

PRESSALIT®



Communication on Progress

2016

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ENCLOSURE

PREFACE BY CEO KIM BOYTER

The purpose of this report is to clarify and report on our efforts to promote responsible and sustainable development locally, nationally, and globally.

The report constitutes our annual "Communication on Progress" and is made in accordance with our commitment to and obligations towards the United Nation's Global Compact, which we have been a part of since 2002.

As something new this year, we have chosen to add another layer to our reporting by incorporating the 17 United Nation's Sustainable Development Goals, which were defined in 2015. At Pressalit A/S we have embraced the global goals and therefore they should also be reflected in this report. We work actively with the global goals both strategically, tactically, and operationally. In the future the global goals will contribute to setting the course for the development of our company. Therefore, the global goals are also an integrated part of our group strategy for 2017.

This year we are reporting wider and deeper on a long list of our activities within Corporate Social Responsibility and we go further than before with the Global Compact initiative. We do this to underline the importance that we as a company contribute to the Global Compact but also very much to share an openness about our values and practices.

Did we reach our targets for 2016?

Our latest Communication on Progress report for 2015 was made public in February last year and defined a series of targets for 2016. As a natural part of our business, we have used these targets to guide our way and by December 2016 we have reached all of our targets in this matter.

Our environmental accounts show that we in spite of an increase in the number of produced toilet seats are able to minimize our energy consumption totally as well as per produced item. Furthermore, our level of ambition regarding the inclusion of vocational students is maintained and both university student internships as well as social internships are still a substantial part of our contribution to ensuring a spacious labor market.

Great results should be celebrated but must not become a reason for complacency. That is why we set the barrier high for our CSR ambitions in 2017 and we believe that we can reach our targets based on our values, experiences, and earlier results – especially considering our long tradition of social responsibility.

With this introduction I wish you good reading!

With kind regards



CEO

Pressalit A/S



COMPANY PROFILE

Pressalit A/S was founded in 1954 and is a Danish privately owned company, which is formally owned by Pressalit Holding. The brothers Kim and Dan Boyter own Pressalit Holding.

About Pressalit

Pressalit produces toilet seats of high quality (Pressalit Seats) and is a leading brand in the market. Apart from toilet seats we also produce bathroom- and kitchen solutions to people with reduced functional ability (Pressalit Care). All production is done in Denmark at our factories in the city of Ry and our products are represented on 45 international markets.

The Pressalit we are today, builds on a long tradition for decency and responsibility, which started long before the term CSR was introduced. This tradition is a natural gathering point for our culture and values which we experience that both managers and employees proudly cherish. Therefore, it also makes a great impression when Pressalit is recognized by the surrounding world, e.g. as the winner of 'Workplace of the Year' in 1999, 'CSR People Prize' in 2011 and 3F's special prize 'The Innovation Prize' in 2016.

NAME: Pressalit A/S
Pressalitvej 1
8680 Ry

CVR.NO: 84364517

OWNER: Pressalit Holding A/S

BUSINESS: Manufacturing

TURNOVER: 387 mio. DKK (2016)

EKSPORT SHARE: 80%

BUSINESS AREAS:
Pressalit Seats and Pressalit Care.

COMPANIES IN:
England, France, Germany, USA, Australia, Sweden, Norway, and Thailand.

NUMBER OF EMPLOYEES:
250 in Denmark plus 29 abroad



CSR IN PRESSALIT

At Pressalit, responsibility and business go hand-in-hand and our work with CSR is united through three key areas: Joint responsibility, employees, and environment.

We are a Danish company and we have always had great visions and ambitions for running an international business. We have specific ambitions for the way in which we as a company act in the context of corporate responsibility. Therefore, we joined the UN's Global Compact initiative back in 2002, and the 10 principles of the initiative are incorporated in our practice and in our Code of Conduct.

UN's Global Goals

As the years have passed, our ambitions for CSR have definitely become bigger and we continuously scan new opportunities for making a positive difference both locally, nationally, and globally. Therefore, it was without hesitation that we embraced the UN's Global Goals for Sustainable Development in 2016.

With our commitment to the Global Goals we add another dimension to our CSR efforts and our support to Global Compact. In the spring of 2016 we initiated a process to uncover how we as a company could contribute to a sustainable development in the world. The process resulted in the selection of three goals, which in 2017 will be focus areas where we will start new initiatives:



Dan Boyter: "The UN's Global Goals cover a wide range of efforts and provide everyone an opportunity to contribute. With our deep commitment to the Global Goals, we hope to be a role model for how small and medium sized companies can make a difference globally."

– Co-owner and board member



The three goals concern areas close to our core business and within which we believe our knowledge and experience can make a positive footprint on a sustainable development. Specifically, we have chosen Global Goal 4, 6, and 12 as focus areas for new, progressive projects and initiatives.

