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EXECUTIVE STATEMENT OF CONTINUED SUPPORT FOR THE GLOBAL COMPACT

Nordjysk Elhandel A/S is a competent and responsible energy supplier that supports the growing awareness of an interest in the environment. The company's line of business is clearly reflected in principles 7, 8 and 9 of the Global Compact, while the remaining seven principles support our ethical business practices.

Nordjysk Elhandel confirms that we continue to support the UN Global Compact. The ten principles of the Global Compact concerning social and environmental responsibility have been and will continue to be the framework for the company's Corporate Social Responsibility (CSR) activities, both in Denmark, where Nordjysk Elhandel is domiciled, and in other countries, where a proportion of the company's activities are carried out. Nordjysk Elhandel's CSR policy has been adopted by the company's Board of Directors and applies to the entire company.

We published the first COP a year ago, and since then we have told our business partners about our work and the results we have obtained based on the Global Compact, with the aim of encouraging our business partners to consider the benefits of the Global Compact and hopefully to join it themselves.

An example of the impact of the Global Compact in the company within the area of climate is our Code of Conduct, which specifies the company's requirements and principles that determine which climate projects we will participate in, and describes the process that ensures monitoring of project implementation. Our Code of Conduct seeks to ensure as far as possible that no CDM and JI projects compromise our CSR and climate policies, and our careful project development process ensures that projects bring about the reductions in emissions which will gain UN approval.



Another example of a new activity directed towards our customers – both private individuals and businesses – is the introduction of our CO2 Calculator, which allows each customer to calculate their CO2 emissions. The CO2 Calculator is available on www.neas.dk.

UN activities

In the past year we have participated in a number of UNDP meetings, where the topics have been:

- New guidelines on COP, presented by Søren Mandrup Petersen ISO 26000
- Global Compact for 2010, presented by Mads Øvlisen
- Internal and external CSR communications
- The "World's Best News" campaign.



CSR AND THE FUTURE

Nordjysk Elhandel's vision is to be Denmark's most competent supplier of energy. We are now the market leader in Denmark in trading in energy for a low carbon economy, and we thus directly help to integrate renewable energy into energy supply to an even greater extent than previously. Our aim is to influence the voluntary actions of our customers, energy suppliers and business partners, both in choosing the most environmentally friendly forms of energy and in offsetting carbon emissions with credits or allowances.

It is the company's ambition to expand our activities and to use our expertise internationally. In the long run, this would mean that our CSR policy will develop not only in relation to Danish conditions, but also in relation to the international markets.

Bo Lynge Rydahl, CEO

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TAKING CARE OF ENERGY

Nordjysk Elhandel A/S is a major Scandinavian energy company. We trade electricity, gas and carbon emissions in the Scandinavian and European energy markets and offer a range of trading and management services to producers and consumers of energy as well as to our foreign trading counterparts.

Nordjysk Elhandel's business model is based on expert insight into the energy and commodity markets and extensive knowledge of our customers' exposure in these markets. We act as our customers' eyes and ears in the markets, with a perspective centred on optimizing value by managing risks.

Since its establishment in 1998, the company has experienced rapid growth and strong development across several business areas. Today Nordjysk Elhandel is a market leader in carbon emissions solutions, wind energy trading, and combined heat and power plant production.

Nordjysk Elhandel supports the UN Global Compact and complies with a progressive CSR policy and Code of Conduct. For us, responsibility is an asset, and through our engagement in renewable energy and in the UN's Clean Development Mechanism (CDM) we are a dedicated participant in the development of a low carbon economy.



RESPONSIBILITY IS AN ASSET

At Nordjysk Elhandel, responsibility is an integrated part of all business activities. We are dedicated to practising CSR and to constantly improving our social and environmental performance. Responsibility is a fundamental and natural element in our business development and innovation. In several cases we have translated responsibility into good business – as demonstrated by the special award for Green Innovation, the Innovation Cup 2009.

CORPORATE SOCIAL INNOVATION

Based on CSR, CSI is something we practise successfully within Nordjysk Elhandel. Innovations through responsibility and foresight in relation to the increasing demands for a climate-considerate economy have made Nordjysk Elhandel the current market leader in the fields of low carbon economy and market services for wind energy. We accumulate knowledge about responsibility through awareness of social movements and through communication with our stakeholders. This in turn helps us to identify future opportunities and challenges, prepare the company for changes, and exploit this knowledge for business development and innovation.

