



ESG Report 2024



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Foreword

Dear reader,

Demands for transparency and accountability are increasingly placed upon us—both in our internal and external actions, as well as in the way we work with sustainability.

The preparation of this ESG report marks an important step in this direction. It allows us to examine and evaluate our efforts across the company and contributes to identifying areas where we can further improve. This includes everything from employee well-being to proper waste management. Simultaneously, the report provides us with a stronger foundation to set new ambitious goals that strengthen both our company and our surroundings.

Although Randi is not required to prepare an ESG report, we have proactively chosen to do so. We consider it an important investment in the future—not only for the benefit of the environment and our employees, but also to fortify the relationships and partnerships we aspire to build with our customers and collaborators. By prioritizing sustainability, we aim to stay ahead of developments and contribute to a positive change within our industry.

This report therefore provides insight into Randi's achievements and efforts in the areas of Environment (E), Social (S), and Governance (G). It serves not only as a reflection of our current position, but also as a roadmap for our future ambitions.

We hope you find the report informative.

Torben Jensen, CEO, Randi.



Randi

For decades the name Randi has been synonymous with quality products in stainless steel and brass. Since our beginnings in Randers, in 1878, the company has evolved to become one of Scandinavia's leading manufacturers and suppliers of door handles, fittings for buildings, and sanitary equipment.

In 2014, Randi was acquired by the ECO Schulte Group, a family-owned German company specializing in the production of door accessories and lock products. Today, Randi distributes both its own and ECO's products across Denmark and in several countries worldwide.

Place	Address	Postal code	City	Geolocation
Headquarter	Mirabellevej 3	8930	Randers	56.48302198923918, 10.049391897548892

Founded

1878

Employees

20

Balance sheet total

55.445 t.kr

CVR no.:
83179813

Revenue 2024:
55.398 t.kr.

Business type:
A/S

**Number of employees,
full-time equivalents:**
19

Industry code:
466400

Country of origin:
Denmark

Balance sheet total 2024:
55.445 t.kr

Randi's ESG Report

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Randi is continuously developing its green profile and is actively engaged in a process to minimize all plastic and residual materials entering the company, so that we can reduce our CO2 footprint.

– Tue Svenssen,
Warehouse manager,
Randi.



ESG



ESG is a tool for structuring and documenting a company's sustainability efforts. It broadens the concept of sustainability by incorporating three key dimensions: Environmental, Social, and Governance.

VSME standard

The report has been prepared in accordance with the principles and disclosure points of the VSME standard. The Danish Business Authority recommends that small and medium-sized enterprises use the EU's voluntary sustainability reporting standard (VSME) for preparing sustainability reports.

The VSME standard applies EU's ten sustainability principles (ESRS).

Randi's Motivation for ESG Reporting

We have prepared this report because we believe in the importance of acting responsibly and transparently. For us, this means addressing the climate crisis by actively working to reduce our CO2 emissions and implementing sustainable practices across our operations. Additionally, we are committed to fostering a workplace that prioritizes the well-being of our employees while also complying with the rising demands from our customers and suppliers.

With this ESG report, we aim to initiate a strategic approach to our sustainability efforts. At Randi, we have an overall plan to focus more on sustainability. While we are actively working with sustainability initiatives, the specific goals have not yet been set. This ESG report will therefore allow us to build a foundation to evaluate and examine our current efforts. It will also serve as a guideline for our future approach to working with sustainability.

- **2,3 sick days per full-time equivalent**
- **19 full-time equivalents**
- **99,9 % of waste is recycled**



Randi's Work with ESG

At Randi, we recognize the impact our company has on the environment. For us, this involves integrating ESG (Environmental, Social and Governance) initiatives into our organization. This means actively working with reducing our environmental impact, being socially responsible and having excellent governance practices.

Climate and Environment

As part of the overall sustainability strategy of the ECO Schulte Group, we are actively working towards reducing our CO2 emissions. You can read about our current efforts in the following paragraphs.

Energy

In 2023, we invested in 255 m2 of solar panels on the roof of our production facilities, to enhance our sustainability efforts. The installation has a capacity of 52,5 kWh and compensates for an annual CO2 emission reduction of 21.586 kg. Any surplus electricity production is sold. Additionally, we have replaced the majority of our old flourescent lighting with new LED units and plan to replace the remaining within the next few months, reducing our electricity consumption by up to 90 %.

