

# Global Compact

Communication of Progress  
2012

**EXIMA**

Copenhagen  
Denmark

[exima.eu](http://exima.eu)

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<b>Address</b>	Langøgade 17 2100 Copenhagen Ø	<b>Membership date</b>	2009.05.18
<b>Country</b>	Denmark	<b>Number of employees</b>	20
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**Brief description of nature of business**

EXIMA is a service provider to industry within Sustainability. From our offices in Denmark and Italy we assist Clients worldwide in improving performance on Corporate Responsibility and resource efficiency within manufacturing.

By demonstrating the sound benefits of integrating Sustainable Development to business and operations, we assist our Clients in adding value to an important range of Social, Environmental and Climate Change related challenges.

### Statement of support

EXIMA became a signatory to the Global Compact in 2009 and our commitment is to embed the principles into our Group standards and policies. Ensuring that the Principles are made real in our day-to-day operations is a continuous activity of the development of our approach and development as a company.

Because we endorse the principles and recognize our role in the international environment of which we take part, we decided to become a signatory to the Global Compact and to use the framework for developing practices and for communication with our stakeholders.

As a smaller business operating globally, we interact with a many different stakeholder groups within the public and private sector. The UN Global Compact provides not just the foundation for a statement of intent, but forms the core of the framework on which we build operation and governance of colleagues and teams working on our behalf.

Our commitment to the 10 principles reflects our engagement and the continuous challenge ahead is to anchor the four pillars into our business strategies and our operations.

Over the course of the past years, our commitment to the Global Compact initiative has provided a set of strong indicators to our team, clients, partners and other stakeholders, linking our ability and ambition for operating across continents and cultural differences with the demonstrating of the value for business in striving towards sustainable Development in the private sector.



Lars Munkøe  
Director

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

As a company with activities around the world, we recognize our responsibility to uphold Human Rights standards in a variety of different settings for contributing to a Sustainable Development of the societies in which we take part. Our responsibility applies to our own operations as well as the relationship with whom we engage.

Compliance with the UN Declaration on Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work are important to us and our ability to develop as a responsible and reliable organisation.

Source: EXIMA Business Principles, 2009

**A brief description of our Processes or Systems**

EXIMA Business Principles is implemented in our operations and used actively in the stakeholder communication with our key stakeholders and provides guidelines for members of our team.

**Actions implemented in the last year / planned for next year**

EXIMA will strengthen the capacity of our team for identifying violation of internationally claimed human rights and provide support for developing sustainable measures and preventive actions.

Working across industry sectors worldwide, we recognize our role as advisors may require additional capabilities of our team members.

We will develop internal training materials and guidelines for our team, providing a framework for our organisation to identify and manage encountered potential risks of human rights violation.

**Measurable Results or Outcomes**

In Progress: Internal training and guidelines on internationally proclaimed human rights.

**PRINCIPLE 2 BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT  
IN HUMAN RIGHTS ABUSES****Our Commitment or Policy**

As a company with activities all over the world, we recognize our responsibility to uphold Human Rights standards in a variety of different setting for contributing to a Sustainable Development of the societies in which we take part. Our responsibility applies to our own operations as well as the relationship with whom we engage.

Source: EXIMA Business Principles, 2009

**A brief description of our Processes or Systems**

EXIMA has no direct or indirect experience of human rights abuses. Nevertheless, the company is conscious of the possibility of facing situations which could abuse human rights and does take account of supporting this principle in procurement and contracting processes.

**Actions implemented in the last year / planned for next year**

EXIMA will strengthen the capacity of our team for identifying violation of internationally claimed human rights and provide support for developing sustainable measures and preventive actions.

Working across industry sectors worldwide, we recognize our role as advisors may require additional capabilities of our team members.

We will develop internal training materials and guidelines for our team, providing a framework for our organisation to identify and manage encountered potential risks of human rights violation.

**Measurable Results or Outcomes**

In Progress: Internal training and guidelines on internationally proclaimed human rights.

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

**Our Commitment or Policy**

This principle will be addressed in the following years.

**A brief description of our Processes or Systems**

EXIMA is a small business with a flat organisation consisting of skilled individuals. We recognise the right to collective bargaining and the freedom of association and will address this principle at a later stage

**Actions implemented in the last year / planned for next year**

No actions have currently been implemented in this respect. In the following year we will state our position on this principle and identify ways to incorporate practices into our operations.