This does not mean that we forget the remaining Global Goals and to underline this fact, the Global Goals as a whole are part of our group strategy for 2017. Thereby, we wish to display our deep commitment to a sustainable development towards both customers, employees, and the surrounding world and to continue framing our initiatives and results in relation to the 17 Global Goals.

When we choose to involve ourselves so actively in the sustainable development, it is based on the responsibility we feel for people and the world we are a part of. The fulfillment of the Global Goals is to a great extent dependent on a common effort where everyone contributes with what they can. Therefore, we are aware of our responsibility as a company – just as we have always been.



GOOD BUSINESS ETHICS

As a company, we have several touch points with the world around us and especially the markets where we are present. To us that only underlines the importance of us acting responsibly. Through a sharp moral compass, it is paramount for us that we in every context display good business ethics and that we as a minimum always comply with local law no matter where in the world we operate.

Our Code of Conduct

We have formulated our Code of Conduct based on the 10 principles in Global Compact. Thereby, the 10 principles are incorporated and distributed within our own guidelines: Diversity, human rights, environmental care, anti-corruption, and compliance with law.

In 2015, we changed our supplier contracts to include our Code of Conduct. Thereby, our suppliers commit themselves to work for increased responsibility. Through our suppliers, we thus ensure a greater responsibility beyond our own supply chain.

Good leadership shall lead the way

With us, good business ethics start especially with management and as a company we take responsibility for making sure our managers and employees can make responsible decisions in accordance with our ethic guidelines. All of our employees and managers have therefore completed e-learning about our Code of Conduct, and all new employees go through this as part of their onboarding program.

In addition, managers go through a special program so that they are able to guide and support their employees as best as possible if/when they meet challenges in their line of work that may be in conflict with our Code of Conduct.

As a foundation for good leadership, all our managers are engaged in an internal leadership network with the purpose of strengthen, convey, and embed our leadership foundation. With the network, the managers create a common foundation and share best practice through discussions and dialogue across functions.

Jannie Toldbod: *"With the leadership network, we ensure that our managers are ready to realize our social responsibility into actions. Thereby, they are able to embed our CSR ambitions in praxis."*

- HR Specialist



Solid values mean solid praxis

Our values are a key arc in our daily work and together with our tradition of propriety and responsibility they form the foundation of our culture. For every action and activity, we take our starting point in our values: We listen, we give, we play, we act. Through our values, we likewise experience a culture of openness, cooperation, and respect. With respect for each other, Pressalit is an environment where positions can openly be made and where strong cross-functional cooperation gives the courage to make big decisions. In that way, we continuously challenge status quo also within CSR.

Through good business practice we form the foundation for our broad responsibility for people and the environment.

Be responsible



Have impact



Act united



A DIVERSE PLACE TO WORK

For us, the social dimension of our company and business is a core area. This can be seen in everything from the composition of our employees to our products with keywords such as latitude, diversity, and equal opportunities. We believe that all people have value and both can and will contribute if given the opportunity. We see it as our responsibility to create the framework where they can unfold their potential regardless of background and premises.

We carry our social profile with pride and we experience that our employees do the same and are deeply engaged in protecting it. Through our social profile, we work dedicated with a number of the SDG goals.

Together we are stronger

We strive to lead by example for latitude in the work place. We recruit broadly from all layers and corners of the work force as well as the educational sector because we are convinced that diversity will give us strength. In addition to the Global Compact’s focus on human rights and diversity, we have taken further measurements and implemented a diversity spectrum. The spectrum is divided into eleven areas which represents the areas in which Pressalit actively works to ensure diversity. Each department has chosen three focus areas that they in particular will work with.

Employees hired on special terms

A substantial part of our social responsibility is focused on hiring employees on special terms; both young and older. Our share of employees hired on special terms are constant at around 8%. These employments range from EGU (vocational training) apprentice to people in flexible employment and we have a great ambition to maintain this level. As a part of this, our Facility Service is mainly made up by employees hired on special terms. It is an active decision to maintain the Facility Service functions in-house in order to offer employment on special terms as part of our social responsibility.



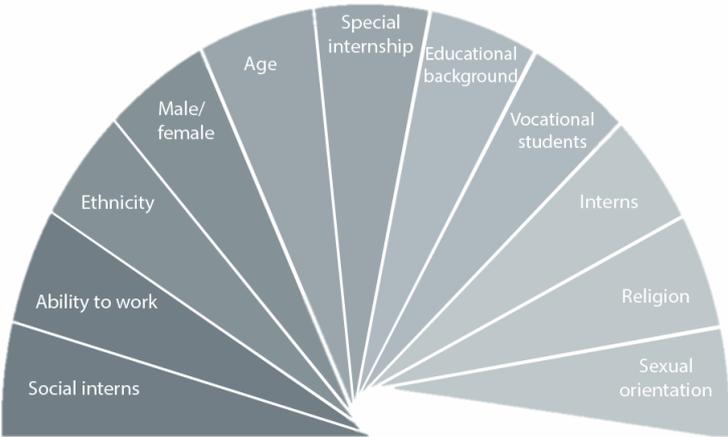
A hand to future generations

We have a great ambition to give young people the opportunity for an education regardless of their background and preferably as part of their employment with us. We gladly participate in making them ready for the future. In particular, we hire EGU apprentices who thrive better with a specifically organized and pedagogical approach. To ensure learning and success for the individual, we underline the importance of a stable foundation through strong relations with colleagues and manager. Together with the apprentice we tailor a process to the individual’s need and wishes.

