

Danimex

WHEN YOU NEED TO TALK

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Global responsibility

- Communication on Progress

July 2010



WE SUPPORT


DanimexTM
WHEN YOU NEED TO TALK



Statement

By Jytte Kaufmann, Managing Director of Danimex Communication A/S

Danimex Communication A/S joined the United Nations Global Compact in 2008, and I am proud to confirm Danimex' continued support of the ten principles of the Global Compact.

Joining the UN Global Compact reflects the goals and values already set and followed at Danimex Communication: We take responsibility for our work and our actions, and will conduct our business in a socially responsible and ethical manner (ref. Danimex core values, page 6).

With this report we communicate our efforts within the UN Global Compact's ten principles, which cover the following four areas:

1. Human Rights
2. Labour Standards
3. Environment
4. Anti-corruption

In this first report, we describe the results we have obtained within the following two areas: Labour standards and Anti-corruption.

The report also describes our goals for the next year, where we among other things will focus on environment subjects.

Jytte Kaufmann
Managing Director of Danimex Communication A/S





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Danimex Communication in short

Danimex Communication A/S is a global distributor of communication equipment with more than 30 years of experience in deliveries to humanitarian organizations, NGO's, defence, security and government organizations as well as modern industry.

Danimex' main office is located in Denmark, having offices in UAE, Afghanistan, Iraq, Jordan, Nigeria and USA.

Danimex aims at being our customers' only supplier of communication equipment and solutions. Thus we have a wide range of products which is continuously evaluated and expanded to ensure that we have the broadest and best line of products.

The key focus of Danimex is support of our clients. We extend this support by:

- Fast and reliable customer service
- Large stock of equipment for rapid delivery
- High level of technical service by manufacturer-approved technicians
- On-site support via field engineers and local offices
- Offering training in the field or at one of our offices

Danimex' mission is to offer a level of service unmatched in the radio and satellite communication business. That is why we are well organised to respond quickly and effectively to our customers' needs everyday and anywhere. Danimex offers to assist our clients in all phases of setting up advanced communication systems; from idea to implementation.

Danimex has two main distribution channels – a wide dealer network and direct sales to UN/NGO's, military and government organisations as well as private contractors.



UN Global Compact

The United Nations Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

Launched in July 2000, the UN Global Compact is both a policy platform and a practical framework for companies that are committed to sustainability and responsible business practices.

The ten principles

The UN Global Compact's ten principles in the areas of human rights, labour, environment and anti-corruption enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

Human Rights

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

Principle 2: make sure that they are not complicit in human rights abuses.

Labour Standards

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective 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.

Environment

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

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

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

Anti-Corruption

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

Communication on Progress

One of the commitments that Danimex made when we joined the UN Global Compact was to prepare an annual Communication Progress report. Preparing a report on our progress both demonstrates our commitment to the UN Global Compact and its principles, as well as reflects our transparency and openness towards our stakeholders regarding our activities within the areas of human rights, labour, environment and anti-corruption.



Danimex core values

We take responsibility for our work and our actions, and will conduct our business in a socially responsible and ethical manner.

Customers

We are committed to being a good partner, focused on delivering the expertise and solutions that support our promise of enabling people to communicate without limits, and strive to build collaborative, trusting relationships with institutions and customers.

Communication and Learning

There are two great equalizers in Danimex: Communication and learning.

Our employees have the knowledge and skills critical to achieving our goals and providing customer solutions. We are committed to constant learning and communicating new ideas about communication for the benefit of customers.

Diversity

We work around the world and often in underdeveloped countries where people trust us to deliver sound communications solutions.

One of our most important values is respecting the diversity of cultures in which we work and the way in which they enrich our lives professionally and personally.

Accountability

We are accountable - as individuals and as a company - for our work and our actions.

We will be transparent, develop clear, measurable objectives and be responsible for the results we set out to achieve.

Growth

Through constant innovation and by delivering the best customer support in the markets we serve, Danimex will meet its goals for growth and competitive advantage.

Danimex code of conduct

Equal rights of women and men

It is the responsibility of Danimex Communication to work for equal rights to women and men.

Valuing multicultural influence

Danimex Communication values the every day influence we get from other cultures and respects the rights of all individuals regardless of ethnic, cultural, religious or sexual background.

Child labour

Danimex Communication do not use, nor approve of the use of child labour.

Environment

Danimex Communication is committed to work in a way that does not harm the environment.

International laws

Danimex Communication is committed to fulfill our obligations to international laws regardless where we operate.

Working against fraud and corruption

Danimex Communication is committed to avert fraud and corruption.

Freedom of association and protection of the right to organise

Danimex Communication is committed to respect the individual right of labour protection.

Occupational health and safety

Danimex Communication is committed to avoid risks on occupational health and safety.

Working against forced labour

Danimex Communication will work against forced labour and slavery of all kinds.

Human rights

Danimex Communication is committed to work in accordance with the UN Human Rights Declaration.



Labour - Principle 6: The elimination of discrimination in respect of employment and occupation

With offices in the Middle East, Africa, USA and Europe, Danimex is working in a multicultural environment. For us the competences required for the specific positions matter more than for example nationality and sex. This is reflected in the first two rules in our Code of Conduct (ref. page 7):

Equal rights of women and men: It is the responsibility of Danimex Communication to work for equal rights to women and men.