**Measurable Results or Outcomes**

Planned: Development of commitment statement

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

**Our Commitment or Policy**

EXIMA supports the elimination of all forms of forced labour and compulsory labour.

**A brief description of our Processes or Systems**

Together with our Clients, we develop the awareness which enables organisations to recognize and respond to the exposure for facing forced and compulsory labour in the supply chain.

Through our operation and dialogue with Clients, EXIMA actively encourages Clients to become signatories of the UN Global Compact.

For the internal operations of EXIMA, no formal system is in place for identification of potential forced and compulsory labour. This principle will be assessed in more details in 2011 in order to clarify procedures for our team in potential cases where forced or compulsory labour could occur

**Actions implemented in the last year / planned for next year**

During 2011 we intended conducting a risk assessment for identification of potential situations where incidents of forced and compulsory labour could occur.

Following the outcome of this assessment we will implement a monitoring system and necessary means for our team. This target is maintained and will be implemented during the next year.

**Measurable Results or Outcomes**

Planned:

- Company Risk assessment,
- Internal monitoring system and formalised practices related to identification of potential incidents of forced and compulsory labour.



**PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR****Our Commitment or Policy**

EXIMA supports a global and effective abolition of child labour and this topic will be subject a company position statement.

**A brief description of our Processes or Systems**

At present, EXIMA does not have dedicated systems or processes with respect to child labour. Such system and processes will be part of our continuous development.

Together with our Clients, we develop the awareness which enables organisations to recognize and respond to the exposure for facing child labour in the supply chain.

By encouraging Clients to become signatories of the UN Global Compact our operation and dialogue with stakeholders, EXIMA supports the abolition of child labour in our sphere of influence

**Actions implemented in the last year / planned for next year**

Planned activities for 2012:

- Assessment of current operations for identification of situations where potential Child labour may occur
- Development of company Position statement on Child labour and forced labour
- Development of business process for our team to deal with identified situations with potential child labour

**Measurable Results or Outcomes**

- Planned:
- Position statement on Child labour and forced labour
  - Development of Business processes and systems for EXIMA team assuring identification and reporting of identified situations where child labour may occur.

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

**Our Commitment or Policy**

We aim to employ people who reflect the diverse nature of society and we value the contribution they make, irrespective of gender, age, sex, disability, sexual orientation, race, colour, religion, ethnic origin or political beliefs.

Source: EXIMA Business Principles, 2009

**A brief description of our Processes or Systems**

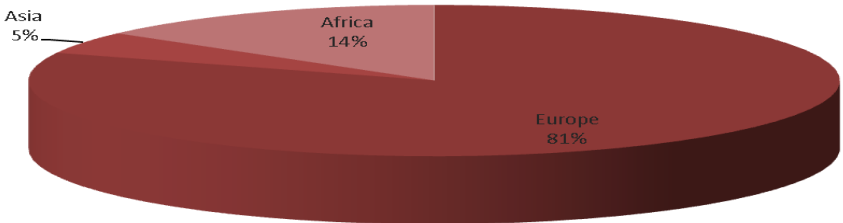
EXIMA practice for engaging people is based on professional skills and experiences.

We offer a flexible working policy to our team members supporting flexible working hours for employees with families. Our remote workplace policy enables staff living remotely to support growth to rural areas and local communities.

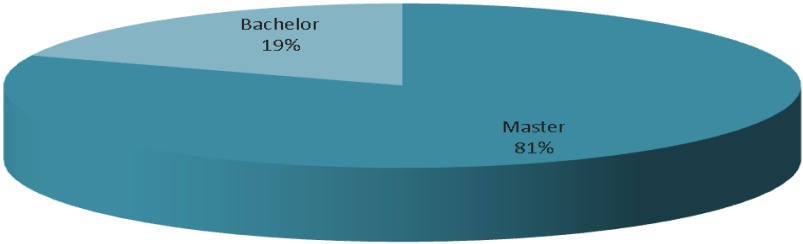
As per April 2012, our organisation profile reflects a balance of the gender within our organisation, see illustration below.



