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## Responsibility 2016

Annual Non-Financial Report 2016  
Toms Gruppen A/S

# 16

# About this report

This report represents the corporate social responsibility statement for Toms Group A/S as required by sections 99a and 99b of the Danish Financial Statements Act.

The report also represents our Communication on Progress 2016 on the ten principles of the UN Global Compact regarding human rights, labour standards, the environment and anti-corruption. With this report we reaffirm our support of these principles by describing our actions to continually improve the integration of the principles into our business, culture and daily operations.

For more information about the UN Guiding Principles, see: [www.unglobalcompact.org](http://www.unglobalcompact.org)

## Reporting scope and composition

Responsibility 2016 summarises the activities of Toms Group A/S during 2016. It does not cover local activities and results at our sites in Germany, Poland and Sweden.

We disclose our operating and financial results in the Annual Report, which can be downloaded at [tomsgroup.com](http://tomsgroup.com)

In this report, "Toms Group A/S", "Toms Confectionery Group", "Toms Gruppen", "Toms" and "the Company" are used interchangeably in referring to Toms Gruppen A/S consolidated with its subsidiaries.

Responsibility 2016 was adopted as part of the Annual Reporting at the Annual General Meeting on 24 March 2017 and was published by Toms Group A/S digitally in English on 28 March 2017 and can be downloaded at [tomsgroup.com](http://tomsgroup.com)

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## Letter from the CEO

Responsibility is at the heart and core of Toms and has been for decades. It is our firm belief that the ability to operate and develop our business sustainably, with respect to both people and the planet we all share, plays a significant role in pursuing and ensuring our continued growth and success.

As the Danish market leader in the confectionery sector, we have 1,200 employees, 1,300 suppliers, and customers and consumers in more than 100 countries. We also work with 5,000 cocoa farmers. All of this calls for a determined approach to operating our business in a responsible manner.

We have a responsibility to all of them. Not only to continue developing our long history of proud craftsmanship, visionary enterprise and good quality. We also have a responsibility to constantly fight for sustainability in the developing cocoa industry and for responsibility in our value chain.

We implemented a number of initiatives in 2016 which contribute to ensuring continued sustainable growth for Toms. As in previous years, we used the 10 principles of the UN Global Compact as a roadmap to guide us in this work. As a consequence, this report is structured according to the four areas of the Global Compact: Human Rights, Labour, Environment and Anti-Corruption.

### **Our CSR Policy**

Our CSR policy sets the overall framework for our work with sustainability throughout our value chain. Read the full policy [here](#).

### **Our actions in 2016**

The following sections describe our approach, actions, results and plans for each of these areas:

- Our continued commitment to the cocoa farmers in Ghana, with whom, for 10 years now, we have cooperated to improve their cocoa production and the living conditions of their families;
- Our continued efforts to ensure a healthy, safe and evolving working environment for our employees;
- Our efforts to ensure that we operate and develop our business with respect to the environment; and finally
- Our efforts to ensure integrity and high anti-corruption standards in the way we operate and develop the Company.

In 2017 we will maintain our efforts in these areas to continue the sustainable development and growth of Toms.

We look forward to receiving your feedback. Please send comments or questions to: [info@toms.dk](mailto:info@toms.dk)

Carsten Lyngsø Thomsen  
Chief Executive Officer, Toms Group A/S



# HUMAN RIGHTS

# Human Rights

“We are committed to developing a corporate culture and general conduct that embrace respect and support for human rights and seek to avoid any adverse human rights impacts through our activities and business relationships.”

This is an extract from our human rights policy, which we completed in 2015. It describes our continued support of the principles contained in [the United Nations Universal Declaration of Human Rights](#) as well as the fundamental labour principles that protect workers' rights, defined in the [ILO Core Conventions](#).