The district heating we purchase is sourced from at least 85 % wood chips and 100 % of our electricity is derived from Danish wind turbines, as certified by our energy provider. These initiatives contribute to minimizing our carbon footprint.

Waste Management

We have three different partners that manage our waste. The waste is divided into eight categories, five of which are sent for 100 % recycling. The three remaining categories are sent to disposal. In total, 99,9 % of our waste is sent to recycling, not including household waste.

Producer Responsibility

We are actively engaged in producer responsibility, ensuring that we can document and account for the impact of our packaging throughout its entire lifecycle.

Overview of Policies, Actions and Targets for E, S and G

	Existing policies, actions or initiatives	Publicly available	Established targets related to policies
Climate change	Actions	Yes	No
Pollution	N/A	N/A	N/A
Water –and marine resources	No	No	No
Biodiversity and ecosystems	Actions	Yes	No
Circular economy	Actions	Yes	No
Own workforce	Actions	No	No
Workers in the value chain	No	No	No
Affected communities	Actions	No	No
Consumers and end users	No	No	No
Governance	No	No	No

Non-hazardous Waste

Type	Total amount	Waste diverted to reuse or recycling	Waste diverted to disposal	
Old miscellaneous scrap iron	699	584	115	kg
Stainless steel	644	644	0	kg
Miscellaneous packaging	548	0	548	kg
Old brass	169	169	0	kg
Packaging: cardboard	1.540	1.540	0	kg
Packaging: plastic	921	921	0	kg
Miscellaneous suited for incineration	3.874	3.874	0	kg

Hazardous Waste

Type	Total amount	Waste diverted to reuse or recycling	Waste diverted to disposal	
Soap and surfactant mixture-hydrogen agent with traces of stainless steel and brass	4.280	0	4.280	kg

Circular Economy

We have an ambition to integrate circular economy in our operations wherever possible. As part of our overall strategy, to reduce CO2 emissions, we have recently switched our cardboard boxes from newly produced cardboard to uncolored recycled cardboard. In line with this, we will replace plastic bags with paper bags for the packaging of all our products in 2025. Additionally, we have implemented a circular IT solution by leasing 16 refurbished laptops instead of purchasing new ones. This results in an estimated saving of 5.056 kg of CO2, 3.040.000 liters of water, and the processing of 19.200 kg of resources. Furthermore, this solution has contributed to the planting of 300 new trees.

We have obtained Environmental Product Declaration (EPD) certifications on a wide variety of our products, allowing us to track and communicate their climate footprint. This process provides verified information about the environmental impact of our products throughout their lifecycle, from raw material extraction to disposal.

Transportation

Within the company, we have six registered cars. In 2024, the first car was switched to an electric vehicle and the remaining five cars are to be replaced with electric vehicles over the course of 2025/2026.

To facilitate the use of electric cars, whether for company or personal use, we are in the process of obtaining quotes for charging stations, as we aim to make it more attractive for our employees to own electric vehicles. In that way, our customers will also be able to charge their cars when visiting our facility.

Biodiversity

Our area covers more than 18.000 m² of which 9.000 m² remain undeveloped. This allows for a variety of shrubs, small trees, and grass to grow naturally without human interference.

Social

Social Initiatives:

At Randi, focusing on the well-being of our employees is a priority. We believe that fostering social initiatives, where the employees can connect outside work settings, contributes to a healthy work environment. This includes events such as our Christmas party and summer gathering, which are hosted annually. Additionally, we have a communal breakfast on Fridays, with both the food and time covered by the company.

Randi contributes positively to CSR in the local community, as we are good at recruiting locally, combined with close collaboration with CBR

- Mads Bang Hansen, Sales Support, Randi

Employee Involvement

We value open communication at our workplace and recognize the importance of including our employees in decision-making processes. To support these values, we have implemented the following initiatives:

- We provide a suggestion box for anonymously submitting ideas, feedback or concerns.
- We host an annual workshop for both warehouse and office staff, providing an opportunity to exchange new ideas and improve processes to enhance the efficiency of our procedures.

