

H.E. Ban Ki-moon  
Secretary-General  
United Nations  
New York, NY 10017  
USA

March 12<sup>th</sup> 2012

**Statement of continued support - United Nations Global Compact**

Dear Mr. Secretary-General,

SØRUP HERREGAARD is delighted to express its continuing support of the Global Compact's ten principles with respect to human rights, labour, environment and anti-corruption.

In spite of being a relatively new member of the Global Compact Foundation, we have already gained a lot of inspiration from the initiative. Many of the core principles have now been merged with our own policies and procedures in our continuing effort to operate a responsible and sustainable hotel business. We are proud and pleased to submit the attached communication on progress as of January 2012 and to renew our commitment to the United Nations Global Compact Foundation.

Sincerely yours,



*Ms. Jane Strange Nielsen*  
*Owner and Managing Director*

## **Communication on progress United Nations Global Compact**

**March 2012**

### **Description of actions**

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

**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.**

Sørup Herregaard 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 will only employ adult persons and ensure that their salary is above the minimum tariffs stipulated by agreement with the unions.
4. As in previous years we will continue our cooperation with the local social authorities with on the job training for people with physiological or physical disabilities. And constantly ensure that the working environment is healthy for both body and soul.
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 our 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 environmental friendly technologies.**

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

1. Every year we undergo an external scrutiny in order to locate the possibilities for limiting the production of waste our use of water, and electricity. We have a CO2- neutral heating system.
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 any event with business partners or suppliers without permission from the CEO or COO.
2. We do not accept that hotel employees receive, demand or offer money or presents to anybody in order to obtain any preferential treatment.

Sørup Herregaard is an independently owned and operated manor hotel located in the rural area near Ringsted.

The manor dates back to 1348 and has been a modern hotel and conference centre since 1981. The hotel has 102 guest rooms and 16 conference rooms of which 6 are also used for banquets. The hotel is classified as a four star hotel by the Danish hotel and restaurant industry association HORESTA