

Pressalit Group A/S

Communication on Progress 2008

Reporting on UN's Global Compact

About Pressalit Group

Pressalit was established in 1954, and today Pressalit Group A/S is one of the leading European manufacturers of toilet seats and specialised bathroom, kitchen and toilet solutions for people with disabilities.

Pressalit Group includes 2 independent divisions – Pressalit A/S and Pressalit Care – each pursuing individual objectives and dealing with individual segments, but sharing a thriving culture based upon a common set of values: We listen. We give. We play. We act.

In 2007 Pressalit Group's 486 employees created a turnover of DKK 553.5 million (EUR 74,3 million) primarily in the European markets. The export share is about 80%.

Statement from the CEO

Awareness of corporate social responsibility is very much on the agenda in Denmark and this fits well with Pressalit Group's practice and way of doing business. We have continued our efforts to be a socially responsible company.

Since our last Global Compact report we have followed up on the commitment of our suppliers to the ten principles. During 2008 we have visited four of our suppliers in Japan and China where we had the opportunity to see for ourselves that they live up to the demands of the ten principles.

Pressalit is strongly involved in creating equal employment opportunities for all. Vice President and COO Dan Boyter is the chairman of a national network of CEOs that focuses on companies' social responsibility.

Below is described a selection of activities and results from the year 2008 that all relate to our commitment to Global Compact. We have chosen to describe the activities separately, as opposed to using the ten principles as fields to be filled-out. We trust this approach will render the report more readable and give a better understanding of our intentions and efforts.

I hereby wish to state our continued support for the Global Compact



Kim Boyter
CEO

Description of Practical Actions taken and Process of Implementation used

Suppliers' Commitment to Global Compact

Since 2006, Pressalit Group has sent letters of commitment to our suppliers for them to return. Today, it is a practice well integrated in how we work with our suppliers. For both of our two divisions, suppliers are asked to commit themselves to the principles of Global Compact (GC), and so far we have only received positive statements from all our suppliers.

In 2008, four companies were paid a visit in order for us to inspect the production facilities. During the visit, the representative from Pressalit put GC on the agenda and asked to be shown local permissions etc.. We found that all aspects of the ten principles were handled satisfactory.

We will continue to improve the work with our suppliers and the commitment to GC. At the moment, we are considering making an independent audit of some suppliers - made by an external consulting company.

Equal Opportunities

Paralympics

Since 2000, Pressalit Group has been a main sponsor of the Danish Sports Organization for the Disabled (DHIF). The sponsorship makes it possible for us to make a positive difference for a group of athletes and, in addition, we get the opportunity to take part in giving them equal opportunities as sportsmen.

We believe that we can learn a lot from the disabled athletes, and we consider them to be good and inspiring role models for both employees and external partners, as each one of them epitomizes goal orientation and will-power with their individual life stories. They also show us how it is possible to turn obvious limitations into possibilities.

This year, we had the privilege of attending the Paralympic Games in Beijing, together with the Danish paralympic team.

Pressalit Group has made an effort to speak for the Danish Paralympic athletes and their right to equality e.g. by writing politicians. We believe that these athletes should be paid the same respect – and have the same rights - as their colleagues participating in the Olympics.

Pressalit Group is pleased to see that the UN's convention on the Rights of Persons with Disabilities has come into force, and we are looking forward to the Danish ratification. In Pressalit Group we have several employees with a disability, and we will be happy to employ more as long as we can offer the right position to the right person.

In Pressalit Group we firmly believe that all people, no matter how they may differ from the majority, should have the chance to use their skills and abilities. Therefore, we act on several platforms to help making this a reality in the Danish labor market.

Young people with special needs

Pressalit Group has a partnership with a school in our region, Havredal gl. Skole (www.hgs.dk), which provides education and work-training to young people with special needs. For a couple of years, we have provided internships with practical training for some of their students. This year, we have employed our second staff member from Havredal. This young man has been able to test his ability of work with members of the Pressalit staff. When

we eventually employed him as a caretaker, we were familiar with his special needs and we knew what tasks, he would be able to fulfil for the company.

Recently we have arranged with another school, Bo, Skole, Job, to take one of their students as a trainee in the kitchen at Pressalit. This young woman is, bit by bit, learning basic job functions in our kitchen, e.g. how to manage the process of the dish-washer, how to make sure that there is sufficient tableware during lunchtime, etc. Hopefully, she will learn more and more in her own repetitive way as it is our intention to employ her if she likes working with us, and if she can be trained to fulfil a function for us. So far she is doing very well.

Ethnic background

Pressalit Group has approximately 6% employees with a non-Danish ethnic background. Prior to their appointment or soon hereafter the employees are all required to take the basic Danish courses provided by the Danish government. However, this officially sufficient proficiency level in Danish has proven to be insufficient for our requirements, given our ambition for employer-employee and peer interaction.

Pressalit Group is therefore offering supplementary courses in Danish. At the moment (autumn 2008), we have just started the second course of the year. The themes of the course are planned in cooperation with both the participants and Pressalit Group. The focus is on the necessary skills for working at Pressalit, as well as the overall skills needed to be part of the community both inside and outside the company. Often staff is invited to give a small lecture on concepts used at Pressalit. That provides the participants with both knowledge of the topics and the vocabulary related hereto and furthermore gives an impression of colleagues and their work field.

Health and absenteeism

This year, one of Pressalit Group's focus areas has been absenteeism due to illness.

It is part of the company policy to focus on health. All employees are offered a favorable meal-service during the working hours with good and healthy food. If the food contains a certain amount of fat, it will be marked with a red dot for the staff to notice.

At the beginning of 2008, all employees were offered a private health insurance which is 50% sponsored by Pressalit. Employees' spouses can even be insured at a favorable cost. The insurance guarantees quick medical treatment and thereby staff can – hopefully - get well and return to their job faster.

As a benefit of working at Pressalit, employees have access to different kinds of sports-clubs which are offering memberships at a reduced fee. Furthermore, the company encourages their employees to participate in sports and the annual sports day. This year even the Christmas presents for employees were chosen with regard to healthy living, and the choice was sports-shoes, jogging suits etc.

Environmental responsibility

In 2008 all the chemicals used in the production have been screened according to REACH, which is the new EU legislation on chemicals. The screening showed that none of the products we use needed to get a special import-permission.

This year we have also implemented software in order to systematically handle our use of chemicals. All employees have access and can, among other things, find safety data sheets, workplace instructions etc.. The database also provides us with visual aids of how to handle emergencies and is well designed for workers who are more visual than literately minded.

Expected outcomes and actions in 2009

We will continue to call upon our suppliers to commit themselves to the Global Compact.

Pressalit Group considers to ask an audit-company to make an audit of 3-5 suppliers in 2009. The decision will be made in December 2008.

Pressalit Group will define a 'best practice' for the handling of the Global Compact code of conduct in relation to our suppliers in both of the two divisions so that they can both profit from a common policy.

Overall speaking, Pressalit Group has expanded its commitment to Corporate Social Responsibility by employing a CSR Project Manager in October 2008. One of the major tasks will be to organize and structure the company's policy on social responsibility. Another task is to define the perspective of the CSR in Pressalit, the relation to Human Resources, and how to communicate the policy both inside and outside of Pressalit Group.