



ScanCom International A/S

UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS

SEASON 2012/13



PREFACE

As part of our strong commitment to Corporate Social Responsibility ScanCom became a signatory to UN Global Compact on April 2011. In the following report, we present our second communication on progress.

The Progress Report is based on the reporting framework of Global Reporting Initiative according to self-declared C level requirement. Financial data and management statements in this progress Report are consistent with the Annual Report for ScanCom International A/S for the financial year 01 July 2012 to 30 June 2013.





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ABOUT SCANCOM

Founded on the 1st April 1995, ScanCom has grown to become one of the leading manufacturers of outdoor furniture in the world. With legal headquarters in Denmark and top management located in Ho Chi Minh City Vietnam.

ScanCom owned sales offices can be seen in Denmark, United Kingdom, Germany, U.S.A and Vietnam with manufacturing sites in Brasil, Indonesia and Vietnam.

We credit our achievements to attractive designs, innovation, material combinations, high standards of quality and social responsibility combined with precise delivery planning and competitive prices. Always an active and responsible partner, ScanCom is guided by a firm set of principles that guides us in everything we do.

OUR VISION

To become the preferred business development partner for selected customers, medium and large retailers, do-it-yourself chains and garden centres globally within the garden furniture industry.

OUR MISSION

To provide our customers with solutions to grow their outdoor furniture business, by offering:

- Customized, full-range quality collections at competitive prices
- Environmentally and socially correct products and behavior
- Continuous improvement within total quality
- Customized marketing and logistics services
- On-time delivery and high level of after-sales services

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CVR No.: 18 47 98 93
Registered office: Korsør
Financial year:
1 July – 30 June

Business Focus :
Manufacturing and trade of
garden furniture



MESSAGE FROM GROUP CEO



Stig Maasbøl - Group CEO
ScanCom International A/S

ScanCom Group is a leading player in the global market for outdoor furniture. To keep and develop this position, we are convinced it is a prerequisite to conduct our business in a responsible manner – "Doing Business the Right Way".

Sustainability for materials, products, and operations

To create and offer sustainable products, ScanCom control all materials and products for meeting all relevant regulation in our markets. For the wood used in our products, ScanCom was a pioneer in using FSC certified hardwood, and we today use 100 % FSC hardwood with an objective to reach 100 % FSC for teak as well.

At the same time we continuously optimize our operation activities to reduce consumption of energy and resources, increase recycling, and reduce emissions. Related to this our main operation site in Vietnam received ISO 14001 certificate in spring 2013.

Social accountability

It is important for ScanCom to assure respect for human and labor rights. Part of this is: BSCI monitoring of all operations in Vietnam since 2008, SA 8000 certificates for the operations in Brazil (2012) and Indonesia (2001), and having our own Code of Conduct. OHSAS 18001 certification in near future together with planned SA 8000 certificate for the Vietnamese operations will reinforce this policy.

Being signatory to the UN Global Compact together with BSCI monitoring and certifications not only sends a clear signal to all our stakeholders we are committed to do business the right way, it also supports our activities to meet our global customers' CSR requirements.