The boundaries of responsibility are constantly changing, and constantly impacting on our business conditions and opportunities. The most important principle in Nordjysk Elhandel's CSR policy is therefore that integration of social responsibility as a fundamental premise in our business development is our biggest asset in itself.

THE GLOBAL COMPACT AND CSR

Nordjysk Elhandel is aligned with the UN Global Compact. With the UN Global Compact principles as the point of departure, Nordjysk Elhandel has defined a CSR policy that has been adopted by Nordjysk Elhandel's Board of Directors and applied throughout the company.



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CUSTOMER RELATIONS

Nordjysk Elhandel wishes to have long-lasting, mutually profitable relationships with its customers. Customers must in every instance be treated professionally and with respect for each individual customer's situation and needs. We wish to offer both existing and prospective customers the best service possible, and we will exercise sound business ethics in our advisory and customer relationships in general. All types of customer must be provided with easy access to Nordjysk Elhandel's services and products, and we aim to ensure an enduring and high level of customer satisfaction.

ENERGY ADVISOR

Nordjysk Elhandel aims to be both an advisor on and a supplier for companies' voluntary carbon investments, including carbon management, energy efficiency measures, investments in renewable energy, Green Power, CDM/JI project development and the purchase of quotas, credits and certificates. Nordjysk Elhandel aims to offer consumers Green Energy, including power from Danish wind turbines, carbon emissions reductions, investments in renewable energy and the possi-

bility of supporting carbon emission reducing projects that comply with authorized standards. Nordjysk Elhandel aims to use information, marketing and PR campaigns to increase our stakeholders' knowledge and awareness of climate responsibility.

DANISH CARBON FUND

Nordjysk Elhandel participates in the Danish Carbon Fund (DCF) together with the Danish Ministry of Foreign Affairs, the Danish Environmental Protection Agency (Miljøstyrelsen), DONG Energy, Mærsk and Aalborg Portland. Nordjysk Elhandel is the only company trading in energy quotas participating in the DCF.

The DCF funds are administered by the World Bank, and all funds are invested in climate projects abroad. As return on these investments, the DCF receives climate credits corresponding to the reduction achieved in CO₂ emissions. To some extent, carbon credits are equivalent to emission allowances (EUAs) and can be used by local generators, CHPs and other compliance companies subject to the CO₂ emission allowance system.



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HUMAN RIGHTS

1st principle: We will support and respect the protection of internationally proclaimed human rights.

At Nordjysk Elhandel, internationally proclaimed human rights are the absolute minimum for our responsibility. No commitments or actions at Nordjysk Elhandel may compromise global human rights.

2nd principle: We will make sure that we are not complicit in human rights abuses

Normatively, all activities and commitments of Nordjysk Elhandel must comply with the UN's Universal Declaration of Human Rights.

PERSONNEL DEVELOPMENT

Nordjysk Elhandel offers all employees rewarding professional and personal development options. We undertake to ensure the proper treatment of all employees and to ensure flexible working conditions that strike a balance between work and private life. Nordjysk Elhandel focuses on the recruitment of managers and staff who will underpin our corporate values, as these values relate to the development of expertise and innovation throughout the organisation.

All are equal at Nordjysk Elhandel, and equal conditions apply for all employees. All employees who work for more than 8 hours per week are covered by a health insurance.

HEALTH

Nordjysk Elhandel aims to help promote the general health of its employees. This is to be achieved by improving health conditions for employees in terms of a good working environment and initiatives aimed at promoting a healthier lifestyle and greater well-being among the company's employees. Good health is essential for our employees' well-being, at work and during leisure. Workers at Nordjysk Elhandel are offered a health check-up, and a number of forms of exercise are available at the workplace and outside it.

The company encourages employees to participate in events that combine social gathering and exercise, such as company football, the relay race, etc. In connection with the company's relocation to new headquarters, a canteen was set up with a full-time kitchen staff who worked out a menu and buffet featuring a wide selection of dishes and good variation, making it possible for employees to follow a healthy diet at work.

