



COPENHAGEN GROUP A/S



United Nations Global Compact



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Communication on Progresses

March 2013





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H.E. Ban Ki-Moon
Secretary-General
United Nations
New York, NY 10017
United States of America

Copenhagen, 09 March, 2013

Re: Continued commitment to the UN Global Compact

Dear Mr. Secretary-General:

I am pleased to confirm that Copenhagen Group A/S and its subsidiaries, Copenhagen Contractors A/S, Copenhagen Global A/S and Copenhagen Election A/S reaffirms support for the Ten Principles of the United Nations Global Compact, in the areas of Human Rights, Labour, Environment and Anti-Corruption.

This statement is formed as an introduction to the 2013 Communication on Progress, where Copenhagen Group will demonstrate areas of development, implementation, and measurement of the Global Compact principles and outcomes.

We are committed to continuing to make the Global Compact and its principles part of the strategy, culture and day to day operation of our company.

This statement is further intended to inform all stakeholders of our continued support and value for the ten principles.

Yours Sincerely,

Jeppe Handwerk
President and CEO



Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, and

Principle 2: Make sure they are not complicity in human rights abuses.

Copenhagen Group Policy Statement: Human Rights

As an international company, Copenhagen Group does not work with agents or companies who fail to respect human rights in any form. We adopt non-discriminatory policies, thus any discrimination of employees related to our business or our suppliers' business based on age, gender, culture, religion, race or political affiliation is not tolerated.

Actions in 2012	Measurement of Outcomes	2013 Objectives and Targets
Formalized deviation forms for employees to report deficiencies or irregularities in work place activities related to HR issues, technical issues and health and safety matters.	Employees have been trained and introduced on usage of deviation system. System has been made available to all staff in headquarters and is monitored by senior management.	Development of deviation reporting systems for all Copenhagen Group subsidiaries.
Supplier Audits and industrial visits where products are produced – photos taken, conditions are monitored, ensuring safe and healthy environments.	No instances of human rights abuses noticed and no indications of issues.	Continued audits of all suppliers and future suppliers on yearly basis.
Regularly inform suppliers of Copenhagen's policies towards human rights and working relationship with firms who engage in correct human rights practices.	Copenhagen Group subsidiaries informed all relevant suppliers of human rights policy statement and confirmed policies were understood (no work with companies that discriminate, participate in forced labour, etc.).	Continued awareness to current suppliers and new suppliers.
Engagement and support of NGOs focused on human rights issues.	In 2012, Copenhagen Group and its management supported the Orchid Project, the only international NGO focused solely on ending the practice of female genital cutting. The company has donated office space, IT support, office equipment, and volunteer time to building the organization.	Continued support of human rights groups engaged in ending human rights violations in regions where our businesses operate. Further engagement and expansion support planned for Orchid Project in 2013.



Labour Standards

Principle 3: Businesses will uphold the freedom of association and the effective recognition of the right to collective bargaining

Principle 4: Elimination of all forms of forced and compulsory labour

Principle 5: Effective abolition of child labour

Principle 6: Elimination of discrimination in employment and occupation.

Copenhagen Group Policy Statement: Labour Standards

Copenhagen Group and its subsidiary operations adopt strict policies concerning labour practices and uphold and implement labour procedures in accordance with international labour standards.

Actions in 2012	Measurement of Outcomes	2013 Objectives and Targets
Audit of all suppliers to make sure not complicit in child or compulsory labour.	In 2013, during a quality management survey, a specific check was made to ensure no human rights abuses or child labour is used at facilities where Copenhagen Election sources its supplies. No such instances were recorded or noted.	Promote continued awareness of Copenhagen Group policy related to labour standards and human rights. Promote awareness with new suppliers. Continued checks through QM system to ensure no cases or instances of labour issues.
Work Place Assessment Questionnaire.	Copenhagen Group distributed a work place assessment questionnaire to gauge level of satisfaction related to cleanliness, health and safety in the headquarters operations. All employees in headquarters completed questionnaire on confidential basis. 99% of all answers were above satisfactory in all categories.	Higher satisfaction level score on work place assessment questionnaire. Implementation of questionnaire throughout all Copenhagen Group subsidiary locations.
Review of employment contracts in Kuwait entity	Contract reviewed by local legal representative to ensure compliance with relevant laws. Company agreed to provide greater benefits for time off, wages, health care than required under law.	Review of other entities to ensure compliance. Review of current benefits to employees in field.

**Environment**

Principle 7: Support a cautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Copenhagen Group Policy Statement: Environment

Copenhagen Group A/S and its subsidiary operations place stewardship and protection of the environment as a high priority as we conduct our daily business activities. The company will reduce emissions and energy consumption wherever possible; utilize the latest technology wherever possible; and comply with all applicable laws and regulations.

Actions in 2012	Measurement of Outcomes	2013 Objectives and Targets
Shift of production (Election) for cost savings and lowering company's carbon footprint.	Shifted production of critical material to locations closer to delivery locations and closer to company headquarters. Copenhagen moved production of certain materials from Asia in an effort to cut costs and to also reduce company's carbon footprint (less travel time to production facility, shorter shipment destinations, supplier using EU environmental production standards).	Further review of environmental impact of production of material and shipping methods. Address impacts and look for alternatives to further reduce company's emissions.
Introduction of Environmental Mapping in Copenhagen Group headquarters through ISO certification 14001.	Copenhagen Group obtained ISO 14001 certification in the past year. Reduction of paper use and other recyclable materials. Reduced use of chemical agents in office. Formalized information in regards to handling and storage of chemical agents in subsidiary offices.	Introduce environmental mapping in subsidiary operations in order to develop additional methods for reducing company's overall CO2 footprint.
Reduction of CO2 emissions.	Paper use in headquarters office reduced by 25%. Printing restricted to critical material and all printing done double sided. In 2012, Copenhagen Contractors changed over its large equipment and vehicle fleets in Kuwait to more fuel efficient vehicles.	Reduce air travel by 25% for all company personnel by end of 2013. Calculation of baseline carbon footprint for all CPH employees to raise environmental awareness.

**Anti-Corruption**

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

Copenhagen Group Policy Statement: Anti-Corruption

Copenhagen Group strives to conduct all business dealings and relationships with integrity, honest and respect toward fellow employees, customers, suppliers and others with whom the company does business. No employee should knowingly permit any transaction to occur that does not honour the company's principles.

Actions in 2012	Measurement of Outcomes	2013 Objectives and Targets
Implementation of quality management system as a result of ISO 9001 certification.	Quality management system provides employees a forum for understanding the company's zero tolerance for corruption. Guidelines for quality allow for employees to note any cases of corruption in supply chains, or any other daily operations. In 2012, the QM reporting system yielded no instances of corruption.	Further integrate QM and anti-corruption understanding in all CPH Group subsidiaries via education and training in QM system.
Work with supply chain members and business partners to adhere to anti-corruption principles.	Via audits of suppliers, contract reviews and strict financial oversight systems put in place in 2012, no instance of corruption were revealed or reported.	Continue audits of suppliers and other partners to ensure full compliance with Copenhagen Group's position on anti-corruption.
Implementation of Code of Ethics understanding and training.	In 2012, a formalized and written code of ethics was introduced to employees in certain subsidiaries. Code of ethics was incorporated into employment contracts for new employees and also existing employment contracts were revised to reflect commitment to code of ethics.	Ensure 100% of all employees in each subsidiary have read and been trained in code of ethics. Further incorporate code into all employee contracts by end 2013.