Requirements to contract manufacturers and key suppliers

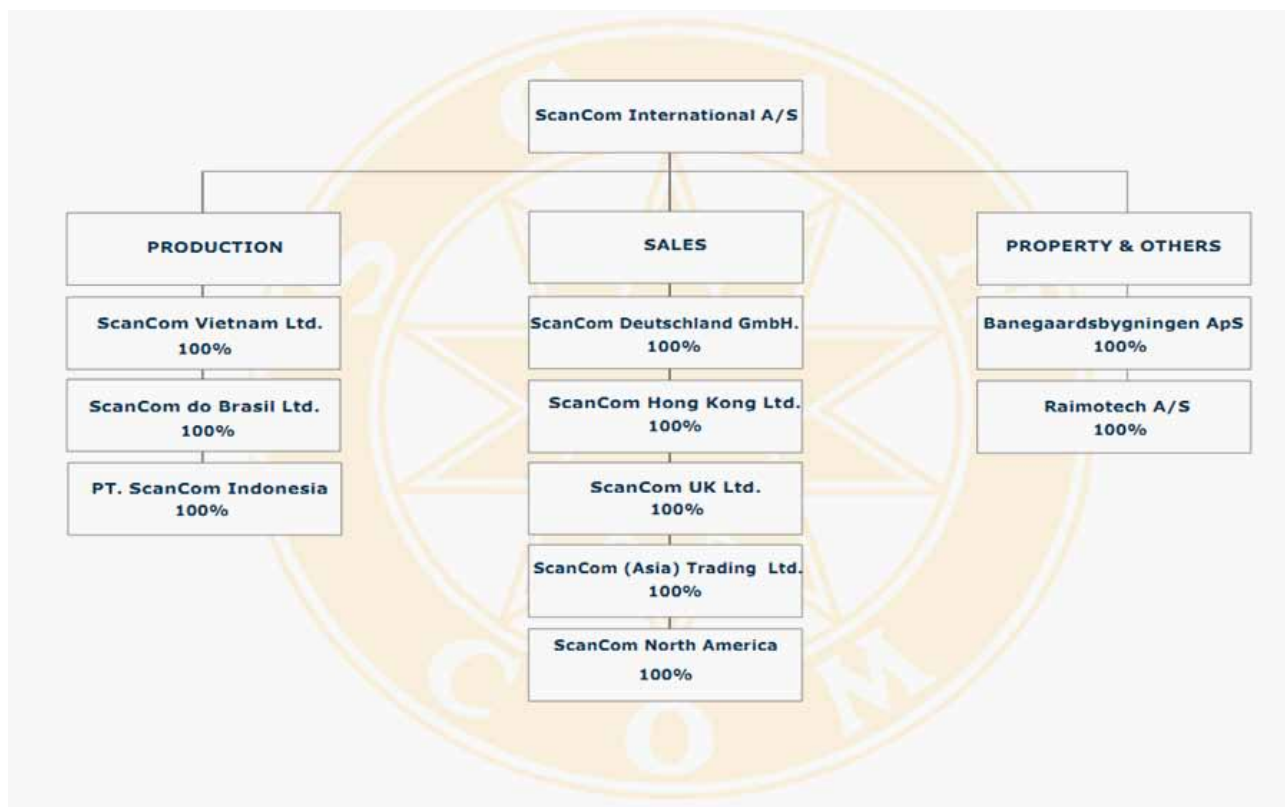
Built into the BSCI CoC, SA 8000, and UN Global Compact are requirements for improving CSR level in the supply chain. ScanCom actively practice this by performing CSR audits at the key suppliers and contract manufacturers and requesting them signing our Code of Conduct, and we set targets for continuous improvement on that policy.

UN Global Compact commitment

I am very pleased that ScanCom even under recent years' difficult conditions have been able to remain true to our basic CSR values and make progress or maintain same high level on all of the 10 UN Global Compact principles.

For the following seasons ScanCom will continue and further develop commitment to UN Global Compact – "Doing Business the Right Way" will remain part of our DNA.

LEGAL STRUCTURE



FINANCE FIGURES

Below are the financial figures for ScanCom International A/S over the past six seasons. The decrease in financial activity is a result of economical problems in key markets as well as the bad weather in Europe throughout the summer of 2012.

Key figures (DKK million):	2012/13	2011/12	2010/11	2009/10	2008/09	2007/08
Income Statement:						
Revenue	710.6	752.7	882.3	813.7	1,033.1	1,095.9
EBITDA	39.7	44.5	62.8	41.9	78.1	68.1
Profit/loss on ordinary operating activities	16.7	23.3	36.5	25.9	59.4	51.0
Financial income and expenses, net	-13.7	15.8	-33.0	2.3	-10.4	-23.2
Profit/loss on ordinary activities before tax	3.0	39.1	3.5	28.2	49.0	27.8
Tax on profit/loss	-0.4	-8.3	-3.7	-24.5	-10.9	-6.1
Net profit/loss for the year	2.6	30.8	-0.2	3.7	38	20.5
Balance:						
Balance sheet total	431.6	479.3	455.8	492.0	472.9	522.4
Purchases of property, plant and equipment, gross	12.4	33.2	40.7	13.8	19.4	59.4
Current Assets	280.3	305.2	313.8	361.8	318.8	361.9
Equity	160.1	166.0	161.9	157.2	132.1	133.2
Short-term debt	210.4	244.6	227.3	243.9	280.1	333.1



PERFORMANCE INDICATORS AND OBJECTIVES

For season 12/13, ScanCom selected the following performance indicators and set key objectives.

