Weilbach®

NAUTICAL INSTRUMENTS DATA
CHARTS & BOOKS

November 1st 2014

CEO STATEMENT

As Managing Director of Iver C. Weilbach & Co. A/S, I would like to express the company's continued support and commitment to the UN Global Compact. As a small company our ability to influence global society is limited, but by joining with other companies in this initiative we feel that a significant impact can be achieved.

By renewing our commitment to the UN Global Compact we pledge to incorporate the ten principles within the areas of Human Rights, Labour, the Environment and Anti-corruption, into our business practices. In addition, we will collaborate with our customers, suppliers, business partners, subcontractors and other stakeholders to promote the UN Global Compact, and address potential issues in our sphere of influence.

Sincerely

Torben Frerks
Managing Director

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UN Global Compact Communication on Progress (COP)

In 2013 our main focus was environment and Impa Act. Our aim was to raise both the environmental and anti-corruption awareness inside the company and amongst our suppliers/customers.

- ISO 14001 certified
- Approved supplier under Impa Act http://impa-act.org/participants

Below is listed some of the bullet points from the certifications above. Furthermore we have enclosed the certificates and statements.

- Through our selection procedure we guarantee that our transporters have and comply with the Danish national regulations for reducing emissions (ISO 14001)
- Weilbach has emerged a garbage management plan to ensure improved waste handling (ISO 14001)
- Weilbach has committed to reduce energy use by control and measurement (ISO 14001)
- Through close cooperation with our customers, Weilbach has committed to the Impa Act Supplier Code of Conduct which is an even more thorough version of UN Global Compact. (Impa Act) http://impa-act.org/participants
- Weilbach has committed to raise awareness amongst our own suppliers concerning the statements via Impa Act

Human Rights

PRINCIPLE 1	BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
PRINCIPLE 2	MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

Focus area
Weilbach has developed a policy addressing Human Rights, which is in line with the UN Global Compact. Initially we have focused on three areas:

1. Health and Safety.
2. Wages.
3. Working Hours.

Internal initiatives
Our own operations are covered by Danish legislation for the Human Rights area. In addition to following legislation, we have voluntarily implemented:

1. A safety team to deal internally with Health and Safety issues.
2. Health insurance to all our employees.

External initiatives
We have stated to inform our business partners about our policy, and started conducting assessment on the human rights risks within our sphere of influence.

Year	Number of audits
2010/11	0
2011/12	1
2012/13	2
2013/14	1

Labour

PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

Focus area
Weilbach has developed a policy based on the UN Global Compact's principles addressing Freedom of Association, the Elimination of all forms of Forced or Compulsory Labour, the Abolition of Child Labour, and the Elimination of Discrimination in respect to employment and occupation.

Internal initiatives
As almost all Weilbach employees are located in Denmark, they are covered by the Danish government's legislation and requirements securing the rights of workers in regards to the above-mentioned principles. Therefore no action has been taken internally, and we do not plan to take any.

External initiatives
We have started to inform our business partners, suppliers and subcontractors of our policy and expectations in regards to labour issues. In addition, we have started to assess the risks in our sphere of influence and incorporate labour issues in our contracts and in our audit procedures.

Year	Number of audits	Number of contracts
2010/11	0	0
2011/12	1	0
2012/13	2	1
2013/14	1	1

Environment

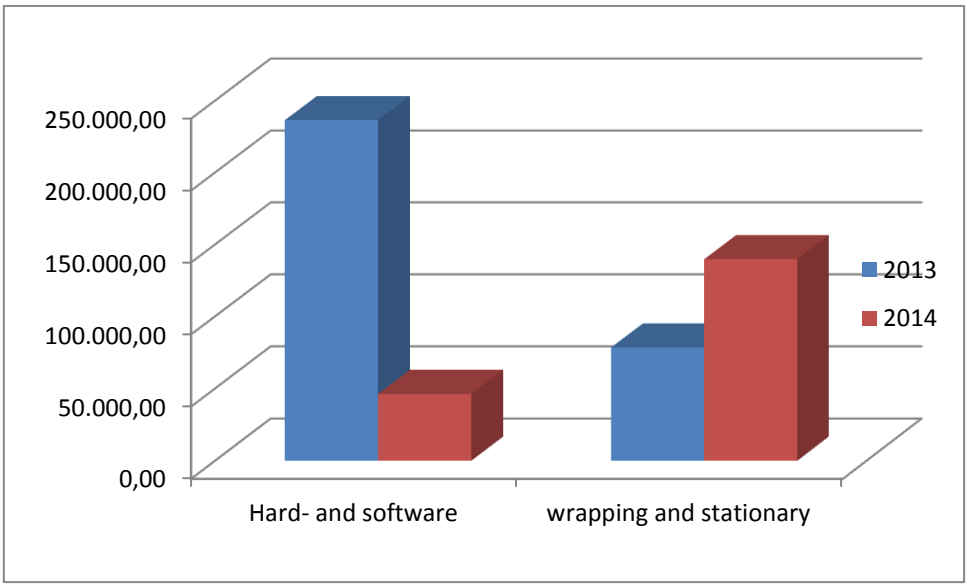
PRINCIPLE 7	BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
PRINCIPLE 8	BUSINESSES SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
PRINCIPLE 9	BUSINESSES SHOULD ENCOURAGE THE DEVELOPEMNT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Weilbach has developed a policy based on the UN Global Compact principles for the environment.

