

It's about communication

COMMUNICATIONS ON PROGRESS (COP) 2016

The United Nations Global Compact



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MINISTRY OF HEALTH IN MONROVIA, LIBERIA

AV-Huset was commissioned to install an electronic billboard at the Ministry of Health in Monrovia. This was part of the Ebola Reponse for the United Nation Development Program, UNDP in Liberia.



Message from the CEO



It has been a very exciting year for us with new milestones and achievements. In March of this year, we won, in collaboration with a partner, Kvorning Design & Kommunikation, the international INNAVATE award at the ISE event in Amsterdam. This is the audiovisual industry's innovation award for creative communication and innovative utilization of audiovisual technology at the Prisons museum in Horsens, Denmark. The project can be seen here <https://www.youtube.com/watch?v=t04rKkf3Wkl>.

This award is proof that our philosophy of delivering user-friendly, quality solutions that take aesthetics and design into account is appreciated by our clients. We therefore will continue to deliver the industry's best value for money by creating solutions that continuously add to our clients.

AV-HUSET A/S will continue to take its fair share of social responsibility by actively supporting social and aid organizations such as the Red Cross, Cancer Society and WWF. The company has recently started a collaboration with the Human Needs Project (HNP), an organization working for the empowerment of people living in slums through provision of basic necessities as we will elaborate later on in this report.

The period between 2015 and 2016 was marked by more business activities in Africa, which included supply, delivery and installation of audiovisual solutions to among others, Liberia, Kenya and Ivory Coast.

We joined the UN Global Compact for over a year ago and our continued support is a testimony of our commitment to the values that we strive to practice as a company. We see the membership of the UN Global Compact as compatible with our attitude towards morality and responsibility in doing business.

Jens Ole Ravn
Managing Director

AV-HUSET A/S

About Us

AV-HUSET A/S is an international Audio Visual integration company with more than 25 years' experience delivering customized solutions to public, corporate and non-governmental organizations. AV-Huset specializes in consultancy, development and installation of specialized solutions combining audio and video together. We create interesting opportunities and unique experiences by incorporating technology into new contexts.

Since its inception, the company has been working based on a philosophy of delivering user-friendly and cost effective quality solutions that take aesthetics and design into account. This has been instrumental in ensuring the long-term business partnership the company has maintained with our clients. What matters most is not the technology in itself, but the value we can bring to you through our solutions. Our objective is simply to deliver the industry's best value for money.

What we offer;

- The latest audiovisual technology for among others simultaneous translations equipment, conferencing, projection and control, public address systems, displays and digital signage.

- A committed staff of project managers and technicians to make sure that the project and services are delivered according to plan.
- Aftersales support services including training, remote monitoring, 24/7 help desk service and maintenance.
- The Audio Visual industry's highest standards of service and expertise.

In collaboration with leading product manufacturers, we are constantly striving to provide fully integrated systems. We have years of experience working with international organisations in many parts of the world and we have a very good understanding of delivering solutions to remote locations. AV-HUSET A/S is a proud participant of the United Nations Global Compact and a member of the Global Compact Nordic Network (GCNN).

AV-Huset has the principle that our actions must accord with the interests of society. We place our products and services in the interests of the safety of people, the economic use of resources and environmental sustainability.

SOENDERBORG
TOWN HALL
Soenderborg, Denmark



Human Rights – UN Global Compact Principles

PRINCIPLE 1:

Businesses should support and respect the protection of internationally proclaimed human rights.

PRINCIPLE 2:

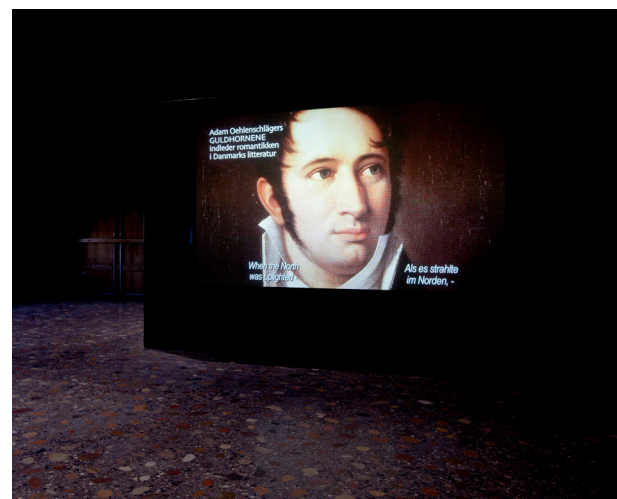
Business should make sure that they are not complicit in human rights abuses.

