

A decorative border made of green wavy lines surrounds the central text area.

# **ENVIRONMENTAL SOCIAL GOVERNANCE**

**2024 REPORT**

**MELLEMFOLKELIGT  
SAMVIRKE** **act:onaid**

## WHAT IS ESG?

Environmental, Social, Governance (ESG) is an internal reporting which seeks to assess how an organization is performing beyond the financial bottom-line. It includes a broad range of qualitative and quantitative assessments to gauge topics like environmental impact, diversity and inclusion, community involvement, or internal statutes.

## HOW DOES ESG RELATE TO AADK?

Our fight at ActionAid Denmark—Mellemfolkeligt Samvirke (AADK) is in many ways to promote the tenants of ESG: Combating climate change, fostering equality and diversity, and championing democratic principles. We do this through a diverse set of engagements both in Denmark and around the world, which can be explored in detail on our website [ms.dk](https://ms.dk). However, we also recognize it is important to look in the mirror on occasion and assess whether we are truly living up to the values we promote in our programming and campaigning. ESG is a good tool for making that assessment through structured reporting. This is our third ESG report, and we will continue to develop our approach in the coming years as our data collection improves.

## WHAT ARE OUR VALUES?

Our values are in our name. Translated from Danish, Mellemfolkelighed (“between people”) and Samvirke (“co-creation”) are the core threads which tie our work together. We aim to solve problems by living our four values:

- **COURAGE** – We dare to stand for human equality, equal opportunities and equal rights. Even when it is difficult and controversial.
- **SOLIDARITY** – At the heart of all our work are groups that are experiencing marginalization throughout the world. We struggle against poverty, discrimination, exclusion and oppression of all kinds.
- **DIVERSITY** – We see diversity as a source of strength and we want to reflect the societies of which we are a part. Diversity makes us stronger.
- **“DET MELLEMFOLKELIGE SAMVIRKE”** - Because societal problems are best solved when people create communities and act together both globally and locally.

# ENVIRONMENT

## RESULTS & TARGETS

Indicator	2024 Result	2023 Result	Difference
<b>Business travel</b> <i>kgCO2e of staff air travel</i>	<b>169.869</b> kgCO2e	<b>252.103</b> kgCO2e	<b>-32,6%</b> kgCO2e
<b>Volunteer travel</b> <i>kgCO2e of volunteer air travel</i>	<b>855.556</b> kgCO2e	<b>770.667</b> kgCO2e	<b>11%</b> kgCO2e
<b>Café goods &amp; services (Cph.)</b> <i>kgCO2e goods purchased for resale</i>	<b>9.060</b> kgCO2e	<b>10.287</b> kgCO2e	<b>-11%</b> kgCO2e
<b>Café goods &amp; services (Aarhus)</b> <i>kgCO2e goods purchased for resale</i>	<b>9.383</b> kgCO2e	<b>8.446</b> kgCO2e	<b>11%</b> kgCO2e
<b>Heating &amp; Electricity (Cph.)</b> <i>kgCO2e of building energy use</i>	<b>19.737</b> kgCO2e	<b>19.010</b> kgCO2e	<b>3,8%</b> kgCO2e
<b>Heating &amp; Electricity (Aarhus)</b> <i>kgCO2e of building energy use</i>	<b>7.793</b> kgCO2e	<b>6.783</b> kgCO2e	<b>13,9%</b> kgCO2e

## NOTES ON THE DEVE- LOPMENT

It should be noted that utilizing the GHG Protocol methodology would be more accurate, categorizing emissions as follows: *Scope 1*) We have no scope 1 emissions, *Scope 2*) Electricity and heat, *Scope 3*) Business travels, Volunteer travels, Sold goods and services. However, this categorization would make little sense as we are a relatively small organization with few emission categories.

In 2024, we saw a 32.6% decrease in business travel emissions, reflecting improved efforts to reduce air travel. However, volunteer travel rose by 11%, likely due to increased project activity. Café-related emissions shifted slightly, with Copenhagen down 11% and Aarhus up 11%. Energy use grew modestly in both cities, particularly in Aarhus (13.9%). We will continue monitoring our consumption and travel behaviors closely to identify opportunities for further reductions in the coming year.

\*Note on Governance Data

In the ESG report 2023 (published in 2024), the environmental data *Heating & Electricity* has been wrongly calculated. To ensure transparency and consistency going forward, this ESG report 2024 (published in 2025) corrects the approach by calculating the right values for 2023 *Heating & Electricity* for both Copenhagen and Aarhus.



# SOCIAL

## RESULTS & TARGETS

Indicator	2024 Result	2023 Result	Difference
<b>Staff turnover rate</b> <i># of staff leaving / # of staff</i>	<b>22%</b>	<b>17,4%</b>	<b>4,6%</b>
<b>Sickness absence percentage</b> <i># of sickness days / # of working days</i>	<b>1,5%</b>	<b>2,3%</b>	<b>-0,8%</b>
<b>Gender percentage, staff</b> <i># of women / total</i>	<b>69%</b>	<b>66%</b>	<b>3%</b>
<b>Gender percentage, management</b> <i># of women / total (management group)</i>	<b>70%</b>	<b>75%*</b>	<b>25%</b>
<b>Youth presence, staff</b> <i># of staff under 35 / total</i>	<b>43%</b>	<b>45%</b>	<b>-2%</b>
<b>Volunteers and interns</b> <i># of volunteers and interns</i>	<b>11**</b>	<b>57**</b>	<b>-46</b>

## NOTES ON THE DEVELOPMENT

In 2024, the total staff turnover rate was 22%, covering both resignations and terminations. Of the staff who left the organisation, 35% had resigned. If only resignations are counted, the turnover rate is 12%, which may provide a more accurate picture of voluntary departures. The number of resignations has declined compared to 2023, while terminations increased due to two organisational restructuring rounds during the year.

