

## GLOBAL COMPACT ANNUAL COMMUNICATION ON PROGRESS – SME VERSION

<b>Company Name</b>	Plougmann & Vingtoft	<b>Date</b>	
<b>Unit (if applicable)</b>			
<b>Address</b>	Sundkrogsgade 9 PO Box 831 2100 Copenhagen Ø	<b>Membership date</b>	September 2008
<b>Country</b>	Denmark	<b>Number of employees</b>	100
<b>Contact name</b>	Lars Toke Graugaard	<b>Sector</b>	Intellectual Property Consulting
<b>Contact Position</b>	Head of Communication & Marketing		
<b>Contact telephone no.</b>			

### Brief description of nature of business

Plougmann & Vingtoft is one of the leading European firms offering intellectual property consulting with a commercial and strategic focus, particularly within patents and other intellectual property rights. Our core competence is the ability to quickly understand new technologies and to develop these into well-protected and commercially profitable intellectual property rights for our clients. Our clients range from innovative start-ups to large multinational corporations within all industries.

### Statement of support

We are pleased to support the UN Global Compact, and we strongly agree with all the ten principles which we strive to incorporate them in our daily business routines. Since some of the principles concern issues which we, as company working from a European basis, could take for granted, we believe it is important not to rest on one's laurels, but continuously work to conform with and recognize the importance of supporting all the principles. By supporting the Global Compact, we intend to spread the message to the people we do business with and thereby encourage them to join the Global Compact and abide to the ten principles. Supporting the UN Global Compact is matter of taking a stance and signaling to our stakeholders that we care to be a responsible business in all possible aspects.

This is our first COP report, and we have chosen focus on reporting on mainly two principles, namely our support for human rights and the environment.

Lars Toke Graugaard  
Plougmann & Vingtoft

**Signature**

**Position**

## HUMAN RIGHTS

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

#### Our Commitment or Policy

We support the UN Declaration of Human Rights and are committed to respecting human rights throughout all of our business activities.

#### A brief description of our Processes or Systems

We currently focus on the welfare of our employees, exemplified in:

- We focus our effort on providing all our offices with safe and healthy working conditions for instance in terms of good indoor climate.
- We are an internationally oriented company and we welcome employees from any part of the world, as we see diversity as a strength and competitive advantage in an international company like ours. What matters is the knowledge and competences of the individual employee.

- We encourage and support the development of our employees' personal and professional competences within their field, and we offer them the opportunity for pursuing further education within our business areas. We believe that this is the best way to meet our employees' wishes about continuous personal and professional development.
- We are working to ensure that employees at all levels know and respect national and international standards for prevention of discrimination.
- We support a democratic working environment where the opinion and ideas from all employees are welcomed

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

We rank 27 in the Great Place To Work Survey. Though this is an acceptable position, we strive to rank much higher and, therefore, on the background of the report on our employees' answers, we attempt to improve the areas where our employees feel something is missing for P&V to be a top 20 working place. We participate in the survey every two years and we are working hard to improve the things that the employees are unhappy about.

#### **Measurable Results or Outcomes**

In 2009, we ranked 27 out of a total of 130 participants in the Great Place To Work Survey. This bears witness of the satisfaction our employees feel about working at Plougmann & Vingtoft.

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

#### **Our Commitment or Policy**

We require from our business partners to conform with our approach to human rights, and we strive not to assist clients who knowingly violate the UN declaration of Human Rights. Fortunately, we work in a line of business where violation of human rights is rarely, if ever, a problem.

Since we do not have much of a supply chain our focus is on making sure that everything is as best it can be internally.

#### **A brief description of our Processes or Systems**

Our Health & Safety Committee continuously works to ensure a good mental and physical working environment for all of us. The employees are represented by two colleagues ensuring that the opinion of the employees reaches the Committee, and this ensures that the talk form "the floor" is also heard in the Committee making it easier for us to handle any issues at an early stage should they arise.

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

- All employees work under flexible working hours, making it easier for them to balance work and family life
- We require our partners to adhere to the laws in the countries they work in as we do ourselves

#### **Measurable Results or Outcomes**

It is our experience that providing employees with favourable working conditions entails happier employees with a strong health and a desire to come to work every day.