## Our Human Rights Policy

We believe our main responsibilities towards human rights concern non-discrimination, employee rights, occupational health and safety and the risk of human rights violations within our supply chain. This is described in our policy for Human Rights, which can be [downloaded here](#).

*The policy is consulted by our law firm which has validated that it complies with the [UN Guiding Principles](#).*

The policy and our declared support for these international standards are formal ways of highlighting our approach to the people directly or indirectly affected by Toms. As specified in the letter from our CEO, we consider that Toms has a wide responsibility through our engagement with employees, suppliers, customers, consumers – and not least the approx. 5,000 farmers who grow the cocoa beans for our chocolate.

Below we describe our efforts to constantly live up to this responsibility and the way we constantly challenge ourselves to do better and reach further.

## Our commitment in Ghana

We have a long-standing engagement in our cocoa supply chain in Ghana with partners working to ensure a steady supply of quality cocoa and, sustainable living conditions for the farmers – now and for future generations. This has been in the core of our work on responsibility and sustainability for the last decade as a consequence of the clear need for change which confronted us when we started our close cooperation with the cocoa farmers back in 2006.

## Our partners

We have done this in partnership with Danida, in charge of Denmark's development work, and in cooperation with the organisation IBIS working for better education and sustainable development around the world. Last but not least, the organisation Source Trust is an important partner in our cooperation in Ghana. Source Trust is part of Ecom from whom we purchase the cocoa. We pay a premium for the beans, which Source Trust



uses both to ensure traceability down to each village and to improve farmers' living conditions.

The latest project, which began in 2013, also had the Danish retail company COOP as a partner. This project was from start limited to three years but got the opportunity to be extended for one year due to unspent funds. The project therefore ended at the end of 2016.

## In cooperation with the cocoa farmers

In this project, we worked directly with the 96 farmers' associations that we buy cocoa from and have traceability to. The project has shown strong results proving that it is indeed possible to make changes – if you have a humble, patient and especially persistent approach.

We want to empower the farmers by not only helping them here and now but also giving them the knowledge, framework conditions and skills to take the lead in the continued sustainable development of their own farms and communities.

With this approach, the programme has focused on two areas, described in more detail below:

- The farmers: improving productivity
- The children: combatting child labour and ensuring quality education

(In spring 2017, an independent validation agency will have completed a comprehensive evaluation report of the project's results. We will share these on [our website](#)).

## The farmers

We know from our experience in earlier projects that the key to achieving sustainable and lasting results is to cooperate closely with the farmers and train them respectfully, taking into account their educational starting point and natural scepticism towards new methods.

4,819 cocoa farmers, comprising all the farmers that we buy cocoa from in Ghana, took part in farmer training during 2016. The focus in 2016 was on soil fertility enhancement to help farmers improve their productivity. With the help of demonstration plots, farmers were trained in how to identify soil deficiencies on their farm and how to overcome these with the appropriate agricultural practices.

Access to planting materials is key for ensuring that the farmers can rehabilitate their ageing farms in a timely manner before significant productivity decline. Over the project period, 32 community cocoa seedling nurseries have been set up. To ensure lasting results, the focus in 2016 has been also to train the farmers in the development and management of these community seedling nurseries.

The achievement of higher productivity also depends on achieving a sustainable balance in the families, and on the children getting an education and in general a prospect of better living conditions. Therefore our farmer training focus not only on good agricultural practices but on social practices and gender issues as well.





### The children

Starting our work in Ghana in 2006, it became clear that, in order to safeguard the children in the cocoa societies, we needed not only to change the ethical norms for child labour in the societies but also to build a real alternative to child labour.

At the start of the project, the lack of trained teachers and the lack of good school facilities were identified as the main obstacles. During the project period, 180 teachers including 30 headmasters have been trained in learn-centred pedagogy. Furthermore, the school managements have been strengthened.

30 schools have benefitted from a number of improvements such as renovation of classrooms, playground equipment, re-roofing of classroom buildings and supply of furniture and computer accessories to create a better learning environment.