	UN Global Compact Principles	Level C Global Reporting Initiative (GRI) performance indicators	Related ScanCom objective
HUMAN RIGHTS	<p>PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights</p> <p>PRINCIPLE 2: Make sure that they are not complicit in human rights abuses</p>	<p>HR2: Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken.</p> <p>HR6: Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor</p>	<p>Maintain 100 % human rights screening of contract manufacturers and minimum 25 % of suppliers.</p> <p>Maintain zero child labor for ScanCom companies and contracted manufacturers</p>
LABOR	<p>PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining</p> <p>PRINCIPLE 4: Elimination of all forms of forced and compulsory labor;</p> <p>PRINCIPLE 5: Effective abolition of child labor</p> <p>PRINCIPLE 6: Elimination of discrimination in respect of employment and occupation</p>	<p>LA1: Total workforce by employment type, employment contract</p> <p>LA2: Total number and rate of employee turnover by age group, gender</p> <p>LA4: Percentage of employees covered by collective bargaining agreements.</p> <p>LA6: Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs.</p> <p>LA7: Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities</p> <p>LA10: Average hours of training per year per employee by gender, and by employee category.</p> <p>LA14: Ratio of basic salary and remuneration of women to men by employee category, by significant locations of operation.</p>	<p>All contracted manufacturers receive BSCI audit before supplying.</p> <p>Maintain no incidents of forced labor at contract manufacturers.</p> <p>Reduce number of serious accidents by 50 % before end of season 12/13.</p> <p>Comply 100 % with regulation and customers' requirements for training of labor and management on environment and health and safety.</p>

	UN Global Compact Principles	Level C Global Reporting Initiative (GRI) performance indicators	Related ScanCom objective
ENVIRONMENT	<p>PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges;</p> <p>PRINCIPLE 8: Undertake initiatives to promote greater environmental responsibility</p> <p>PRINCIPLE 9: Encourage the development and diffusion of environmentally friendly technologies</p>	<p>EN1: Material used by weight or volume</p> <p>EN2: Percentage of materials used that are recycled input materials</p> <p>EN3 Direct energy consumption by primary energy source.</p> <p>EN 8: Total water withdrawal by source</p> <p>EN 21: Total water discharge by quality and destination EN 22: Total weight of waste by type and disposal method</p>	<p>Maintain 100 % control of restricted substances.</p> <p>Bring all emissions within legal limits.</p> <p>Prepare for measuring CO₂ emission for season 12/13.</p> <p>Improve monitoring of electricity consumption.</p>
ANTI-CORRUPTION	<p>PRINCIPLE 10: Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>SO3: Percentage of employees trained in organization's anti-corruption policies and procedures</p>	<p>Include Code of Conduct training in training of all new employees.</p>
ECONOMIC		<p>EC1: Direct economic value generated and distributed,</p>	



PERFORMANCE AND PROGRESS

ScanCom's communication on progress again this year focuses on performance and progress for the operation in Vietnam. The operations for Vietnam are over 90 % of ScanCom's total worldwide manufacturing.

CSR HIGHLIGHTS SEASON 2012/13

- ISO 14001 certification spring 2013
- Improved waste handling
- Extensive CSR training program implemented
- Significant progress in BSCI compliance for contract manufacturers
- Improvement regarding severity of accidents
- Secondary containment implemented for environmentally safe storage of chemicals, oils, paints
- On site contractors included in ScanCom's compliance system

HUMAN RIGHTS

- ScanCom International is committed to ensuring our employees and business partners respect the United Nations Universal Declaration of Human Rights.
- Based on our commitment we set up a ScanCom Code of Conduct to be followed by our suppliers, employees and business partners.

BSCI monitoring of Contract Manufacturers

ScanCom use the BSCI monitoring system to assure our contract manufacturers comply with basic human rights and regulation on labor conditions.

