



PRESSALIT®



**COMMUNICATION
ON PROGRESS
2017**



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CEO STATEMENT

Welcome to the 2017 edition of Pressalit's annual Communication on Progress Report. Pressalit continues to support and work with the principles to secure human rights, labour conditions, environmental protection and anti-corruption.

The aim of this report is to account for the progress, we have experienced throughout 2017. The objective is to make the report as transparent and honest as possible to provide a nuanced picture of our achievements.

As a production company, Pressalit aspires to create products with emphasis on quality and innovation. We attempt to do so with social responsibility in mind.

For over 50 years, corporate social responsibility has been an integrated part of Pressalit. Since the origin of Pressalit, our production has been located in Ry. Therefore, our work with

social responsibility started out with our work for a better local community. Our work with local instances, such as surrounding municipalities and educational institutions continues.

Due to Pressalit being a production company, we are vulnerable to changes especially on the Danish labour market. Therefore, we work hard on educating skilled labour, as quality education is one of our main focus areas.

As Pressalit has grown, so has our social responsibility. Therefore, we are not only concerned with improving conditions locally; we want to work globally as well.

Best regards,



Kim Boyter

DID WE REACH OUR TARGETS FOR 2017?

1. Initiate the identification of opportunities for partnerships with NGO's and associations in which our employees can volunteer as part of their employment at Pressalit.

- We have established a partnership with UNICEF and a collaboration with World's Best News.

2. Launch new initiatives that specifically support the global goals #4, #6 and #12.

- We have launched a line of initiatives to support the global goals. These include:
 - World's Best Morning (all SDG's)
 - HOP-IN project (SDG #4)
 - Children's Day (SDG #4)
 - World Toilet Day (SDG #6)
 - Reducing food waste (SDG #12)

3. Work for the expansion of decent and proper sanitation nationally and globally.

- Through our work with UNICEF, World Toilet Day, the HOP-IN project and Changing Places, we have attempted to focus on and make a difference for SDG #6: Clean Water and Sanitation.

4. Maintain and expand the number of recruitments of apprentices.

- We have had 8 apprentices.

5. Maintain and expand our range of study, business, and social interns.

- We have had 13 interns in total, within 12 different fields of study.
- We have had 2 social interns.

6. Maintain a level of at least 5% of employees on special terms.

- We have increased the level of employees on special terms to 8%.

7. Reduce our environmental impact, cf. our annual environmental accounts.

- We have qualified for the ISO 14001 re-certification
- We have saved 1,869.2 kg CO2 by recycling our food waste into biogas.



COMPANY PROFILE

Pressalit A/S is a Danish company founded in 1954. Pressalit has two areas of business: Seats and Care. Pressalit Seats produces high quality toilet seats and is one of the leading brands in the market. Pressalit Care produces bathroom- and kitchen solutions for people with reduced functional ability.

Pressalit is a privately owned Danish Ltd. company and it is formally owned by Pressalit Holding. The Boyter family owns Pressalit Holding and they are the third generation in Pressalit. Pressalit's production takes place in the Danish city Ry, where our head office is located as well. Pressalit exports 80% of our production, and we operate in 45 international markets.

Pressalit is built on a long tradition of decency and responsibility. These are values that the entire company strives to live by. Therefore, CSR has been embedded in Pressalit's culture for a long time.

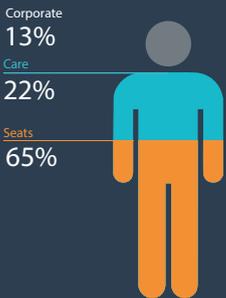
Pressalit's vision is to be a profitable, competitive and value-creating company and an acknowledged leader within:

- **Quality**
- **Innovative solutions**
- **Responsibility**

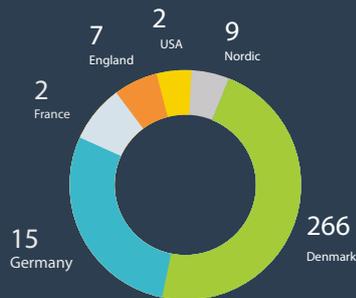
We aspire to be beneficial for both our customers, employees and the surrounding community.