Besides EGU apprentices, we also have several other apprentices and trainees hired in our Sales departments, Technical Support, and Supply Chain. We continuously try to create further possibilities for apprentices and trainees to ensure that more young people have the opportunity to finish their education.

Interns keep us on our toes

For many years, we have worked closely with a line of educational institutes across the country and frequently hire interns for both long and short period of time as part of their education. They get an internship filled with learning, responsibility, and practical experience which make them better prepared for the labor market. As a recognition of this, Pressalit was named East-Jutland’s best internship company in 2016. But not only do the interns learn; as a company we also learn because the interns contribute with the latest knowledge and perspectives. Likewise, we work closely with local municipality and job offices regarding a variety of tasks e.g. competence clarification processes.



PARASPORT

For more than 15 years, Pressalit has sponsored the impairment athletics in Denmark. When the Danish athletes are in contest, all of Pressalit follow – either from the sideline or via our internal and external channels of communication where we regularly provide status reports from the events.

Particularly for 2016 was off course the Paralympic Games in Rio de Janeiro and the great results the Danish athletes attained. With an ambition of earning five medals, the Danish team returned to Denmark with an impressive seven medals.

Better conditions for the athletes

Our deep commitment to the impairment athletics can be seen through different efforts in close cooperation with Parasport Danmark. Aside from our sponsorship, we have together with Team Danmark and Parasport Danmark established Pressalit Sport Academy which celebrated ten years' jubilee in 2016. The Academy's purpose is to give athletes, talents, and trainers the optimal setting to practice their sport. For instance, the Academy offers training optimization, sport psychology, media training, nutrition guidance among others to ensure that the athletes have the best possible support and backing to reach their professional goals. Through our cooperation and involvement, we have built close relationship with both associations and athletes that we value highly.

Each year, we hand out our Keep-Living-award to the Impairment Athlete of the Year with DKK40,000. The award is given to an athlete who through their sport shows possibilities that others might not see.

FACTS FROM RIO:

Number of athletes:	4,350
Number of medals:	528
Number of sports:	22



Close to the core values

When we as a company choose to sponsor and get as involved as we do in impairment athletics, the cause can be found both in our attitude towards people and our products. With sponsorships of the impairment athletics we are close to the core values of Pressalit Care.

Our Care products are designed to make everyday life easier for people with reduced functional ability. At Pressalit, reduced functional ability does not hinder design and high quality. It is our philosophy to create solutions that enhances the users' possibilities just as our sponsorship of Parasport Danmark should do the for impairment athletes.



EMPLOYEE PORTRAITS



PIA JENSEN
ASSISTANT, FACILITY SERVICE

The last 5½ years, Pia has been employed on flexible conditions in our Facility Service. Here she performs daily cleaning in every corner of Pressalit and one is guaranteed to be greeted by a smile, and a fresh remark as Pia makes her way through our company.

At the age of only 18, Pia was the victim of a serious traffic accident that had severe consequences. The doctors declared that she had no perspective of ever getting back to her former self but Pia wanted it differently. With a good portion of determination and will, Pia started all over and learned to talk and walk again. She wanted to return to life, having a normal every day and a job.

Pia tells that she at Pressalit has found peace. To her, Pressalit was the first company out of many where she really felt appreciated and not labelled. *"Because here we are all in the same boat and valuable in each our own way",* she says.

With a big round zero in absence rate, Pia plans to be part of Pressalit for many years to come: *"Here I would like to become old, and I don't have time to be sick. I would much rather come to work and have fun".*

Pia's story is an example of the value that each employee creates for our company, culture, and unity regardless of our background and prerequisites.



HEIDI MÆRSK
RECEPTIONIST, FACILITY SERVICE

About 6 years ago, Heidi started as an intern in our reception and it did not take long before she was hired in a job on flexible conditions. As a receptionist, Heidi is the first person most visitors at Pressalit meet. She is the kind voice at the telephone and the smiling "welcome to Pressalit" for both guests of the house and employees.

With hip displasia and abrasion in her bag, Heidi has been through a number of large operations to minimize pain and discomfort which has kept her away from the labour market for periods of time. And at Pressalit, there has been room for this: *"Here I have only met understanding when I for period of times have been away due to operations or rehabilitation. My manager is very attentive and aware that my job can be done within the limits of the special needs that I have".*

Heidi comments that she feels that Pressalit makes genuine consideration which she has not experienced in other workplaces. That is one of the reasons why Heidi applied for a job at Pressalit: *"I had heard that it was a good place to be and it is so I will continue working here until I cannot work anymore".*

With her high spirit and inclination to work for Pressalit, Heidi embodies the importance of a working environment where the person behind the employee is in focus.

