

Headline	Policy/System		Measurements					Objective/Targets		Actions		
Human Rights	Headquarters:	General company policy Code of Conduct	No cases					Suggestion box/suggestion or improvement enviroment		Suggestion box/suggestion or improvement enviroment is beeing established		
	Suppliers:	Code of Conduct BSCI						targets	2013 - as per July 2014, covering whole company		Supplier audits and evaluation ongoing in 2014	
	88% of purchase volume have signed CoC		2012		2013		90% of BV with signed CoC					
	43% of BV in risk countries with 1 st. audit		25%		43%		25% of BV in risk countries with 1. st. audit					
	0% of BV in risk countries screened with self assessment		60%		0%		80% of BV in risk countries with approved - as according to BTG targets - self assessment					
Labour standards	Headquarters:	General company policy Code of Conduct 3 collective agreements for labour						Targets			Policy for the remaning group to be defined in 2014 Policy for the remaning group to be defined in 2014 Policy for the remaning group to be defined in 2014 Policy for the remaning group to be defined in 2014 In 2013 BTG has been undergoing a significant intently organisational change, hence the high flow High focus on sickness% in BTG. Since jan 2014 a significant improvement is detected Company process to be installed end of 2014	
			2012		2013 (per 31/12-2014)		total					
			DK	DK	S	N	BTP	Total				
	Charity programs (tdkk used on charity and contributes to third part countrie		35 tdkk	40 tdkk		40 tdkk		Total 35 tdkk in Group/year				
	Collective agreement (% of employees)		29%	29%	n/a	0%	9%	29% in DK	25% with a collective agreement in DK			
	Voluntary collective agreement (% of employees)		43%	43%	n/a	0%	9%	43% in DK	40% with a voluntary collective agreement in DK			
	Company health insurance (% of employees and private health)		100%	100%	n/a	33%	n/a	100% in DK	100% with a private health insurance in DK			
	Employment flow (% positions replaced of total employees - ex new position		14%	40%	14%	0%	5%	10%	10% employemeny flow			
	Sickness %		1,80%	4,41%	5,30%	0,90%	4,40%	4,4%	2,1% sickness			
	Employment well-beeing (analysis conducted):		1 analysis	1 analysis	0	0	0	1 analysis in DK	1 employment well-beeing analysis per year per site			
	No of employees		17	15	14	3	92	124	n/a			
	Suppliers:	Code of Conduct BSCI						targets	2013 - as per July 2014, covering whole company			Supplier audits and evaluation ongoing in 2014
	88% of purchase volume have signed CoC		2012		2013		90% of BV with signed CoC					
	43% of BV in risk countries with 1 st. audit		25%		43%		25% of BV in risk countries with 1. st. audit					
	0% of BV in risk countries screened with self assessment		60%		0%		80% of BV in risk countries with approved - as according to BTG targets - self assessment					
Environment:	Headquarters:	General company policy BQS (Borch Quality System) Endorse and apply to local legislation						Targets			targets to be defined in 2014 targets to be defined in 2014 targets to be defined in 2014  targets to be defined in 2014  revised targets for 2013 from last report (was ship/aero/truck: 60%/2%/38%)	
			DK	DK	DK	DK	S	N	BTP	Total		total
	Electricity	KwH	23.306	23.000	23.829	49.918	46.100	45.000	118.190	259.208		see action
	Water	M3	98	80	60	98	327	10	461	896		see action
	Gas	M3	56.829	52.570	55.964	26.833	192.000	-	17.067	235.900		see action
	Waste costs					15.125	4.232	5.000	20.194	44.551		see action
	Transportation	Truck	38%	38%	38%	see total				70%		70%
		Ship	60%	60%	60%	see total				29%		30%
		Aero	2%	2%	2%	see total				1%		0%
	Oeko-Tex 100	(own production)	100%	100%	100%	see total				100%		80%
	EU-flower	(own production)	30%	38%	38%	see total				38%		25%
	Suppliers:	Restricted chemicals programme BTG can require material specification						targets	2013 - as per July 2014, covering whole company			
	Suppliers signes commitment to restricted chemicals program		2012		2013		90%					
	Anti-corruption	Headquarters:	Anti-corruption policy Code of Conduct BCSI	No cases					Suggestion box established in Borch Poland Culture project in progress, in addition to this, suggestion for improvements is a virtue			Suggestion box/suggestion or improvement enviroment
Suppliers:		Code of Conduct BSCI Suggestion box (some suppliers)						targets	2013 - as per July 2014, covering whole company		Supplier audits and evaluation ongoing in 2014	
88% of purchase volume have signed CoC		2012		2013		90% of BV with signed CoC						
43% of BV in risk countries with 1 st. audit		25%		43%		25% of BV in risk countries with 1. st. audit						
0% of BV in risk countries screened with self assessment		60%		0%		80% of BV in risk countries with approved - as according to BTG targets - self assessment						