

PRESSALIT[®]

Global Compact

Communication on Progress

2015

The graphic consists of several overlapping, semi-transparent rectangular shapes in various colors: orange, brown, green, and light blue. These shapes are arranged in a way that they appear to be layered, with some overlapping others. The background is solid black.

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Words from the CEO

In this report, we will present some of the activities, achievements and challenges in 2015, which has to do with our commitment to the Global Compact. Pressalit has in 2015 continued many of the initiatives that was also the case in 2014. We have a high level of ambition for our CSR-related initiatives, and we are confident that they will contribute positively to our business.

In 2015, we have among other things, focused on anchor our efforts to help young people with special needs to integrate into the labor market, to ensure job satisfaction, enthusiasm and well-being and to reduce our environmental impact.

The report is built around the ten principles of the Global Compact to provide an insight into our intentions, initiatives and actions. We hope with this, the report appears reader friendly and welcoming.

I wish to emphasize our continued support for the Global Compact.



Sincerely

CEO

Pressalit A/S





Communication on Progress 2015

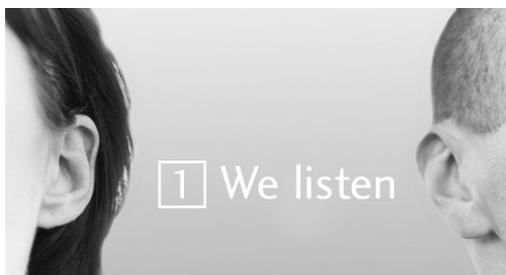
About Pressalit and the Global Compact initiative

Pressalit is a leading supplier of toilet seats (Pressalit Seats) and kitchen and bathroom solutions for people with disabilities (Pressalit Care). Pressalit is a family owned business of the Boyter family, founded in Ry in 1954, where we still operate from today. Pressalit currently has 376 employees and 7 subsidiaries.

Pressalit has supported the Global Compact initiative since 2002 and has always tried to promote the good news by disseminating the Global Compact to all employees and also by involving the membership when

the company invited to share knowledge with groups outside the company. Social responsibility has always been part of Pressalits agenda. Right from its foundation, the company's management was eager to take the requisite human respect and be aware of its responsibility as a partner and player in the beautiful locality which Ry represents. Therefore we are proud that in 2011 we achieved to be awarded CSR People Prize, industry Knight's Cross for our efforts in Corporate Social Responsibility.

Pressalit values



Code of Conduct

At Pressalit, the Global Compact's ten principles are visible in our Code of Conduct. We have in the report placed the principles under their respective value in our own Code of Conduct. Therefore, this global compact report is divided by our own guidelines as diversity, human rights, environmental care, anti - corruption and compliance with law. These five points reflect the UN's ten principles on human rights, labor, environment and

anti-corruption. The report is structured in such a way that the principles one and two are placed under human rights, principles three and ten are placed under the anti-corruption, principles four and five are part of the compliance with law, principles six placed under diversity , while principles seven, eight and nine are placed under environmental care.

Code of Conduct

Pressalit's Code of Conduct and the Global Compact initiative

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PRESSALIT.

CODE of conduct



DIVERSITY

We find **strength** through diversity. We strive to reflect a **global** society and are therefore attentive to **diversity** in terms of ethnicity, educational background, gender, religion, sexuality, age and ability to work.



HUMAN RIGHTS

We **act** in observance of human rights and **require** the same of our partners. We refuse to accept child labour or forced labour. We also recognise the **rights** of labourers.



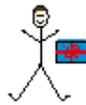
ENVIRONMENTAL CARE

We **take** a practical approach to operating a business and wish to provide **future** generations with good environmental conditions. We are aware of the environment – both internally and externally. We believe in the connection between a **better** environment and a higher level of motivation.



ANTI-CORRUPTION

We act in an **ethically** responsible manner by listening with our minds and our **hearts**. We avoid all forms of corruption and bribery, including financial exploitation, gifts and unethical agreements.



COMPLIANCE WITH LAW

We **see** national legislation as a set of minimum requirements and **aim** to do more where possible.