For season 12/13, ScanCom used 25 contract manufacturers who were all registered under the BSCI platform.

CONTRACT MANUFACTURERS	SS 10/11	SS 11/12	SS 12/13
Production site registered under BSCI audit platform	23	25	25
Total number BSCI audits, initial and re-audit	8	9	18
Total number of ScanCom Code of Conduct audits	56	54	25
BSCI COMPLIANCE RATING	SS 10/11	SS 11/12	SS 12/13
Good	11/23	12/25	19/25
Improvement needed	08/23	12/25	6/25
Non compliant	04/23	01/25	00/25

We work individually with the contract manufacturers to assure implementation and maintenance of BSCI Code of Conduct happens. This approach has allowed us and our partners achieve very positive BSCI ratings results with improvement year-on-year.

ScanCom provides a financial support scheme that covers audit fee for partner’s factories, which are committed to working towards improving social compliance. All our partners have achieved no failures on crucial requirements such as no child labour, no violation of legal wage and other national applicable law and regulation.

Supplier audits

ScanCom is continually improving the CSR levels of our suppliers by asking them to comply with the ScanCom code of conduct. By end of the season 12/13, 85 % of our suppliers had signed ScanCom’s code of conduct and 29 % had received CSR audit by ScanCom.

Child labor

During the season ScanCom maintained regular internal audits of contract manufacturers together with customer audits and BSCI audits. For season 12/13, we can report that no cases of child labor were found.

Forced labor

Similar to the above, no cases of forced labor were found for the season 12/13.

LABOR

ScanCom is committed to supporting labor rights and protection in the workplace. This includes abolishing child labor completely, the elimination of forced labor, freedom of association, and the elimination of any form of discrimination.

ScanCom’s workforce, employment, and labor turnover.

HUMAN RESOURCE MANAGEMENT FIGURES	SS 11/12	SS 12/13
Average head count	3,968	3,780
Total people leaving company	2,767	3,253
Annual employee turnover rate	69%	86 %
Total overtime hours used	310,974	337,285
Average overtime hour used per head per year	71	91



Season	Group	Labor contract term				Grand Total
		Probation	Seasonal contract	1-2 years	Indefinite	
2011-2012 (HEADCOUNT IN JUN.2012)	MALE	386		1196	865	2447
	Management			62	217	279
	Staff	1		51	44	96
	Worker	385		1083	604	2072
	FEMALE	46		523	450	1019
	Management			10	67	77
	Staff	6		71	49	126
Worker	40		442	334	816	
	Grand Total	432		1719	1315	3466
2012-2013 (HEADCOUNT IN JUN.2013)	MALE	19	409	370	1592	2390
	Management	3		22	200	225
	Staff	6		33	58	97
	Worker	10	409	315	1334	2068
	FEMALE	5	82	142	735	964
	Management	2		6	66	74
	Staff	3		39	93	135
Worker		82	97	576	755	
	Grand Total	24	491	512	2327	3354

All ScanCom employees are fulltime direct employees, and all have a labor contract.

For season 12/13 and onwards, on-site contractors working for ScanCom must follow regulation on employment contracts and other occupational regulation, i.e. payment of insurance.

Headcount turnover in SS 2012-2013	Age					Grand Total
	18-25	26-35	36-45	46-55	56-60	
MALE						
Official worker	358	332	77	6		773
Seasonal worker	1068	620	130	5		1823
Staff	7	13			1	21
Management (from team leader up)	2	47	17	2		68
Total-Male	1435	1012	224	13	1	2685
FEMALE						
Official worker	102	104	27	5	1	239
Seasonal worker	159	111	33	2		305
Staff	4	11	3			18
Management (from team leader up)		3	3			6
Total-Female	265	229	66	7	1	568
GRAND TOTAL	1701	1240	290	20	2	3253

Furniture manufacturing in Vietnam is an industry that traditionally has high labor turnover. ScanCom suffered with high labor turnover for several years, but has actively addressed the issue by creating incentives for people to stay.

