

JUAL COP

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS (COP)

JUAL A/S

Company Name	JUAL A/S	Date	23/03/2012
Unit (if applicable)	JUAL Metal Products (Suzhou) Co., Ltd.		
Address	Industrivej 14 7130 Juelsminde	Membership date	7/6/2006
Country	Denmark	Number of employees	120 (total)
Contact name	Martin Thomsen	Sector	
Contact Position	Director		
Contact telephone no.	+45 4070 2323		



Brief description of nature of business

High grade building products made from metals and injection moulded plastic parts. The UN Global Compact membership is mainly related to the daughter company in China, JUAL Metal Products (Suzhou) Co., Ltd. Where all standard products and components are manufactured and exported to the mother company in Denmark.

Statement of support

JUAL is committed to being a socially responsible corporation and strives to apply high standards for: occupational health and safety, labor rights, business ethics and our impact on the external environment.

To put our commitment into practice, JUAL developed this policy using as a guideline relevant international conventions and agreements as well as related Chinese laws and regulations including:

- The United Nations Global Compact's 10 principles on human rights, labor standards, environment and anti-corruption*
- Relevant laws of the People's Republic of China*

Signature

Position: Director

PRINCIPLE 1 BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS

Our Commitment or Policy

Employment including labor contract, probation period, working condition, working hours, rest days and holidays, remuneration and benefits shall strictly abide by the Labor Laws of the PRC.

Use of child labor and forced labor is impermissible. Employment and use of juvenile employees shall strictly follow the Labor Law of the PRC and any local regulations.

Female employees during pregnancy, post-partum and lactating periods shall be assigned only work appropriate for their health and safety, and shall not be assigned overtime work.

A brief description of our Processes or Systems

Our company has (both in Denmark and China) an extensive employee handbook where all rules and rights for our employees are written down. All new employees are obliged to read this handbook before commencing work.

Actions implemented in the last year / planned for next year

Our employee handbook has been revised and updated during the last year. All new employees will have to sign a document to verify that they have read and understood the contents of this handbook. Obviously, the content both reflects JUAL code of conduct but also local labour law regulations.

Measurable Results or Outcomes

More awareness of employee's rights and a higher degree of information amongst employees has been observed but not measured.

PRINCIPLE 2 BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Our Commitment or Policy

Except from our initiatives in relation to principle 1, we do a lot of work with our suppliers to make sure that they follow the local rules and in general are not responsible for any human right abuses.

A brief description of our Processes or Systems

All suppliers are evaluated at least one time per year where we ensure that they have contracts with their employees and do not abuse their workers in any way.

Actions implemented in the last year / planned for next year

All key suppliers are now being evaluated systematically both in terms of quality but indeed also in terms of CSR. Our Danish Technical Manager is responsible for this in close collaboration with our Chinese Sourcing Assistant.

Measurable Results or Outcomes

Not really measurable, but our suppliers are now more focused on having proper contracts and agreement with their employees. We do see more awareness amongst suppliers about worker's rights.

PRINCIPLE 3 BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING

Our Commitment or Policy

*Freedom of Association & Right to Collective Bargaining:
JUAL recognizes and respects the rights of all employees to participate in and organize labor unions representing and safe guarding the legitimate rights and interests of laborers in accordance with the law. Labor unions shall independently conduct their activities. Employees who exercise their right to support unions shall face no punitive actions including but not limited to threats, fines, suspension or dismissal.*

*JUAL assures all employees that they can exercise their right to organize in a climate free of violence, pressure, fear and threats. The company shall not interfere in employees' organization activities such as association and representative election.
All JUAL employees are free to meet and discuss workplace issues in the factory during their breaks and before and after work. They shall communicate their concerns about factory practices to management, and are entitled to choose representatives to organize, inspect*

working conditions, engage in dialogue with factory management and carry out other activities that do not disrupt factory production.

A brief description of our Processes or Systems

None so far

Actions implemented in the last year / planned for next year

None

Measurable Results or Outcomes

None.

PRINCIPLE 4 BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR

Our Commitment or Policy

The threat or use of any form of harmful physical and or psychological discipline, or any form of sexual harassment is strictly prohibited. Disciplinary policy and procedures shall be written in the employee handbook and explained to new employees during orientation. All employees are permitted to report unfair treatment to the CSR manager or superior directly or through an elected representative. JUAL will respect the rights and privacy of any employee who reports violations of this CSR policy and shall protect that employee against possible retribution.

A brief description of our Processes or Systems

Besides from our policy described above, we also use our frequent supplier visits to ensure that all our suppliers do not use any kind of force or threats with their employees. We both interview the managers but also the employees on the shop floor to investigate this.

Actions implemented in the last year / planned for next year

None so far

Measurable Results or Outcomes

None

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

Our Commitment or Policy

Use of child labor and forced labor is impermissible. Employment and use of juvenile employees shall strictly follow the Labor Law of the PRC and any local regulations.

A brief description of our Processes or Systems

Manual inspection of our suppliers premises during supplier visits. If we have any doubt about the age of any worker, we ask both the worker themselves and also the manager. We might even ask for identification.