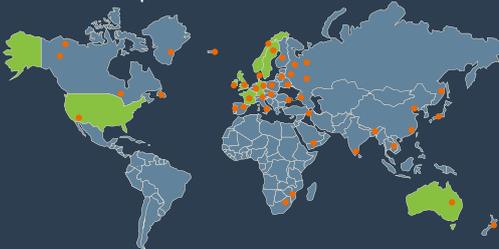
Workforce Split



Workforce Location



Offices in **7 countries** around the world and represented in **45 countries**



24/7
production



Designed and produced in Denmark since 1954



120 different choices of high quality functional design

We care about our community

We work actively with the UN Global Goals



THE GLOBAL GOALS
For Sustainable Development

Support of Danish disabled athletes



We have approximately **301 employees**

150 workers are supported by 40 robots

Every week 2-3 LORRIES deliver urea for our production



We use **665 KG** of urea **PER HOUR**





INTRODUCTION

This Communication on Progress report comprises the initiatives and activities, which Pressalit has executed to increase sustainability in 2017.

Overall, this report is about our work with corporate social responsibility (CSR). CSR is a completely integrated part of the Pressalit culture, and it has been since its beginning. At Pressalit, we take our coresponsibility seriously and we are interested in contributing both locally and globally.

Our focus on CSR in an international context was manifested in 2002, where we became a part of UN's Global Compact Initiative. The Global Compact Initiative is about complying with the principles of human rights, labour, environment and anti-corruption. These are all aspects, which Pressalit has worked with for a long time and which we continuously review to ensure that we always possess the newest knowledge on the area. Therefore, we aim to take it a step further and develop our work with CSR.

In 2016, we decided to join UN's Sustainable Development Goals (SDG). We selected three SDGs, which are significantly relevant to Pressalit's core business and company culture. The selected SDGs include #4 Quality Education, #6 Clean Water and Sanitation and #12 Responsible Consumption and Production.

At Pressalit, we want to back our words up with actions. Therefore, during 2017, we initiated a line of diverse projects and collaborations. These serve the purpose of showing our commitment to these three SDGs. In addition, we have joined forces with UNICEF in order to create awareness about the problems that poor sanitation cause.

The report is divided in the three headings:

PEOPLE • ENVIRONMENT • SOCIETY

People are an essential part of Pressalit's spirit, and they have been for 63 years. Through many years, we have worked to create an inclusive company. The background was the position that if you wanted to work and contribute to the company, there was in principle room for everyone.

Regarding environment, we have ambitions to make a positive impact on the world for the next generation. We believe we have a responsibility to minimize our impact on the environment and we act with tomorrow in mind.

In society, Pressalit takes an interest in the local community and has done so since it was founded. As the company grew and expanded to other markets, our local community grew as well, and our local engagement is now exceeding the Danish borders.

In the following, you can read about our work with CSR through 2017. Join us in our continuous journey towards improved sustainability.





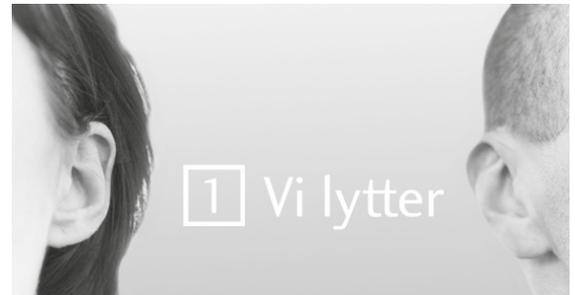


A DIVERSE WORKFORCE

A diverse workforce is the backbone of Pressalit. The founders saw potential in people, when others did not and these people became trusted employees. Today, we build on the idea that everybody has a potential in Pressalit and we see the diversity in gender, age and education as a strength. We recruit broadly from all layers and corners of the labour market as well as the educational sector because we are convinced that diversity is important, when new ideas are made. In addition to 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 that represent the areas in which Pressalit actively works to ensure diversity. Each department has chosen three areas of focus that they in particular will work with.