Valuing multicultural influence: Danimex Communication values the everyday influence we get from other cultures and respects the rights of all individuals regardless of ethnic, cultural, religious or sexual background.

Danimex is thus committed to work for elimination of discrimination that is founded on race, colour, sex, age, religion, political opinion, national extraction or social origin.

The commitment applies to hiring, employment opportunities and promotion decisions.

Policies, programmes and management systems to support our commitment

Danimex' company policy in regards to non-discrimination is clearly stated in our code of conduct.

All superiors are instructed to focus on the applicants' competences during job interviews, and not the applicants' race, colour, sex, age, religion, political opinion, national extraction or social origin.

All employees have a yearly formal meeting with their superiors. At this meeting notes are taken on performance and competences. All superiors are instructed to base all promotion decisions on the stated outcome of these formal meetings and not on the employees' race, colour, sex, religion, political opinion, national extraction or social origin.

If a case of discrimination is identified, complaints will be handled by the top management.

Furthermore, Danimex complies with the laws and regulations in the country of the local office.



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

Until now we have implemented the following in regards to principle 6:

- Policies (as stated in our code of conduct).
- Instructed our superiors to follow the policy
- Yearly formal meetings between employees and their superiors in our offices in Europe, USA, Africa and the Middle East.
- Evaluated the policies by the board of directors at board meetings.

For next year we have planned:

- Continued instruction of our superiors to follow the policy
- Identify and support organisations in the area where our offices are located, that support the elimination of discrimination that is founded on race, colour, sex, age, religion, political opinion, national extraction or social origin.
- Continued evaluation by the board of directors at board meetings.

Performance indicators

The table below is a summary of our activities and steps in regards to principle 6 - The elimination of discrimination in respect of employment and occupation.

	Performance indicators	Achieved/progress
1	Number of incidents of discrimination	0
2	Continued instruction of superiors	Yes
3	Implementation of yearly formal meetings between employees and their superiors with focus on performance and competences, at the offices in Europe, USA, Africa and the Middle East	Yes
4	Identify and support organisations in the area where our offices are located, that support the elimination of discrimination that is founded on race, colour, sex, age, religion, political opinion, national extraction or social origin	No
5	Evaluation of policies and results at board meetings	Yes



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

As stated in Danimex Code of Conduct (ref. page 7), rule no. 6, Danimex works against fraud and corruption:

Working against fraud and corruption

Danimex Communication is committed to avert fraud and corruption.

Danimex complies with all applicable laws and regulations all the places where we have offices. Furthermore, Danimex complies with the anti-corruption treaties and laws of the countries in which we do business.

Corruption is unfortunately more common in some of the areas, where Danimex is working, and thus it is consequently even more important for us to have focus on anti-corruption.

Danimex is thus committed to work for elimination of corruption in all its forms.

Policies, programmes and management systems to support our commitment

Danimex' company policy in regards to corruption is clearly stated in our code of conduct.

All employees in the head office in Denmark have signed an anti-corruption clause in connection with their employment contract. This will also be added to the employment contracts at our local offices.

Furthermore, from 2011 all Danimex certified dealers have to sign an anti-bribery pledge in order to become a certified dealer. Each certification is valid a year, whereafter the dealer has to renew the anti-bribery pledge.



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

Until now we have implemented the following:

- Policies (as stated in our code of conduct)
- All employees at the Danish office have signed an anti-corruption clause in connection with their employment contract
- Evaluated the policies by the board of directors at board meetings.

For next year we have planned:

- All employees at Danimex' offices are to sign an anti-corruption clause in connection with their employment contract
- All Danimex certified dealers will sign an anti-bribery pledge
- Identify and support organisations in the area where our offices are located, that support the work against corruption.
- Training of sales personnel.

Performance indicators

The table below is a summary of our activities and steps in regards to principle 10 - Businesses should work against corruption in all its forms, including extortion and bribery.

	Performance indicators	Achieved/progress
1	Number of incidents relating to anti-corruption	0
2	All employees at the Danish office have signed an anti-corruption clause in connection with their employment contract	Yes
3	All employees at Danimex' offices have signed an anti-corruption clause in connection with their employment contract	No
4	All Danimex certified dealers have signed an anti-bribery pledge	No
5	Identify and support organisations in the area where our offices are located, that support the work against corruption	No
6	Evaluation of policies and results at the annual board meeting	Yes
7	Training of sales personnel	No





Future areas of work within the ten principles

During the next period, Danimex will focus on the environment area. Danimex' headquarters is located in Sønderborg, Denmark. The city Sønderborg has established a project called "ProjectZero". ProjectZero is the vision of making the whole Sønderborg area CO2 neutral before 2030 (www.projectzero.dk). There are various ways for companies to support the project and help reducing the CO2.

Danimex will closely monitor the activities of the ProjectZero, and initiate activities at Danimex, which will benefit the environment.

Furthermore, Danimex will continue the work in the areas already described in this report.





Facts

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