



## UN GLOBAL COMPACT

Communication on Progress 2016

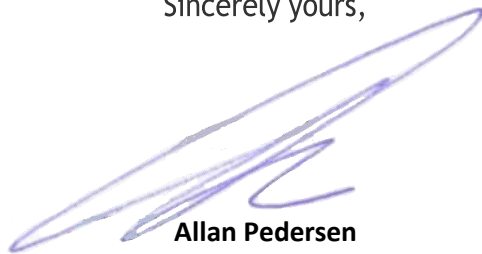


## STATEMENT OF CONTINUED SUPPORT

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

This is our first Communication on Progress, in which we describe our actions to continually improve the integration of the Global Compact and its ten principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



**Allan Pedersen**

**CEO, AP Services**

## Short description of the company

Focusing on saving lives and preventing permanent physical disability. Since 2004 AP Services has developed customized solutions for exposed environments and flashpoints, such as offshore industries, in disaster areas and war zones. As a trusted advisor and partner AP Services has, for instance, developed solutions for Siemens, the Red Cross, the UN, NATO, and the armed forces in Scandinavia. In cooperation with suppliers and customers, we source solutions that can be used in precisely those environments for which they are designed. Our experience ranges from the training of soldiers stationed in dangerous areas of the world, the miners of East Greenland, to wind turbine engineers working at heights on offshore wind turbines.



# HUMAN RIGHTS

## Vision

AP Services' mission is to reduce the risk and increase the treatment options for people whose lives or health is in danger. This is done by developing and selling pre-hospital emergency- and tactical medical equipment, solutions, advice, and training. Care for adherence to human rights constitutes a significant element of corporate responsibility in AP Services. Through our training programs we wish to promote general human rights and work to promote better health care through utilizing advanced technology, modernized equipment and education from highly-trained specialists. Saving lives is the without doubt the very core of our business and in all simplicity what we aim to do every day. AP Services A/S is committed to conducting all of its business in a legal and ethical manner underpinned by an ethos of transparency and our mission statement:

*"Products to save life and limb"*

We are fully committed to support and respect the protection of internationally proclaimed human rights and ensure that it is not complicit in human rights abuse. We support the Universal Declaration of Human Rights and its conventions and the European Human Rights declaration written in the EU charter and are pertinently aware of its implications and our obligations therein. Our Human Rights Policy together with associated procedures with violations remains under continual review. AP Services fully complies with Danish legislation regarding Human Rights.

## Progress

We are highly aware of our responsibility to protect human rights. Much of our work is related to circumstances and events in dangerous places. Our aim is to save lives through hard work and our obligation to source the very best products. This was our motivation when establishing our company, and continues to be what drives us today.



This is why we are the leading European distributor of the very best products on the market, and not only are our products being used by the armed forces of the Scandinavian countries, but also NATO, the UN and many others clients. AP Services are determined to find products that work in remote areas with limited resources which can prevent or diminish further catastrophes.

We communicate and cooperate in a close relationship between our people in the company and our stakeholders. This allows for transparent reporting of any concerns that may arise during any planned task. This provides a critical link between our own operations and personnel and our clients. This enables to conduct any investigations or potential issues to be quickly identified and suitable resolutions found with direct involvement from our personnel and the company's management. Our reason for doing so is that it is utmost important that AP Services' is a leading example if the company detect any Human Rights violations and taking matters of special practical affairs to diminish the further wrong doing.

## Results

We are proud that we have distributed and developed products and solutions that save lives in the world's flashpoints. AP Services has more than 12 years of practical experience and a thorough understanding of the specific environments and requirements relevant to tactical medicine. Every year we gain new knowledge, experience and know-how and we use this to innovate and develop our solutions to save even more lives and minimize permanent damage even further – this is our deep-rooted passion and an ongoing process that will never stop. In regards of training it is standard procedure to instruct and educate in Human Rights and local laws. Not only is this eminent in our material but also a requirement made by our customers.



# LABOUR RIGHTS

## Vision

Our mission is to reduce the danger from working and living in dangerous areas. This is primarily done through education of our employees to reduce risk for people whose lives or health is in danger. We prepare them if anything should happen with pre-hospital emergency treatment options, tactical medical equipment, solutions, advice, and most importantly—special training.

## Progress

We encourage all our stakeholders to match our high standards in respect of personal well-being, safety, training practices and working conditions. With regards to training courses all personnel deployed on operational duties have completed highly advanced theoretical and practical training and education. The actual briefing and training sessions are carried out directly by AP services highly-trained instructors who are educated to operate for industries in particular exposed environments.

In accordance with work regulations, we conduct preliminary and periodic medical health checks for our employees and instructors.