At Pressalit, we have four values: We Listen, We Give, We Play and We Act. Our values have been dug out from underneath the surface. These values make room for the endless differences we have and connect us together.

We listen, because we respect other people and their opinion as differences make us stronger. **We play** in an ever-changing world, where we allow space to think outside the box. **We give** and you receive. In the interaction between you and the organisation, knowledge and experience are shared. In a cooperation, we are always ready to challenge the status quo. **We act** and we are aware of where we are going, - to always create more value and never settle for the next best thing. Our values give us the courage to do better.

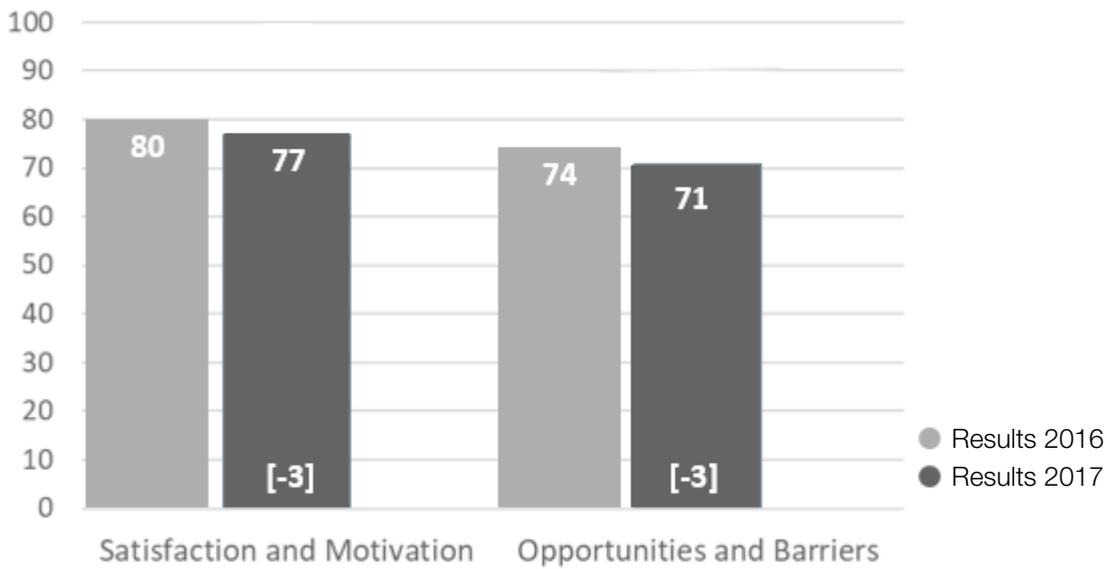




THE PULSE OF PRESSALIT – AN EMPLOYEE SURVEY

To secure our employees' influence, Pressalit measures the pulse of the organisation with an employee survey. The employees are asked about their job-satisfaction and how they experience Pressalit's way of collaborating – both in their own department and across the organisation. The employees are also asked about their motivation, goals, effort and development at Pressalit. The pulse survey makes it possible for Pressalit to benchmark the employees' work satisfaction and to identify where we can make improvements. One of the factors we measure is the employees' "Will vs. Can ability". Are they satisfied and motivated in their jobs? And do they have the necessary competencies and opportunities to perform their work tasks?

This year, 90% of the workforce answered 53 questions. This year's average result was slightly less satisfying than the results from last year. For instance, the "Will vs. Can ability"-score has decreased marginally. We assume that this is due to the changes, which we are implementing to optimize our processes. In spite of the rather good results of the 2017 survey, we still aim to improve the results in 2018.





