

Sustainability Report 2015



Statement of support by our CEO

Since the latest report on our sustainability progress in mid 2014, at Plougmann & Vingtoft we have created a new vision to provide meaningfulness to our stakeholders as well as within our own organization:

Plougmann & Vingtoft are determined to make a difference by strengthening knowledge, innovation and creativity

With this vision, we wish to include the value we want to inflict on our surroundings and to satisfy the need to know the deeper meaning of our function in society and acknowledge our work as a part of something greater. By strengthening the knowledge, we help the community, the companies and the people to take advantage of the huge potential which is unfolded in and around the global IP system. By strengthening innovation and creativity, we show that development and success is built on good ideas and the ability to think outside the box.

Bearing our vision in mind, we wish to contribute to society as an overall goal, and as an example, we will strive to find room to help a couple of start-up businesses each year with IP counselling on favorable terms. You can read more about this in this report.

This initiative also springs from a desire to work strategically with our corporate social responsibility in the sense that we want to excel in the field of sustainability so as to show our stakeholders that we are acting on taking our social responsibility seriously. By this we also wish to emphasize our firm belief that companies showing good CSR behaviour will prosper even more in the coming years.

Going forward, our CSR will form an active part of the Plougmann & Vingtoft brand with a focus on promoting projects, cooperation and supporting universities conducting research within green and renewable energy, whilst also being linked closely to our human resource strategy on the job satisfaction of our employees. Taken all together, Plougmann & Vingtoft's identity will be reflected internally and externally as active participation in and improvement of the environment we operate in.

At Plougmann & Vingtoft, we look forward to reporting on our progress on the social responsibility in living our new vision, and we hope that you will enjoy reading this year's Sustainability report.



Annette Siewert Lindgreen
CEO

Annette Lindgreen

Our employees

Professional development in focus

As a knowledge-based consultancy our employees are our greatest asset. We invest in having a position on the market as trusted advisors to our clients in areas that are vital to their business. This means that our employees are setting new standards for what clients can expect from the cooperation with an IP consultancy.

We have a strong focus on the further development of our employees. In addition to educating European Patent Attorneys, all of our IP specialists receive internal training tailored to their individual function and level. In this way, all attorneys are introduced to processes that secure a consistent high level of quality in each single task.

Our IP coordinators also participate in additional training and education, and many of them are QIPA - Qualified Intellectual Property Administrator - and QTMA - Qualified Trade Mark Administrator.

Furthermore, a number of our IP attorneys also work as lecturers at educational institutions such as the University of Copenhagen and the Technical University of Denmark.

Diversity in our company

As an internationally oriented company we welcome employees from any part of the world, as we see diversity as a strength and competitive advantage in an international company like ours.

Our international diversity also benefits our clients as we can also provide legal expertise from an inhouse Japanese Patent Attorney and also a U.S. Patent Attorney. Currently, we have employees from many European countries as well as Japan.

The male/female ratio of our company is close to being 48/52 which also contributes to providing gender diversity in our company.





Job satisfaction

In the Spring of 2015 we conducted a thorough workplace assessment survey on the physical and psychological working environment of our employees. The overall results were positive, and the conclusion was that the working environment provides an atmosphere of trust between the management and the employees, and more than 8 out of 10 employees report on experiencing an overall satisfaction with their job taken as a whole. However, the survey also revealed that there are certain issues to be attended to among our staff to enhance our job satisfaction curve: As an example can be mentioned that the general workload of the individual employee is experienced as being somewhat on the high side which is probably a side effect of the economic crisis and recession which among other things have caused market conditions to sharpen. As always, we are striving to learn from the results of the survey and will continue to work on all aspects of the well-being of our employees in order to be an attractive place of work.