Actions implemented in the last year / planned for next year

None so far

Measurable Results or Outcomes

We have never found any children working in our entire supply chain!

PRINCIPLE 6 BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Our Commitment or Policy

All JUAL employees are employed on an equal basis, regardless of ethnicity, race, sex, or religious beliefs.

All JUAL employees shall enjoy equal opportunity of employment, salary benefits and advancement along with being subject to equal disciplinary and termination practices.

Female applicants shall not be asked about their pregnancy status and no mandatory pregnancy testing shall be required if not legally required.

The employment contract of female employees shall not be revoked during her pregnant, post-partum and lactating period, even when the contract becomes expired during such a period. The contract shall be automatically extended until the end of the whole maternity period. Female employees returning from maternity leave shall be given an equivalent position and equal pay as before leaving.

A brief description of our Processes or Systems

Our extensive employee handbook also contains all relevant information about rights and rules in relation to employment, pregnancy, maternity leave etc.

Actions implemented in the last year / planned for next year

None so far

Measurable Results or Outcomes

None

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

Our Commitment or Policy

JUAL is to endeavor to reduce our impact on the environment through a commitment to continual improvement in reducing the use of materials, our energy consumption and waste production. JUAL is committed to compliance with environmental regulations in China, both internally and throughout our supply chain.

Conservation of Resources

Every effort will be made to reduce use of the natural resources used at JUAL, especially with regards to water. The conservation of energy through the intelligent use of energy and energy efficient products is also integral to our commitment to the environment.

Materials Used

When choosing materials to be used by JUAL, every effort will be made to use those that are environmentally friendly. This includes the use of biodegradable materials, materials which are developed from recycled goods and materials which do not pose a threat to the natural environment.

Solid Waste

Waste shall be collected according to categories such as organic garbage, chemical waste, metal and paper and be disposed of appropriately. Those, which can be sold for recycling purposes, shall be stored in a proper paved area away from any fire risk.

Emissions:

Every effort shall be made to reduce the emission of pollutants into the air.

Noise:

JUAL will take all necessary precautions to limit the amount of noise pollution emitted from the work-grounds.

A brief description of our Processes or Systems

All waste material is carefully sorted and disposed according to local rules and regulatives. Furthermore, JUAL has made improvements in order to ensure lower use of power both at in the administration office and in the production. Even in our facilities in Denmark, we now have made significant improvements which has caused a significant decrease in energy consumption.

Actions implemented in the last year / planned for next year

One person is appointed to be responsible for power savings. This is to ensure a better environment but also a higher degree of safety as this avoids machines being turned on during breaks and after work.

Measurable Results or Outcomes

Power usage lowered (not measured precisely yet) – zero accidents during breaks / free time.

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

Our Commitment or Policy

Our effort at our own premises is only the start for JUAL. Therefore, we do push our suppliers to take similar initiatives in order to protect the environment. Energy and waste savings now are integrated in our marketing material.

A brief description of our Processes or Systems

Again, this is done on our regular visits at our suppliers.

Actions implemented in the last year / planned for next year

None specific

Measurable Results or Outcomes

Much less garbage – savings in recycling expenses.

PRINCIPLE 9 BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Our Commitment or Policy

During the past years, JUAL has started development and production of environmentally friendly products such as hot-air based solar panels and also ventilations driven by the wind.

A brief description of our Processes or Systems

No systems are yet in place, but the products so far prove very successful.

Actions implemented in the last year / planned for next year

More resources are allocated in developing new 'green products' and also improving the efficiency of the existing ones. Furthermore, JUAL is applying for 'high-tech' company status in China and will do so based on our new inventions within solar panels and solar panel flat roof installations.

Measurable Results or Outcomes

The last year JUAL has sold hot-air based solar panels with a total rated power of 4,5 mio Watt.

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY **Our Commitment or Policy**

JUAL's reputation depends not only on high quality services and products but also on the manner in which we conduct our relationship with suppliers, government officials and other organizations. Each employee must ensure that his/her conduct does not provide, or give the appearance of providing, him/her with personal gain at the expense of the company.

Any form of giving and receiving bribes is impermissible. A bribe is defined as any gift, monetary or otherwise, given with the intention of influencing the recipient's judgment.

JUAL employees are not permitted to accept monetary gifts. More modest gifts given in the name of a company may be accepted, but must immediately be presented to the CSR manager.

A brief description of our Processes or Systems

All relevant rules and regulations are written down in our employee handbook and thereby this information is passed on to all employees.

Furthermore, price agreements and choice of suppliers is handled by employees in Denmark in order to ensure fair treatment of suppliers and lower the risk of bribery or gifts of any kind to our employees in China.

Actions implemented in the last year / planned for next year

None

Measurable Results or Outcomes

None

How do you intend to make this COP available to your stakeholders?

By sending it to all major customers and partners that show interest in our work with UN Global Compact and CSR in general.

Our membership of UN Global Compact – and therefore also our COP – is an integrated part of our marketing strategy where we promote quality from China in European quality and with a high level of social responsibility.

The membership of UN Global Compact together with our new ISO9001 approval is our key arguments to customers when persuading them about our commitment to both quality and social responsibility.