Employee turnover rate was reduced from 87 % in season 10/11 to 69 % in season 11/12. For season 12/13 the level has increased to that of season 10/11. However, this is still a significant improvement compared to the previous years. The list of labor contract terms show we have made strong progress in building a core team with indefinite contracts. This team is supplemented by a seasonal workforce who is needed during high season. Terms in seasonal contracts are complying with local regulation.

Overtime

Before 2010/11, high labor turnover, together with the seasonal nature of the outdoor furniture industry had increased overtime rates for ScanCom. However, by improved planning and reduced labor turnover rate this is now under control and complies with Vietnamese regulation. The number of overtime hours per head was reduced from 147 to 71 from season 10/11 to season 11/12, but increased again in 12/13 to 91 hours – a variation we consider acceptable.



Discrimination

ScanCom does not tolerate any kind of employment discrimination of the workforce in reference to gender, age, or origin.

Season	Group	Age					Grand Total
		18-25	26-35	36-45	46-55	56-65	
2011-2012 (HEADCOUNT IN JUN.2012)	Management	15	249	84	8		356
	Staff	47	153	12	8	2	222
	Worker	1152	1307	376	51	2	2888
	Total Headcount	1214	1709	472	67	4	3466
2012-2013 (HEADCOUNT IN JUN.2013)	Management	6	204	77	12		299
	Staff	50	150	23	8		231
	Worker	960	1353	436	73	2	2824
	Total Headcount	1016	1707	536	93	2	3354

The age distribution of ScanCom's employees reflects the Vietnamese population accurately. The median age for the Vietnamese population is 29 years old.

Salaries in ScanCom Vietnam	Comparison of salaries (VND), male & female 2012-2013	
Group	Male	Female
Management (from team leader up)	12,628,000	18,520,000
Staff	6,847,000	7,450,000
Worker	4,004,000	3,800,000

At ScanCom, salaries follow qualifications and job responsibilities, not gender. The difference per employment category above relates to the different levels of employment.

Health and safety

Health and safety data	SS 11/12	SS 12/13
Average headcount for accident calculation	3,417	3780
Sick leaves days recorded	9,580	9,214
Total cases of accidents with lost working days	49	53
Total lost days due to accident	738	500
Lost days, all types (incl. maternity leave)	14,375	11,777
Accident frequency rate per 100 employees	1.43	1.4
Severity rate per 100 employees	21.3	3.8
Fire cases detected	6	4
Total hours general labor safety training	95	14,688
Total onsite HSE talks, headcount	2,964	3,514

The ScanCom safety performance in 2013 improved considerably compared to 2012. Incidents causing lost working days remained at same level as the previous season, but number of lost days due to accident and severity rate of accidents was significantly improved.

We assign the improvements to increased focus on safety training, machine safety, and use of personal protective equipment (PPE).

In season 12/13 a project on improving safety on all machines was instigated. The need for PPE was evaluated and defined for all working areas and made clear through signs on the shop floors. New and improved health and safety related training programs were initiated as detailed in the training overview later in this report.

In season 12/13, ScanCom established health and safety committees in the factories with representatives from management and workers, representing all workers in each factory. The committees meet quarterly to continually improve health and safety procedures and all decisions are recorded.

Wages and benefits

In Vietnam the legal minimum wage has over the past few years been adjusted annually, but ScanCom always compensated employees at a higher level, applying principles for actual living costs instead of minimum wage. In season 12/13, the lowest wage level for workers was 38 % higher than the legal minimum. Furthermore, ScanCom's policy for health and social insurance is 2.5% higher than the legal requirement. Extra support is given to employees with children.



ENVIRONMENT

ScanCom is committed to protecting the environment and natural resources. We are improving operational efficiency and sustainability to benefit the environment year-on-year.

We develop and maintain environmental awareness through training, setting and measuring environmental objectives, and continuously educating our employees.

We protect the environment by minimizing waste, reducing emissions, reducing consumption of resources and energy, and by controlling restricted substances in all materials used.

ISO 14001 certification of environment management system

ScanCom Vietnam received ISO 14001 certificate in spring 2013.

We use the ISO 14001 as basis for our control of environmental impact, reporting and continuous improvements.