KNOWLEDGE

Nordjysk Elhandel is very much a knowledge-based company, and has appointed specialists to fill key positions. Attracting and retaining capable employees has very high priority. Nordjysk Elhandel aims to actively accumulate knowledge resources among company employees by stimulating a knowledge-based working environment, dedication to a high degree of professionalism, and skills development.

Nordjysk Elhandel aims to contribute to each employee's career development, and staffs with high potential are regularly coached to ensure job satisfaction and adequate challenges. Our extensive innovation activities are also actively used in the development of talented employees. The company aims to nurture interdisciplinary cooperation and expand collaboration with scientific institutions.



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LABOUR

3rd principle: We will uphold the freedom of association and recognise the right to collective bargaining

Nordjysk Elhandel's minimum standards for social responsibility include freedom of association and collective bargaining. Nordjysk Elhandel supports the rights of association, union meetings and collective labour-market bargaining.

4th principle: We will refrain from using all forms of forced and compulsory labour

Nordjysk Elhandel's minimum standards for social responsibility include refraining from the use of forced and compulsory labour. Nordjysk Elhandel refrains from the use of all forms of forced and compulsory labour and refuses to work with any party that uses force or compulsory labour.

5th principle: We will refrain from using all forms of child labour

Nordjysk Elhandel's minimum standards for social responsibility include refraining from the use of child labour. Nordjysk Elhandel refrains from the use of all forms of child labour and refuses to work together with any party that makes use of child labour.

6th principle: We will eliminate discrimination in respect of employment and occupation

Nordjysk Elhandel's minimum standards for social responsibility include non-discriminatory recruitment, employment and trade.

NO DISCRIMINATION

Nordjysk Elhandel refrains from discriminating on the basis of sex, race, colour, religion or faith, political opinion, sexual orientation, national extraction, social or ethnic origin, age, or disability. Nordjysk Elhandel aims to ensure there is no discrimination in connection with recruitment, retrenchment, transfer, promotion, remuneration, working conditions or training. Foreign employees are offered teaching in Danish.

All decisions relating to recruitment, promotion, retrenchment, remuneration and other working conditions are based on relevant and objective criteria. Diversity is an important and necessary characteristic of Nordjysk Elhandel, and this enables the company to function under a variety of changeable conditions. Discrimination is seen as an unacceptable social principle and a barrier to the company's business development.



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ENVIRONMENT

7th principle: We will support a precautionary approach to environmental challenges

Nordjysk Elhandel has adopted a progressive climate policy and actively works to reduce carbon emissions and to increase the use of renewable energy.

8th principle: We will promote greater environmental responsibility

Nordjysk Elhandel has drafted a total concept for the company's voluntary climate responsibility and also offers a number of climate-friendly and renewable energy solutions to consumers.

9th principle: We will encourage the development and diffusion of environmentally friendly technologies

Nordjysk Elhandel is actively involved all over the world in CDM and JI projects that promote the use of clean technology and renewable energy and the conservation of biodiversity.

CLIMATE

Nordjysk Elhandel aims to be carbon neutral by reducing and offsetting the company's own carbon emissions. We aim to limit our energy consumption by improving our energy efficiency, implementing power-saving measures and using energy from renewable-energy sources.

Nordjysk Elhandel focuses strongly on climate change issues. We aim to take a progressive approach to global climate challenges, an approach that combines responsibility with business development. We actively work to reduce the company's own impact on the environment and the climate, and we have built up a business area for other companies' voluntary climate activities.



ACTIVITIES IN THE CLIMATE COMMITTEE IN 2009

The Climate Committee at Nordjysk Elhandel consists of 6 groups, all of which are working to identify carbon emissions and find CO₂ savings within the areas of:

- Company premises
- Transport
- Paper, and other products and services
- Renewable energy
- Climate Accounts
- Good climate habits

At the company's Danish premises, we have completed the registration of the consumption of all electrical installations and have fitted "powering on and off" timers on coffee-making machines, etc. Nordjysk Elhandel buys certificates from Danish wind turbines that correspond to the quantity of power we consume. All copiers are set up to print in black and on both sides of the paper to save power and consumables. The Transport group is working to identify and select environmentally-friendly cars that could replace the current company cars. The group is also working on issues such as interoperability, commuting to and from work, and incentive models that will increase the proportion of employees who bicycle to and from work. Within the area of renewable energy, we are in the process of identifying opportunities for and the economics of installing solar cells at the company premises, or alternatively investing in our own wind turbine. The company has "hired" a virtual employee that continuously provides information about good climate habits and on various energy and environmental issues.