Employee Well-being

All our employees are provided with two monitors that have built-in blue light filters, which are designed to make it healthier for the eyes and improve overall well-being, when looking at the screen.

To foster a healthy work-life-balance, working hours are flexible. In the warehouse, employees have flex-time, allowing them to clock in and out with flexibility. In the office, working hours are fixed, but there is still some flexibility to accommodate personal errands.

Governance:

Although our board of directors consists of only three people, it was a deliberate choice to have both genders represented. The board includes two men and one woman.

Context for ESG Report



As stakeholder expectations for ESG data and transparency continue to grow, Randi has chosen to publish its first ESG report. Although not legally required to do so, we recognize the importance of acting responsibly and strategically addressing our environmental and social impact.

This report provides an overview of our current sustainability efforts and serves as a foundation for future initiatives. By presenting our climate accounts and key ESG figures for 2024, it establishes a baseline from which we can measure progress in the coming years.

To ensure a structured and reliable reporting process, we have collaborated with external ESG consultants in the preparation of this report. With this first ESG report, we now have a starting point that will allow us to track developments, refine our approach, and set more defined sustainability goals moving forward.



Climate Accounting and ESG Key Figures

ESG Key Figures

Environment	Unit	2024
Scope 1	tCO2e	36,9
Scope 2 (location-based)	tCO2e	21,2
Scope 3	tCO2e	1.658
Total emissions	tCO2e	1.717
Fossil fuels	MWh	148,0
District heating	MWh	191,0
Electricity	MWh	43,7
Total energy consumption	MWh	382,7
Share of renewable energy	Percent	58,7
CO2e intensity	tCO2e/revenue mio. DKK	30,9
Water consumption	m3	103

Social	Unit	2024
Full-time workforce	FTE	19
Total number of employees	Number	20
Gender diversity	Percent	30
Employees in other countries	Number	0
Work-related accidents	Number	0
Rate of work-related accidents	Percent	0
Work-related deaths	Number	0
Is employee pay equal to or above the applicable minimum wage?	Yes/no	Yes
Employees covered by collective bargaining agreements	Percent	100
Average training hours pr female	Hours	12
Average training hours pr male	Hours	19
Employee turnover rate	Percent	5
Sick leave	Days/FTE	2,3

Governance	Unit	2024
Convictions (corruption and bribery)	Number	0
Total amount of fines (corruption and bribery)	DKK	0
Gender diversity on the board	Percent	33,3
Board meeting attendance	Percent	100

Description and Comments on ESG Key Figures

Key figures: Social and Governance

In 2024 Randi A/S had an average of 20 employees, consisting of 19 full-time equivalents (FTEs). During the year, one employee left the company, resulting in an employee turnover rate of 5 %.

Randi's workforce consists of 14 male and 6 female employees, resulting in a diversity ratio of 30 %, which is consistent with the average gender diversity in the Danish industrial sector.

All 20 employees at Randi are covered by collective bargaining agreements, which has ensured favorable compensation packages.

At Randi, we consider our employees as the key to high quality and we are determined to continuously develop this resource through further education and training. In 2024, Randi's male and female employees had, on average, 19 and 12 hours of training, respectively.

Randi and parent-company ECO Schulte consider safety and adherence to regulations and laws regarding health and environmental safety, as a number one priority. Randi is therefore pleased to report that there were no work-related accidents or deaths in 2024.

During the year, Randi reported a total of 47 sick days among its employees. This results in 2.3 sick days per FTE, which is well below the national average.

The board of directors at Randi is comprised of two male and one female member, and in 2024 had a 100 % attendance at board meetings.



Method for Climate Accounting



To calculate Randi's greenhouse gas emissions, the most recognized and accepted international standard for carbon accounting is used: the Greenhouse Gas Protocol (GHGP). This methodology is recommended by the Danish Business Authority and the EU, ensuring consistency across countries and industries.

The GHG Protocol uses the term CO₂ equivalents (CO₂e), which are a metric for comparing the impact of different greenhouse gases on the greenhouse effect. It shows how many tons of CO₂ are needed to produce the same effect as one ton of another gas.