A DIVERSE PLACE TO WORK

Related to SDG #4 Quality Education 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.

EMPLOYEES HIRED ON SPECIAL TERMS

A substantial part of our social responsibility is focused on hiring employees on special terms. These employments range from EGU apprentices to people in flexible employment. Employees hired on special terms mainly make up our Facility Service. 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. In 2017, around 8% of our workforce is hired on special terms and we have an ambition to maintain this level. To ensure learning and success for the individual, we underline the importance of a stable foundation through strong relations with colleagues and the manager. Together with the apprentice, we tailor a process to the individual's needs and wishes.

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

INTERNS

Each semester, we take in interns from educational institutions across the country. We offer work placement in most of our departments and in the Autumn semester 2017, we had nine interns divided between HR, Marketing, Purchasing, Product Development, Product Management and Production Technique. They receive an internship filled with learning, responsibility and practical experience, which prepares them for the labour market. Last year, Pressalit was recognised for its efforts by being named East-Jutland's best internship company. This is a title that we actively pursue in the future. As a company, we also gain a lot from the interns' contribution with the latest knowledge and perspectives.





IGU AND EDUCATION

Pressalit has made a partnership with Skanderborg municipality to take on the social responsibility of integrating refugees to the labour market.

“We want take part in the common social responsibility because we as a company want to embrace people with different backgrounds. We fundamentally believe that everyone has a talent, we just need to discover it”

Mette Dyhl Prola, Senior HR & Marketing Director at Pressalit.

The Integrational Education (IGU) is a way for refugees, who have lived in Denmark for no more than five years to get a job while they attend school. The IGU must include both a job and an education to ensure an understanding of the Danish labour market. The IGU trainees are guaranteed work at Pressalit, while we provide them with the necessary education and practical experience. In 2017, Pressalit became a part of IGU and we welcomed two IGU trainees.

They work their shifts in production and every Wednesday, they take Danish lessons. When they have acquired Danish language skills, they get an education as plant operator. IGU does not only give the trainees an education. Pressalit uses the program to school existing employees, who need supplementary education to meet the new requirements to uphold the standards at a production factory. The Minister of Immigration and Integration and Minister of Employment recognized the project for the positive results when they visited Pressalit in the summer, 2017.

In a changing world, we find it important to have employees with an education and practical experience, but more importantly the desire to work at Pressalit. Pressalit invests in the IGU trainees because we experience a change in the workforce, and we need new qualified labour, if we want to stay on top. Pressalit and Skanderborg Municipality’s partnership is related to SDG #4 Quality Education and #17 Partnerships for change. The partnership does not only bring new knowledge to the workforce. The fact that our trainees come from different backgrounds and cultures adds strength to Pressalit.



- IGU is a collaboration between the municipality and companies
- The IGU is a 2-year education with a paid internship and educational schooling
- To be an IGU you have to be between 18 and 40 and have the status of refugee. Pressalit has 2 IGU trainees until 2019





EMPLOYEE PRESENTATIONS

Omar Shaikho
IGU Trainee, Plant Operator



In May 2017, Omar began his two-year internship at Pressalit. He works as an operator in Pressalit Seats, where he grinds, assembles, controls and packs seats. He likes that his working days are never alike due to the variation in his tasks.

Omar and his family fled Syria because of the civil war and came to Denmark three years ago. In Syria, Omar studied IT, worked as a quality inspector and did other small jobs. He likes to learn new things, which is also why he speaks five different languages.

As a part of Omar's IGU traineeship, he acquires an education as Plant Operator and receives Danish lessons, next to his job as operator. After having worked at Pressalit, Omar has no doubt that Pressalit is the right place for him:

"I would really like to continue working at Pressalit, so if they want me to, I will stay for the next 10 years".

Omar and his colleagues talk about the cultural differences between them, but Omar does not notice the differences once they start working

When Omar finishes his IGU, he will have Danish language skills and an education as Plant Operator plus working experience. For Pressalit, Omar brings diversity and shows that we can learn from each other in spite of differences.