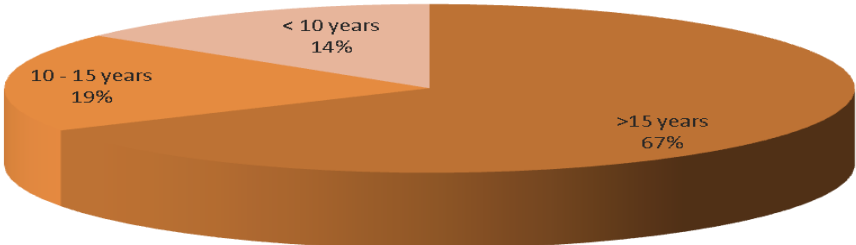
Providing global services and local presence, requires a dynamic organisation. As per April 2012, 19% of our team members were located outside Europe, see pie chart below for a distribution of the origin of our team.



The majority of our team members have a M. Sc degree while 19% have B.Sc. degree, see chart below. Our profiles have an educational background as environmental and mechanical engineers, chemists, biologists and economics .



The vast majority of our team members have more than 15 years of experience from international work either within consulting or from industry. The chart below illustrates the experience of our team members.



**Actions implemented in the last year / planned for next year**

A HR monitoring system was established in the course of 2010 with the purpose of assuring engagement practices do not discriminate in respect of employment and occupation. The system also provides essential information about our pool of resources

**Measurable Results or Outcomes**

- Complete:
- Development HR monitoring system

## PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

### Our Commitment or Policy

We recognize our responsibility for addressing the environment in our daily planning and operation. As part of our mission and services towards Clients we will encourage and promote an environmental responsible behaviour.

Source: EXIMA Business Principles, 2009

### A brief description of our Processes or Systems

EXIMA provides essential services to companies and public Clients for improving performance within corporate responsibility, including environment and Climate Change. The actions mentioned below illustrate how we assisted clients in addressing environmental challenges.

### Actions implemented in the last year / planned for next year

EXIMA will continue to demonstrate value for our Clients by applying a precautionary approach and responsibility to environmental Challenges by tailoring and developing value adding services within Corporate Responsibility.

A select of assignments contracted by our team in the past year, providing essential cost reduction while improving the short term performance on Sustainability:

- Sustainable Design of new facility at Bavarian Nordic ([www.bavarian-nordic.com](http://www.bavarian-nordic.com))
- Development of programme for Cleaner Production Advisory service programme for industries in South Africa;
- Strategy and roadmap on Climate Change for a world leader in the semiconductor industry.
- Resource efficiency benchmarking survey of pulp and paper producers in Vietnam;
- Advisory services to industries related to design and implementation of ISO 50001 energy management systems;
- Saving catalogue for a large metal product producer in Argentina;
- Assistance to food industries in Albania for improving environmental cost performance and reducing environmental impact;
- Development of Greenhouse gas inventories and accounting systems for industry clients

### Measurable Results or Outcomes

In progress: Provide support and guidance within Corporate Responsibility also on environmental issues which seek to incorporate the precautionary principle into business and investments.

**PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY****Our Commitment or Policy**

“Our mission is to meet the needs of our Clients for sustainable solutions to a wide range of Climate Change, Environmental and Social related challenges. The success of our activities is our ability to add value to business by integrating the principles of Sustainable Development into their strategies and operation.”

Source: EXIMA Mission statement, 2009

**A brief description of our Processes or Systems**

As a service provider within corporate responsibility, EXIMA supplies essential knowhow to our Clients for improving environmental performance. Doing so, is an essential initiative for promoting and demonstrating the value of taking greater environmental responsibility.

Though the environmental benefit from the results of our services far exceeds the impact of our operations, our company has implements house rules for reducing our environmental impact. Nevertheless our operation includes the responsibility to reduce travels to a minimum by offering an infrastructure supporting an extended use of on-line meetings and conferences for Clients and team members.

**Actions implemented in the last year / planned for next year**

Through our core services related to environmental performance and management, EXIMA will continue and develop our portfolio of services for supporting our Clients in linking environmental performance and reducing costs.

**Measurable Results or Outcomes**

In Progress: Provide edge cutting services demonstrating the benefits of improved environmental performance of existing and planned industrial operations.

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

### Our Commitment or Policy

“Our mission is to meet the needs of our Clients for sustainable solutions to a wide range of Climate Change, Environmental and Social related challenges. The success of our activities is our ability to add value to business by integrating the principles of Sustainable Development into their strategies and operation.”

Source: EXIMA Mission statement, 2009

### A brief description of our Processes or Systems

EXIMA assists industries in improving environmental performance of existing operations and by improving the design of planned investments. By doing so, we demonstrate the environmental value and the economical feasibility of improving current technologies and processes.