AV-HUSET – A RESPONSIBLE COMPANY

AV-HUSET A/S supports all human rights nationally as well as within international law and the company expects partners to do the same.

AV-Huset is a socially responsible company and understands the importance of contributing to the community by supporting social causes, organisations and making donations to improve human life. To this end, the company makes annual contributions to organisations such as the WWF, The Cancer Society of Denmark, SOS childrens home.

SLOTFELTLADEN
Toender, Denmark

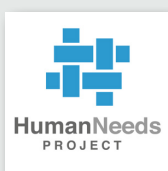


Human Rights – UN Global Compact Principles

In 2015, AV-Huset visited **the Human Needs Project** (HNP) premises in Kibera, Nairobi Kenya. The management was very impressed by the novel way in which HNP is approaching capacity building initiatives. Human Needs Project builds infrastructure for opportunity.

AS HNP puts it, “their overriding objective is to provide basic services (clean water, sanitation and energy) and empowerment services (business skills training, microcredit, a wifi, health kiosk, and a green marketplace) to slums around the world through the creation of replicable, self-sustaining Town Centers. These services are designed to be synergistic, creating economic growth while providing sufficient income for Town Centers to maintain and manage themselves as a co-op structure”.

This visit planted the seed for AV-Huset becoming a collaborator to the project. AV-Huset has since donated a high quality Public Address System which included a mixer, loud speaker and microphones. This sound system comes in handy when addressing large crowds thereby ensuring that the important message they need to disseminate is heard by all attendees. HNP has also been able to conduct talent shows for the community around Kibera, a welcome entertainment event for the local young talent. AV-Huset aims to continue working with HNP to support their empowerment agenda.



<http://www.humanneedsproject.org/about-hnp>

THE HUMAN NEEDS PROJECT

The objective is to provide clean drinking water, sanitation and energy and, subsequently, social and financial empowerment services.



Labour – UN Global Compact Principles

PRINCIPLE 3:

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

AV-Huset recognizes the fundamental right of all associates to form trade unions and to join these trade unions of their own free will. Associates will neither receive undue advantage nor suffer any disadvantage because of their membership in trade unions.

Within the framework of respective legal regulations, in so far as these are in harmony with the ILO Convention no. 98, we respect the right to collective bargaining for the settlement of disputes pertaining to working conditions, and endeavor together with our partners to work together in collective negotiations and in a constructive manner marked by mutual confidence and respect.

AV-Huset management values the employees well-being very highly which is illustrated by the following measures implemented this year namely;

- Provision of fresh fruit for all employees every day.
- Provision of height adjustable desks to its employees. This type of working station offers more comfort and variation for people who work at their desk for prolonged periods of time.



Labour – UN Global Compact Principles

PRINCIPLE 4:

The elimination of all forms of forced and compulsory labor.

Our remuneration and social benefits conform at the very least to national and/or local statutory standards, provisions, or respective agreements. We observe the provisions of ILO Convention no. 100 with respect to the principle of equal remuneration for work of equal value. We comply with national provisions regarding working hours and vacation. Any employee may complain to their respective line manager or the company's leadership if they believe they have been subject to unfair treatment or have suffered disadvantages with respect to working conditions. Employees will not suffer any disadvantage because of lodging such complaints.

PRINCIPLE 5:

Effective abolition of child labor.

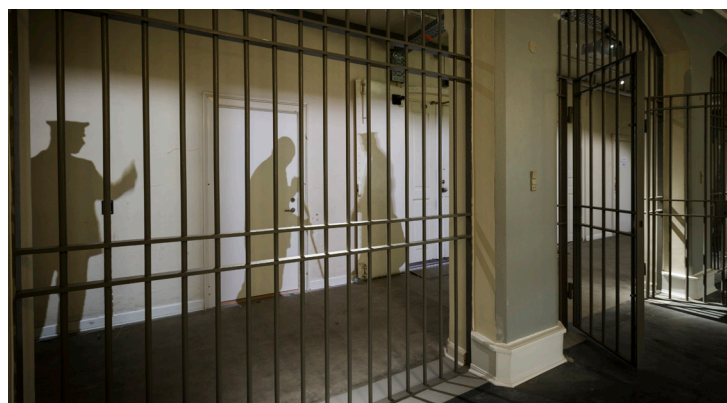
AV-Huset condemns child labor and respects rights of children. All enterprises in AV-Huset adhere to the stipulations of ILO Convention no. 138 and no. 182. The company does not engage in child labour.