Nordjysk Elhandel decided in 2008 to produce annual Climate Accounts in connection with the company's annual report. The Climate Accounts are calculated for the entire company on the basis of the consumption of energy and transport. The Climate Accounts present Nordjysk Elhandel's total carbon footprint, the relative distribution of carbon emissions within three scopes, and sources of emissions.

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It is compulsory to report on the first two scopes, while the third is optional. The three scopes are formed by the following sources:

Scope 1:	Calculate all direct emissions of CO ₂ from all company cars	
Scope 2:	Calculate all indirect emissions from purchased energy	This scope consists of CO ₂ emissions from the consumption of district heating and electricity at the company's three Danish addresses: Skelagervej 1 (Business), Sofiehøj 6 (company apartment) and Østerbro 42 (former domicile).
Scope 3:	Calculate all indirect emissions other than from purchased energy	This scope consists of CO ₂ emissions from all business travel, commuting, employees' private motoring, consumption of paper, IT equipment and furniture, catering, mailings and print production, accommodation and other services, etc.

2009 CLIMATE ACCOUNTS

In 2009 Nordjysk Elhandel exceeded the 2008 CO₂ reduction target of 10% per employee. We have achieved a reduction of 16.7% per employee, which is considered very satisfactory.

The amount of CO₂ emitted has been offset via UN carbon credits generated from Nordjysk Elhandel's CDM and JI projects.



CLIMATE ACCOUNTING METHOD

In 2009 Nordjysk Elhandel used a new method for calculating the company's carbon footprint which can quantify CO₂ emissions on the basis of both monetary and physical values. The company's emissions are calculated for each euro spent on products or services, as well as on the basis of the company's physical consumption of energy and fuel, etc. This method has the advantage of making it possible to thoroughly map all three scopes.

Nordjysk Elhandel's total CO₂ emissions in 2009:

Scope 1 - Direct emissions (Compulsory reporting)	232 tonnes CO ₂
Scope 2 - Indirect emissions from purchased energy (Compulsory reporting)	286 tonnes CO ₂
Scope 3 - Indirect emissions from sources other than purchased energy (Voluntary reporting)	2,783 tonnes CO ₂

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CLIMATE KEY FIGURES

In order to ensure the comparability of the results from the previous year, we have converted the key figures in the 2008 Climate Accounts to the new accounting method.

Shown below are the key figures of Nordjysk Elhandel's 2008 and 2009 climate accounts, distributed by scopes, sources and emissions per employee.

	Own calculation		NIRAS' calculation		Increase/decline per employee
	2008	2008 per employee	2009	2009 per employee	
Scope 1: Company vehicles	163	1.8	232	1.4	-22.9%
Scope 2:					
Electricity	95	1.0	234	1.4	33.4%
District heating	11	0.1	52	0.3	156.1%
Scope 3:					
Business travel	161	1.8	113	0.7	-62.0%
Commuting	68	0.7	135	0.8	7.5%
Grand total	498	5.5	766	4.6	-16.7%
Number of employees*					
2008	91				
2009	168				

*An improved method has been used to calculate the number of employees, with the aim of compensating for all of the company's CO₂ emissions.

REDUCTION TARGET

Nordjysk Elhandel's total reduction target for the next five years is a reduction in CO₂ emissions of 15% per employee. The quantity of CO₂ emitted by Nordjysk Elhandel will be offset via climate credits. The CSR and Climate Change Committee are responsible for clarifying, developing and implementing Nordjysk Elhandel's Climate Change Action Plan.

Each year, Nordjysk Elhandel will prepare carbon footprint analyses of our own carbon emissions, and an annual climate change strategy for reducing both our carbon emissions and our consumption of energy. A Climate Change Strategy, with defined objectives, will be laid down each year.

Nordjysk Elhandel aims to be carbon neutral. Our primary priority is to reduce our carbon emissions by increasing our energy efficiency and by means of other internal changes, while our secondary priority is to offset the quantity of CO₂ emitted via UN carbon credits or from other similar projects.