87% of our employees participating in the 2015 survey are very satisfied with their job and their workplace at Plougmann & Vingtoft

Facts and figures

We have 83 employees (equal to 75 FTEs), 40 male and 43 female

The average age at Plougmann & Vingtoft is 45

58% of our employees have been at the company more than 6 years

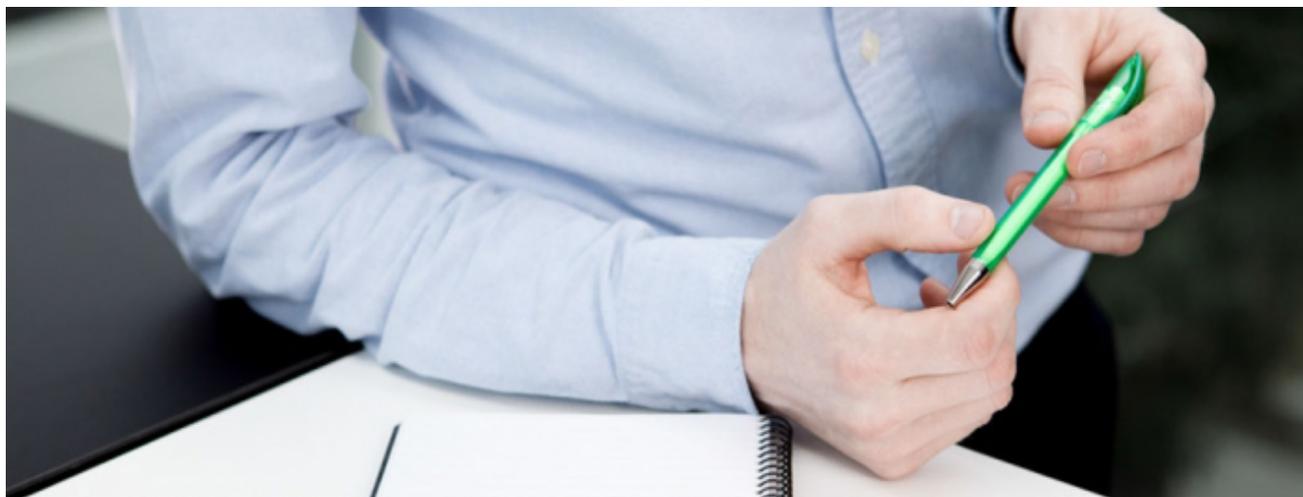
19 of our 34 patent attorneys are qualified European Patent Attorneys

Ethical standards

Our business terms cement that our relationship with our clients are built on a healthy foundation of mutual trust and balancing of expectations.

As a consequence of this, we have included a section on “Ethical standards”. Among other things, this section describes that our main priority is to look after the interests of our clients and to safeguard their rights and our independency as professional advisors as well as the fact that our business is subject to the ethical rules and codes of conduct of trade-related international organizations like ADIPA (Association of Danish Intellectual Property Attorneys), EPI (European Patent Institute), ECTA (European Communities Trade Mark Association), FICPI (International Federation of Intellectual Property Attorneys) and NPF (Norwegian Association of IP Attorneys).

Read our business terms at: <http://www.pv.eu/about/business-terms/>



”To retain our independency as advisors, our employment policy incorporates prohibition against insider trading and restrictions against financial engagements with clients or suppliers. Likewise, our attorneys are restricted from being involved within the field of intellectual property rights outside their capacity as employees of Plougmann & Vingtoft.”

Focus on innovation and clean technology

Working with clean technology

The world of Intellectual Property revolves around innovation and inventions. Many of the inventions we work with are smart solutions which contribute to making small or large changes in the environment and society at large.

One of the primary industries in which we work is the Clean Technology sector. Clean Technology relates to products and services that improve operational performance, productivity or efficiency while reducing costs, inputs, energy consumption, waste or pollution. Creators of Clean Technology need patent protection for their inventions and investments, as it secures their business and stimulates further innovation - for the good of all of us.

Communication on sustainable inventions

Within our team of IP attorneys we have a competent and innovative Cleantech team whose work helps to promote technological development which can improve environmental conditions. Besides working with the technological aspects of Cleantech, our experts are also keen on communicating the results and impacts of various inventions within this sector.