Vickie Gregersen
Trainee, Seats Sales



In August 2016, Vickie started as a trainee in our Sales Department in Seats. Her traineeship ended in November 2017, but to give her as long time as other trainees, she will stay until August 18. Vickie manages several different tasks. She deals with orders, invoices, claims and communicates with customers, salespeople and colleagues across departments.

Vickie is a commercial college student and she has worked in a store for eight years. She wanted to do something else but still have the connection to administrative sale. She searched for a traineeship, but because of her former education and her time in school, her traineeship was cut back a year. This challenged her in offering companies the same as other trainees.

Vickie is appreciative that Pressalit became her place of traineeship and she would not trade it for anything:

"I am happy to go to work every day because of my good colleagues and a general positive attitude. There is a huge variation in my daily tasks, which gives me so much experience".

Furthermore, Vickie describes Pressalit as her second family, because Pressalit embraces everyone and you can be yourself. She feels valuable and that is why she wants to give something back.

Vickie's story is an example of why Pressalit finds it important not only to focus on normal practices. Even though she has half a year less left of her traineeship, she contributes with something else, in this case professional experiences.







STOP WASTING FOOD!

For several years, we have had our in-house kitchen, which daily feeds our employees in Ry, through our lunch scheme and meeting catering. All catering and menus are put together and produced by our kitchen staff with focus on ensuring a healthy and nourishing diet as well as a minimum waste of food. Every Friday, we serve a buffet where excess food from the week is reused in new interesting dishes. This is one of the ways in which we try to reduce food waste.



This year, we have put further thought into our waste of food and have implemented new initiatives to stop it. In the last week of April, we celebrated Organic Week. This week, our kitchen placed a special focus on SDG #12: Responsible Consumption and Production, by building up the menu around local organic ingredients. We kicked off the week with live music in our canteen and ended the week with drawing ten winners of two tickets to NorthSide - a festival that only serves organic food.

In May, we started collecting organic rubbish from our food production and leftovers from the buffet. It means that our kitchen sorts the leftovers every day, when making food and our employees put their leftovers in a green bucket after eating.

We have made a deal with Daka Refood, who collects the food and recycles it into biogas hereafter. In 2017, we have collected 26 Refood buckets. One bucket is 120 litre which contains 50 kg leftovers. This means, that we have saved 1,869.2 kg CO².

The 16th of October was World Food Day. This year's theme was 'zero hunger', which is number two of FN's sustainable development goals. The world produces enough food to feed everyone. Even so, 800 million people suffer from hunger because one third of the food produced worldwide is lost or wasted. At Pressalit, we commemorated World Food Day by introducing another initiative to minimize our waste of food. Now our employees can bring home a treatbox every Friday, where they can bring home excess food from the past week. Employees can share the food with their families, friends or their dog – as long as we do not throw anything away. They can bring the food home in small boxes and be reminded that they support SDG 12, Responsible Consumption and Production, when taking home the food.





INPUT AND OUTPUT

In our production, optimising our processes is an ongoing project with no expiration date. We always look for new ways to improve. Doing so is an open dialogue with the people close to the production. They bring the hands on knowledge that our engineers use when they try to make changes in the production. As a production company, we know that we have an impact on the planet. Therefore, we want to do better. We already made a change in our lightning supply, and we recycle what we can of waste. However, we are not good enough to speak about our recycling processes. In 2018, we want to be.

The process in 2017 we have optimized is our waste of toilet seats declined in our quality control. We make sure that other companies, who use the hard urea, reuse the declined seats. A thirdpart company receives and reuses the urea, we cannot reuse ourselves.

A new certification

In 1993, we qualified for our first quality certification with ISO 9001 and four years later, we obtained the ISO 14001 certification, which forms the basis of environmental management.