The GHG Protocol Divides CO₂e Emissions Into Three Scopes:

Scope 1 includes all direct sources of greenhouse gas emissions, such as vehicles or processes owned or leased by the company.

Scope 2 covers all emissions from energy suppliers, such as the provision of heating, electricity, or cooling.

Scope 3 includes all indirect emissions, such as material and service purchases, employee commuting, and business travel as well as the upstream effects from energy production and more.

Randi has collaborated with Grant Thornton in developing a detailed carbon account that is consistent and comparable, using Verarca's carbon accounting software.

The carbon account has been prepared, according to international accounting practices, and based on data from reliable climate databases.

Climate Accounting with Scope 1, 2, and 3

Category	Content Description	Unit	2024
Scope 1	Use of fossil fuels	tCO2e	36,9
Scope 2	Electricity, heating and cooling	tCO2e	21,2
Scope 3.1	Purchased goods and services	tCO2e	1.224
Scope 3.5	Waste generated	tCO2e	1,9
Scope 3.6	Business travel	tCO2e	5,9
Scope 3.8	Upstream leased assets	tCO2e	19,6



Data Explanation

Scope 1

Our scope 1 activities account for 2,2 % of our total emissions, equivalent to 39,9 tCO₂e. The diesel used in our company cars constitutes 100 % of the emissions in this category. As we are planning on changing our remaining five cars to electric vehicles over the course of 2025/2026, we expect this number to be reduced in the following years.

Scope 2

Scope 2 accounts for 1,2 % of our total emissions, equivalent to 21,2 tCO₂e. This is primarily due to the purchased location-based electricity that we use on our own premises, which makes up 19,3 tCO₂e of the total emissions in this category. Additionally, steam, heating, and cooling for internal use accounts for 1,9 tCO₂e.

Scope 3

Our scope 3 activities represent 96,6 % of the total emissions, equivalent to 1.658 tCO₂e. In the following paragraphs, we will describe all the categories that comprise our scope 3 emissions.

Scope 3.1 encompasses the emissions from purchased goods and services. Given the nature of our business, this category represents the largest portion of our emissions, totaling 1.224 tCO₂e.

Scope 3.5 includes the waste generated in our operations and accounts for 1,9 tCO₂e.

Scope 3.6 pertains to the emissions related to business travel activities. This category accounts for 5,9 tCO₂e.

Scope 3.8 emissions encompass the emissions associated with upstream leased assets. This includes the assets that we lease from external entities and are used in our operations. This category accounts for 19,6 tCO₂e.



Accounting Practices

Data Definition E

Scope 1 Emissions

This includes all emissions associated with sources owned by Randi.

Formula: Company activities * emission factors

Scope 2 Emissions

All emissions from energy sources purchased by Randi.

Formula: Company activities * emission factors

Scope 3 Emissions

All indirect greenhouse gas emissions associated with Randi's activities.

Total Greenhouse Gas Emissions:

A calculation of Randi's total CO₂e footprint.

Formula: Scope 1 + scope 2 + scope 3

Energy Consumption

Measured in megawatt-hours (MWh). This includes Randi's total energy consumption across all energy sources.

Formula: $\sum (\text{fuel type used (t)} * \text{energy factor per fuel type})$ per fuel type + (electricity used (including renewable energy) (MWh)) + (district heating used (MWh))

Share of Renewable Energy

The total amount of energy from renewable sources compared to the total energy consumption.

Formula: (Renewable energy consumption / total energy consumption) * 100

Water Withdrawal

The total amount of water (m³) withdrawn by Randi (gross).

Non-Hazardous Waste

Total amount of non-hazardous waste in kg.

Hazardous Waste

Total amount of hazardous waste in kg.

Data Definition S and G

Gender Diversity in the Organization

Formula: Female employees / total number of employees * 100

Work-Related Accident Frequency

The number of work-related accidents relative to the total number of working hours.

Formula: (Number of work-related accidents / total number of working hours for all FTEs) * 200,000

Employees Covered by Collective Bargaining Agreements

Percentage of employees covered by collective bargaining agreements.

Formula: (Number of employees covered by collective bargaining agreements / total number of employees) * 100

Average Training Hours per Female Employee

Average training hours per female employee.