WORKING CONDITIONS

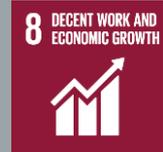
At Pressalit we employ approximately 280 employees with 29 of them placed outside Denmark in our international subsidiaries. As mentioned, we have a broad composition of employees hired on different terms. Our clerical employees in Denmark are hired based on the "Employers' and Salaried Employees' Act" and our employees in our production in Ry are hired on terms similar to this act. In peak times we also hire temporary employees. The allocation of gender among our employees is fairly equally distributed between men and women.

Pressalit offer a competitive salary, pension, and holiday in compliance with the law to all employees. To ensure that we are an attractive workplace, all our employees are offered a line of benefits. In 2016, we started the process of offering an even wider variety of benefits to our employees so the employees at Pressalit can adjust and choose benefits according to their own wishes and interests.

When it comes to the employee's working conditions we particularly draw on the Global Compact and the SDG goals. We believe that it is our job to ensure that all tasks done in our company is done within decent working conditions. That is why we have a large focus on a safe, healthy, and educational working environment to reinforce SDG goal 3, 4, and 8.

Learning through working

Many of our employees have been with us for many years and thereby have a lot of experience and knowledge about Pressalit and our products. To ensure that we can continue being market leader, it is a paramount part of our business that we understand the customers' need and our markets. That is why we put huge emphasis on our employees having the opportunity to acquire new knowledge and competencies through internal and external competence development.



With learning in focus through the entire working life, we ensure that our employees are ready for a changeable working day in a world full of changes both while employed at Pressalit but also after. The employees' competence development is agreed and planned as an integrated part of the annual performance development dialogue in the cross point between business needs, the employees' job function, and potential.

We keep the finger on the pulse

The welfare of our employees are high on our agenda because when the employees' thrive, Pressalit thrives.

Through annual surveys we measure the welfare of our company; twice a year we run Leadership Equity Assessment (LEA) survey as well as an annual Pulse survey. LEA is a dialogue tool to improve cooperation in departments while the Pulse survey measures our work satisfaction and process efficiency across departments and functions. Based on the results of the LEA and Pulse surveys, each department and their manager draw up an action plan to lead to specific improvements. The results of the surveys are actively used to identify competence development measures across the organization. In 2016, we worked with Green Track and Arbinger which focused on work satisfaction and cross-functional cooperation. The surveys in the Autumn and feedback from our employees show us that we have succeeded as our results have improved considerably. In 2017, we will continue to work focused on creating the optimal setting for the psychological working environment so that performance and responsibility go hand-in-hand.



WORKING CONDITIONS

The employees' satisfaction depends largely on the work environment they are part of. Through our work environment organization and managers, we actively work with ensuring a good psychological and physical work environment.

A safe work environment

At Pressalit, man and machine go hand-in-hand. As a production company we have high demands to the physical work environment so that our employees can be safe among the robots, trucks, and other machinery. Since the 1980's, we have used robots several places on the production line. The robots do many of the abrasive tasks that were previously done by the employees. As technology has developed, the employees' tasks have become far more gentle and less abrasive. We continuously invest in new technology that can improve the working conditions for the employees. Our ability to unit employee and machinery to benefit the working environment and retention of jobs was among the reasons why we were awarded the special "Innovation Award 2016" from the 3F union.

To keep up with safety, all accidents and near-misses are documented. In 2016, our work environment organization launched a process to prepare a new registration and risk evaluation system which will give a more in-depth picture of what type of accidents we experience and why they happen so that the causes can effectively be eliminated. Likewise, we are doing safety patrols every three months. In 2016, we documented 1 accident and 245 near-misses.

In 2016, we also did the compulsory work place evaluation throughout the entire organization. We did this in the Autumn and a considerable part of the annotations was fixed as quickly as possible. A few annotations are still being looked into. Among our clerical work force there was a general wish for more guidance in regards to ergonomically work positions. Among our employees in our Seat production, there was a general wish for better regulation of the indoor climate, a reduction of heavy lifts, and less noise from the pressing section of the production.

The health of the employees in focus

There are many aspects to take into consideration when trying to establish and secure an optimal work environment for our employees. At Pressalit, a good physical and psychological work environment is not only safety and ergonomic; it is also ensuring the possibility for physical and physiological well-being for our employees through health promoting offers. Particular our nutrient policy is build on that we, as a company, take it upon us to offer both a healthy and varied lunch. Besides from that, we offer a variety of exercise for employees at Pressalit e.g. company paid spinning and swimming.

