



This is our Communication on Progress  
in implementing the principles of the  
United Nations Global Compact.

We welcome feedback on its contents.

# **UN GLOBAL COMPACT**

## **COMMUNICATION ON PROGRESS REPORT 2011**



**Green Team A/S Simmelbrovej 44 DK 7260 Sønder-Omme + 45 76 50 40 60 [www.greenteam-group.dk](http://www.greenteam-group.dk)**

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## Statement of support

In a world of increasing social and environmental challenges, it is important that all companies take an active part and make responsible choices when it comes to environment and people.

Green Team A / S is a member of Global Compact since 2010 and our support is unchanged. We are dedicated to fulfill the intentions of the 10 Principles outlined by the UN in the Global Compact Initiative. UN Global Compact acts as a general framework for our CSR activities and ensures that we get around the four main areas:

- **Human Rights**
- **Labour Standards**
- **Environment**
- **Anti – corruption**

We are committed to respect fundamental human rights and basic labor standards and to implement these principles throughout our organization. We strive to influence our suppliers and business partners to live up to the same obligations within their sphere of influence.

Also environmental challenges are important to us. We always strive to be innovative and to find environmental friendly means of running our nurseries and farms. We try to influence our suppliers always to take a precautionary approach to environmental challenges and to choose an environmental friendly method if possible.

We are proud to make our modest contribution to a better planet and we will focus on measuring our performance within the ten Global Compact principles in the years to come. We endeavor to be open and transparent across the organization and report our findings. This Communication on Progress report (COP) will be made available through the UN Global Compact homepage [www.unglobalcompact.org](http://www.unglobalcompact.org) and to all our employees at regular meetings with the staff.

Date: 18.th March 2013

Peder Østbjerg, CEO

Sign:



# About Green Team A/S

## Brief description of nature of business

Green Team Group A/S is a family owned business producing and selling seedlings, Christmas trees, foliage and decorations. The foundation of today's company was founded in 1991 by the brothers Majland.

Green Team Group A/S is the mother company for a whole range of subsidiaries which is split up into two main subsidiary companies with different areas of focus:

### **Majland A/S,**

- Harvest and import of seeds for production of seedlings
- Producing and marketing of Christmas tree seedlings

### **Green Team Holding A/S**

- Producing and marketing of Christmas trees, foliage and decorations

## Mission, vision and goals

It is our mission to be the leading supplier of Nordmann Christmas seedlings, Christmas trees, foliage and decorations in the world.

It is our vision to focus on product innovation, quality and customer services throughout the value chain from seed to the final tree.

It is a goal for us to be able to sell 10 mio. Normann trees and 5000 tones of greenery from Moscow to Caribbean via our own production of 9000 ha. Equivalent to a marked share of 10-12 % on trees and of 20-25 on % on greenery. As of 31th December 2011 Green Team A/S had 52 fulltime employees.

We have an international production set-up. We pick our seeds in Georgia and Denmark. We cultivate the seeds in our nursery in Denmark for 3 years. Afterwards we grow the trees in different North European countries. The trees are pruned to keep the perfect shape and finally the harvest takes place when the trees are about 12 years old.

We expect potted trees to be more important in the years to come. For that reason all our trees are also available as potted trees. A tree in a pot has an extra long lifetime and can be planted out afterwards. A sustainable and consumer friendly way to uphold a long and grounded tradition to celebrate Christmas around the Christmas tree.

Our work with CSR is founded in our consisting focus on quality throughout the whole supply chain. Green Team Group A/S has always been addressing environmental issues in the nursery in Denmark. However since 2010 we have worked with CSR in a more strategic way due to our subscription to the UN's Global Compact Initiative.

The purpose is to live up to the demands from future costumers and to expand the knowledge about Global compact frameworks for responsibility in the business. We work with human rights, labor standards, environment, responsible supply chain and communication.

# Human Rights

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

**Principle 2:** *Make sure that they are not complicit in human right abuses.*

## What we want

We want to be an open, international and welcoming workplace. Green Team A/S supports compliance with international human rights conventions, and we condemn discrimination based on race, religion, sex, age or disability. It is important for us that people with disabilities, women, people with other nationality than Danish or others with special conditions are visible in the workplace and equal opportunity to make a career.

We will increase our focus on diversity at all levels of the company, and we are constantly working to create an inclusive workplace with room for diversity. We believe that diversity creates value for the company and expand our horizons.

## What we do

We have focused on international human rights in our diversity policy, which we are in the process of implementing in our organization. This means that we in recruitment, promotion, and dismissal are careful not to violate the fundamental human rights conventions.

