provider provides us a monthly report with details of our usage and own production.*

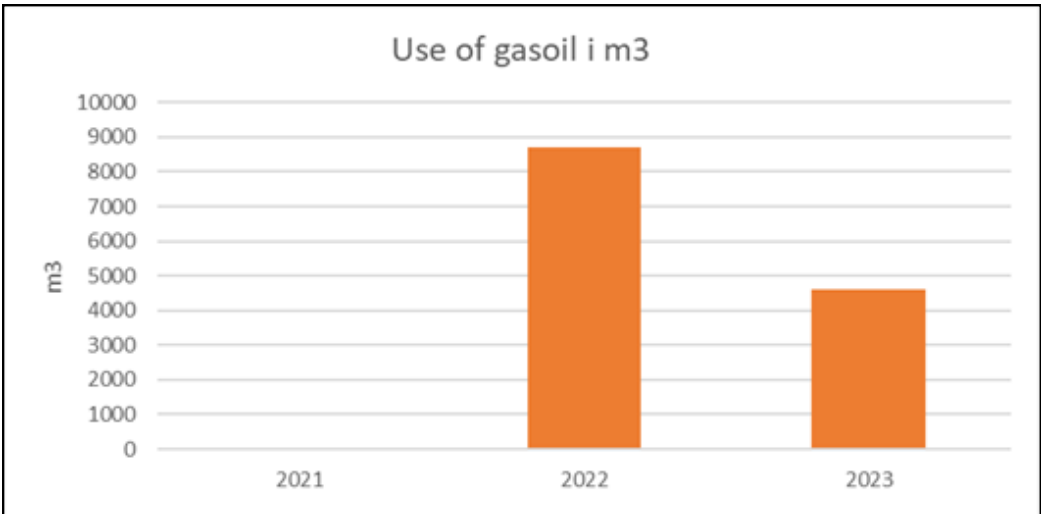
In 2022, CP Kelco was challenged by the energy crisis. We had the risk of being excluded for natural gas supply, as part of the authorities' energy emergency plan. The authorities' recommendation was to adjust production process to run on oil instead of natural gas for a period of time. This adjustment is the main reason for the large decrease in natural gas consumption from 2022 and 2023. Since June 2023 we only run on natural gas.



The overall target for the reduction of energy consumption use intensity by the end of 2023 was 5.59% (compared to baseline). It is an increase from 2022 due to lower production volume and lower reclamation of heat due to operational issues with column 1.



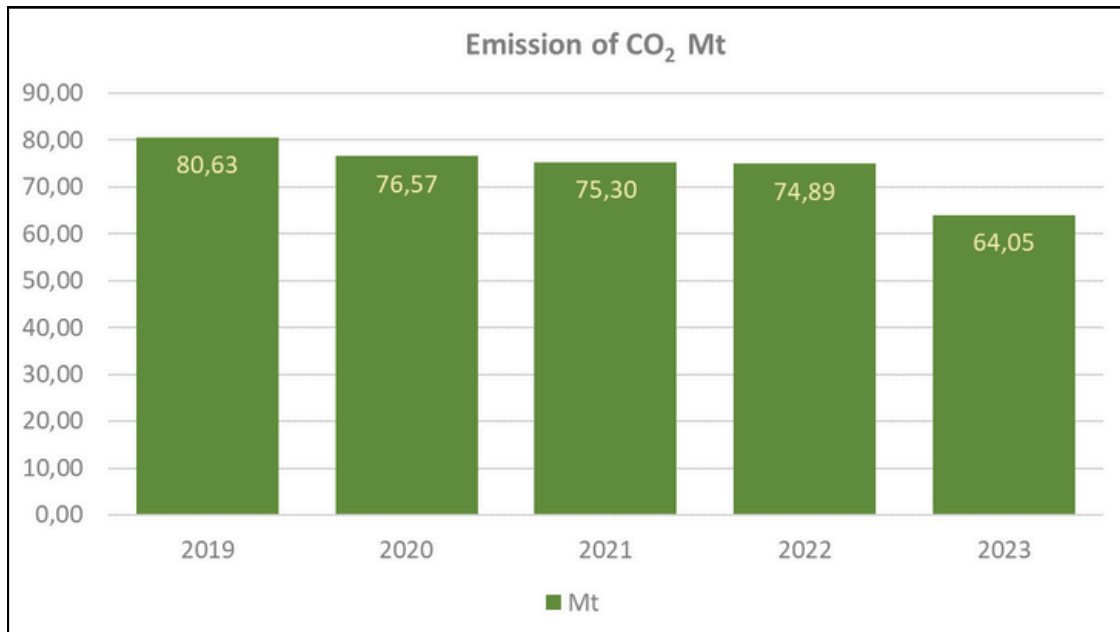
Natural gas: = Σ used natural gas(m3) / 10^3 * power factor (kWh/Nm3)
 (MWh) Our natural gas provider provides us a monthly report that details our usage and related power factor.