We have come a long way towards elimination of child labour. But we are not there yet. To make sure that the impressive development in the societies will proceed in the years to come, we have trained three District Child Protection Committees, enabling children to have access to remedies from local authorities.

Locally, in 30 societies, groups of parents/farmers have also been trained in spotting child labour and in how to intervene and help get these children back to school.

These committees are now independent, giving us the possibility to continue our work in other societies.

### Together we are stronger

Toms, alone, can only ensure sustainable living conditions for a minor part of the world's cocoa farmers and their families.

Ghana produces approx. 20 per cent of the world's cocoa – and Toms buys less than 0.5 per cent of the cocoa produced in Ghana. Changes covering the whole cocoa production industry require action by the leading cocoa and chocolate manufacturing companies and call for broad cooperation across the industry in different kinds of associations.

To fulfil our responsibility in making this happen, we actively take part in a range of national and international cooperation initiatives:

- **International Cocoa Initiative (ICI)**

Works to improve the lives of children and contribute to the elimination of child labour in cocoa-growing communities and the cocoa supply chain.

- **World Cocoa Foundation (WCF)**

Helps to achieve cocoa sustainability, supporting cocoa communities, education, field programmes and scientific research.

- **Cocoa Livelihoods Program**

Toms Foundation supports the WCF Cocoa Livelihoods Program during the period 2014-2019. The WCF Cocoa Livelihoods Program is working to increase farm level productivity of cocoa and food crops of 200,000 small-holder cocoa-growing households in Cameroon, Côte d'Ivoire, Ghana and Nigeria.

- **Danish Ethical Trading Initiative**

Promotes ethical trade and responsible supply chain management among Danish companies and public institutions.

- **CEN/ISO standard**

The European Committee for Standardization (CEN) and the International Organization for Standardization (ISO) are driving the development of a joint standard for traceable and sustainable cocoa which can help aligning industry efforts and bring sustainably improved cocoa production into the mainstream. Toms has been an active participant in the development of this standard from the beginning. The standard is forecasted to be finalised in 2017.

### Continued partnership in 2017

Our latest Danida Business Partnership ended at year end of 2016; accordingly, contributions from Danida and COOP to the activities in Ghana were discontinued.

We will continue the projects with unchanged financial commitment from Toms and the Toms Foundation and with continued active participation and overall project management from our CSR responsible. We will still focus our efforts on the same districts and with the same farmers to continue our work for better productivity and living conditions and for preventing child labour and, as part of this, better education of the children.

We want to continue as many as possible of our current projects, building on the strong results from the past projects. We are therefore strengthening the partnership with Source Trust in 2017, enabling them to take over parts of the project formerly led by IBIS.

For more information about our continued work in Ghana, please visit [our website](#) and follow our work from [our LinkedIn profile](#).

### Women Deliver

In May 2016 we were an active partner in the Women Deliver Conference in Copenhagen, setting spot on the possibilities for companies to drive progress for women and girls around the world. As part of the conference, the Confederation of Danish Industry (DI), together with Toms and other Danish companies, initiated the development of a photo exhibition called Women Empower Business, which highlighted the efforts made by Danish companies to improve conditions for women and girls in their supply chains.

The exhibition has been on a nationwide tour around Denmark in 2016. The photos and the stories in the exhibition are now gathered in the book Women Empower Business, which was published at a reception attended by HRH Crown Princess Mary and Minister for Development Cooperation Ulla Tørnæs.

Read more about the [Women Deliver organisation](#) and the exhibition and photobook at [di.dk](#) (Danish website).





# LABOUR

# Labour

“We strive to be an inclusive workplace where each employee thrives and has the opportunity to develop. We believe in the importance of our employees having a good work-life balance, and we also want to support employees having a healthy and active life.”

