

H.E. Ban Ki-moon  
Secretary-General  
United Nations  
New York, NY 10017  
USA

February 4<sup>th</sup> 2011

**Statement of continued support - United Nations Global Compact**

Dear Mr. Secretary-General,

SØRUP HERREGAARD is delighted to express its continuing support of the Global Compact's ten principles with respect to human rights, labour, environment and anti-corruption. In spite of being a relatively new member of the Global Compact Foundation, we have already gained a lot of inspiration from the initiative. Many of the core principles have now been merged with our own policies and procedures in our continuing effort to operate a responsible and sustainable hotel business. We are proud and pleased to submit the attached communication on progress as of January 2010 and to renew our commitment to the United Nations Global Compact Foundation.

Sincerely yours,



*Ms. Jane Strange Nielsen  
Owner and Managing Director*

## Communication on progress

### United Nations Global Compact

February 2011

#### Description of actions

We take pleasure in presenting and describing the following policies, procedures and activities which reflect Sørup Herregårds implementation of the UN Global Compact's 10 principles during our first year as a participant.

#### Human Rights

**Principle number 1: Businesses should support and respect the protection of internationally proclaimed human rights.**

**Principle number 2: Businesses should make sure that they are not complicit in humanrights abuses.**

Sørup Herregård's CSR policy aims to take responsibility for our employees in creating a safe and healthy working environment both physically, psychologically and ethically.

We encourage diversity in our staff, and we have a zero tolerance policy against discriminatory behaviour, e.g. in respect of age, sex, religious affiliation, sexual preferences and ethnicity.

We help people with disabilities to get back in the workforce by offering them training in different job functions.

We invest in solutions and technology which enhance both our guests', employees' and our suppliers' safety as well as solutions and technology that support their health.

We have a local mentor who's responsibility is to be helping our staff with both personal and job related problems that might occur.

**Principle number 3: Businesses should uphold the freedom of association and the effective recognition of the rights to collective bargaining.**

**Principle number 4: Businesses should support the elimination of all forms of forced and compulsory labour.**

**Principle number 5: Businesses should support the effective abolition of child labour.**

**Principle number 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.**

Actions implemented before or in 2010 and planned for 2011:

1. As in previous years, we encourage our staff to become members of a labour union.
2. We keep all agreements made with the national labour unions on behalf of our staff.
3. As in previous years, we shall continue to cover all our employees by the hotel's private health insurance.
4. As in previous years, we will only employ adult persons and ensure that these are given decent wages above the minimum tariffs stipulated by agreement with the unions.

## Environment

**Principle number 7: Businesses should support a precautionary approach to environmental challenges.**

**Principle number 8: Businesses should undertake initiatives to promote greater environmental responsibility.**

**Principle number 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.**

Actions implemented in 2010 and planned for 2011:

1. Have a written CSR profile which is published on our website. We are constantly reducing our CO2-omission and we are buying CO2 Quotes in order to be able to call us CO2 Neutral hotel. The CSR profile will be renewed yearly and the 2011 will be ready in march 2011.

## Anti-Corruption

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

Actions implemented prior to 2010 and in effect from 2011 onwards:

1. We do not allow any employee to accept invitations, travel trips or to participate in business partner or supplier events without permission from the CEO or COO.
2. We do not accept that hotel employees receive, demand or offer money, presents or services to anybody in order to obtain any preferential treatment.

Sørup Herregaard is an independently owned and operated hotel located in the contrysite. The hotel was originally a manor and has only been a hotel for 30 years. The hotel has 102 guest rooms, 16 conference rooms and a popular restaurant. The hotel is classified as a four star hotel by the Danish hotel and restaurant industry association HORESTA