Oil: = Σ used oil (m3)
 Consumption is from internal meter readings.

EMISSION

In 2023, CO₂ emission was reduced by 14,4%. It is primarily linked to lower production volumes and a very low own electricity production on site. Improvement projects reduced 670 tons CO₂. The CO₂ use intensity was - 4,9%, which was not meeting the overall goal.



CO₂ is calculated by including all of our fuel types: Natural gas, Oil (gasoil), Internal Biogas (headspace waste water treatment plant), Grundflare gas (minor) and LPG (minor). Our CO₂ emission calculations have been verified by a third party auditors "Bureau Veritas" according to MRR-regulation 2018/2066

CP Kelco is actively working on reducing the emission of greenhouse gasses significantly within the next decade, and we have a plan for the electrification of the production by applying new technology. The first step is completed in 2024 with the evaporator 9 project. It is expected to reduce the energy consumption at site with 6%. We also try to minimize our footprint through carbon-offsetting agreements with domestic haulage contractors reducing the impact the transportation of our products has on the environment. In 2023 the 310 tons CO₂ was off-set.

PEOPLE

The most important asset for CP Kelco is its employees. Our "Principles in Action" and our Code of Conduct provide guidelines for fair employment practices. Huber is proud of the long-standing tradition of treating all employees with respect and dignity. Under the "Respect for People" principle, we value employee diversity and do not accept discrimination due to gender, race, sexual orientation, age, nationality, religion, political belief and more. A program supporting diversity, equality and inclusion (read more: DE & I) has been implemented throughout the organization and strengthened globally through various networking groups including a network for women, young professionals and others. The employee resource group WIN (Women's Inspirational Network) is a part of this and is created to support female employee in their role in the company both as managers as well as employees.

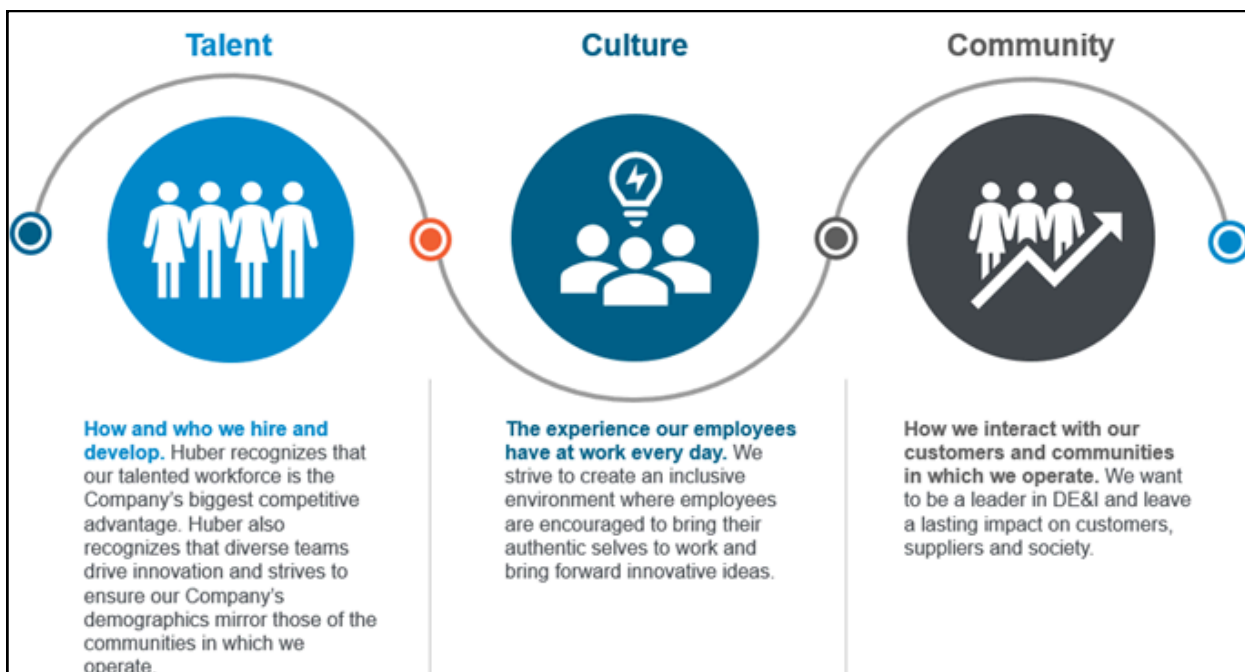
The gender composition among managers in CP Kelco ApS in Skensved as well as in the Executive Board is evident in the tables below. In 2023 the representation of women in the Skensved management level has increased by 10% due changes in management during 2023.