Since our first certifications, we have kept focus hereupon and this year we were recertified. This means that we meet the latest standards for quality and environmental management. Some of the significant changes related to ISO 14001 is the role of the top management, which is now explained more explicitly. The top management must take ownership of the work with essential environmental considerations to a greater extent than previously. The objective of this initiative is to ensure that the environmental management system is incorporated in the entire organisation. Furthermore, the new ISO 14001 focuses on ongoing improvements and that the environmental effort remains optimized. At Pressalit, Mette Dyhl Prola, Senior HR & Marketing Director, is responsible for quality and environment. She is part of the Strategic Management Team, which is composed by the top management. This means that our top management is always informed about the latest environmental initiatives and they can communicate it to the rest of the organisation. Thus, we ensure that we meet the new standards.





CHANGING PLACES

The Changing Places Consortium was launched in 2006. The objective of Changing Places is to create accessible toilets in public spaces. These toilets serve to benefit the ¼ million people in the world, who cannot use standard accessible bathrooms.

Changing Places enables disabled people to use facilities out in the public, on equal terms as others. Disabled people often have to do a lot of planning, before going out. In addition, many disabled people cannot stay out for long due to the lack of opportunities to use an accessible bathroom. These are all situations that can be avoided with the spread of Changing Places toilets.



In relation to Pressalit's business area Care, Pressalit aims to take part in disseminating the number of Changing Places toilets worldwide and increase disabled people's opportunities to be out in the public, travel, etc.

Pressalit supports Changing Places and we are proud to present our products in several Changing Places facilities around the world. During 2017, our products have been featured in several new facilities in:

- USA
- New Zealand
- Australia

We aim to continue our support for Changing Places facilities and promote accessibility in the year to come.



A Changing Places facility is defined as a “combined toilet, shower and changing room for use by people with complex and multiple disabilities who require the help of up to two assistants.”

The space should be a minimum 12 m², and include a peninsular toilet, washbasin, height-adjustable adultsized changing bench, privacy screen and ceiling track hoist.





WORLD'S BEST NEWS

In spring 2017, Pressalit formed a collaboration with World's Best News (WBN), which is an organisation that writes constructive news related to UN's SDG's. WBN's aim is to create constructive journalism, which focus on positive progress and potentials within sustainability both nationally and globally.

Based on the UN Global Goals, World's Best News' vision is to create awareness about the SDG's and create a more nuanced image of the world's problems. WBN aims to report both sides of the story by viewing every source critically but with an open mind. The world is getting better and WBN wants to report stories of change to make up for the negative representation in other news.

Every year in September, WBN celebrates the positive changes with a newspaper. This year, Pressalit was a part of the celebration and handed out newspapers ourselves. With a breakfast roll and a newspaper, we gave our employees the world's best morning and made the world's best lunch menu. We support the work of WBN because we share their ambition to create a sustainable world and communicating positive news about responsibility. Throughout the last year, Pressalit has established partnerships, which support several SDG's. We believe that if more people know how valuable their support is, even more people might join the movement.