This is from [our Responsibility Policy](#) where we describe how we aim to make a positive contribution in everything we do. This is not least the case when it comes to our 1,200 employees who, as the key to our long history and success, have developed Toms into the company we are today.

Below we describe how in 2016 we have continued our efforts to ensure our employees' health, security and opportunity to develop at Toms, respecting the necessary work-life balance.

## Work environment survey

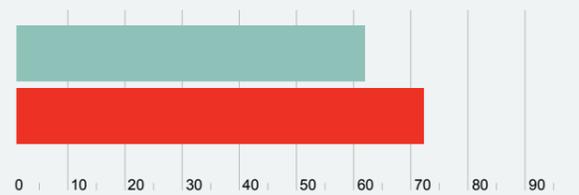
Every year we conduct a systematic employee satisfaction survey. We do this to highlight any challenges and potential for improvement of our work environment. Through the employees' anonymous responses, the survey measures how employees evaluate their work at Toms on a range of parameters covering job satisfaction, motivation and dedication as well as a number of “drivers” for these: image, management, cooperation, job content, wages and working conditions, and opportunities for learning and development.

The 2016 survey conducted in Denmark and Sweden had a response rate of 84 per cent and showed a generally high level not least on the parameters Job Satisfaction, Motivation, and Dedication.

### Work environment in numbers

Rated on a scale of 0-100, the employees at our two Danish factories gave Job satisfaction, Motivation and Dedication a relatively high score. With scores of 72, 74 and 82, all of the three parameters were rated higher than at an average Danish manufacturing company in the food and beverage industry.

#### Job satisfaction



#### Motivation



#### Dedication



● Average Danish manufacturing company in the food and beverage industry  
● Toms



For all the 14 parameters (including the drivers mentioned above), the survey showed a higher score than the average Danish manufacturing company in the food and beverage industry. This is gratifying to see. But the value of the survey is first and foremost its ability to show us the areas where we can improve. In 2016 we therefore invested in a more nuanced survey system, which gives better opportunities to follow up on results and make targeted efforts to enhance the working environment.

## Social audit at our sugar factory

In November 2016 we asked the international organisation Sedex to conduct a social audit at our sugar factory at Helseholmen, Hvidovre. The audit was a mandatory requirement from one of our Swedish customers.

The audit, called SMETA 2, covered Labour standards, Health and Safety, Environment and Business Ethics and resulted in no negative findings. For more information on Sedex and the SMETA audit, visit [Sedexglobal.com](http://Sedexglobal.com)

## Diversity

We strongly believe that a diverse workforce improves our performance, strengthens our competitiveness, and make Toms a better place to work.

### A matter of respect

We are against all forms of discrimination and seek to meet all our employees and applicants with respect, regardless of differences in:

- Gender, age, sexuality, ethnicity, disability and life situation
- Views and opinions, religion, interests, ambitions, philosophy of life, personal priorities

Source: Toms Diversity Policy.  
Read the whole policy [here](#).

In all recruitment processes for both employee and management positions, we always strive to have candidates of the under-represented gender among the interviewees. Likewise, in general we also strive to maintain a diverse workforce in terms of other diversity parameters.

### Other examples of how we put the words in our diversity policy into actions are:

- Career Development: Through personal performance dialogues with each employee we evaluate annually our employees' needs for training and development. The purpose is to ensure a continued match between the employees' competences and the future tasks and responsibilities to be shouldered within the organisation.
- Language teaching: In addition to the training and educational opportunities we offer our employees within their own specific job area, we offer teaching in Danish, English or German to the employees who for various reasons need to be strengthened in one or more of these languages.
- Systematic satisfaction surveys: Annual employee satisfaction surveys. (See details and results of recent survey in the former section 'Work environment survey').
- Flexi jobs and wage subsidies: As far as possible, we meet the needs for arrangements with flexible jobs and wage subsidies to help employees maintain a place in the labour market.