Each year Nordjysk Elhandel will report on the following climate issues:

- Carbon footprint and carbon credit accounting
- The progress and results of climate change related activities
- Climate change policy and strategy
- Climate change related activities
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Together with the Board of Directors, the CSR and the Climate Change Committee are responsible for implementing and executing NE's CSR and climate change objectives.

CLIMATE CHANGE ACTION PLAN

The action plan for 2010 includes quarterly reporting for scope 1 and 2 and a focused effort to implement initiatives to reduce the direct and indirect emissions in scope 3, which in 2009 accounted for 84% of total emissions, or 2,783 tonnes of CO₂. The largest contributions to CO₂ emissions were made by the activities of communication, meetings, travel and canteen, IT services and equipment, services, product purchases, com-

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muting and building maintenance. We will select and analyse CO₂-emitting activities from within these fields and analyse and implement initiatives to reduce climate impacts.

We will use the results from the 2009 Climate Accounts to revitalise the CSR and the Climate Change committee's work groups. We can maintain dynamism in the work by adjusting the work groups to match the issues on which we choose to focus. More specifically, we will encourage dialogue and cooperation with suppliers and partners regarding analysis of CO₂ emissions from their products and services. We will also set up a database for emission factors.

We will make our initiatives and results visible internally within the company as well as externally.

We will continue to use the experience gained from our own climate efforts to develop concepts and products to inspire customers and other companies to participate in the move towards a low carbon

CLIMATE CHANGE POLICY

Rather than remaining passive in the face of rising demands from the world around us, Nordjysk Elhandel wishes to exercise leadership within the Climate Change area, promote the reduction of carbon emissions and promote the establishment of more renewable energy sources. Nordjysk Elhandel has a unique market-leading position in trading with carbon credits and wind power alike. Nordjysk Elhandel aims to be carbon neutral and to work to minimize the company's energy consumption and own carbon emissions. We intend to offer our customers effective climate change solutions that result in genuine reductions of carbon emissions and development of renewable energy.

MARKET DEVELOPMENT

Nordjysk Elhandel gives high priority to contributing to society by developing the energy markets towards increased deregulation, more renewable energy and lower carbon emissions. We also wish to contribute to becoming involved in developing society both culturally and socially through efforts such as sponsorships and support for cultural and social events.

KNOWLEDGE AND INNOVATION

Nordjysk Elhandel seeks to contribute to the development of knowledge and expertise within the energy area. The organisation and regulation of energy markets, energy supplies and energy infrastructure are closely related to scientific efforts and political decisions. Nordjysk Elhandel will actively work to develop "energy of the future" by working together with educational and research institutions and the political system.

CODE OF CONDUCT

All climate projects that Nordjysk Elhandel participates in:

- must lead to real reductions in greenhouse gas emissions
- must live up to the 10 universal principles in the UN Global Compact on human rights, health and safety, environment and anti-corruption
- must comply with relevant national legislation, including legislation on nature and environmental protection, social rights and the working environment
- must have the greatest possible positive environmental, social and economic impact, particularly with regard to surrounding communities and the local population
- must, as far as possible, promote the transfer of sustainable and environmentally friendly technologies.

A Code of Conduct which conforms to the Global Compact has been drafted for Nordjysk Elhandel's investments in CDM and JI projects. Our Code of Conduct specifies the company's requirements and principles for determining which carbon projects we will participate in and a procedure for checking project implementation. We seek maximum certainty that no CDM or JI project will compromise our CSR Policy or Climate Change Policy, and through careful project development we ensure that the reductions generated by the projects are approved by the UN.

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ANTI-CORRUPTION

10th principle: We will work against corruption in all its forms including extortion and bribery

Sound business ethics are fundamental at Nordjysk Elhandel. Our minimum standards for social responsibility include working against corruption.

WORK AGAINST CORRUPTION

Nordjysk Elhandel's climate project development activities under CDM will continue to be expanded and will focus on development in LDCs (Least Developed Countries), where corruption can be a real problem. In line with the principles of the UN Global Compact, no employee at Nordjysk Elhandel may give or receive unjustified benefits to/from Danish or foreign public or private sector employees. Nordjysk Elhandel will follow and enforce Danish legislation in accordance with the European Council corruption convention and OECD convention combating bribery in international business transactions.

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