In Denmark we observe the Danish legislation, which does not allow any discrimination what so ever. All terms of employment are established by individual workers contracts according to Danish legislation and the relevant Collective Bargain Agreement.

One of the areas we are focusing on is our business partners around the world. We operate in long term relationships with few core suppliers with whom we have been doing business with for many years. At present we have one supplier in a risk country, Georgia. It is our belief that we have influenced our suppliers by upholding a constant pressure on information and documentation for decent labor standards every where our company is represented

In 2012 we have chosen some Key Performance Indicators to measure our progress within human right and the ten principles in Global Compact. See annex 1.

Our subsidiary, Majland A/S, who is dealing with the seeds in Georgian and the nursery in Denmark, became a member of the Business Social Compliance Initiative (BSCI) in 2010. BSCI is an association of 1000 European companies, which share a common set of ethical rules, a Code of Conduct, in order to set a standard for decent working conditions in their supply chain worldwide. Through BSCI we have a toolbox that helps us to comply with the Code of Conduct, no matter where production takes place.

Our production in our nursery in Denmark and our farms in different European countries are all Global GAP certified. Global GAP is covering environment and working conditions.

## What we have achieved

Because of our common values and our commitment to diversity policy, 56 % of our employees have nationality other than Danish.

We have raised awareness about human rights issues in our headquarters. We have formulated policies and have pointed out a responsible person to work with human rights



issues. 100 % of all suppliers in risk countries are audited according to BSCI with the result, GOOD. 100 % of all farms and nurseries in EC are certified according to Global GAP.

### **Goals for 2013**

In 2013 we will continue to focus on human rights as well locally as globally. We will ensure that we in 2013 have at least the same percentage of employees with different nationality than Danish in 2012, because it strengthens our organization.

75 % of our permanent employees will be taught in basic CSR issues and the BSCI concept.

It is our goal to establish a whistleblower where all employees can anonymously forward any criticism or even concerns that management may have an interest in knowing.

## **Labour Standards**

***Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to bargaining;***

***Principle 4: The elimination of all forms of forced and compulsory labour;***

***Principle 5: The effective abolition of child labour; and***

***Principle 6: The elimination of discrimination in respect of employment and occupation.***

### **What we want**

We support the UN global work to eliminate all forms of forced and compulsory labor and the extortion of child labour and any discrimination in employment.

Our diversity policy is clear; no worker must be subject to discrimination due to race, religion, age, national origin, sexual orientation or gender. It is a core value to us that all employees in Denmark and every where our seeds are produced are treated with respect and dignity.

We have a policy on child labour and we do not tolerate child labor as defined in the ILO conventions under the age of 15 years (14) or the local defined school age. If a child is ever revealed in the production we insists, that a plan should be made in order for the child to go back to school and at the same time compensation should be given to the family by offering other family members a job. This policy is included in the BSCI Code of Conduct and relevant for suppliers in risk countries as well as on our farms in EC.

Freedom of association and the right to be a member of a freely chosen union are fundamental rights that we cherish. We will ensure a healthy and safe working environment for all our employees. We believe that health and well-being are linked and that well-being is of great importance in the daily life of the individual and the company.

We believe basically that our social responsibility effort involves not only activities in Denmark, but covers our entire supply chain, regardless of where the production takes place. Our customers must be confident that we have consideration for the people, who have been involved in the entire process from seed to tree.

## **What we do**

In 2012, we formed a sustainability policy with focus on openness, education and a safe working environment. A policy to ensure that we respect the right to be a member of the union as the individual wishes, equality under the laws and elimination of discrimination in the workplace.

We are a member of the employers' association, GLS-A, and we respect the collective agreement system as a supplement to Danish labor legislation in our area of business. It is a system based on of collective negotiations between employer and employee, resulting in a collective agreement in line with national legislation. Our collective agreement is between GLS-A and 3F, and between GLS-A and HK. We respect and follow all regulations in these collective agreements.

In our headquarters in Denmark we comply with Danish legislation on human rights and labor rights. In accordance with the Danish Health and Safety Work Act, we have a health and safety committee with representatives from the workers group and from the management group. Our occupational and safety work is well organised and functions successfully according to the intentions of the law.

All employees have access to relevant PPE. We have a single young worker between 15-18, who is given appropriate jobs only and always under instruction by an adult. We have made the compulsory APV-assessments for all workplaces and we have a system to keep records of any accidents and "near-by" accidents".

According to our supplier Code of Conduct the work must be safe and sound for all workers. It is also a general rule that no worker must work more than 48 hours + 12 overtime hours and never on a regular basis. Compensation must always be paid with a premium rate according to local legislation. All workers must have one day off after 6 days of continuously work. We are continuously working to improve our working environment according to the intentions and spirit in Danish labour laws and we will assess any labor related risk of accidents professionally.