Materials used, recycling, and waste

Data

In relation to the ISO 14001 certification of ScanCom Vietnam, the methods for registration of use of resources and disposal of waste were significantly improved over the past seasons. The data for season 12/13 is to be considered correct even though there are major differences between the three seasons.

Raw material consumption reflects the lower production in a year with lower activity level.

Environment related figures	SS 10/11	SS 11/12	SS 12/13
Total energy consumption in production, GWh	19.2	16.8	14.8
Water consumption, m ³	92,000	90,000	222,000
Industrial waste required report by law, tons	105	148	3,525
Industrial waste water required report by law, m ³	76,000	84,000	178,000
Total sawn timber consumption in production, m ³	38,000	35,000	32,000
Total aluminum billet consumption in production, tons	3,300	3,000	2,900
Total plastic resin consumption in production, tons	1,720	1,450	1,710
Total saw dust being recycled, tons	291	595	1,740
Total aluminum waste being recycled, tons	24	22	22
Total poly rattan waste being recycled, tons	11	20	20

Water

In the reported seasons, ScanCom used water partly from its own wells and the figures given for 10/11 and 11/12 only cover water from public supply. The use of our own wells will continue until local authorities can provide sufficient water amounts to ScanCom. In 12/13 our own underground water was 13,000 m³ out of the total of 222,000 m³. Improved measurement of water consumption was implemented in 2012 and we are confident our registration is correct.

Recycling

ScanCom continuously increase the recycling of materials. New methods for recycling, mainly in wood plastic composite furniture, are the reasons for the general increase in recycling.

ScanCom's developments in recycling are being continued such as the recycling of all internal plastic process waste. This is expected to make a big impact in the coming season. Furthermore, we plan a partial substitution of virgin plastic materials with recycled plastics from the market.

Waste

During the certification process for ISO 14001, the waste handling and registration was improved and the data now presented are reliable and traceable.

Waste type	Quantity (kg)	Disposal method
Domestic waste	71,530	Collected by contractor
Hazardous waste	289,901	Collected and treated by authorized contractors
Recyclable waste	3,163,569	Sold to contractors

ScanCom cleans waste water to the required level before discharging to the centralized waste water treatment plant of Song Than Industrial Park. The waste water is checked and reports made quarterly. Reliable data is not available for previous years.

Waste water type	Volume (m ³)	Quality	Discharged to
Domestic	143,937	Complying with standard limit (1) of Song Than IP	Treatment system of Song Than IP
Production	33,770	Complying with standard limit (1) of Song Than IP	Treatment system of Song Than IP

CO₂ emission

For season 12/13, ScanCom started collecting energy data to calculate our total CO₂ emission.

Energy source	Quantity	Unit	kg CO ₂ /unit	CO ₂ emission (tons)
Gas	384,000	Kg	2.69	1,033
DO oil	82,858	Kg	3.19	264
Wood	4,687,584	Kg	1.75	8,203
Electricity	17,003,040	Kwh	0.58	9,862
				19,362



ScanCom Products' impact on health and the environment: Restricted substances.

ScanCom continually collected all requirements from regulation in our addressable markets as well as from customers to set up our own List of Restricted Substances for monitoring. In general, we built this up following the "lowest common denominator" principle.

All new materials developed are tested for compliance, and annual random testing is done for existing materials to assure continued compliance.

ScanCom's cost of assuring chemical compliance in season 12/13 was US\$35,000.

Investments related to Environment and Health and Safety

In season 10/11, ScanCom began upgrading all facilities to comply with Vietnamese regulation as well as customers' specific requirements.

The related investments for season 12/13 are given below:

Investment	Amount (USD)
Fire fighting	105,000
Waste water treatment system	75,000
Secondary containment	40,000
Ammonia smoking	15,000
CO reduction for boilers	19,000
Air cooler system	21,000
Total	275,000

FSC wood

ScanCom was one of the pioneers for using FSC eucalyptus hardwood for outdoor furniture and is today the world's biggest manufacturer of FSC hardwood garden furniture.

All eucalyptus hardwood used by ScanCom Vietnam today is 100% FSC – this includes our contract manufacturers.

