

# Global Compact

Communication of Progress  
2010

**EXIMA**

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<b>Company Name</b>	EXIMA ApS	<b>Date</b>	2010.03.10
<b>Unit (if applicable)</b>		<b>Membership date</b>	2009.05.18
<b>Address</b>	Langøgade 17 2100 Copenhagen Ø	<b>Number of employees</b>	12
<b>Country</b>	Denmark	<b>Sector</b>	Consultancy
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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 in improving performance on Corporate Responsibility and resource efficiency within manufacturing.

By demonstrating the sound benefits of integrating actions towards a Sustainable Development to business, we add value for our clients to a range of Social, Environmental and Climate Change related challenges to the management and operation of today's business.

#### Statement of support

EXIMA became a signatory to the Global Compact in 2009. Our commitment and have embedded 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.

The four key pillars of the UN Global Compact – protection of human rights, international labour standards, the environment, and prevention of corruption – represent the foundation for sustainable business practice.

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 will form the core of the framework on which we build the operation and governance of colleagues and teams working on our behalf.

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

We accept this challenge because we believe the framework and the values it reflects demonstrates a path for developing a responsible and viable sound business.

In the years to come, we shall try to build on our commitment and this report reviews our recent actions.

Signature



Position

CEO

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

As a company with activities throughout 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**

Prior to becoming a signatory to the Global Compact, EXIMA had no formal system for supporting and respecting the protection of human rights.

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

Framework for integrating support and respect for human rights in our operation based on a top-down approach.

The process has been initiated at policy level by developing EXIMA Business Principles which is currently being integrated in our operations and communication with stakeholder groups.

**Measurable Results or Outcomes**

Complete: Company Business Principles document which is available on the company website

**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 sub-contracting processes.

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

Development of company Business Principles. Current version is available on the company website.

**Measurable Results or Outcomes**

Complete: Company Business Principles document and available on the company website.

**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 year.

**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 will conduct 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.

**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 next year:

- 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
  - Related 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.

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

A monitoring system will be established for HR and engagement processes. The system will assure the current engagement practices do not discriminate in respect of employment and occupation.

**Measurable Results or Outcomes**

- Planned:
- Development HR monitoring system
  - Guideline for engaging team members

**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.

Through our services such as Sustainable Design, Sustainable Production and [www.cdm-pipeline.com](http://www.cdm-pipeline.com) we have demonstrated a strong evidence for business to apply the precautionary principle to 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.

**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 minimising our environmental impact.

The design of our operations includes the responsibility to reduce travels to a minimum by offering an infra structure supporting an extended use of Tele- and video conferences for Clients and our team members.

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

In the past year, EXIMA developed a set of house rules for promoting greater environmental responsibility in our operations. Among other initiatives, the rules include:

- Waste segregation system in offices
- Carbon offsetting when travelling by airplanes
- “Fair trade”, “Recycled” and “organic” purchase policy for consumables and office supplies
- EXIMA bicycle offered at offices for use by our team to reach meetings in Bari and Copenhagen

### **Measurable Results or Outcomes**

Complete: Development and implementation of house rules for promoting greater environmental responsibility in the operations of EXIMA.

In Progress: Provide services to Clients which demonstrate the benefits of improved environmental performance of existing and planned 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.

We encourage the development of environmental technologies by actively investing 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 2009, approximately 10% of the annual turnover was re-invested in CleanTech innovation projects.

During the international negotiations on Climate Change, the UNFCCC COP15, EXIMA provided carbon offsetting activities to COP15 events in Copenhagen.

As part of our core competencies for industry, EXIMA assisted multinationals during 2009 in conducting Sustainable Design of investment projects in manufacturing facilities.

Sustainable Design is a unique opportunity for achieving edge cutting environmental performance of manufacturing systems at no or low costs.

Our experience within Sustainable Design world wide has demonstrated a commonly achievable target of 50% reduction of the environmental impact from manufacturing

### 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 within Sustainable Production, Energy 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 in CleanTech innovation projects.

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

During 2009, EXIMA introduced a company policy paper which guides 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 needs integration with our work practices. EXIMA is in the process of implementing the policy into the operations and engagement procedures.

In 2011 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**

<u>Complete:</u>	Development and issue of EXIMA Business Principles.
<u>In progress:</u>	Integration of business principles into operations of EXIMA
<u>Planned:</u>	Development of monitoring system

**Availability of COP for stakeholders**

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