Management Level	Number of members	Underrepresented gender in %	Target figure in %	Year target is fulfilled
CP Kelco ApS Executive Board	5	20%	40%	2026
Other management levels - functional, middle and team leaders - CP Kelco ApS Skensved	38	37%	40%	2026

The top management level in CP Kelco ApS is the Company's Executive Board, composed by five members, appointed by the Company's American Parent Company, J.M. Huber Corporation. The Executive Board is elected by the shareholders. CP Kelco set a target of one female to be included in the Board by 2021. The next goal would be to have a ratio of 40/60% representation in the Executive Board before 2026. To achieve gender balance CP Kelco works with OnBoard (<https://www.onboardnow.org/>) to source female candidates. While gender balance is a top priority for CP Kelco, our progress in reaching equal distribution is also paced by the fact that we have quite low turn-over in, management as well as in workforce. In 2023 one member of the Executive Board stepped down and was replaced with a new representative - this change did not affect the gender composition.

For internal recruitment both sexes are ensured same possibilities, and all leaders and potential leaders regardless of sex are offered leadership training on equal terms. In connection with external recruitment candidates of both sexes are selected, however, qualifications will always be a deciding factor.

PEOPLE



CP Kelco including the Skensved site is committed to support a diverse working environment with equal opportunities for all genders. The overall strategy for this work is outlined by our corporate HR department and described [here](#).

In general CP Kelco believes that DE & I approach helps to strengthen unity and well-being. In CP Kelco Lille Skensved, we are successfully collaborating with AsplT, which is an educational program for people with autism spectrum conditions.

Job efforts and qualifications are factors that come into play when an employee is hired, promoted and paid at CP Kelco. Average seniority in CP Kelco is still approx. 15 years. Education is in focus, and in 2020 CP Kelco initiated an education program for the blacksmiths in Maintenance that includes an educational upgrade to Automatic Technician. Over the last 18 years, CP Kelco has had 140 apprentices and 110 trainees. We are continuously working with students from various educational institutions and universities on different projects.



I Belong at Huber®

HEALTH AND WELL-BEING

Health and well-being among employees are highly prioritized. Every second year, the employees are offered a health check by an external provider, giving the employee the opportunity to focus on specific health aspects. The latest health check was in 2023.



Another indicator of the employees' well-being is the absence rate. The absence rate for 2023 in CP Kelco Lille Skensved was 3,98%. This is below industry average which was 4,4% in 2023.



Several initiatives from 2022 continued into 2023 including participation in national health campaigns such as "Vi Cykler til Arbejde" (We Cycle To/From Work).

The cafeteria supports a healthy lifestyle with good eating habits by offering healthy meals. The Company continuously works with health-promoting initiatives and looks positively at supporting the employees' own initiatives, such as supporting sports activities outside of the workplace.



FLEXIBILITY

An exceedingly important aspect for many people is flexibility in their work life. CP Kelco wishes to retain its employees and is attentive to the fact that employees can have different needs for flexibility in the different stages of their working life. For example CP Kelco offers the opportunity for time-limited agreements such as working part time, job rotation or similar. This ensures the employees' connection to the labor market as well as maintaining experience and know-how in the company.



