

GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS – SME VERSION

Company Name	Butler's Choice A/S	Date	25. September 2009
Unit (if applicable)		Membership date	September 2007
Address	Nordre Havnekaj 35 DK-5300 Kerteminde	Number of employees	4 DK 16 Vietnam 7 India
Country		Sector	Food
Contact name	Jacob Stokkebye		
Contact Position	CEO		
Contact telephone no.	Phone: +45 65 32 51 81 Fax: +45 65 32 53 82		

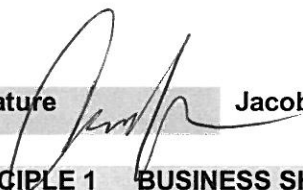
Brief description of nature of business

Sales of food products and non-food products

Statement of support

We are please to participate in Global Compact. We see the strength of Global Compact as a network of businesses involved in voluntary initiatives. As a company we have shown that We Care To Be Fair because we strive to make a stand point that is focused on well being, mutual respect, a caring set of high principles and thoughtful consideration.

Signature



Jacob Stokkebye

Position

MD

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

Our Commitment or Policy

Butler's Choice is about quality and competence in food and non-food products.

Our specialty is the private label retail market, as well as own brands.

We have our own quality controllers associated with particular selected countries of origin and countries of destination in order to be able to ensure high quality, environmental and social standards.

- **We have implemented and will continuously improve an ISO 14001 environmental management system and a SA 8000 Social Accountability system.**
- Food and non-food products must be produced with limited negative influence on the environment.
- **We communicate and promote awareness about sustainable development and social accountability with our main suppliers. A main supplier is a company which continuously deliver food or non-food items to Butler's Choice.**
- **Butler's Choice and our main suppliers must comply with national and international legislation as well with the requirements of the SA 8000 standard.**
- **Butler's Choice collects and evaluates documentation on environmental and social performance from our main suppliers.**

- We continuously work to reduce environmental impacts of our own activities and from the supply chain.
- **We have established the “BUTLER'S CHOICE FUND” which donates funds to projects relating to environmental protection and social accountability in the developing countries where we have established our own representative offices.**

A brief description of our Processes or Systems

- Company policy and strategy to support human rights
- Human rights management system (SA 8000)
- Environmental management system (ISO 14001)
- Monitoring system to ensure that Butler's Choices human rights policies are being implemented (Audits, SA-8000 Questionnaire, Education)

Actions implemented in the last year / planned for next year

- Medical Health Centre in Vietnam (CUU Long)
- Demo-farms to reduce damage to the environment and to reduce energy consumption (Black Tiger, Pangasius)
- Trained HIV/AIDS awareness to our staff (April 2009)
- Trained HIV/AIDS awareness to farmers and factory owners/workers
- 1% of turnover in Denmark in the “We care to be fair” range is used in humanitarian and environmental improving projects.
- We have cooperated with our main suppliers / farmers to facilitate the convenient working environment for staff/ workers as good as possible.
- We have supported Butler's fund to improve some infrastructures in local communities.
- We have trained OHS to our staff last year and already re-trained in middle of April 2009. We often remind our suppliers also do the same.

Measurable Results or Outcomes

- About 5000 people in the Cuu Long province can use the Medical Health Center
- About 100 farmers/factory owners/workers went through training seminar
- 20 – 30% less energy consumption in Black Tiger demofarm production

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

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relating to environmental protection and social accountability in the developing countries where we have established our own representative offices.

A brief description of our Processes or Systems

- Company policy and strategy to support human rights
- Human rights management system (SA 8000)

Actions implemented in the last year / planned for next year

- We have been applying SA 8000 and ISO 14001 ourselves and our main suppliers since we started doing business in Vietnam and still maintained this policy until now.
- We have clear and fair policy, regulation and collective agreement with our staff and compliant with the local law.
- We have staff's representative by vote according to requirements
- We have cooperated with our main suppliers / farmers to facilitate the convenient working environment for staff/ workers as good as possible.