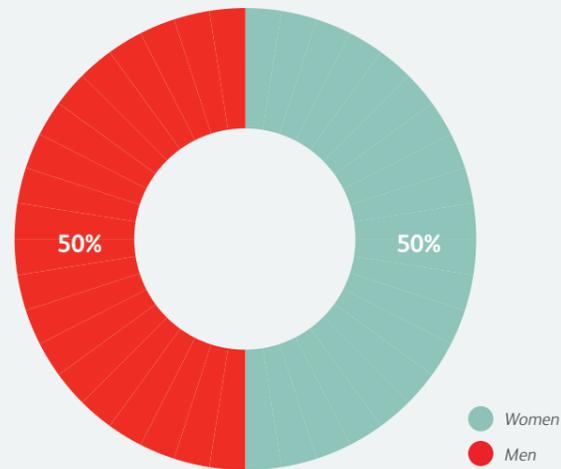
These initiatives help us in our efforts to meet our employees' diverse and changing needs for training, support and development, and strengthen the benefits of a diverse workforce for Toms.

### Gender distribution in management

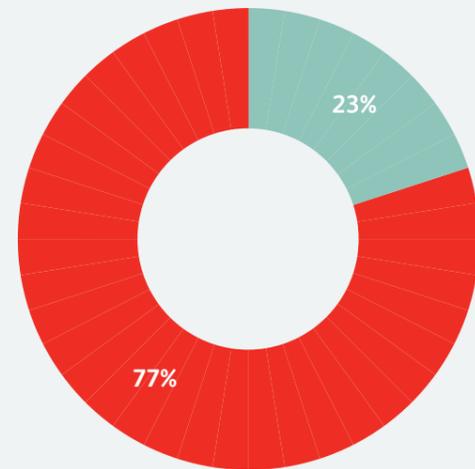
The six Board Members in the Board of Toms Group A/S are up for election every two years and are elected by the general assembly. In 2016 Board Member Flemming Sundøe retired and Carsten Wehrmann was elected to the board, why the gender distribution of 100 per cent men was maintained. There are, in addition, three staff-elected Board Members, two of whom are female. The Board of Directors aims to have at least one female board member elected by the general assembly by 2020.

The executive management group at Toms comprises eight members, four of whom are female. The group of managers below the executive management level comprises 60 members: 23 per cent women and 77 per cent men.

#### Executive Management



#### Middle Management



### A guide for all of us

In 2016 we have finalised an internal Code of Conduct to guide us all through large and small choices in our daily life. It describes what we at Toms believe to be ethical and responsible behaviour. It aims to help us all to always behave properly in our relations with our customers, suppliers, colleagues and society.

Our Code of Conduct is based on the ten principles in the UN Global Compact in order to ensure that this initiative reinforces our compliance with the Global Compact principles. We believe it is essential that our commitment to the Global Compact is not only a statement of intent. Our strong foundation must continue to be reflected in actual operations. Therefore, as part of our Code of Conduct, we have described how our guidelines result in certain specific rules and how they are reflected in actions and decisions.

This is described in an e-learning course, developed in the autumn of 2016. This course contains a description of how we translate our Code of Conduct into behaviour in our daily lives and trains our employees, through a series

of dilemmas, in how each of them should act towards each other, our customers and other business partners. In 2017, both our Danish, Polish, German and Swedish employees will complete this course.

With the introduction of this Code of Conduct, we have set up an e-mail address (whistle@tomsgroup.com) to help our employees confidently report serious breaches of the rules which they discover. This internal whistle-blower scheme is being introduced as part of the e-learning programme for the purpose of enhancing a work environment that promotes openness and ensuring that important information is not withheld.

### Occupational health and safety

It is our general duty to ensure the safety and health of workers in every aspect related to their work.

The health and safety organisation at our two factories in Denmark is structured in 15 safety groups, each responsible for a workplace area and the people employed in that area. In 2013, all safety groups made a complete

workplace assessment of their area and on this basis produced an action plan.