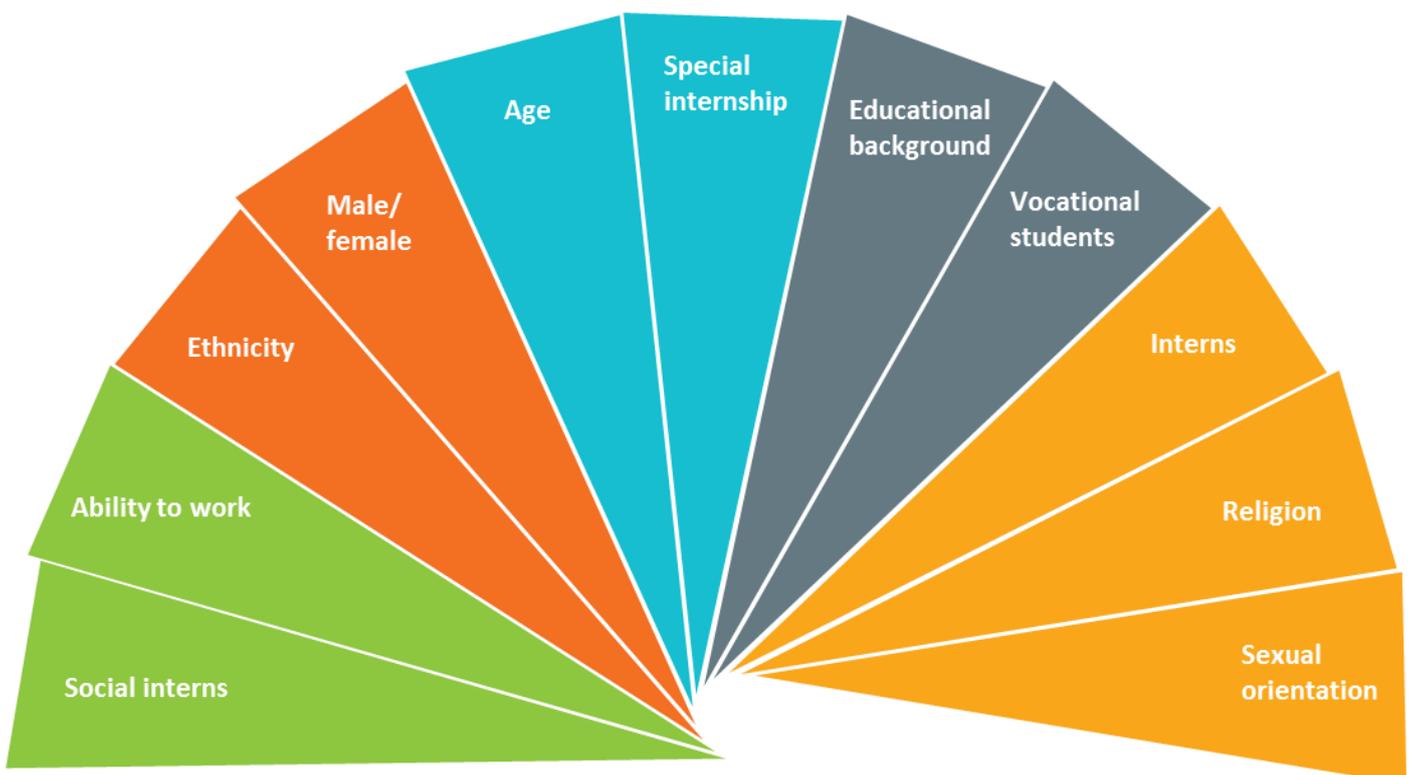
Diversity

Principle 6 : the elimination of discrimination in respect of employment and occupation.

At Pressalit Global Compact's two principles on human rights closely connected with our thoughts and attitudes about being a company that believes that diversity makes us stronger. We value diversity very much, and we define the term according to the following range consisting of 11 parameters.

In concrete terms, our attitude toward diversity is that the work force on each individual department of Pressalit gets such a broad group of employees as possible. Among other things, we introduced in 2011

a so-called spectrum of diversity, so that managers in Pressalit were asked to relate to the composition of the individual departments. The manager had to choose three parameters, as how they would put their diversity forward. We use these parameters for example in recruitment, so that by every new recruitment also will be looked at the composition of employees.