We employ around 25 workers on basis of a time limited contract of 6 - 10 month in the peak season. They are compensated according to the relevant collective agreement between GLS-A and 3F.

We have 5 weeks of vacation and paid sick leave plus extra 5 paid personal holidays every year plus all public holidays. According to the relevant collective agreement all workers have a private pension when a worker has been employed more than 9 month. At the moment the pension rate is 12.99 % (2/3 is paid by the company). The company provides everyone with a private health insurance, and coffee, tea and fresh fruit for free besides lunch at favorable prices. We always try to offer jobs on special terms, whenever possible, to the long-term unemployed, trainees, unemployed in work testing situations.

As a benefit office staff has access to a meal at lunch at very favorable prices. Our office staff is encouraged to take education within their area of responsibility. We strive to give both men and women equal opportunities and we encourage both genders to join relevant training programs within their area of responsibility. However at presents only men are represented in the board of directors.

In peak season a subcontracting partner is supplying us with more workers employed by our subcontracting partner. We have appointed a serviceperson for all our foreign workers assisting in all sorts of problems arising from working in Denmark as a foreigner.

At the global level, we have joined the BSCI, which is an association of 1000 European companies which share a common set of ethical rules, a Code of Conduct. This concept will help us to ensure respect for human rights of our partners through 3 rd. part audits at factory level.

### **What we have achieved**

Our collective pension scheme is currently of 12.99% (2012) of the salary after 6 months of employment. We had two (minor) work related accidents in 2011/2012. See Appendix 1.

Globally, in 2012 we had signed our Code of Conduct from BSCI of all partners in countries at risk. 100 % of all suppliers in risk countries are audited according to BSCI with the result GOOD.

In 2012 we have begun implementing our policies. We have been setting up goals and Key Performance Indicators (KPI) within human rights and labor rights in our head quarter, in our nurseries and farms in order to be able to measure our progress year by year.

## **Environment**

**Principle 7:** *Businesses should support a precautionary approach to environmental challenges;*

**Principle 8:** *Businesses should undertake initiatives to promote greater environmental responsibility; and*

**Principle 9:** *encourage the development and diffusion of environmentally friendly technology*

### **What we want**

We will reduce our CO2 footprint of operating our business and we endeavor to be a reliable environmentally responsible partner to our customers. We will support environmentally friendly technologies and help to raise awareness of environmentally friendly production within our range of business.

### **What we do**

We integrate environmental concerns in our daily business activities on market conditions, in other words - we will operate a profitable business with respect for the environment and human health.

We focus on the environmental impact of the production of trees and greenery from cradle to grave. We are innovative and think new roads, new production methods and new materials.

We focus on the environmental impact from running our headquarters. Our environmental efforts are as follows:



We have a waste management system in headquarter. We have a project of minimizing pesticides and strive to reduce fertilizer on a daily basis. We make an effort to reduce diesel and a new project to reduce our consumption of water is due to begin including reusing rainwater. A restricted chemicals list has been defined according to the rules in the Global Gap concept and is successfully implemented in the organization.

We have raised awareness in general about the environmental impact from running a production and implemented our positions to our suppliers.

### **What we have achieved**

We have created an overview of our opportunities to be environmentally friendly. We have defined how we will measure our environmental impact from heating, fertilizer, diesel, pesticides, electricity and water and we have generated Key Performance Indicators and have set up goals for our environmental work. We will focus our resources to areas where we can have a considerably impact on the environment such as pesticides, fertilizer, diesel and water consumption

We have implemented a simple waste management system and we focus on reduction of water, pesticides, fertilizer and recycling of all materials. Due to Danish legislation we recycle glass, paper, and environmental harmful waste and sort our daily waste as much as possible.

We have developed a machine to carry out mechanical cleaning between the plants/seedlings. The new method has reduced our consumption of pesticides by using new technology. Our consumption of diesel has been reduced due to a change in the type of machinery in cleaning between the plants. We have developed a machine to carry out mechanical cleaning between the plants/seedlings. The new method has reduced our consumption of pesticides by 58 % by using this new technology and hereby our total consumption of diesel in this operation has been reduced by 72 % simply due to a change in the type of machinery used. We plan to extend that method to all our farms in EC.

We have a commitment only to use authorized fertilizer according to the rules in Global GAP and Danish legislation. We have allocated a responsible person to measure our efforts on various relevant areas within our external environmental impact.

