

COMMUNICATION OF PROGRESS

From: November 11 2015

To: November 11 201

STATEMENT OF CONTINUED SUPPORT

November 9 2016

To our stakeholders:

I am pleased to confirm that Ingemann Components reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Peter Ditlev
CEO

DESCRIPTION OF ACTIONS

Human Rights:

Principles of human rights is embedded within all practices in Ingemann Components and therefore play an underlying crucial role in the foundation of the company. Ingemann Components demand of its trading partners Human Rights to be founded on and follow the same principles and respect for the Human Rights. Ingemann Components do not associate with or in any way engage in activities neglecting the Universal Principles of Human Rights.

Ingemann Components take the following actions to prevent human rights violations:

- Ingemann Components have strong requirements for trading partners and, in this way, seek to protect the Universal Declaration of Human Rights as well as encouraging employees and partners to do the same.
- Ingemann Components hold weekly meetings of informal character that include all employees with the purpose of creating an open space to share issues and other concerns. We hope to, this way, create an extremely democratic and open environment in which all employees have their voice being heard.

Labour:

Ingemann Components support the United Nations Global compact principles on labour rights. This in addition to local regulations formulated in our company's Code of Conduct.

Ingemann Components have formulated a Code of Conduct that all employees are familiar with and have access to. Our Code of Conduct state our company's support of the collective bargaining, underscore all employees' equal rights and anti-discrimination principles.

Additionally, Ingemann Components have completed an survey of our employees' physical and psychological well being and working environment. Building on the results of this survey we have through work shops involved our employees in formulated and implementing improvements and solutions.

Environment:

Ingemann Components support the United Nations Global Compact on the Environment. The principles are included in our environmental policy securing environmentally friendly practices throughout our company.

Ingemann Components have formulated a thorough internal environmental policy with the intention of securing environmentally friendly practices throughout our company. It has been a priority for us to ensure that all employees are familiar with all aspects of our environmental policy.

Ingemann Components have implemented precautions in order to reduce our environmental impact within the following areas of action:

- Energy efficiency with the aim of reducing our total consumption of energy
- Reduction of waste
- Implementation of safe disposal of waste to recycling

Ingemann Components is driven by providing its customers with more efficient lighting that requires less consumption of energy but provides more light. This is accomplished through providing highly efficient lighting components designed to LED lighting, which thereby reduces energy consumption.

Ingemann Components have in the year 2016 taken the initial steps to prepare for the ISO 14001 Environmental Certification.

Anti-Corruption:

Ingemann Components support the United Nations Global Compact principles on Anti-Corruption. Our company has a zero-tolerance policy against all types of corruption, including bribery and extortion.

Ingemann Components have updated our Code of Conduct, that all employees are familiar with, to include a section elaborating our zero-tolerance policy against corruption. Both our managers and employees are highly aware of such issues their everyday practice within the company.

MEASUREMENT OF OUTCOMES

Human Rights:

Ingemann Components have created a space in which employees have the opportunity to report back if they encounter any violations or incidents. We aim to create a safe working environment for our employees and have not experienced work accidents for three years.

Labour:

Ingemann Components have sustainable dialogue between management and employees, a system in place and performs surveys that encourages our employees to report incidents. No incidents have been reported. The results of the survey have been analysed and is used to further improve the physical and psychological environment.

Environment:

Ingemann Components have a well-formulated environmental policy with the aim of minimizing our impact on the environment. No incidents have been reported on violations on our conduct. We are additionally looking forward to taking further steps to obtain the ISO 14001 Environmental Certification.

Anti-Corruption:

Ingemann Components have implemented a section elaborating a zero-tolerance policy against corruption. We have aimed to increase awareness by having made sure that all managers and employees are familiar with our zero-tolerance policy. No incidents have been reported.