Based on the work place evaluation, we commenced a pilot project with focus on the importance of activity throughout the working day particularly among our clerical employees. Recognized studies show that sedentary work is a well-known problem that in the long term can pose a considerable health risk for employees. Therefore, all office departments have voluntarily participated in "active breaks". Active breaks were done by a trained physiotherapist and consisted of ten minutes of exercises that both increased the heart rate and heighten blood circulation as well as extent exercises. As an added bonus, we experienced that the active breaks gave the employees a cheerful break and spread joy as a fresh and different breath of air – in alignment with our values and inclination to play. Several departments have taken it upon themselves to continue the active breaks on their own.



ENVIRONMENTAL CONDITIONS

Environmental conditions are the third core area of our CSR focus. Based in Ry close to residential areas it has always been important to us to live in harmony with our surroundings. Our environmental contribution does not only focus on living up to the law; we take it a step further with proactive contributions to reduce our impact on the environment.

We have been environmentally certified according to ISO 14001 for 19 years. As a production company with all our production facilities in Ry, our facilities has a naturally associated consumption of energy and produce. Through our environmental policies and environmental management in accordance with ISO 14001 we continuously supervise that our consumption and emission is kept at a defendable level and continuously reduced where possible. With Global Compact and the SDG goals we have once again reinforced our environmental obligations. In relation to the environment, we have particular emphasis on SDG goal 6, 12, and 17.

Our environmental accounting documents a continuously positive development in our environmental management and is a result of many years focus on the area. As the 2016 environmental account is not yet closed, the report is based on the account from 2015. We expect positive results for 2016 just as 2015. Our environmental performance for the last 5 years can be found in the appendix.

Our main resource input:	
Produce:	Urea and metals
Energy:	Electricity, heat and water
Packing:	Cardboard and plastic film
Our main resource output:	
Air:	Formaldehyde and dust
Water:	Waste water from our own waste water plant, sanitary waste water and processed water
Solid waste:	Urea waste, cardboard and plastic, metal and waste water sludge.

Input and output

Supervising company for Pressalit is Skanderborg municipality and through regular environmental supervision from the authorities, our obligations are being controlled in accordance with our commitment to our environmental approval. Each year we make a public environmental account which is published on our website.



Our ongoing control of waste water and air emission (formaldehyde, dust and CO₂) clearly determines that Pressalit deduce far less than our environment and waste water approvals allow. We keep track of our CO₂ emission and therefore our heat supply is delivered by Ry Heating Plant which almost exclusively produce heat from solar panels and wood pellets. Used chemicals are registered and substituted by less environmental straining products where possible. Defective production items and left over produce are sold to recycling. With our production placed near the center of Ry, it is important that we do not obstruct our surroundings. We have not received any complaints in 2015 and 2016.

Our latest self-monitoring show that Pressalit comply all applicable requirements and conditions in the existing environmental and waste water approvals and our measures ensures that we will continue this.

Technology reduces environmental influence

Aligned with our environmental target, we continuously invest in new technology that can reduce environmental influence and increase the energy efficiency in our production. When we invest in new technology it is a requirement that it does not cause inexpedient increase in the energy consumption and environmental influence.

In some cases, the new technology will cause a natural increase in our energy consumption e.g. when robots take over jobs previously done by employees. In these cases, we carefully consider advantages and dis-advantages; what we lose in increased energy consumption we have to gain in our employees' work environment. Moreover, we have in 2016 hired a chemical engineer in a newly created position to ensure focus on identifying and implementing measures to effectively reduce production waste.



ENVIRONMENTAL CONDITIONS

Through constant surveillance of our use of resources, where energy efficiency is a regular part of our KPIs, we have achieved successful optimization. In particular, we focus on the energy consumption per produced item as the most considerable indicator of our efficiency as it is independent of the combined production quantity.

Diffusion of proper sanitary access

Based on our range of products, we have through the years built large experience and knowledge concerning proper and decent sanitary access. Based on this thorough knowledge we strive to diffuse sanitary access globally and contribute to that more people have access to sanitary installations adapted to their physical and mental functionality.

Proper sanitary access is both important to the environment and our fellow humans as it permit improved hygiene and slow down potential dispersion of bacteria and illness. Therefore, we strive to produce user-friendly products that ensures the user proper and decent accession regardless of their physical and mental functionality.

Changing Places

Changing Places is both a concept, a production method, and a movement with the purpose of diffuse and improve the accessibility of toilet and bathroom facilities in public places for people with lowered functionality. Changing Places, as a movement, started in Great Britain and has grown large and spread as a concept to both Australia and the US.

At Pressalit we support the Changing Places initiative by creating attention about the movement in our communication but also by offering products that support the movement's principles in regards to what constitutes proper and decent access for both the user and potential helpers. Decent access, in this correlation, means accession that is respectable, secure, comfortable, and hygienically.

"We commit ourselves to continuously make improvements in connection to environmental issues just as we commit ourselves to prevent pollution. In keeping with with us maintaining and increasing our company's competitiveness, we will reduce environmental influence from our processes and activities."

- Extract from environmental target report

Changing Places is a key subject in our business and for our Care products as we here share a common set of values namely that all humans should have equal opportunity to access and use proper sanitary accessions.

