Headline		Policy/System			Measurements					Objective/Targets	Actions
Human Rights	Headquarters:	General company policy	No cases						Suggestio	on box/suggestion or improvement environment	Suggestion box/suggestion or improvement environment is beeing established
	,	Code of Conduct									
	Suppliers:	Code of Conduct			2012	2013		2014	targets	From July 2014, covering whole company	
		BSCI	88% of purchase volume have signed CoC		98%	88%		89,61%		90% of BV with signed CoC	Supplier audits and evaluation ongoing in 2015
			43% of BV in risk countries with 1 st. audit	t	25%	43%		43,45%		25% of BV in risk countries with 1. st. audit	
			0% of BV in risk countries screened with s	elf assessment	60%	0%		0,00%		80% of BV in risk countries with approved - as according to BTG targets - self assessment	
			•								
Labour standards	Headquarters:	General company policy									
		Code of Conduct			2012	2013		2014	Targets		
		3 collective agreements for labour			DK DK	S N B	TP Total DK	S N BTP	Total total		
			Charity programs (tdkk used on charity ar	nd contributes to third part co	ountrie 35 tdkk	40 tdkk	40 tdkk	60 tdkk	60 tdkk Total 35	tdkk in Group/year	Individual policy for each affiliate defined locally
			Collective agreement (% of employees) 29% 29% n/a 0% 9% 29% n DK 32% n/a					9% 32% in DK 25% with	a collective agreement in DK	Individual policy for each affiliate defined locally	
			Voluntary collective agreement (% of employees) 43% 43% n/a 0% 9% 43% in DK 40% n/a				40% n/a 0%	9% 40% in DK 40% with	a voluntary collective agreement in DK	Individual policy for each affiliate defined locally	
			Company health insurance (% of employe	ees and private health)				100% n/a 66% n/a 100% in DK 100% with a private health insurance in DK		th a private health insurance in DK	Individual policy for each affiliate defined locally
			Employment flow (% positions replaced o	f total employees - ex new po	osition: 14% 40	6 14% 0%	5% 10%	17% 6% 0%	8% 9% 10% emp	oloymeny flow	
			Sickness %		1,80% 4,41	6 5,30% 0,90%	4,40% 4,4%	3,0% 4,5% 0,5% 4,	1,7% 4,3% 2,1% sick	iness	High focus on sickness% in BTG.
			Employment well-beeing (analysis conduc	cted):	1 analysis 1 analysis	0 0	0 1 analysis in DK 1 analys	sis 0 0		rement well-beeing analysis per year per site	New company process to be installed in 2015
			No of employees		17	5 14 3	92 124	18 16 3	92 129 n/a		
			•				•		-		
	Suppliers:	Code of Conduct									
		BSCI			2012	2013		2014	targets	From July 2014, covering whole company	
		88% of purchase volume have signed CoC 43% of BV in risk countries with 1 st. audit		98%	88%		89,61% 43,45%		90% of BV with signed CoC	Supplier audits and evaluation ongoing in 2015 with 1. st. audit	
				25%	43%				25% of BV in risk countries with 1. st. audit		
			0% of BV in risk countries screened with s	elf assessment	60%	0%		0,00%		80% of BV in risk countries with approved - as according to BTG targets - self assessment	
			•				•		•		
Environment:	Headquarters:	General company policy									
		BQS (Borch Quality System)		2010	2011 2012	2013		2014	Targets		
		Endorse and apply to local legislation		DK DK	DK DK	S N B	TP Total DK	S N BTP	Total total		
			Electricity KwH	23.306 2	23.000 23.829 49.91	46.100 45.000	118.190 259.208	40.369 192.020 41.612 117.0	003 391.004 see actio	n in GC report	Sweden increased in 2014. 2013 had missing consumption for warehouse. Targets to be defined in 2016
			Water M3	98	80 60 9	3 327 10	461 896	152 327 10 4	460 949 see actio	n in GC report	targets to be defined in 2016
			Gas M3	56.829 5	52.570 55.964 26.83	192.000 -	17.067 235.900	19.389 253.727 - 8.6	624 281.740 see actio	n in GC report	targets to be defined in 2016
			Waste costs		15.12	4.232 5.000	20.194 44.551 18 tdkk	6 tdkk 5 tdkk 22 tdkk	51 tdkk to be def	ined	targets to be defined in 2016
			Transportation Truck	38%	38% 38%	see total	70%	see total	70%	70%	
			Ship	60%	60% 60%	see total	29%	see total	30%	30%	
			Aero	2%	2% 2%	see total	1%	see total	0%	0%	
			Oeko-Tex 100 (own production)	100%	100% 100%	see total	100%	see total	100%	80%	
			EU-flower (own production)	30%	38% 38%	see total	38%	see total	38%	25% Eco certificate expires per June 15	Oeko Tex 100 certification in 2015
				•							
	Suppliers:	Restricted chemicals programme					-				
		BTG can require material specification			2012	2013		2014	targets		
			Suppliers signes commitment to restricted	d chemicals program	98%	88%		89,61%		90% From July 2014, covering whole company	
			·								
Anti-corruption	Headquarters:	Anti-corruption policy	No cases Suggestion box established in Borch Poland						Suggestio	on box/suggestion or improvement environment	Suggestion box/suggestion or improvement environment is installed
		Code of Conduct	Culture project in	progress, in addition to this, s	suggestion for improvements is a virtu	<u> </u>					Group meeting conducted in September 2014 in Poland, where the group keywords and culture was revealed
		BCSI									
	Suppliers:	Code of Conduct									
		BSCI			2012	2013		2014	targets	From July 2014, covering whole company	
		Suggestion box (some suppliers)	88% of purchase volume have signed CoC		98%	88%		89,61%		90% of BV with signed CoC	Supplier audits and evaluation ongoing in 2016
			43% of BV in risk countries with 1 st. audit		25%	43%		43,45%		25% of BV in risk countries with 1. st. audit	
			0% of BV in risk countries screened with s		60%	0%		0,00%		80% of BV in risk countries with approved - as according to BTG targets - self assessment	
								,			