Formula: (Total training hours for all female employees / number of female employees)

Average Training Hours per Male Employee

Average training hours per male employee.

Formula: (Total training hours for all male employees / number of male employees)



Delineation in ESG Report

Emission Factors

CO2e emissions are calculated based on the GHG Protocol, and the calculations are in accordance with the Danish Business Authority's guidelines for CO2e calculations.

CO2 Equivalents

To compare greenhouse gases, all emissions are converted into so-called CO2 equivalents (CO2e). This is a unit that represents the amount of CO2 corresponding to the emissions of different greenhouse gases. The emission factors used are provided in the report.

Accounting Practices

When calculating CO2e, we have used the emission factors provided by utility companies, based on emission factors from recognized databases and aligned, as much as possible, with the guidelines from the Danish Business Authority.

We have used the most recent publicly available emission factors, retrieved at the time the carbon report was prepared. If an emission factor is unknown at the time of preparation, the previous year's emission factor is used.

All emissions and figures are presented in gross, with no adjustments for CO2e compensation. All ESG key figures are reported and calculated in accordance with the Danish Business Authority's guidelines on the application of the EU's voluntary sustainability reporting standard (VSME). Some ESG key figures from the standard are not included in this ESG report due to lack of relevance or missing data.

Consumption Data

Consumption data is based on reports from suppliers and metering units. Other data is extracted from our internal systems, such as time tracking, payroll, HR and travel expense management.

Organizational Boundary

The carbon report pertains to Randi A/S (CVR no. 1002664829). It includes calculations of electricity, water, and heat consumption at Randi's office located at Mirabellevej 3, 8930 Randers N.E., Denmark.

Scope Delimitation

The GHG Protocol stipulates that CO2e emissions are reported in scope 1, scope 2, and scope 3. The CO2e emissions in this carbon report includes calculated emissions from scope 1 and 2 and relevant scope 3 emissions. It is our ambition to include more relevant scope 3 emissions in the future.

Applied Emission Factors for Financial Year

Category	Source
Advertising - Other services related to advertising	EXIOBASE
Air transport services	EXIOBASE
Aluminium and aluminium products	EXIOBASE
Aluminium ores and concentrates	EXIOBASE
Animal products (not elsewhere specified)	EXIOBASE
Basic iron and steel and of ferroalloys and first products thereof	Verarca
Beverages	EXIOBASE
Biogas	EXIOBASE
Bricks/tiles and construction products in baked clay	EXIOBASE
Cardboard waste disposal (to closed-loop recycling)	EXIOBASE
Cattle	EXIOBASE
Cement/lime and plaster	EXIOBASE
Ceramic goods	Verarca
Cereal grains (not elsewhere specified)	EXIOBASE
Chemical and fertilizer minerals/salt and other mining and quarrying products (not elsewhere specified)	EXIOBASE
Chemicals (not elsewhere specified)	EXIOBASE
Coal tar	Verarca
Collected and purified water / distribution of water (services)	Verarca
Commercial and industrial waste disposal - closed-loop	EXIOBASE
Computer and related services	EXIOBASE

Category	Source
Computer/electronic and optical products	EXIOBASE
Construction work	EXIOBASE
Crops (not elsewhere specified)	EXIOBASE
DANVA - Vandforbrug - Østdanmark - 2022	EXIOBASE
Diesel	EXIOBASE
Education (fees/trips)	EXIOBASE
Education services	EXIOBASE
Electrical machinery and apparatus (not elsewhere specified)	EXIOBASE
Electricity generated from biomass and waste	EXIOBASE
Electricity generated from coal	EXIOBASE
Electricity generated from hydro	EXIOBASE
Electricity generated from solar photovoltaic	EXIOBASE
Electricity generated from wind	EXIOBASE
Fabricated metal products/except machinery and equipment	EXIOBASE
Facility waste management	EXIOBASE
Financial intermediation services (except insurance and pension funding services)	EXIOBASE
Fish and other fishing products / services incidental of fishing	EXIOBASE
Food products (not elsewhere specified)	EXIOBASE
Food waste for treatment: composting and land application	EXIOBASE
Food waste for treatment: incineration	EXIOBASE
Foundry work services	EXIOBASE
Furniture/other manufactured goods (not elsewhere specified)	BEIS
Generic - Fallback emission Denmark - 2024	EXIOBASE
Generic - Software	EXIOBASE
Glass and glass products	EXIOBASE
Health and social work	EXIOBASE