Food with attitude

As part of running a responsible business we show consideration where possible e.g. in our in-house kitchen. At Pressalit, our in-house kitchen daily feed a large amount of employees through our lunch scheme and meeting catering. All catering and menus are put together and produced by our in-house kitchen staff with focus on ensuring a healthy and nourishing diet as well as a minimum of food waste due to our stance on food waste from a sustainable point of view.

Our lunch scheme and meeting catering not only ensure our employees' health but also take care of the environment; as often as it is possible, we buy organic produce. But we do not stop at organic produce. Trying to reduce food waste is an integral part of the weekly menu. An example of this is that very Friday we serve a buffet where leftovers from the week are reused into new interesting dishes to reduce food waste as much as possible. With a yearly consumption of approximately 1,000 kilos of coffee beans and instant coffee, it is paramount to us that both our coffee and tea is Fairtrade and bought from a supplier that has high values within sustainability. Thereby, through our in-house consumption we support like-minded companies' contribution to responsibility and sustainability.



LOCAL ENGAGEMENT

Since, establishing Pressalit in Ry we have been involved in the local society around Ry, Skanderborg, and Aarhus. At Pressalit, the doors are always open when it comes to arrangements or activities in cooperation with the local society. Likewise, we also participate in external arrangements.

As mentioned before, Pressalit as a whole has a great passion for particularly social interrelation and we strive to be a positive example of how a company can contribute to community interrelation by being engaged in solving them. This engagement does not derive from external pressure but from our own expectations and from the large responsibility, we feel towards our surroundings.

With our local involvement, we work with SDG goal 4, 10, and 17.

Local municipalities and institutions

We are committed to getting involved in the challenges that our surroundings face and we are convinced that these are best solved together. Therefore, we have a long-standing tradition for close cooperation with local municipalities and institutions.

As partners with Skanderborg municipality, we actively work towards bridging the gap between people and organizations. We continuously hire interns who are looking for a job or has the need for a clarification process for both shorter and longer term.

Furthermore, we support the local museum ship 'Gl. Turisten'. The local school uses the ship an integrated part of science classes.

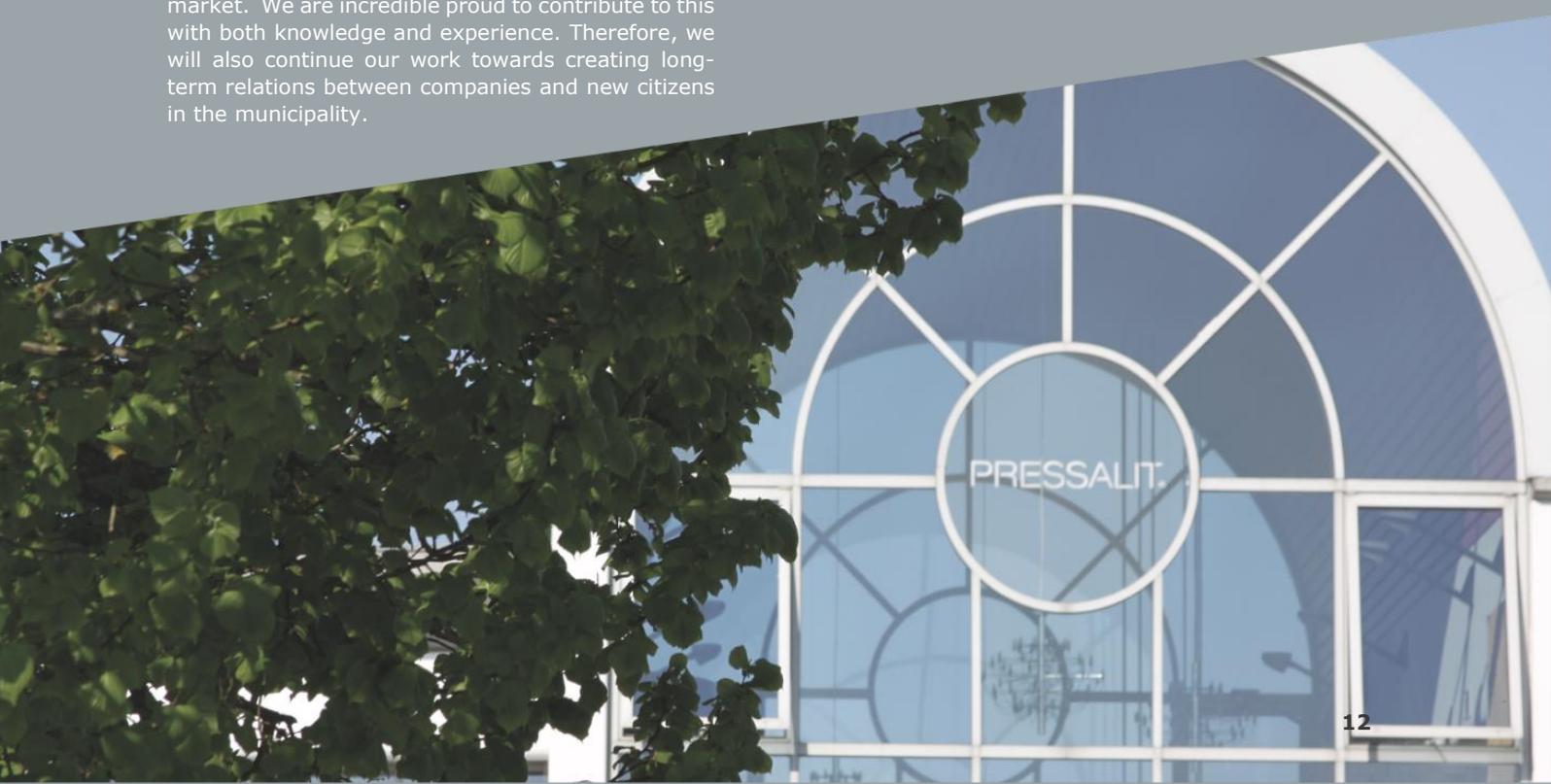
Moreover, we work with Skanderborg municipality regarding integration of new citizens in the municipality and the labor market. In December, we welcomed fifteen refugees accompanied by the Mayor for afternoon the at Pressalit. The purpose was to introduce the new citizens to a Danish company and company culture. They also got the opportunity to meet Pressalit's employees with a refugee background and hear their story and way into the labor market. We are incredible proud to contribute to this with both knowledge and experience. Therefore, we will also continue our work towards creating long-term relations between companies and new citizens in the municipality.



