

Communication on Progress, 2009

STATEMENT OF SUPPORT

The Abena group is Danish family-owned companies established in 1953, with headquarter in Aabenraa.

We are among the market leaders in the protective healthcare industry producing a wide variety of incontinence products, including baby diapers, sanitary towels and other healthcare-related disposable goods.

We are in the protective healthcare business with particular emphasis on 'total incontinence management'. We maintain and continuously strive to improve a broad offering of innovative products and services. Our mission is to offer our customers, the best value for money whilst providing them with the optimum level of comfort and security. Our ultimate group focus is to improve 'quality of life', not only for those suffering from functional disorders but also for their care-takers.

Abena products are sold around the world through a wide distribution network of subsidiary companies and specialist distributors.

Abena continues to strongly influence suppliers and business partners to support, to live up to, and participate in the 10 principles as outlined by the 'UN Global Compact' initiative.

This report will be available on our internal infonet for all employees to read. Other stakeholders (customers, suppliers, neighbors and authorities) will get a copy or a link upon request.

Abena has been an active part of the UN Global Compact initiative since 2002 and our support is unchanged. We will continue to support the 10 principles set by the UN Global Compact initiative.

15-01-2009. **Preben Terp-Nielsen, CEO**

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Global Compact Principle		Actions Taken & Impact Achieved in 2008 and plans for 2009
Human Rights	1: Businesses should support and respect the protection of internationally proclaimed human rights;	<p>Commitment: Abena supports the international declared human rights. We do not discriminate against any person, regardless of race, sex, colour or religion.</p> <p>We aim to secure employees with reduced working capacity for various social or physical reasons by creating an easier, less pressurised working environment and job flexibility. Our "flexible department" comprises of employees who can, at a later date be transferred to fully functioning ordinary jobs by means of work test trials, on the job training, rehabilitation and trainee agreements.</p> <p>System & activities: One of Abenas core values is that we are aware of our social responsibility. Combined with procedures for hiring new employees it ensures no discrimination.</p> <p>Outcome and next year: The composition of Abena employees reflects the composition of our local community. We have achieved this 2008 and will continue for 2009.</p>
	2: and make sure that they are not complicit in human rights abuses.	
Labour	3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<p>Commitment: Environmental concern in the production process also involves the working environment. We take working conditions extremely seriously, and the Danish Authorities have awarded our main factory the highest official rating available in this area. We aim to maintain a high degree of safety for all employees and visitors. At Abena we constantly strive to improve and be innovative, whilst at the same time maintaining our positive spirit. We respect the fact that all jobs within the company are meaningful and relevant.</p> <p>System: "safety comes first", "working should be enjoyable", "information is important" and "education is necessary in order to grow" are 4 of Abenas 6 core values. Furthermore, Abena Produktion has achieved an OHSAS 18001 (Occupational Health and Safety) certification.</p> <p>Activities: We work consciously within our safety department and safety groups to form a comprehensive safety system and to develop a happier and more secure working environment; this includes areas such as ergonomic work stations, in-house gym facilities, massage facilities and membership of the eclectic social club.</p> <p>Combining efficient and targeted work performance means coming to work each day should be an enjoyable experience. Employees participate in 'job planning' as a team building activity, we believe that this promotes successful teamwork as colleagues actively help each other to reach targets and remind each other of the companies' core principles, if and when required.</p> <p>Outcome and next year: In 2008 all employees in the production have gone through a two day course learning about production hygiene, risk analysis and cleaning. We had a goal for 2008 to have 0 serious injuries (serious is defined as resulting in 5 or more sick days). We achieved this goal in 2008 and we will keep it as a goal for 2009.</p>
	4: the elimination of all forms of forced and compulsory labour;	
	5: the effective abolition of child labour;	
	6: and the elimination of discrimination in respect of employment and occupation.	

Environment	7: Businesses should support a precautionary approach to environmental challenges;	<p>Commitment: At Abena we recognize our environmental responsibility. At Abena, the words "environmental concern" inspires action, not just words. It is one of the main areas of focus in our strategy and a value firmly rooted in our ethos - as well as in our logo. Therefore, it is as natural to us as the very environment itself to back up our concerns by official certification, such as the Nordic eco label "Swan" as well as the international ISO 14001 certificates. Concern for nature goes hand in hand with the caring nature of Abena products. We strive continuously to reduce our waste quantities and production waste by an active quality control.</p> <p>System: We reduce the use of energy, chemicals and dangerous substances by means of an efficient energy management and an environmentally friendly evaluation. Our company is certified according to ISO 14001 which means that a third party regularly audits our company to see that we reach our goals on reducing our impact on the environment. We will undergo a recertification in 2009.</p> <p>Activities: At Abena we keep an environmental balance to constantly know our impact on the environment changes and to be sure to use our efforts where the environment benefits the most.</p> <p>Furthermore, in 2008 we introduced the project RenAbena (CleanAbena) to enhance the understanding of the necessity of high hygiene standards in our production area. Clean equipment has many benefits: it is necessary in order to ensure the products but also benefits the working environment and environment since a clean machine uses less energy, less lubricant and spare parts keep longer.</p> <p>Outcome and next year: In 2008 we have had our focus on product quality and product safety. Thus, our baby diapers have received the recognition to be declared in cooperation with the Asthma – Allergy Association, Denmark.</p> <p>Furthermore, in December 2008 we received the BRC Consumer Product Certificate (Product Group 2) for the production of absorbing hygiene products. This certificate proves that we supply safe and legal products and that we take all reasonable precautions and exercise due diligence in the avoidance of failure. This certificate has among other things resulted in optimisation and thus lower dosage of cleaning liquids.</p> <p>In 2009 a focus at Abena will be our impact on climate. One way to lower this impact will be to cut down our wastage, and this will be a focus in 2009.</p>
	8: undertake initiatives to promote greater environmental responsibility;	
	9: and encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	10: Businesses should work against all forms of corruption, including extortion and bribery.	<p>At Abena we do not accept any form of corruption.</p> <p>We do not use bribe or extortion in any way.</p> <p>All presents from suppliers are handed in to the management in order to be used as gifts at the New Years lottery. This divides the presents evenly among employees and does not favour those with many external contacts. Furthermore, the lottery on presents helps the purchase department to be objective when evaluating offers of raw materials.</p>

Suppliers and partners

Abena products are sold all around the world through a wide distribution network of subsidiary companies and specialist distributors. Bearing this in mind, Abena have proactively suggested and strongly recommend to suppliers and business partners alike that they should live up to and participate in the 10 principles as outlined by the 'UN Global Compact' initiative. We encourage our internal and external customers to participate in the initiative in order to make it an all encompassing success.

In 2008 app. 90% of our suppliers signed a support and commitment to the 10 principles of the UN Global Compact. The last 10% have other ways of describing their social responsibility and environmental concern.