Category	Source
Hotel and restaurant (services)	EXIOBASE
Hotel room	EXIOBASE
Insurance	EXIOBASE
Insurance and pension funding services (except compulsory social security services)	EXIOBASE
Leasing - Vehicle rental and leasing	EXIOBASE
Leather and leather products	EXIOBASE
Machinery and equipment (not elsewhere specified)	EXIOBASE
Meat animals (not elsewhere specified)	EXIOBASE
Meat products (beef)	EXIOBASE
Meat products (not elsewhere specified)	EXIOBASE
Medical/precision and optical instruments/watches and clocks	EXIOBASE
Membership organisation services (not elsewhere specified)	EXIOBASE
Metal waste disposal (steel cans - closed-loop)	EXIOBASE
Metal: aluminium cans and foil waste disposal (excl. forming - closed-loop)	EXIOBASE
Motor vehicles/trailers and semitrailers	EXIOBASE
Motor vehicles/trailers and semi-trailers	EXIOBASE
N fertiliser	EXIOBASE
NRGi - General deklARATION 2023	EXIOBASE
NRGi - Individuel deklARATION 2023 (grøn strøm)	EXIOBASE
Office machinery and computers	EXIOBASE
Oil seeds	EXIOBASE
Other business services	EXIOBASE
Other business services	GHG Protocol
Other land transportation services	EXIOBASE
Other nonferrous metal products	EXIOBASE
Other nonmetallic mineral products	EXIOBASE
Other services (not elsewhere specified)	EXIOBASE

Category	Source
Other transport equipment	EXIOBASE
Other waste for treatment: waste water treatment	GHG Protocol
Paper and paper products	EXIOBASE
Paper and paper products	EXIOBASE
Petroleum coke	GHG Protocol
Plastic waste for treatment: incineration	EXIOBASE
Plastic waste for treatment: landfill	EXIOBASE
Plastics film waste disposal - closed-loop	EXIOBASE
Plastics/basic	EXIOBASE
Post and telecommunication	BEIS
Printed matter and recorded media	EXIOBASE
Private households with employed persons	EXIOBASE
Products of forestry/logging and related services	EXIOBASE
Professional fees	EXIOBASE
Public administration and defense services/compulsory social security services	EXIOBASE
Pulp	BEIS
Radio/television and communication equipment and apparatus	BEIS
Railway transportation services	EXIOBASE
Real estate services	EXIOBASE
Rental of machinery and equipment (without operator) and of personal and household goods (services)	EXIOBASE
Research and development services	EXIOBASE
Retail trade (except of motor vehicles and motorcycles) and repair of personal and household goods (services)	EXIOBASE
Retail trade (except of motor vehicles and motorcycles) and repair of personal and household goods (services)	EXIOBASE
Retail trade of motor fuel (services)	EXIOBASE

Category	Source
Rubber and plastic products	EXIOBASE
Sale/maintenance/repair/parts/accessories of motor vehicles/motorcycles	EXIOBASE
Scrap metal waste disposal - closed-loop	EXIOBASE
Scrap metal waste disposal - combustion	EXIOBASE
Sea and coastal water transportation services	EXIOBASE
Services auxiliary to financial intermediation	EXIOBASE
Stone	BEIS
Subway	BEIS
Textiles	BEIS
Transmission of electricity (services)	BEIS
Transportation services via pipelines	BEIS
Vegetable oils and fats	BEIS
Vegetables / fruits / nuts	BEIS
Verdo Varme Randers - Fjernvarmedeklaration 2023	NRGi Elhandel A/S
Wearing apparel/furs	NRGi Elhandel A/S
Wheat	Verdo
Wholesale trade and commission trade services (except of motor vehicles and motorcycles)	DANVA
Wood and products of wood/cork/straw/plaiting materials	GLEC

Randi's ESG report 2024 has been developed
and published by Grant Thornton.

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