ScanCom Indonesia is now FSC certified and is working towards having all production made by FSC teak, in line with market availability. However, all teak used by ScanCom Indonesia is of verified legal origin.

ANTI-CORRUPTION

ScanCom does not accept or tolerate any form of corruption or bribery within our business.

A key element in implementing this principle has been establishing and communicating the ScanCom Code of Conduct.

Since 2010, ScanCom has maintained the Code of Conduct with annual updates. The code in detail, guides employees, suppliers and partners on ScanCom's principles for acceptable behavior related to e.g. respect for human rights, anti-corruption.

The Code of Conduct is communicated to all employees and all new employees receive training in the content. Furthermore, the Code of Conduct is communicated to all subcontractors, contract manufacturers, and suppliers – and they are requested to sign the code.

Training activities for all ScanCom employees in contents of Code of Conduct were increased in season 12/13. Furthermore, in season 12/13 85 subcontractor employees working on ScanCom's premises received one hour training in ScanCom's Code of Conduct.

TRAINING ACTIVITIES

In connection with our increased focus on CSR, ScanCom, in season 12/13 implemented further training of employees to support the understanding and practicing of social compliance and good environmental behavior, including extended training in ScanCom Code of Conduct and human rights.

In the below the most important training programs are listed

No.	Course	Season 12/13		
		Attendants	Duration (hours)	Time of training
1	Labor Safety and Hygiene for Employees (Group 4)-external	1,836	8	14,688
2	ISO 14001:2004 training (awareness, writing of documents, internal auditor)	48	16	768
3	Handling of chemical and waste (internal)	2,890	3	8,670
4	Code of Conduct for security (Human Rights)	85	1	85
5	Code of Conduct for employees (Human Rights)	2,890	1	2,890
6	Security procedure for employees	2,890	1	2,890
7	Stamping safety	183	2	366
8	Electricity, Pressure Equipment, Forklift Safety	142	8	1,136
9	Fire fighting and prevention team	119	8	952
10	Fire fighting and prevention drills	2,500	1	2,500
11	General Safety for new workers	3,514	16	56,224
12	Machine safety, PPE, Environment for new workers	3,514	8	28,112
	Total			119,281



CERTIFICATION STATUS AND PROGRESS

Below is given an overview of the certifications obtained and in progress for ScanCom Group companies.

Where stated N/A, management found it not relevant for now.

Certifications for ScanCom Group	ISO 9001	ISO 14001	OHSAS 18001	ISO 14001	ISO 14001
ScanCom International	x	N/A	N/A	x	N/A
ScanCom Vietnam	x	x	June 2014	x	In progress
ScanCom Brazil	x	N/A	N/A	x	x
ScanCom Indonesia	x	N/A	N/A	x	x
ScanCom Asia Trading	x	N/A	N/A	x	N/A



PERFORMANCE INDICATORS FOR FOLLOWING YEAR

For the upcoming season 13/14, ScanCom will apply the following performance indicators:

ENVIRONMENT

1. EN1. Materials used by weight or volume.
2. EN2. Percentage of materials used that are recycled input materials.
3. EN3. Direct energy consumption by primary energy source.
4. EN8. Total water withdrawal by source.
5. EN21. Total water discharge by quality and destination.
6. EN22. Total weight of waste by type and disposal method.

HUMAN RIGHTS

7. HR2. Percentage of significant suppliers and contractors that have undergone screening on human rights and actions taken.
8. HR6. Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labour.

LABOUR

9. LA1. Total workforce by employment type, employment contract, and region.
10. LA2. Total number and rate of employee turnover by age group, gender, and region.
11. LA4. Percentage of employees covered by collective bargaining agreements.
12. LA6. Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs.
13. LA7. Rates of injury, occupational diseases, lost days, and absenteeism, and number of work related fatalities by region.
14. LA10. Average hours of training per year per employee by employee category.
15. LA14. Ratio of basic salary of men to women by employee category.



SOCIETY

16. SO3. Percentage of employees trained in organization's anti-corruption policies and procedures.

ECONOMIC

17. EC1. Direct economic value generated and distributed, including revenues, operating costs, employee compensation, donations and other community investments, retained earnings, and payments to capital providers and governments.





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