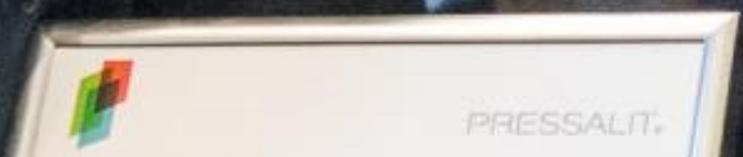




"A dressage team is a great team with many different functions assigned, and David manages to foster respect for all roles and the cooperation needed to achieve success. "

Dan Boyter

The giver of the Keep Living award





Sports award

Based on Pressalits great interest in disabled sports and sponsorship for the Danish Disabled Sports Association, Pressalit could also in 2015 hand out its Keep Living Award. The Keep Living Award is for disability practitioners who through their particular sport sets a good example and show that obstacles are not an option.

In 2015 coach David Amager won the prize. David has since 2009 been the head of Denmark's best para-dressage riders. Since then they has won a large number of EM, VM and PL medals, which the experienced rider and trainer has had a large share in.

In his work with the national team, David Amager emphasis on creating a strong and clear organization around the national team, where everyone knows his duties: grooms, managers and medical staff, but also the riders' own trainers, horse owners and family have a share in the great results. It has for David Amager been important to promote good relations and recognition of the support that his national team riders get in daily life.

The competitive environment is very sharp in the national team, and new riders are ready to step in. Therefore, David Amagers focus at not only PL in 2016 but also PL in 2020. There has been established a food chain from recruitment of talent to the elite, where David Amager has both been present at the talent selections in para dressage, but also has been contributing to the drafting of a training compendium in para dressage for children and young riders.

Human rights

Principle 1: Businesses should support and respect the protection of international human rights within their sphere of influence.

Principle 2: Make sure that they are not complicit in the violation of human rights

Flexible employment

Since 2012, Pressalits share of employees on flexible employment terms has stabilized at around 8%. Our focus this year is to sustain our efforts and initiatives for young people. Pressalit has a desire to provide young people with special needs an opportunity for in-company training.

The learning objectives for an EGU pupil can vary from professional to personal learning goals. Including, among others, the student must be able to cope in the workplace and in the long term be able to perform a job on contractual terms. Therefore, we work to create a safe foundation in relation to

work colleagues and immediate superior as a starting point for further learning. EGU students are better represented in the various social walks of life than we otherwise look at the ordinary vocational training. Therefore, there's expected a different and more professional pedagogical approach to these students.

Pressalits Facility Services Teams are almost 100% occupied with employees with special conditions, such as in a flexible job or EGU recruitments.







Tasty, healthy, fresh

We believe that a balanced and nutritious lunch menu helps to create happy employees and job satisfaction. We see the diet as part of "the whole person" and we therefore focus on serving a both modern and interesting diet.

Our lunch buffet consists both a hot dish, a salad bar, bread, cold cuts and fruit. We use good, fresh ingredients and seasonal greens. There must be something for everyone, and therefore our kitchen strives to put together a menu that meets all the requirements for taste and quality. We believe that a content and healthy employee is an effective employee. Therefore, we eat well at Pressalit. Just last year, 2015, we consumed 1.4 tons of carrots, 130 kg of marinated herring and baked bread from 865 kg of organic wheat/spelled flour. Just to give you an idea!

At Pressalit, we strive to be up front. Also in our kitchen. Food habits and health trends change constantly. An example: Diets high in carbohydrates, such as pasta and rice, used to be the trend, but today it's more about limiting the use of carbohydrates. Also at Pressalit. Today we serve less pasta and rice and more vegetables and meat. In 2015, we registered a small increase in meat consumption, approximately 5-10 kg, compared to the year before.

We listen, we give, we play, we act – also when it comes to our employee's health and wellbeing. The daily lunch break is something we value highly. A happy and satisfied employee is a good employee.

Job satisfaction

At Pressalit we will stand together to create job satisfaction and a passion in our everyday lives. We will unite our efforts to make every employee experience a strong sense of being able to contribute and be a vital part of our development.

Therefore, we work with "Pressalit on green lane ". The green path symbolizing a positive approach to work and cooperation, with a focus on creating passion and satisfaction in daily life.