Weilbach's environmental impact is limited, as we do not have production facilities. However, we are focusing on promoting environmental responsibility by reducing our energy usage in our offices, thereby reducing our environmental impact. Furthermore we have started recycling inside the company and made a garbage management plan. These initiatives are the main reasons, why we have been ISO 14001 certified.

Recycling

1. Weilbach has implemented a recycling plan for the entire company
2. Every floor recycles garbage through distributing office waste into designated waste bins, for further recycling through county recycling stations.
3. Focus is to maintain or decrease the amount of especially wrapping and stationary.
4. Further we wish to maintain or decrease the amount used on hard- and software.



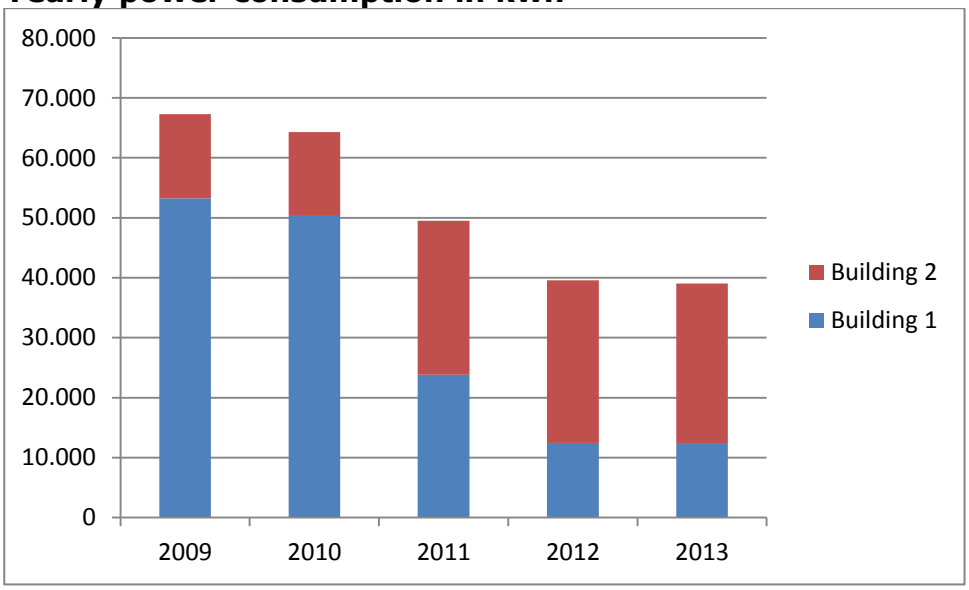
Heating
In 2013 we started a process to reduce our energy consumption for heating. We have completed the following:

1. Converted from steam to water district heating in building 1 and 2.
2. Converted from gas to district heating in building 3.
3. New water heater in building 1 and 2.
4. Isolated all hot water pipes in building 1 and 2.
5. Additional isolation in building 1 and 2.
6. New roof and new walls with 300 mm isolation in building 3.
7. Double-glazed windows in building 3.
8. Isolation of window sill and door frames.

All the above initiatives have been implemented.

Electricity

Yearly power consumption in kwh



Anti-corruption

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

We have developed a policy stating that we are against corruption, bribery and all forms of fraudulent behaviour.

We intend to inform our business partners about our policy, as well as conduct an assessment of potential risks within our sphere of influence.

By being a part of the IMPA ACT (January 2014) we have taken further steps to ensure that our business partners and suppliers fulfill the requirements of the UN Global Compact.