To prevent occupational risks, all safety groups are obliged to meet at least once a month and to take a safety walk at least six times a year. The aim is to check that the working conditions are in order with regard to health and safety, but also to encourage safe behaviour among employees. We are continuously training the safety groups in this matter.

### Staying healthy

We aim to offer a healthy working environment for all employees. Employees are offered vaccinations, free access to healthcare services such as physiotherapy and massage, either on-site or near their place of work, and free or discounted access to spinning and gym facilities and sports clubs.

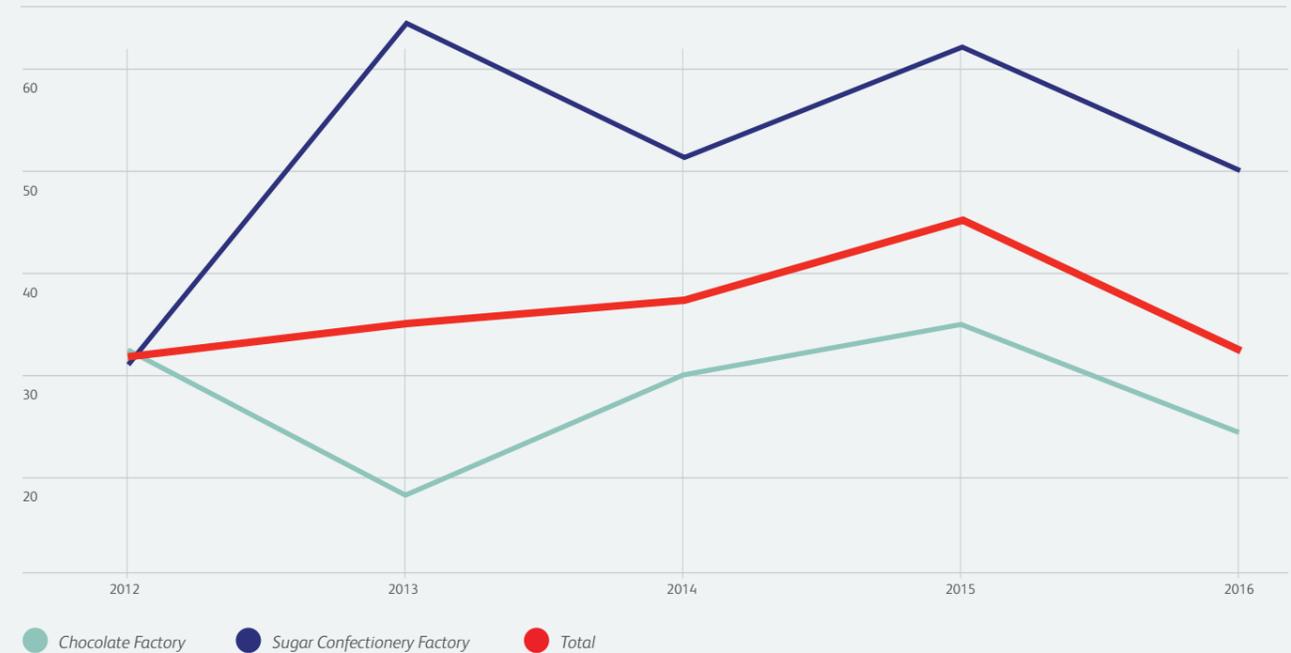
During 2016, employees who found that they needed help dealing with obesity were given sessions with coaches to encourage lifestyle changes, not only for themselves, but also for their families.

### Occupational accidents

We work systematically and targeted to continually improve workplace safety at our factories. Our focus in this work is both the optimization of the physical conditions and the creation of a culture where safety is given highest priority and where there is widespread understanding of the importance of following rules and instructions. We believe that our total effort on health and safety at work is best measured by focusing on the number of lost working days.