PRINCIPLE 6:

The elimination of discrimination in respect of employment and occupation.

We uphold and affirm that there is and must be equal opportunity among our associates, regardless of the color of their skin, race, gender, age, nationality, social origin, handicap, or sexual preference. We respect the political and religious convictions of our employees and collaborates as long as they are based on democratic principles and tolerate those of different persuasions.

PRISON MUSEUM
Horsens, Denmark



Environment – UN Global Compact Principles

PRINCIPLE 7:

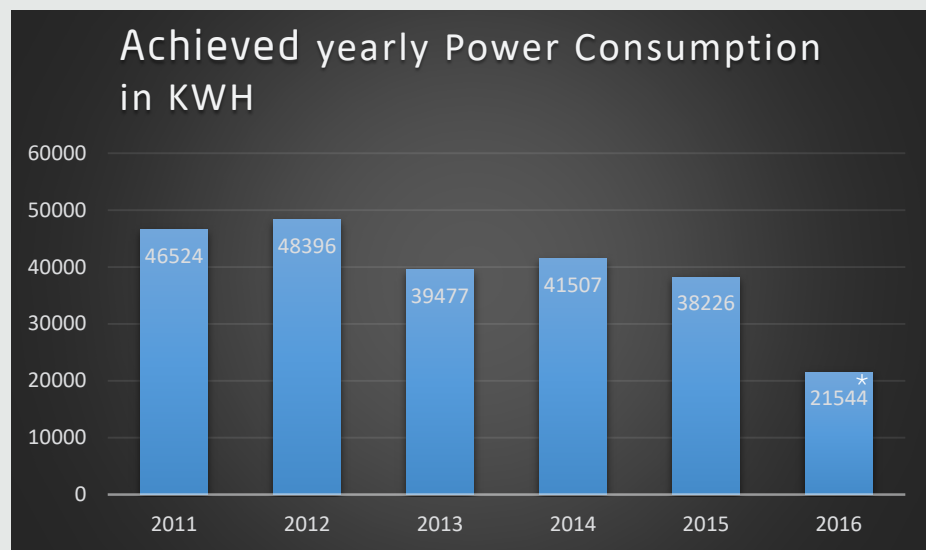
Businesses should support a precautionary approach to environmental challenges.

ENERGY SAVING AT THE HEAD OFFICE

At AV-Huset headquarter, the company has, in the last couple of years started to systematically change the lighting system to the more energy efficient LED technology.

It is our expectation to continue on this trend as it has a positive effect on the environment as well as saving energy costs.

PERFORMANCE INDICATOR
Power Consumption achieved (KWH)



*Note that 2016 data is from January – October. An expansion in the form of a 35 m2 annex has been added to the existing head office buildings.

AV-HUSET A/S
head office in
Denmark



Environment – UN Global Compact Principles

PRINCIPLE 8:

Businesses should undertake initiatives to promote greater environmental responsibility.

Our basic principles of environmental protection reflect our duty toward the environment and the basis for many initiatives that are implemented throughout the company.

ZERO WASTE PACKAGING POLICY

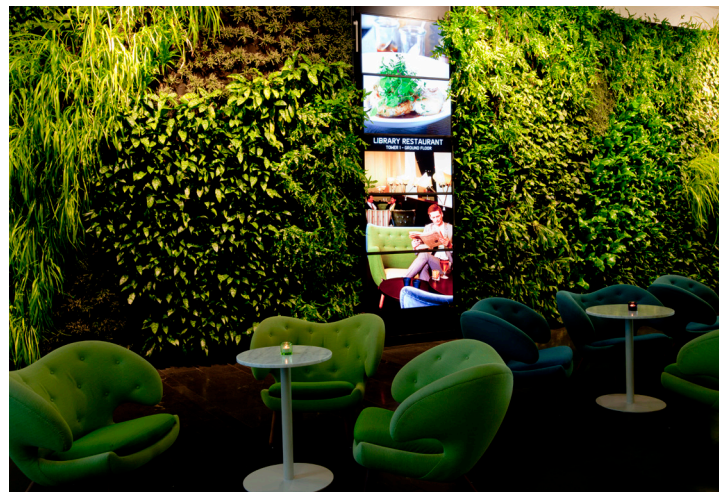
AV-Huset has an environmental friendly packaging policy integrated in daily business routines.