Even though the Covid19 pandemic in many ways has affected the world negatively, it also showed us that there are various ways and places in which we can do our jobs, depending on the type. CP Kelco has implemented a policy regarding working from home in which the employee can chose between three different models of organizing their work life with a larger or smaller degree of working from home.

FEEDBACK

CP Kelco wants to continue being a a great place to work and is actively seeking feedback from employees to ensure that the initiatives to improve health and well-being are meeting the employees' wishes and expectations. These ambitions reflect how we at CP Kelco support UNSDG no. 8.

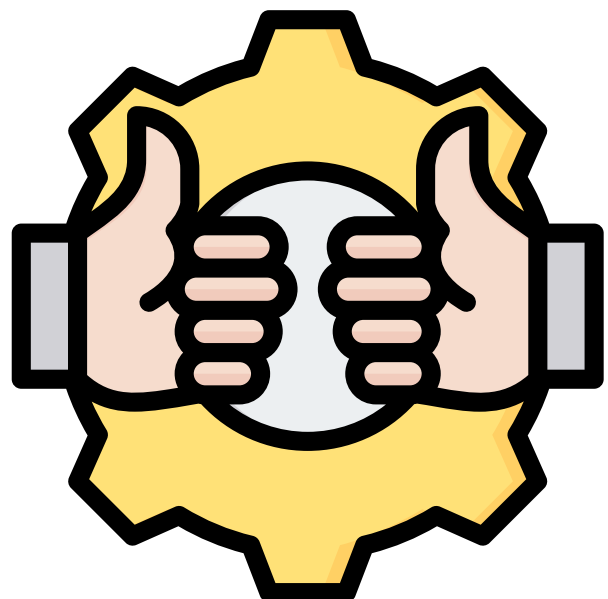


A global CP Kelco program, Employee Experience Commitment (EEC), has been implemented promoting the mindset that to deliver exceptional service to our customers, we must also commit to providing exceptional support to each other. Every employee has a role in delivering the EEC. By creating this experience for ourselves and our colleagues, we equip them to, in turn, create the right experience for our customers.

A key element of the EEC is feedback and CP Kelco encourages a feedback culture – both in regards to feedback from employees and from management to employees.

In 2022 there was an Employer Engagement Survey across the entire Huber organization. This survey measures the job satisfaction of the employees and identifies possible areas for improvement. 84% of the employees answering the survey in Denmark answered that they are proud to work for the company. A new survey is planned for the fall of 2024.

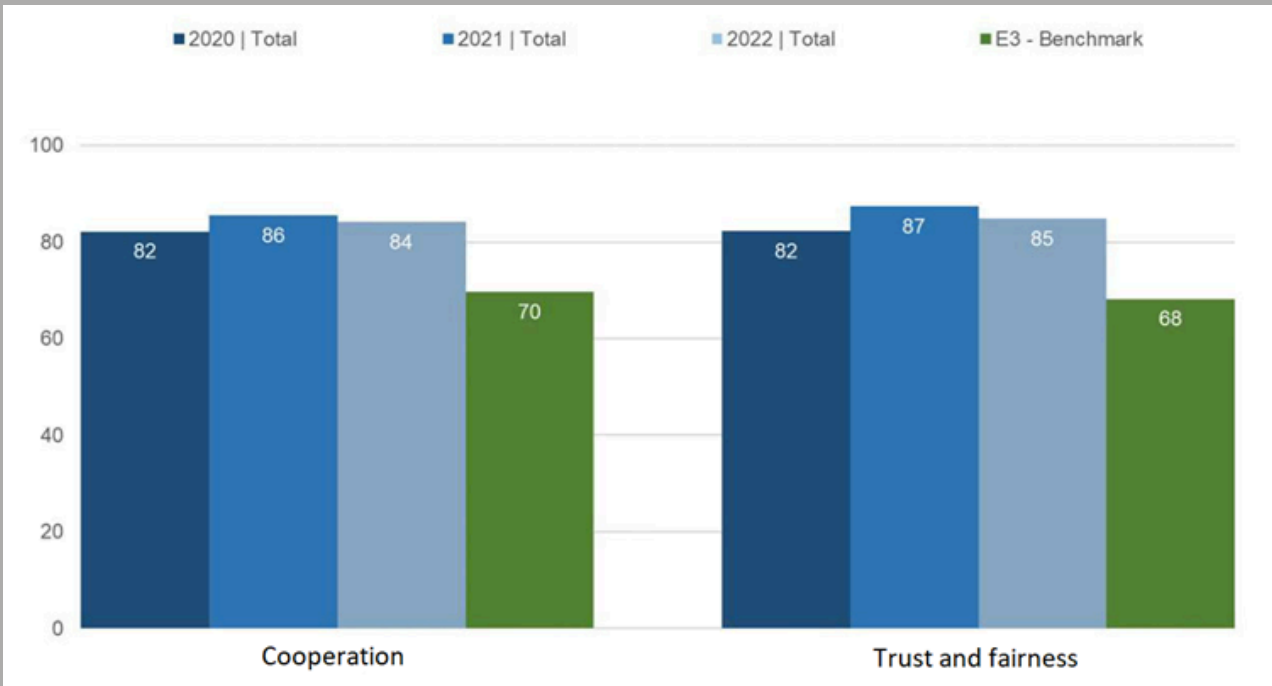
But good can always be better. It is very important for CP Kelco to hear the voice of the employees. On the basis of the survey results, employees are invited in to join the ongoing work of improving job satisfaction in CP Kelco even further.