In 2016 we also got involved in a new and ambitious project that combines integration and competence development of unskilled workers. Through a trifold focus on work, language, and education, the integration project aims at creating a solid, safe, and lasting foundation in the Danish society for refugees. This is done by creating strong relations between the refugee and the labor market and at the same time offer them a solid foundation for their new life.

For the refugees, the project requires 12 to 18 months' part-time employment in our production where they will attain relevant work experience both professionally and socially. Besides working part-time with us, they receive part-time Danish lessons. After this, an unskilled worker from Pressalit will enter into a rotation process with the refugee so that while one of them are away studying to become an industrial operator the other is working at Pressalit. This means that both get an education while we retain a full work force. During the process, the refugee will have a personal mentor assigned. The mentor is a Pressalit employee who have volunteered to become a resource person for the refugee and help them adjust to working for us.

It is our hope that through this project we can contribute to successful integration that creates value for both the individual new citizen, for Pressalit, and for the society in general.



LOCAL ENGAGEMENT

Close to education and the young

As a part of our social profile and focus on the young generation, we have over the years built close relations to educational institutes across the educational sector. At the universities, we are engaged as both sparring partner and to create contact to students. We actively participate in events such as Company Dating, Job-crawl, Student Advisory Board and we also gladly give presentations both in-house and externally for students about both our company but also to give good advice, guidance, and sparring in regards to their future career. Moreover, we also have close relations to local vocational training institutes and production schools.

Christmas for the homeless

For the last eight years, we have with great delight arranged Christmas for the homeless at the drop-in center in Aarhus where the homeless are invited for Christmas dinner and fellowship. The day is arranged by our employees who voluntarily use their workday on preparing and serving Christmas dinner for the homeless. It is a popular event among both the homeless and the employees; in fact, it is such a popular event among our employees that there are more volunteers than needed every year. Our employees say that it is an enriching experience for them both personally and professionally and it gives them great joy to "pay it forward". Besides the Christmas dinner for the homeless, we make annual donations to help people at Christmas together with Lions Club Ry. The Christmas help is given to extend a helping hand during the holiday to people in need in Ry municipality.

International perspective

The local involvement is a long standing tradition but we also understand that we must look beyond local involvement when it comes to social challenges. Our ambitions are far wider than only getting involved locally and nationally. Therefore, we do not hesitate to take an international perspective in our efforts in social responsibility and sustainability. With the introduction of the SDG goals, we now have references that we can target our international efforts towards.

We are very aware that as a Danish based company, we are in many ways part of a privileged society that allow decent living conditions for its citizens. We are also aware that such conditions are not standard around the world. And we would like to do our part to change this.

Mette Dyhl Prola: *"To contribute positively to the world around us is a natural responsibility that we gladly accept. It creates large value for both us as a company as well as our employees when we work together to solve the challenges surrounding us."*
- Senior HRD & Policy Director



Africa is one of the continents where we put our social responsibility into a global context. In 2016, we donated wheel chairs to physically impaired children at the Sigombre Childrens Home in Kenya together with the Elizabeth Okungu Foundation. Here, accessibility aid is not necessarily the norm, as we know from Denmark. With the wheel chairs, the children get better possibilities to move and participate in play and activities with the other children. Our support with accessibility aid is a way to express our passion for creating better possibilities and conditions for all despite reduced functional ability. It is this passion we wish to share with others just as it is the foundation for Pressalit as a place of work and our Care products.