The graph below shows the number of lost working day cases in the past years at our two factories in Denmark – the chocolate factory and the sugar confectionery factory.

#### Occupational accidents per 1 m working hours



The number of occupational accidents has dropped significantly in 2016 compared to the previous year and is now back at the level of the years from 2012 to 2015.

*A lost working day case is defined as any occupational illness or work-related accident involving lost working time, excluding those accidents in which time lost is restricted to the day of occurrence. It is worth mentioning that our statistics cover all accidents, but only count working hours of the hourly workers.*

**Toms**

# ENVIRONMENT AND CLIMATE



# Environment and climate

Environment and climate is one of the cornerstones of our approach to sustainability. We have an objective to minimise our impact on both global climate and the local environment through targeted efforts at energy savings, support of green conversion and responsible use of resources in our supply chain.

## Climate Partnership

Since 2009, Toms has been in a Climate Partnership with the energy company DONG Energy.

The purpose of this partnership is to achieve energy savings by reducing energy consumption and reduce our overall impact on the climate from our Danish factories. We will do this by reducing our energy consumption, reducing the use of fossil fuels and transferring our electricity to renewable energy.

## Energy savings

Total energy consumption at Toms decreased by four per cent in 2016, and is now 21 per cent below the total consumption in 2008.

Several projects have been taken on in 2016 at our Danish factories to reduce energy consumption and thereby the emissions of CO<sub>2</sub>. Some of these have had an impact

in 2016 already, and others are expected to make an impact in 2017 and 2018.

Energy savings of 1,776 MWh have been achieved in 2016. This is equivalent to the electricity consumption of more than 305 average Danish families of two adults and two children. Examples of energy-saving projects already implemented are control of lighting and installation of LED spotlights, replacement of fixtures and rebuilding of a heating station.

Measured in terms of CO<sub>2</sub>, in 2016 we have reduced our total CO<sub>2</sub> emissions by 42 per cent as a result of these energy savings, lower production and increased purchase of green electricity.

Compared to 2008, by the end of 2016 Toms has reduced total CO<sub>2</sub> emissions by 77 per cent.

### Energy consumption



Our energy consumption is now 21 per cent below the consumption in 2008.

### CO<sub>2</sub> emission



In 2016 we have reduced our total CO<sub>2</sub> emissions by 42 per cent.

## From cocoa shells to energy

As part of our partnership with DONG, we have worked to use cocoa shells, a biodegradable waste product in chocolate production, to produce district heating at DONG Energy for heating Danish households, thus contributing to both the environment and to savings for Toms.

In 2016 we supplied 360 tonnes of cocoa shells to the Avedøre Power Station. Here the cocoa shells are used as biofuel to produce district heating.

In 2016, the 360 tonnes of cocoa shells have produced district heating approximately equivalent to the annual heat consumption of 94 Danish family homes.



## Green power

In 2016 we have purchased green certificates from Anholt offshore wind farm corresponding to our entire energy consumption in Denmark.

The certificates include “Climate For Investment”, ensuring that more than 70 per cent of the price of the green certificates are reinvested in the development of new renewable energy. Most recently, the money from the climate investment has been invested in the construction of a biogas upgrading plant.

The plant upgrades biogas to bio natural gas, which makes it possible to transport bio natural gas to the natural gas grid and thus achieve better distribution and higher utilization of CO<sub>2</sub>-neutral energy.

## Sustainable palm oil

Palm oil represents a very small part of some of our products. Despite this, we consider it part of our responsibility to do what we can to make palm oil production sustainable.

By the end of 2016 we had achieved absolute assurance of RSPO certified sustainable palm oil for the vast majority of all the products from our Danish factories.

Our goal is to reach 100 per cent segregated RSPO certified palm oil. Segregation ensures that certified sustainable palm oil is physically kept apart from non-sustainable palm oil throughout the supply chain, that it is traceable and fully present in the end product.