During 2015, we launched "Pressalit on green lane" with the aim to get employees and Pressalit to grow while creating joy and world-class results. The process includes training, advice and practical tools for how we can create strong passion, job satisfaction and an awareness of the goals we are aiming for together.

In 2016, the focus will be on how we create passion in everyday life, how we reach our common goal and not least, what each of us can do.







Students and trainees

In Denmark, there is a strong focus on the fact that many young people have difficulties finding an internship as part of the alternance that make up our business education. Pressalit also wants in this area to be a responsible company. We want a close interaction with the educational institutions and the young people who need work experience related to their education.

Pressalit has for many years weighted to have apprentices as a natural part of our social responsibility. We have students and apprentices in several departments, and we cover a span from production and logistics to the economy and sales.

Students and trainees at Pressalit also working outside their specific area and together across professions. For example, the company's apprentices and trainees have taken charge and responsibility for the many requests for a visit to our production, which the company receives from associations, schools, other companies with many more. Also participating students alternately in external activities, where they talk about being a student at Pressalit. This could, for example, be Job dating at Aarhus Business College, but also other places where we meet the students at eye level and try to give a picture of Pressalit as a company. In addition, students take part in the annual food day where they are responsible for cooking lunch for the rest of the company's employees, plus the annual Christmas visit from local kindergartens, who help to decorate our Christmas trees. The many tasks that students plan and carry out is for us a natural part of our development work. We believe that the acquired learning by having to work together across primarily is beneficial right now, but this learning will also benefit the student well into his or hers career.



PRESSALIT.

- Be responsible
- Have impact
- Act united

This is our culture
– would **you** like
to be a part of it?

Follow us on







Partnership with students

At Pressalit it is very important for us to help students gain practical experience to complement their education.

One of the target groups for our cooperation are students of higher educational institutions. As part of their study, they will have the opportunity to test the theory in practice and acquire new knowledge through an internship with us. Semester Interns are typically at Pressalit in 4-6 months. We want both the student and Pressalit to get a good outcome of the internship period. Pressalit both receives and provides a great value in cooperation with the students, and at the same time, cooperation helps to ensure our long-term employee pipeline. The student receives regular constructive feedback and coaching and has the opportunity to expand CV with highly relevant experience.

In 2015, Pressalit extended its engagement at Aarhus University to include faculty Arts in addition to the faculty Business and Social Sciences. Pressalit attended among others in the events "A Day with Pressalit" and "Company Dating". Our primary purpose of participation was to find candidates for spring internships in HR, Communication, Marketing, Supply Chain, Product Management and Sales. We want to meet the students at eye level and put vivid words and faces of Pressalit as a workplace. Therefore, we also brought our own trainees as Pressalit ambassadors.

Furthermore, in 2015 Pressalit engaged in a partnership agreement with Student House, which is a non-profit organization run by volunteer students to help other students. Student House makes contacts between companies and students and organizes numerous events for that purpose.

Environment

Principle 7: Businesses 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 development and diffusion of environmentally friendly technologies

Energy consumption

At Pressalit, we strive to live in harmony with our surroundings and neighbors as well as the nature that surrounds us. Our effort is not just about complying with the law in the environmental field, but very much on making an active effort to reduce our own environmental impact. In 2015, we continued working on our ambitious goal of reducing energy consumption by 15% with a deadline in 2016. Since the formulation of this objective, we have worked to translate ideas into concrete actions, so that we reach our goals in 2016.

The main focus of our work on energy reduction in 2015 has been on our "off load", which is one of the main categories in the total electricity consumption. This term relates to the consumption of electricity which helps to make the production ready, and it may be the start of ventilation and lighting. Work in this area has led to a reduction in electricity consumption from 1,414 kW to 1,335 kW, our goal was 1,40 kW. This means a reduction of electricity consumption of 14.41% per product produced since 2014 and it is even 4.65% below target for 2015 production.

Going forward Pressalit protect the environment further by also focusing on energy reduction in consumption "base load", which is also one of the main categories in the total electricity consumption. Here we will focus on reducing compressed air, since we have found a wasteful consumption when air is trapped out of our hoses.