## Results

AP Services' makes every effort to prevent accidents, injuries and physical disabilities in the workplace. Recognizing the risk, our clients and employees are exposed to when entering new and unfamiliar workplaces, AP Services always meets all statutory health and safety obligations. In order to ensure a decrease in occupational accidents of our safety performance our standard measures varies from task to task in preventing accidents and injuries, thus various risk potentials varies significantly from one another. We have decided to keep detailed track on work related accidents and will establish an accurate and verifiable baseline for future monitoring and benchmarking purposes so that we can make the necessary changes to bring it to a minimum. Further we have initiated a yearly employee satisfaction survey to make sure we nurture and support our employees and to improve working conditions on a continual basis



# ENVIRONMENT

## Vision

We have a principle in AP Services which always should be our number one priority, and it is that people comes first. That does not mean that sustainable and responsible use of resources is not important to AP Services. Despite the relatively small size of AP Services' our company policy is to decrease our organizational footprint and have minimal impact on the environment. AP Services' recognizes its responsibility to do everything possible to make a positive contribution to the environment, and takes steps, however small, to realize that aim. We have guidelines to responsible conduct within the company in regards of the environment. We do believe it is important to protect the environment for future generations as well.

## Progress

Our product catalogue consist only of high-quality, multi-use products. The material is produced to be durable and achieves as long a lifetime as possible. Thereby we conserve resources. When we obtain new products, we specifically focus on durability.

We have initiated different sustainable projects to reduce our footprint on the environment. You can read more about this below.

## Results

Despite our own company office location and being on-site locations, we are striving for the principle that "every little step helps". Monthly energy readings are now being collected at our head quarter in Denmark in association with our newly established CO2 program. Further our goal is to pursue a long-term goal of continuously reducing paper use by improving processes and thereby sustainably contributing to resource conservation.

All of our employees are encouraged to take part of actively engaging and promoting the following steps, in particularly appropriate and suitable each time when operating at our client's locations:



- Recycling and shredding – no littering indoors or outdoors
- Switch to default black and white printing – no unnecessary use of color
- No unnecessary printing – more extensive use of electronic media before printing
- Use of recycled products or office supplies whenever practical
- Switching off lights and other electrical equipment when not in use
- No unnecessary use of water

AP Services continue to work towards a more environmental framework and measurable initiatives for managing our environmental performance, which is proper to our environmental impact. In the future we will seek to identify new opportunities and evaluate past, present and future initiatives for our own improvement of performance. This will also serve to enhance our stakeholder's perception of our environmental responsibility and understanding for why we believe this to be an important issue.



# PROJECTS WE SUPPORT

## SATS Århus

SATS(Students anesthesia and traumatology union) is supported with instructors as well as products for education and training.

## Veteran foreningen (Veteran Association)

The Veteran Association is supported with monetary funding in regards of construction of housing for returning veterans with Post-traumatic stress disorder or the like.

## Politiets skytteforening (Police Rifle Club)

The Police Rifle Club is supported with relevant products to enhance the safety and treatment options for accidents in training and education.

## The defense in Lithuania

The defense in Lithuania is supported with training and education in implementation of Tourniquet (a device in their army). AP services donated a large number of Tourniquets so this could be used by every educated individual.

## Clinics in Syria & Libya

An amount of medical products with limited lifecycle are sent to NGO clinics in Syria and Libya. We do so because we know how vital the right equipment is to the treatment of wounds. We believe that valuable medical equipment should never go to waste as there are many flashpoints where the use of the equipment can be the difference between life and death.

### TESTIMONIALS

Tactical Combat Casualty Care

*The Danish Royal Guard*

“Overall, the course has been supreme.”

“...they have managed to combine their experiences and make a course that seems incredibly realistic for us as participants.”





# ANTI-CORRUPTION

## Vision

AP Services has a zero policy with regards to bribery and corruption and our policy will guide us in communion to protect the company against risks in relation to fraud, bribery, corruption and other forms of unethical business conduct. This policy applies for all of our employees and all of the company's business relationships and in all those countries where we conduct and operate our business. It is AP Services' policy to comply and obey all laws, rules and regulations that concerns anti-corruption and anti-bribery, wherever AP Services' may conduct its business and operates. The company is committed to take actions and affairs so as to ensure that it does not engage in any form of corruption, including extortion and bribery.

## Progress

If any should be in doubt or uncertain or apprehensive in a specific situation it is our employees duty to address and approach the CEO. AP Services will remain informing its employee's knowledge and understanding of anti-corruption, the company's policy and code of conduct and will continue the opportunity to reinforce every step necessary to prevent anti-corruption and bribery.

## Results

At no point have any areas of concern arisen regarding anti-corruption and the ethical delivery of our services or products. The company has not been the subject of any investigations, legal cases, rulings, fines or any other relevant actions related to corruption or bribery.