EXIMA actively encourage the development of environmental technologies by undertaking investments in in Clean Tech innovation projects.

### Actions implemented in the last year / planned for next year

EXIMA will continue to provide support to industries for identification of environmental savings and strengthen our engagement in CleanTech projects. In 2011 our investment in the innovation of solar air conditioning units materialized and was separated from EXIMA into Purix ApS.

EXIMA has now become a shareholder of Purix ApS ([www.purix.eu](http://www.purix.eu)) with the purpose of bringing environmentally friendly air conditioners based on solar energy to the market in Southern Europe and Middle East.

The demand for comfort cooling is increasing year by year and consequently so does electricity consumption and greenhouse gas emissions related to cooling. Though efficiency of electric air conditioners have improved, Purix has demonstrated a competitive alternative to conventional air conditioners reducing power consumption by 86% compared to best of class conventional units.

The foundation of Purix in 2011 was an important milestone for EXIMA, demonstrating the ability to attract investors in a period still influenced by the global financial crisis.

The core mission of Purix will be to support our belief that we may improve and maintain living standard while reduce our environmental impact dramatically.

### Measurable Results or Outcomes

- In Progress:
- EXIMA will continue to provide support to industries for identification and implementation of environmental savings from
    - Sustainable Design activities

- Engaging in development and facilitation of carbon credit projects
  - Carbon Management services
  - Review and auditing services to industry for improving performance within Sustainable Production, Energy/Climate Change and environment
  - Guidance in design and implementation of management systems within environment and energy (EN16001 and ISO5001)
  - Greenhouse Gas Emission verification services
- 
- Strengthen our engagement and success in Clean Tech innovation projects.

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

Persons working on behalf of EXIMA should not engage in activities which would conflict with their responsibilities as representatives of EXIMA, or involve themselves as representing EXIMA in any activities whatsoever with a third party in which the person has anything more than an insignificant direct or indirect economical interest.

Fair Competition

We respect the principles and rules of fair competition prohibiting anticompetitive behaviours and the abuse of a dominant market position.

Bribery

EXIMA does not give or receive whether directly or indirectly bribes or other improper advantages for business or financial gain. No employee or persons working on behalf of EXIMA may offer give or receive any gift or payment which is, or may be construed as being, a bribe.

A bribe can be defined as an offer or receipt of any gift, loan, fee, reward or other advantage to or from any person as an inducement to do something which is dishonest, illegal or a breach of trust, in the conduct of the enterprise's business.

Any demand for, or offer of, a bribe must be rejected immediately and reported to management.

If you are in any doubt or if you witness the offering or acceptance of bribes, you must immediately report this to management.

Facilitation payments

A facilitation payment can be defined as an "extra" payment of a minor sum of money to a person to expedite an action, for example to process a permit or issue a visa.

We make no distinction between facilitation payments and bribes. EXIMA will not make facilitation payments in any countries in which we do business, and we will not allow others who work for us to make them.

If you are in any doubt or if you witness the use of Facilitation payments, you must immediately report this to management.

Gifts

It is in many countries a custom and acceptable to provide and receive promotional tokens or gifts, provided that the value does not exceed a reasonable level, and provided that the items are not of such a character that they may be used to influence the receiver unduly or make him/her feel obligated to repay.



It is not acceptable to receive or give gifts in the form of cash.

If there is doubt as to whether a gift exceeds a reasonable level, a manager must be contacted.

#### Political contributions

EXIMA does not engage in political activities, nor provide contributions or other support to political parties, local candidates or committees.

Source: EXIMA Business Principles, 2009

#### **A brief description of our Processes or Systems**

A company policy provides guidance and describes our practices and operations with respect to corruption and bribery. The EXIMA Business Principles is available for download on the EXIMA website [www.exima.eu](http://www.exima.eu).

#### **Actions implemented in the last year / planned for next year**

A policy paper reflecting our position on bribery and corruption is under integration with our business processes, operations and our engagement procedures.

In 2012 we will develop a monitoring system for identification of cases where EXIMA or people working on our behalf are exposed to attempts for corruption or bribery.

#### **Measurable Results or Outcomes**

In progress: Integration of business principles into operations of EXIMA

Planned: Development of monitoring system

#### **Availability of COP for stakeholders**

The COP document is available for download at [www.exima.eu](http://www.exima.eu)