The reason why we fight for sustainable palm oil is, that grown in the wrong place and in the wrong way, the cultivation of palm oil can be devastating for people, wildlife, nature and our climate. But as oil palm trees produces far more oil per hectare than any other crop it is not a responsible or sustainable solution to shift to other oil sources. Following the recommendations from WWF, we therefore fight for a global transition to sustainable palm oil and follow the standard and guidance of the Roundtable on Sustainable Palm Oil (RSPO).

## Towards sustainable palm oil

RSPO is a not-for-profit association created in 2004 to promote the growth and use of sustainable palm oil products through credible global standards and engagement of stakeholders. RSPO palm oil is a credible way to tackle tropical deforestation and environmental and social issues of palm oil production. For more information, [see rspo.org](http://see.rspo.org)

In 2017 we will continue our targeted efforts to quality-assure every link in our own supply chain, and we will continue our work with RSPO to support the whole industry in a development towards making sustainable palm oil the norm.





# ANTI-CORRUPTION

## Anti-Corruption

We have 1,300 suppliers, 1,200 employees, and customers in more than 100 countries. A major part of our responsibility towards all of these people is to ensure that our relationship with them is based on fairness, honesty and high ethical standards.

To achieve this, we must demand the same high standards from our business partners that we demand of ourselves.

In the “Labour” section, we described how we work to ensure that all of us at Toms are aware of our ethical standards, and how we plan to train all employees in these standards as described in our new Code of Conduct for employees. We also described, that we as part of this have developed a whistleblower scheme that will give all of our employees the possibility to confidently report any discovered serious breaches of the rules.

The social audit also mentioned in the section “Labour”, and the numerous code of conducts we review and sign as suppliers for our customers, help us to constantly ensure that we meet our own as well as the international standards for responsible business conduct including the insurance against corruption.

### Suppliers

As part of a long value chain, our continued responsible business conduct depends on our suppliers’ approach. That is why the expectation to respect human rights, labour standards, the environment and anti-corruption is reflected on an operational level as a significant part of our Supplier Code of Conduct and hence our requirements for all new and existing suppliers.

This has been the case since 2009, and, as part of our general work for responsible sourcing, we use Supplier Questionnaires to assess all our suppliers. In 2016 all of our supplier audits conducted outside Denmark and Sweden (approx. half of the audits) included social issues, based on our Supplier Questionnaire.

We have not registered or been made aware of any cases from our suppliers or other business partners related to corruption. In the event of any such cases, they will be taken very seriously and we will act immediately.



# FINAL REMARK





## Final remark

We believe that, like every other company, we can always do better, and we have great respect for the complexity of the challenges that face every company working to ensure responsibility and enhance sustainability in its entire value chain.

In this report we have described our approach and actions to ensure that, through our business conduct, we respect and support the four cornerstones of the UN Global Compact: Human Rights, Labour Standards, Environment and Anti-Corruption. We have also described how we have incorporated processes for due diligence in the form of audits, systems for responsible sourcing, and self-critical reviewing of customers' codes of conduct.

### A holistic and critical view on our approach

To ensure that we do not leave any sub-area of our corporate social responsibility unattended to, we have in addition to these initiatives, conducted the first part of a complete, holistic due diligence process in 2016. We have done this using the UN Global Compact Self-Assessment Tool, which enables companies to scour all procedures, approaches and policies for any non-compliance with the complete set of principles behind the Global Compact.

With this tool, we thoroughly examined the areas of Human Rights and Labour, as well as the area of "Management", which provides an overview of the company's governance structures and strategic foundation of the efforts towards responsibility and sustainability. This process confirmed that we meet both our own and external requirements and expectations, and that our planned actions and continued efforts are well chosen.

In 2017 we will finalise this due diligence process by examining the last two areas: Environment and Anti-Corruption.

For more information on the UN Global Compact tool, visit: [globalcompactselfassessment.org](http://globalcompactselfassessment.org)



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