CPK SKV usually performs a yearly work place assessment (WPA), which covers various aspects of health and safety. In addition to the company specific questions, the survey also includes questions regarding cooperation, trust and fairness in the company (The Social Capitals). The occupational Health and safety committee decided to skip the WPA in 2023 to focus on completing tasks from the previous year.



A WPA for 2024 has been scheduled for the spring of 2024.



In the most recent survey CP Kelco scored above the industry average (benchmark) for all aspects.

Having a high score in the workplace assessment, high seniority among employees, and a good reputation among students and in the local community can be explained by the high satisfaction level driven by the company’s approach to the employees. This approach supports the employees in having a high level of opportunity to influence their own work environment through the Health and Safety Committee. It gives the opportunity for education and development and creates an open and honest dialogue in the company.

OCCUPATIONAL HEALTH AND SAFETY



At CP Kelco Lille Skensved, we focus on the health and safety of both employees and contractors and are, since February 2021, certified in ISO 45001 Occupational Health and Safety Management System, with previous certification in OHSAS 18001 for over a decade.

Contractors are pre-qualified for up to three years, with Occupational Health and Safety (OHS) as a main focus point of the qualification. The OHS focus on site includes proactive observations, investigation of incidents, action plans, and workplace assessments (WPA, Danish: APV).



CP Kelco Lille Skensved strives to be a safe place to work with major focus on preventing events and incidents through proactive safety initiatives and training. All employees contribute to this preventive effort through registration of near-misses and safety observations. Contractors and business partners are also involved in the proactive work as we believe that a safe and healthy environment includes the external companies with whom we cooperate.