Goals for our efforts in 2017:

- Initiate the identification of opportunities for partnerships with NGO's and associations in which our employees can volunteer as part of their employment at Presalit.
- Launch new initiatives that specifically supports the global goals number 4, 6 and 12.
- Work for the expansion of decent and proper sanitation nationally and globally.
- Maintain and expand the number of recruitments of apprentices.
- Maintain and expand our range of study, business, and social interns.
- Maintain a level of at least 5% of employees on special terms.
- Reduce our environmental impact, cf. our annual environmental accounts.

ENCLOSURE: UN SUSTAINABLE DEVELOPMENT GOALS



SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD





CERTIFICATE OF APPROVAL

This is to certify that the Management System of:

**Pressalit A/S
Pressalit Seats - Pressalit Care
Ry
Denmark**

has been approved by Lloyd's Register Quality Assurance
to the following Quality and Environmental Management System Standards:

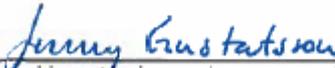
ISO 9001:2008 ISO 14001:2004

The scope of this approval is applicable to:

**Development, production and sale of technical aids as well as advice
on flexible kitchen and bathroom designs for people with physical
disabilities. The product range includes, among other things, toilet
seats, height-adjustable and fixed-height shower chairs, wash basin
brackets, support arms, nursing benches and nursing tables as well as
lifts for kitchen worktops and wall cupboards.**

This certificate is valid only in association with the certificate schedule bearing
the same number on which the locations applicable to this approval are listed.

Approval	Original ISO 9001 Approval:	16 th November 1993
Certificate No: CPN0002384	Original ISO 14001 Approval:	7 th March 1997
	Current Certificate:	3 rd October 2014
	Certificate Expiry:	2 nd October 2017


Issued by: Lloyd's Register EMEA for and on behalf of
Lloyd's Register Quality Assurance Limited



Lloyd's Register EMEA, Strandvejen 104A, 2900 Hellerup, Denmark for and on behalf of
Lloyd's Register Quality Assurance Ltd., Hiramford, Middlemarch Office Village, Siskin Drive, Coventry, CV3 4FJ, United Kingdom
This approval is carried out in accordance with the LRQA assessment and certification procedures and monitored by LRQA.
The use of the UKAS Accreditation Mark indicates Accreditation in respect of those activities covered by the Accreditation Certificate Number 001

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Environmental performance the last 5 years

Input	Unit	2011	2012	2013	2014	2015
Urea (pr. usable product) (index start: 1999)	-	97	99	97	97	92
Rustfree steel (pr. hinge) (index start: 2003)	-	66	67	73	63	63
Aluminium	[tons]	137	136	144	112	120
Rustfree steel (Care)	[tons]	53	38	31	12	13
Plastfoil (packaging)	[tons]	21	15	15	16	17
Carton (packaging)	[tons]	594	512	432	450	465
Carton (packaging) pr. seat ²⁾	[kg]	0,24	0,24	0,23	0,22	0,21
Energy						
Electricity	[MWh]	4.168	3.873	3.353	3.439	3.329
Electricity consumption pr. piece ²⁾	[kWh]	1,67	1,78	1,79	1,65	1,47
Water	[m ³]	3.063	3.506	3.414	3.283	3.696
District heating	[MWh]	1.855	2.226	2.180	1.660	1.785

Output						
Hard waste	Unit	2011	2012	2013	2014	2015
Waste for combustion ¹⁾ (sagervej)	[tons]	604	457	389	377	414
Waste for combustion per seat	[kg]	0,24	0,21	0,21	0,18	0,18
Urea for recycling ³⁾ index	-	74	80	92	104	78
Rustfree steel for recycling	[tons]	81	52	54	53	49
Aluminium for recycling	[tons]	1	3	5	7	1
Paper for recycling	[tons]	14	4	20	9	11
Carton for recycling	[tons]	64	64	61	61	61
Sludge for destruction	[tons]	10	25	15	7.680	4.400
Dangerous waste	[tons]	1,5	3,3	1,8	1,5	0,8
Oil emulsion	[m ³]	1	2	2	2	6.180
Fluid waste						
Sanitary water	[m ³]	2.149	2.264	2.271	2.167	2.400
Process water	[m ³]	914	1.242	1.146	1.116	1.296
Air emissions from electrical consumption⁴⁾						
CO ₂	[tons]	1.496	1.115	1.201	990	639
SO ₂	[tons]	0,25	0,19	0,20	0,17	0,13
NO _x	[tons]	1,13	0,93	0,81	0,65	0,50

¹⁾ Mixed combustible, cleanings and urea waste for combustion

²⁾ Incl. consumption in warehouse, Bakkelvej in Ry

³⁾ Total volume sold to recycling

⁴⁾ Source: Eltra (nationwide numbers)

*NB: The increase in oil emulsion for 2015 is due to a comprehensive replacement of lubricants.