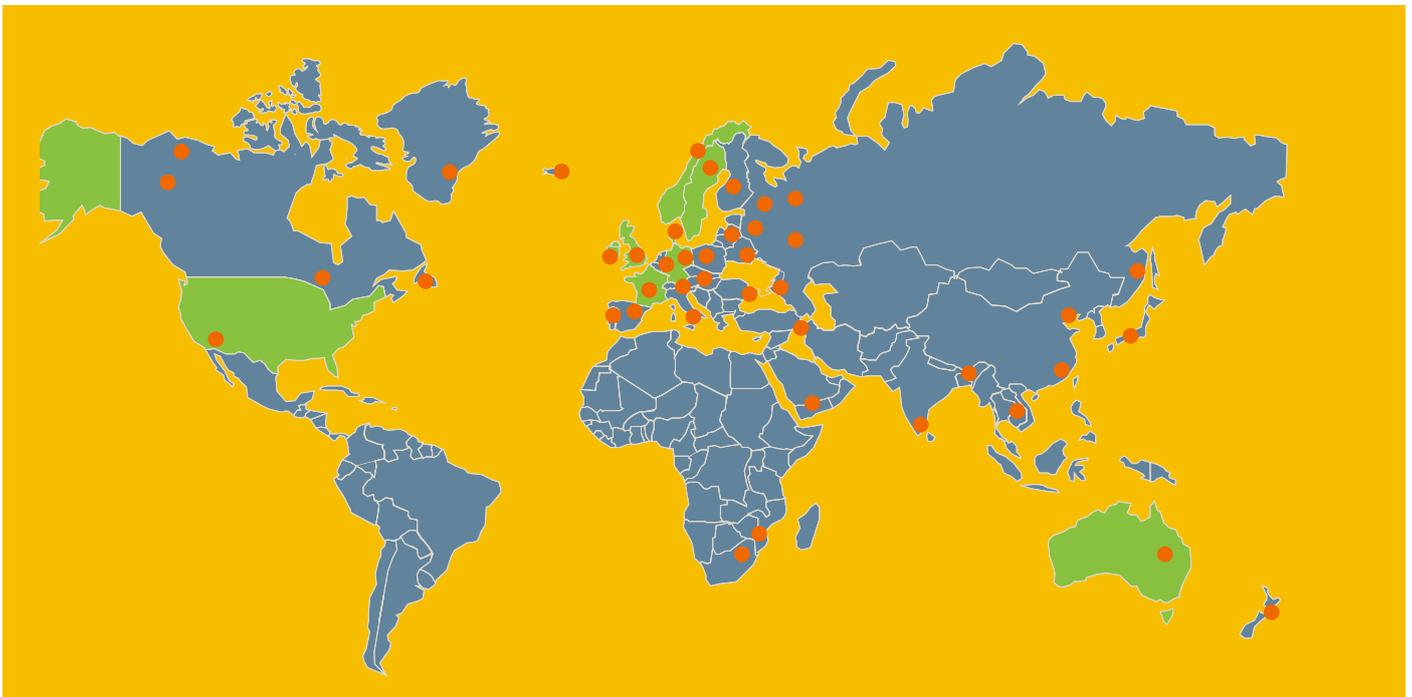
LOCAL GOING GLOBAL

Pressalit's local involvement is a long-standing tradition but we also understand that we must look beyond local involvement when it comes to social challenges. Globalization pushes the borders of Pressalit's engagement.

To be a global company is challenging because different cultures have to work together. There may not appear to be many differences, but under the surface, different work cultures can be difficult to navigate in. This year, Pressalit has actively worked towards an understanding of cultural differences as a strength to the company, where the mind-set is international. Managers have acquired competences to cope with the differences. They are given a collective understanding of working with others and they are open for the misunderstandings that a global workplace implicates.

To prevent misunderstandings, Pressalit took a step towards a collective understanding by giving the right tools for efficient communication across countries, through the establishment of a new intranet. The objective of the new intranet is to streamline Pressalit's communication. All the content is the same worldwide and you can access the same information across nationality and department. In addition, all information is in English, which enables all our employees to stay informed on equal terms. The former corporate intranet has been the platform for information for years, but has not supported Pressalit as an international organisation. Through the launch of the new intranet, Pressalit has improved the digital standards for the employees.

Better technical workspace and innovation ensure the employees the best IT features to improve our standards of decent work.





PRESSALIT JOINS FORCES WITH UNICEF

In 2017, Pressalit joined forces with UNICEF. We believe that every child has the right to sanitation and to provide improved sanitation around the world, we now support UNICEF. Today, 2.3 billion people do not have access to basic sanitation and 892 million people practice open defecation. Consequently, diseases related to poor sanitation and poor water conditions are between the most frequent reasons behind death among children under the age of five today.

“The overall purpose of this collaboration with UNICEF is to create awareness about the numerous problems that poor sanitation causes”

Mette Dyhl Prola, Senior HR & Marketing Director at Pressalit.