In 2012 we did not succeed in making a restricted chemical program for our nurseries and suppliers. We have postponed the project to 2013. We have successfully raised awareness in our organization that environmental issues are of most importance to European customers.

We are compliant with the environmental legislation in Denmark and our supplier in risk countries are in compliance with national legislation too.

We measured our total consumption of electricity, water, central heating, pesticides and fertilizer. We sort and measure our waste according to the Global GAP concept. See Appendix 1.

Our nursery in Denmark and farms in other EU countries are certified according to the Global GAP-concept. In that way we are confident that our nursery and farms are run in an environmentally friendly way and that the Occupational Health and Safety work in our farms is in compliance with the Global GAP-standard. Our effort has raised awareness at suppliers in risk countries and they are now in compliance with national environmental regulations.

# Anti-Corruption

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

## **What we want**

We hold the position strongly to refrain from all forms of corruption, including extortion and bribery. We strongly support the work done by UN and other international organizations against corruption since we very much denounce this phenomenon.

It's a core Green Team A/S value to be open and honest in our way of doing business and therefore we take distance from using bribery, corruption or other lubricating money. We will work against corruption and bribery of any kind in our efforts to operate a sound and profitable business. We try to influence our partners to refrain from applying corruption in order to remain objective.

## **What we do**

We have formulated an anti-corruption policy, which will help us to ensure that the Green Team A/S operates in an open and honest manner. We do not offer, promise not and do not demand bribes or other undue advantage to obtain or retain business opportunities. This is regardless of whether it is at the employee level or the company as such. We do not pay any protection money to obtain favorable terms and no employee shall not give or receive inappropriate gifts at work.

We try to influence our suppliers in risk countries, that business results through corruption is very wrong and that they should refrain from using bribery in any situation what so ever. However we are aware of the demand for small facility payments in various countries due to cultural reasons.

We have informed our suppliers that corruption is a key issue for us and that we might carry out unannounced inspections to disclose bribery if we have any such indications what so ever.

We have decided that all employees should have the opportunity to put forward any complaints, suspicions or concerns anonymously to the company. In 2011 we did not succeed in setting up the whistleblower and we have postponed that project to spring 2013. In 2013 we intend to have had 75% of our permanent employees on course in basic CSR, the Green Team A/S CSR program and in the BSCI concept.

## **What we have achieved**

We have formulated a detailed anti-corruption policy and with our anti-corruption policy, we have started focusing on corruption and bribery, even if the subject is far away from the general workflow of a typical Scandinavian company.

Globally, in 2012 we had signed our Code of Conduct from BSCI of all partners in countries at risk. 100 % of all suppliers in risk countries are audited according to BSCI with the result GOOD.

# Global Compact – Målinger 2011/12 og mål for 2012/13

Appendix 1

	Hvad gør vi?	Hvad har vi opnået?	Mål for 2012/2013																																				
Menneske-rettigheder	CSR-politik  <b>Globalt:</b> BSCI Code of Conduct Global CAP certification	<div>a. 56 % of alle ansatte har anden nationalitet end dansk b. 35 % of all employee on management level are women</div> <b>Globalt:</b> <ul style="list-style-type: none"><li>100 % of all suppliers in risk countries audited according to BSCI with result GOOD</li><li>100 % Global CAP certified production in EC</li></ul>	<div>a. 56 % of alle ansatte med anden nationalitet end DK c. 35% of all employee on management level are women</div> <b>Globalt:</b> <ul style="list-style-type: none"><li>100 % of all suppliers in risk countries audited according to BSCI with result GOOD</li><li>100 % Global CAP certified production in EC</li></ul>																																				
Arbejdstager-forhold	CSR-politik  <b>Globalt:</b> BSCI Code of Conduct Global GAP certification	<div>a. 100 % med en kollektiv pensionsordning på 12,99 % efter 6 mdr. b. To arbejdsulykker c. 2,26 % sygefraværstimer af samtlige timer d. 15 % på førstehjælpskursus</div> <b>Globalt:</b> <ul style="list-style-type: none"><li>100 % of all suppliers in risk countries audited according to BSCI with result GOOD</li><li>100 % Global CAP certified production in EC</li></ul>	<div>a. 100 % med kollektiv pensionsordning på 12,99 % efter 6 mdr. b. Ingen arbejdsulykker c. 2,26 % sygefraværstimer af samtlige timer d. 20 % på førstehjælpskursus</div> <b>Globalt:</b> <ul style="list-style-type: none"><li>100 % of all suppliers in risk countries audited according to BSCI with result GOOD</li><li>100 % Global CAP certified production in EC</li></ul>																																				
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