Consignments are packed responsibly to reduce weight and unnecessary volume. We recycle all the packaging we receive from suppliers and partners. All packaging sent from our warehouse is done by recycled cardboard boxes and pallets.

We see these measures as a helpful in reducing our use of resources as well as having a positive impact on our operational costs.

As a member of the WWF, AV-Huset supports WWF's mission to stop the degradation of the planet's natural environment and to build a future in which humans live in harmony with nature.

HOTEL BELLA SKY
Copenhagen, Denmark



Environment – UN Global Compact Principles

PRINCIPLE 9:

Encourage the development and diffusion of environmentally friendly technologies.

AV-HUSET A/S observes all requirements in relation to current legislation about disposal of electronic waste. AV-HUSET A/S has continually focused on the environment and works continuously to prevent dangerous products that constitute a threat to health and to the environment.

We use, wherever possible, products made by environmentally conscious suppliers. AV-HUSET A/S complies with environmental stipulation as described in the WEE (Waste Electrical and Electronic Equipment) Directive 2012/19/EU.

AV-HUSET A/S WASTE MANAGEMENT STRATEGY

Organic waste	Collected and treated by the municipality's waste treatment.
Cardboards and cartons	All are reused by the company's warehouse to send goods to customers. The warehouse does not buy any packaging material.
Paper	Used paper is collected and waste is separated for recycling.
Pallets	All pallets in good condition are recycled for packaging and safe transportation of goods to our customers. The warehouse does not purchase pallets as they reuse all the pallets the company receives with its products.
Electrical waste	Recycled in the local recycling centre.
IT equipment	Recycled in the local recycling centre.
Batteries	Recycled in the local recycling centre.

TIVOLI CONGRESS CENTER
Copenhagen, Denmark



Anti-Corruption – UN Global Compact Principles

PRINCIPLE 10:

Businesses should work against corruption in all its forms, including extortion and bribery.

AV-HUSET A/S understands the importance of anti-bribery laws. We ensure that our employees and business partners understand and comply with all relevant anti-bribery laws. There is a zero tolerance policy against corruption in all its forms including extortion and bribery.

The sales and administration team at AV-Huset has undergone Anti-Corruption course as per our commitment for last year's COP. As the company is growing and more business activities are done abroad, the leadership has deemed it appropriate to equip employees with the tools of identifying and avoiding situations that can lead to corrupt business practice. The company is proud to have a clean record regarding incidents of corruption and aims to uphold and promote this record.

Performance indicators	Achieved in 2015	Achieved in 2016
Number of employees who have taken the Anti-Corruption course	0	9*
Number of corruption related cases	0	0

*This number indicates the total sales staff at the company.

THE AFRICAN
DEVELOPMENT BANK
Nairobi, Kenya



Anti-Corruption – UN Global Compact Principles

ACTIONS IMPLEMENTED BY THE COMPANY LAST YEAR

- Last year, AV-Huset committed to strengthening its anti-corruption training in order to equip its employees on what to look out for during business transactions. This was implemented successfully and this will be a training exercise the company will make on a regular basis for knowledge sharing among the employees.
- Basic amenities such as clean water, hygienic bathroom facilities and access to information are without doubt elements that make a difference for people living in conditions where such amenities are not available. The company has begun collaborating with the Human Needs Project.

COMMITMENT FOR THE NEXT COP

- AV-Huset is very pleased that the company's contribution to the Human Needs Project (HNP) has been very beneficial in promoting and supporting the organization's endeavour in Kibera. The company commits itself to providing other audio-visual items that will be used in their training facilities at the centre.
- Timeline – by the 1st quarter of 2017, we will deliver audio-visual aid to support training and learning environment at the Kibera location.
- We commit to continued training on anti-corruption.

KIBERA TOWN CENTRE
Nairobi, Kenya



AV-HUSET A/S

Jernbuen 1
4700 Naestved
Denmark
www.av-huset.com

Phone: +45 5577 4030
Fax: +45 5577 2210
Email: info@av-huset.dk

Editor: Irene Christensen

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