## **LABOUR RIGHTS**

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

#### **Our Commitment or Policy**

These are principles which we view as commonplace. Our employees can freely join any union they prefer and we are always open to collective bargaining.

#### **A brief description of our Processes or Systems**

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

We inform about the GK principles on our primary communication channel - our intranet.

#### Measurable Results or Outcomes

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

##### **Our Commitment or Policy**

We have a clear policy not to support, use, be complicit in or benefit from any kind of forced labour.

##### **A brief description of our Processes or Systems**

We inform about the GK principles on our primary communication channel - our intranet.

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

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#### Measurable Results or Outcomes

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#### **PRINCIPLE 5 BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR**

##### **Our Commitment or Policy**

Child Labour is not a problem or concern within our line of business, as the services we provide simply cannot be conducted by children. However, we do make sure that the companies we co-operate with comply with the principle of upholding the effective abolition of child labour.

##### **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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#### Measurable Results or Outcomes

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

##### **Our Commitment or Policy**

At P&V we dissociate ourselves from discrimination of any kind. We believe that everyone is equal and should have the same rights regardless of race, colour, sex, religion, political opinion, national extraction, social origin, age, disability, HIV/AIDS status, trade union membership, sexual orientation, and in respect of employment and occupation.

##### **A brief description of our Processes or Systems**

We inform about the GK principles on our primary communication channel - our intranet.

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

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## Measurable Results or Outcomes

# ENVIRONMENT

## PRINCIPLE 7 BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES

### Our Commitment or Policy

It is our policy to support environmental efforts. P&V has developed and implemented a wide range of procedures serving to promote environmental responsibility internally, because at P&V we believe that the environment is something we are all responsible for and should all do our best to preserve.

### A brief description of our Processes or Systems

Two examples: We have made big effort in the search for energy-friendly operation of our facilities, and we have focused on the use of print-outs and through the use of our intranet we encourage our employees to reduce the amount of print-outs.

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

We are continuously assessing the use of resources internally in the company to detect if there are any areas in which we can take a precautionary approach to environmental challenges.

### Measurable Results or Outcomes

There has been noticeable reduction in the use of energy, transportation and paper.

## PRINCIPLE 8 BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY

### Our Commitment or Policy

It is our company policy to support environmental efforts. P&V has developed and implemented a wide range of schemes serving to promote environmental responsibility internally, because at P&V we believe that the environment is something we are all responsible for and should all do our best to preserve.

### A brief description of our Processes or Systems

By looking into our internal processes we are trying to optimise the use of resources in a more efficient and sustainable manner.

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

Already implemented:

- Recycling of all water and soda bottles.
- Reducing the amount of print outs and copies by encouraging our employees only to print when absolutely necessary, and then choose duplex mode or two pages pr. sheet.
- Use of IT facilities for long distance meetings, avoiding unnecessary transportation.

We are currently working on:

- Replacing all of our light bulbs with energy saving light bulbs.
- Only running the office dishwashers when it is full.
- Reminding employees to turn off monitors etc., to avoid using energy when not in the office.

### Measurable Results or Outcomes

Progress on this will be reported in next year's report.

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

### Our Commitment or Policy

Through our cleantech team of consultants, we promote the use of technologies which can give a better climate and environment: <http://www.pv.eu/industries1/cleantech>

### A brief description of our Processes or Systems

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

**Measurable Results or Outcomes**

## **ANTI-CORRUPTION**

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

**Our Commitment or Policy**

P&V is committed to non-acceptance of bribery directly or indirectly, in any form, and we make an effort to ensure that all of our employees are aware of this policy.

**A brief description of our Processes or Systems**

In 2009, we participated in the conference about bribe arranged by the Confederation of Danish Industry.

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

The recommendations from the Confederation of Danish Industry have been passed on to the management team.

**Measurable Results or Outcomes**

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

Our website is visited by most of our stakeholders. Here, we will place a summary of our efforts in 2010.

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