



Communication on progress United Nations Global Compact

January 2012

Description of actions

We take pleasure in presenting and describing the following policies, procedures and activities which reflect Hotel Maritime's implementation of the UN Global Compact's ten principles.

Human Rights And Labour

- Principle number 1:** **Businesses should support and respect the protection of internationally proclaimed human rights.**
- Principle number 2:** **Businesses should make sure that they are not complicit in human rights abuses.**
- Principle number 3:** **Businesses should uphold the freedom of association and the effective recognition of the rights to collective bargaining.**
- Principle number 4:** **Businesses should support the elimination of all forms of forced and compulsory labour.**
- Principle number 5:** **Businesses should support the effective abolition of child labour.**
- Principle number 6:** **Businesses should uphold the elimination of discrimination in respect of employment and occupation.**



Hotel Maritime's CSR policy aims to take responsibility for our employees in creating a safe and healthy working environment both physically, psychologically and ethically.

We encourage diversity in our staff, and we have a zero tolerance policy against discriminatory behaviour, e.g. in respect of age, sex, religious affiliation, sexual preferences and ethnicity.

We invest in solutions and technology which enhance our guests', employees' and our suppliers' safety as well as solutions and technology that support their health.

Actions implemented prior to or in 2011 and planned for 2012:

1. As in previous years, we encourage our staff to become members of a labour union.
2. We keep all agreements made with the national labour unions on behalf of our staff.
3. As in previous years, we shall continue to cover all our employees by the hotel's private health insurance.
4. As in previous years, we will only employ adult persons and ensure that these are given decent wages above the minimum tariffs stipulated by agreement with the unions.
5. As in previous years, we maintain focus on improving labour conditions in the hotel. External audits by the government labour protection authorities during 2011 verify that the systems to protect our workplace environment are in effect and approved.

Environment

- Principle number 7:** **Businesses should support a precautionary approach to environmental challenges.**
- Principle number 8:** **Businesses should undertake initiatives to promote greater environmental responsibility.**
- Principle number 9:** **Businesses should encourage the development and diffusion of environmentally friendly technologies.**



Actions implemented prior to or in 2011 and planned for 2012:

1. Awarded with *The Green Key* label, Hotel Maritime shall continue to fulfill a long list of environmental demands, for example to decrease and to limit the production of waste, the use of water, central heating and electricity, thus reducing its CO2-omission.
2. From 2011, our waste sorting system has been modified in order to improve recycling of the hotel's waste.
3. In 2012, we will emphasize the reduction of water and electricity consumption.

Anti-Corruption

Principle number 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Actions implemented prior to or in 2011 and in effect from 2012 onwards:

1. We do not allow any employee to accept invitations, travel trips or to participate in business partner or supplier events without permission from the CEO or COO.
2. We do not accept that hotel employees receive, demand or offer money, presents or services to anybody in order to obtain any preferential treatment.

The Maritime is an independently owned and operated hotel located in the city centre of Copenhagen. The hotel was built in 1954 in memory of all the Danish sailors who lost their lives at sea during the world wars. The hotel has 64 guest rooms and a large meeting room, and is classified as a three star hotel by the Danish hotel and restaurant industry association HORESTA.

Hotel Maritime

A handwritten signature in blue ink, appearing to read "Jens Zimmer Christensen".

Jens Zimmer Christensen
General Manager and CEO