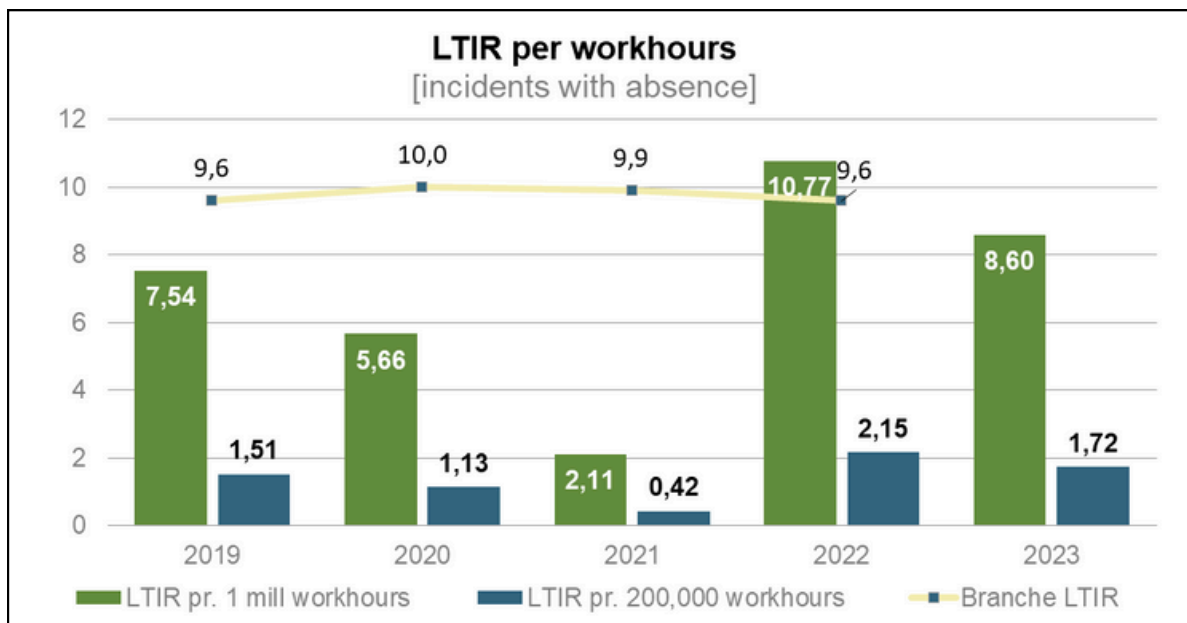
An open dialogue at all levels is promoted throughout the plant. We seek to create a common proactive safety culture for everybody working at the site regardless of employment relationship. Employees are involved in finding solutions to overcome any challenges. Naturally food safety and process safety are included when working within a proactive safety culture. The Health and Safety Committee of the plant contributes to this work and also serves as ambassadors among the employees. There is a strong collaboration between the Health and Safety Committee, the EHS+S department and the management at the plant.



CP Kelco is committed to ensuring a safe and healthy workplace, which supports UNSDG no. 8. Two objectives relate to this UNSDG: to sustain a top decile ranking for safety culture, and to attain a goal of Zero High Energy Occupational and Process Safety Incidents.



The lost time incident rate (LTIR) is KPI, which is monitored closely. Since the steep increase from 2021 to 2022 a 9-step action plan based on the principles in Vision Zero was put in place to reduce the rate. The results for 2023 is not satisfactory, as the number was only slightly reduced.



LTIR: $(\text{Incidents with absence (A)} / \Sigma \text{ work hours (H)}) * 1.000.000$ (Green graph)
 $(\text{Incidents with absence (A)} / \Sigma \text{ work hours (H)}) * 200.000$ (Blue graph)
 Work hours are total amount of hours on-site.

CP Kelco continuously aims to improve the work environment and ensure progress and development. Targets and plans are discussed and approved by the Occupational Health and Safety Committee and communicated to all employees.

There is ongoing work to improve the system for handling incident investigations to reduce the number of incidents, through focus groups and workshops, Safety Walks on the plant, Safety Talks with contractors and audits. Furthermore, there is a yearly action plan within the principles in Vision Zero, focusing on safety, health and well being. (<https://visionzero.global/>).



PROFIT

Part of the Triple Bottom Line approach includes investing 1% of the net income in philanthropy and community volunteerism through the Huber Helps initiative.



Huber Helps



**BioTech
Education
Center**

In the fall of 2022 CP Kelco Skensved opened the CP Kelco BioTech Education Center (BEC) which is an on-site learning facility for pupils in grades 7 - 9 working with actual CP Kelco scenarios. The project is funded by Huber Helps.

This facility offers a practice-oriented learning environment and supports the curiosity of the pupils, primarily within vocational and science/technology related subjects, thereby supporting the correlation between theory and practice. It also contributes to the understanding of educational possibilities within both blue and white collar work. With this project, CP Kelco is actively taking responsibility for educating the workforce of the future.

CP Kelco has realized this project in collaboration with local stakeholders: The school department in the municipality of Køge and the local organization Connect Køge are partnering with CP Kelco.

The CP Kelco BioTech Education Center welcomes pupils and their teachers once a week and the first students visited us in the fall of 2020 (find more information on www.cpkbec.dk).