The overall sickness absence percentage has decreased in 2024 to 1,5% compared to 2,3% in 2023. 34% of all staff did not have illness-related absence in 2024, which is lower than the number from 2023 at 38,5%. Ten employees made use of psychological support services in 2024, compared to 19 in 2023.

Women accounted for 69% of all staff in 2024 (2023: 66%), and for 70% in the **middle** management group (2023: 75%), while 75% in the **leadership** team (2023: 50%). Staff under the age of 35 made up 43% of the workforce (2023: 45%). In terms of recruitment, 53% of new hires in 2024 had backgrounds reflecting AADK's internal diversity criteria — an increase from 36% in 2023. The proportion of staff with Danish nationality decreased from 85% in 2023 to 77% in 2024.

Total staff numbers decreased slightly to 119, primarily in Denmark, while international staff increased marginally in line with ongoing localisation efforts.

\*In the ESG 2023 and before, the data was based on the gender percentage for the leadership team (2023: 50%, 2024: 75%) but from 2024 onwards, it will be based on the percentage on middle management group (known as Management Group, including team-leaders, directors, and secretary general).

\*\*From 2025 we are considering using different volunteer count. The current data is only covering the "office volunteers".

# GOVERNANCE

## RESULTS & TARGETS

Indicator	2024 Result	2023 Result	Difference
<b>Council election participation</b> <i>Members voting in election / total members</i>	<b>5,7%</b>	<b>4,9%</b>	<b>0,8%</b>
<b>General Secretary pay ratio</b> <i>GS hourly rate / median hourly rate</i>	<b>1,8 : 1</b>	<b>1,8 : 1</b>	-
<b>Gender percentage, board</b> <i># of women / total</i>	<b>50%</b>	<b>67%</b>	<b>17%</b>
<b>Gender percentage, council</b> <i># of women / total</i>	<b>59%</b>	<b>51%</b>	<b>8%</b>
<b>Youth presence, board</b> <i># of board under 35 / total</i>	<b>50%</b>	<b>50%</b>	-

## NOTES ON THE DEVE- LOPMENT

The 2024 Council election marked a continuation of the inclusive governance trends observed in 2023. While the total number of eligible voters increased from 15.053 in 2023 to 17.011 in 2024, the number of participating voters also rose significantly, lifting the voter turnout from 4.9% to 5.7%, the highest rate recorded in AADK Council election since 2012. Notably, the share of female-identifying Council members increased from 51% to 59%, remaining within the 60% statutory threshold. In terms of Board governance, the overall gender distribution shifted from a majority-female composition in 2023 (67%) to an even 50/50 gender balance in 2024. This change marks a 17%-point decrease. Despite the shift, the Board continues to reflect a healthy gender balance overall and aligns well with AADK's values of diversity and inclusion. However, the gender balance on the Board should be monitored closely in the coming years to ensure continued alignment with AADK's commitment to diversity and inclusion. The youth representation on the Board remained constant at 50%, with six out of twelve members under the age of 35 in both years, underlining AADK's continued focus on youth participation. Secretary General pay ratio remains the same.

\*Note on Governance Data

In the ESG report 2023 (published in 2024), the governance data for the Council and the Board were based on different reference years. Due to timing, the Council data reflected the outcome of the 2024 Council election, as this was the most recent and complete data set available at the time of reporting. In contrast, the Board data correctly reflected the composition of the 2023–2024 Board, elected in June 2023. To ensure transparency and consistency going forward, this ESG report 2024 (published in 2025) corrects the approach:

- Council indicators are based on the Council election completed in April 2024, meaning the same data is used as last year – now explicitly acknowledged and aligned.
- Board indicators reflect the composition of the 2024–2025 Board, elected in June 2024

This adjustment also prepares us for the structural changes starting in 2025, where the Council meeting will be moved to August/September, and the election will be later in the year than now. As a result, Council election data will no longer be available in time for ESG reporting in early spring. From 2025 onwards, ESG reports will consistently refer to the most recently completed Council and Board election at the time of reporting.

# INDICATORS

## ENVIROMENT

Indicator	2024 Result	2023 Result	Difference
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## SOCIAL

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## GOVERNANCE

<b>Council election participation</b>	<b>5,7%</b>	<b>4,9%</b>	<b>0,8%</b>
<b>General Secretary pay ratio</b> , <i>median hourly rate / GS hourly rate</i>	<b>1,8 : 1</b>	<b>1,8 : 1</b>	<b>-</b>
<b>Gender percentage, board</b> , <i># female / total</i>	<b>50%</b>	<b>67%</b>	<b>17%</b>
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