Our magazine BRIGHT NOW is a channel for communicating the stories behind the different inventions. Through BRIGHT NOW, we have told stories about using algae as a "green" form of aircraft fuel, the development of a special type of fish feed for sustainable fish farming, using ozone for efficient water purification, and a solution for environmental garbage sorting and recycling.

With BRIGHT NOW we share stories of the societal impact of inventions



Networks and sponsorships

Learning by helping others

Plougmann & Vingtoft in close corporation with our subsidiary company, tto a/s, focuses much of our work on helping start-up companies and universities. tto a/s assists universities in commercializing their inventions as well as in improving the overall performance of their technology transfer units through implementation of innovation management processes.

As an example, the university sector is one of our most innovative and inspiring client bases and Plougmann & Vingtoft enjoys the cooperation with entrepreneurs and students. Often we not only help our clients to obtain protection of their specific invention, but also take the opportunity to partly sponsor the invention in order to make a contribution to aiding upcoming businesses with brilliant ideas and thus promoting innovation overall in society. We have already supported both several creative entrepreneurs such as the people and projects behind the trademarks DROPBUCKET® and MONO+MONO®. We did this so, as we believe that both initiatives are both truly innovative and having a great impact.

DROPBUCKET® is a garbage bin designed to be transported in folded condition and quickly be set up at huge events such as Roskilde Festival, Distortion and Aarhus Festival where additional waste capacity is required. DROPBUCKET® is invented by a group of students from the Technical University of Denmark. It is made of recycled cardboard and the material is enhanced in order to make it water-resistant. When the DROPBUCKET® is full, the entire waste bin can be recycled, along with the garbage.

The idea and concept behind the DROPBUCKET® is simple, yet very efficient and is part of solving a large environmental issue.

MONO+MONO®'s SITPACK® is a foldable seating device invented by three young Danish design talents. Besides creating a cool means of relief for physical strain at e.g. transport hubs, SITPACK® improves waste management at open-air events, where left-behind camping chairs are a major problem. Furthermore SITPACK® is cemented in sustainability and is made out of only recyclable materials that help reduce waste management.

The idea and concept behind both SITPACK® and DROPBUCKET® are simple, yet very efficient and are part of solving heavy environmental issues. Therefore, we were not in doubt whether or not to sponsor these projects.

”With a fully-fledged concept at hand, MONO+MONO® was standing at the threshold of launching their product. However, worrying about the risk of someone wanting to copy their idea, made the two entrepreneurs contact Plougmann & Vingtoft for advise.”



Read the exciting story behind SITPACK® here:
<http://bit.ly/1fr8ony>

Anti-corruption

Denmark - the world's least corrupt country

Fortunately, administrative corruption, business corruption and other forms of corruption are very rare in Scandinavia. In May 2015, Denmark received a score of 92 on the Corruption Perception Index (CPI) in a global study performed by the World Justice Project (WJP). Thus, Denmark is the least corrupt country in the world for the third year in a row. See full country profile for Denmark on the WJP's website:

<http://bit.ly/1BLQZv4>

Our Commitment

Still, Plougmann & Vingtoft is committed to non-acceptance of all forms of bribery directly or indirectly, and we make an effort to ensure that all of our employees are aware of this policy.

As highlighted in the section dealing with our ethical standard, Plougmann & Vingtoft complies with the guidelines of Danish legislation regarding the ban of insider trading of stocks. The ban on insider trading means that buying, selling or encouraging to buy or sell stocks/securities is prohibited for persons with inside knowledge (For instance our employees), which could be of significance for the trade of these stocks.

Furthermore we have strict financial approval procedures (e.g. when sending out invoices and receipts).





Plougmann & Vingtoft

Plougmann & Vingtoft is a European Intellectual Property consultancy consisting of European IP attorneys who strengthen our clients' competitive power and we are determined to make a difference by strengthening knowledge, innovation and creativity using our core values commitment, credibility, creativity and competence.

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Your navigator to competitive power®

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