Measurable Results or Outcomes

- There has been no incidents about human rights abuses
- There has been no complaints about human rights abuses
- About 100 farmers/factory owners/workers went through training seminar

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

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Actions implemented in the last year / planned for next year

- We have been applying SA 8000 and ISO 14001 ourselves and our main suppliers since we started doing business in Vietnam and still maintained this policy until now.

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- We have staff's representative by vote according to requirements
- We have cooperated with our main suppliers / farmers to facilitate the convenient working environment for staff/ workers as good as possible.
- External audit from Bureau Veritas also investigate freedom of association and the effective recognition of the right to collective bargaining by interviewing employees by random.

Measurable Results or Outcomes

- Both External and internal audits without non-conformities within the SA 8000 Scope
- About 100 farmers/factory owners/workers went through training seminar

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

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- We have cooperated with our main suppliers / farmers to facilitate the convenient working environment for staff/ workers as good as possible.
- External audit from Bureau Veritas also investigate the initiative in relation to elimination of all forms of forced and compulsory labour

Measurable Results or Outcomes

- Both External and internal audits without non-conformities within the SA 8000 Scope
- About 100 farmers/factory owners/workers went through training seminar

PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR

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- We have staff's representative by vote according to requirements
- We have cooperated with our main suppliers / farmers to facilitate the convenient working environment for staff/ workers as good as possible.
- External audit from Bureau Veritas also investigate how the business support the effective abolition of child labour

Measurable Results or Outcomes

- Both External and internal audits without non-conformities within the SA 8000 Scope
- About 100 farmers/factory owners/workers went through training seminar

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

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A brief description of our Processes or Systems

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Actions implemented in the last year / planned for next year

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- We have cooperated with our main suppliers / farmers to facilitate the convenient working environment for staff/ workers as good as possible.
- External audit from Bureau Veritas also investigate how the business support the elimination of discrimination in respect of employment and occupation (random interview amongst employees)

Measurable Results or Outcomes

- Both External and internal audits without non-conformities within the SA 8000 Scope

PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

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A brief description of our Processes or Systems

- Company policy and strategy to support environmental efforts
- Environmental management system (ISO 14001)

Actions implemented in the last year / planned for next year

- Demo farms Black Tiger/Pangasius
- Oxygen measurement
- Oxygen treatment
- Training (Carl Bro)

Measurable Results or Outcomes

- 20 – 30% less energy consumption in Black Tiger demo farm production

PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

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A brief description of our Processes or Systems

- Company policy and strategy to support environmental efforts
- Environmental management system (ISO 14001)

Actions implemented in the last year / planned for next year

- Demo farms Black Tiger/Pangasius
- Oxygen measurement
- Oxygen treatment
- Training (Carl Bro)
- Internal audit at both Pangasius and Black Tiger farm (Broberg Consulting)

Measurable Results or Outcomes

- 20 – 30% less energy consumption in Black Tiger demo farm production
- Continuous improvements of processes at farms

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

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A brief description of our Processes or Systems

- Company policy and strategy to support environmental efforts
- Environmental management system (ISO 14001)

Actions implemented in the last year / planned for next year

- Demo farms Black Tiger/Pangasius
- Oxygen measurement
- Oxygen treatment
- Training (Grontmij Carl Bro)

- Internal audit at both Pangasius and Black Tiger farm (Broberg Consulting)

Measurable Results or Outcomes

- 20 – 30% less energy consumption in Black Tiger demo farm production
- Continuous improvements of processes at farms
- New technology implemented by Grontmij Carl Bro

PRINCIPLE 10 BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY

Our Commitment or Policy

We do not accept that our employee as well our supplier agree to take presents, money or any kind of “kindness” over USD 50.- for whatever reason, like birthdays, receptions etc.

A brief description of our Processes or Systems

It is a part of our written policy

Actions implemented in the last year / planned for next year

So far it has never been a problem, - we trust and feel that all involved have focus on above

Measurable Results or Outcomes

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

No stakeholders