Supplier collaboration

In 2015, we have revised our entire supply index so that in connection with the new ISO14001 standard can decide how we affect the environment part in a positive direction at supplier, why do we always issues for environmental improvements at supplier.

Furthermore, we have changed all our supplier contracts, so they now include both our Code of Conduct and our quality and environmental policy. All suppliers must sign and return a copy of this. In connection with these supplier contracts, we also got a "stand alone" contract. These we send out to our smaller suppliers. This confirms the reading over Pressalits Code of Conduct and Pressalits quality and environmental policy. In this way, we encourage all our suppliers to take more environmental responsibility and deliver in accordance with our standards.





Anti-corruption

Principle 3: Businesses should ensure freedom of association and recognize the right to collective bargaining

Principle 10: Businesses should work against all forms of corruption, including bribery and extortion

Pressalit has in 2015 continued to intensify its efforts on anti-corruption. Anti-corruption is part of our Code of Conduct as one of five areas.

Our Code of Conduct is an integral part of the recruitment of employees. So that we already in the recruitment are involving the company's positions on important issues such as anti-corruption. Furthermore, part of our Code of Conduct, including anti-corruption, in an e-learning course that all employees go through as an integral part of their induction program. With this e-learning course, we want to express aspects of the ethical guidelines so that all employees have a better understanding that they have a responsibility to live up to Pressalit's guidelines. Even if they do not work where such issues are current.

At Pressalit it's not only employees who must meet the requirements of anti-corruption. It is also very much our suppliers. Throughout 2015, we increased our efforts in relation to auditing of suppliers, so that we better ensure that these also comply with our Code of Ethics. Auditing of suppliers both in connection with visits by our own staff and also by visits of external partners. In 2015 we have expanded our cooperation with external partners in Asia, for instance, who make unannounced visits to our suppliers and verifies that conditions meet the requirements of our supplier collaboration prescribes.

Compliance with the law

Princip 4: Virksomheden bør støtte afskaffelse af alle former for tvangsarbejde

Princip 5: Virksomheden bør støtte afskaffelse af børnearbejde

Abolition of forced labour

When Pressalit and their external partners are auditing our suppliers, we have a particular focus on ensuring that our suppliers comply Pressalits code of ethics formulated in our Code of Conduct.

We are looking very much on social issues during an audit. This could be areas such as:

Working hours and breaks

- Employee satisfaction and well-being
- Options for doctor visits and other health agencies
- Canteen System
- Wages, in particular remuneration for overtime

The depth behind these audits is to ensure that forced labor does not take place at suppliers to Pressalit. Regular as well as unannounced audits will continue to be a part of our supplier work and we do not experience that it offers particular challenges. The vast majority of suppliers know that they must have proper conditions to become - and remain - suppliers to Pressalit.

Abolition of child labour

During audit, Pressalit in particular has focus on child labor. It's something we always have an eye on when visiting our supplier's and which by no means is accepted by Pressalit.

When visiting our supplier's, we always looks for signs of child labor. We react if we see an employee who looks young and get the young person and the supplier in dialogue.

At the same time, we have given our partners in the field unannounced audits, notification of special to be aware of whether there is child labor

What we achieved 2015:

Pressalit has in 2015:

- Maintained its number of students/apprentices so that the company has about 1,7 percent.
- Maintained its effort in the field of special needs employment, including working with EGU students and flex employees as one group. This gives us an overall level of employees on special terms of 8,6 percent.
- Working with the distribution of trainees in Pressalit so that interns come even more widely in the organization to new branches again. So that more people can benefit from the trainees' presence.
- Working with the distribution of trainees in Pressalit so that interns come even more widely in the organization to new branches, for more people to benefit from the trainees' presence again.
- Expanded its cooperation with students.



What we aim for in 2016:

Our goals:

- Maximum absence of 3 percent (2 percent in short-term absence and 1 percent on long-term absence)
- Maintain a level of about 1,5 percent for students /apprentices and 1 percent for EGU
- Maintain a level of at least 5 percent of employees on special terms.
- Have up to 10 trainees in social practices
- Have up to 10 young people in work experiences.
- Continue reduction of environmental impact. See unimaginate on our website.
- All suppliers sign Code of Conduct