UNICEF has visited Pressalit regarding the new cooperation. Here, our employees had the opportunity to gain insight into the partnership and how Pressalit makes a difference for vulnerable children.





EVENTS RELATED TO UNICEF AND UN



11 OCTOBER: INTERNATIONAL DAY OF THE GIRL

One of the main reasons why girls stay away from school is lack of proper sanitation. Girls staying away from school slows down the process of gender equality. For every 10% increase in female literacy, there is an increase of 10% in life expectancy at birth, and around 0.3% of economic growth. At the International Day of the Girl, Pressalit highlighted the development towards equal opportunities in education and freedom for girls.

19 NOVEMBER: WORLD TOILET DAY

Pressalit wants to create awareness about the negative consequences of poor sanitation in relation to World Toilet Day. World Toilet Day is about inspiring action to tackle the global sanitation crisis. This year, we held an in-house event for our employees and families called World Toilet Day Toilet Race. Several departments participated in the race on electric toilets.

At the event, we also had a tombola where we raised money for UNICEF in connection with our new collaboration. Last year, UNICEF provided clean water and basic sanitation for 30 million people and we want to increase that number. It was a day with great fun and an important cause.



20 NOVEMBER: CHILDREN'S DAY

How do we change the world through education? This was the question of Children's Day 2017, which Pressalit attended in UN City, Copenhagen. The objective of Children's Day is to increase the focus on children's rights. This year's theme was to ensure the quality of education for everyone, an issue that is in line with Pressalit's work with SDG #4: Quality Education.





PARASPORT



Since 2001, Pressalit has been a sponsor of Parasport Denmark. This year, we have prolonged our sponsorship with Parasport Denmark until the 2020 Paralympics in Tokyo. For the next 3,5 years, we will support the athletes in their preparation through Pressalit Sports Academy (PSA).

PSA is a line of seminars, which are held a couple of times every year on different locations in Denmark. PSA is built up around specialized courses that are relevant to the selected Danish para-athletes. The courses include topics, such as: nutrition, physical training, sports psychology and media training.

Additionally, Pressalit continued its personal sponsorship of the three para athletes: Jonas Larsen (swimming), Daniel Wagner (athletics) and Stinna Kaastrup (riding). These athletes have achieved extraordinary results throughout their careers. Furthermore, they reflect the essence of Pressalit Care's mantra: "Keep Living". These athletes show everyone that disabilities do not have to be a barrier in life and that diversity is a strength as well.

"Besides from the logical connection between Parasport Denmark's members and Pressalit's products, which increase the accessibility for disabled people, diversity is also a core value at Pressalit"

Dan Boyter, Director and Board Member at Pressalit.

Pressalit's work with Parasport Denmark, Pressalit Sports Academy and the athletes we sponsor is a partnership in line with Pressalit's core value: diversity. Furthermore, the aim of this partnership is to increase equality and create awareness around Parasport and the many possibilities they provide people with. For example, we have done this by highlighting Parasport's Day in September.





HOP-IN PROJECT

In Denmark, there is a large lack of qualified skilled labour. Not enough young people choose a vocational education. This is partly because they are ill-informed about the implications of the education and which career options a vocational education results in.

In collaboration with Skanderborg Municipality, Pressalit took part in the HOP-IN project. This project allowed 6th graders to visit Pressalit and it provided them with a chance to solve a case, which gave them insight into what you can work with, when you finish a vocational education. The task was to construct the best toilet seat, with help from some of Pressalit's experts. This was a relevant case, as it is an issue in several Danish schools that students will not use the toilets, because they find them unsanitary. This is problematic, because it causes some students to suffer from incontinence. In addition, better sanitation is also one of the aims of our collaboration with UNICEF and SDG #6.

“At Pressalit, we find it vital that young adults get a broad picture of the business world and the many aspects it implies. We seek to give young adults an informed ground for making their choice of education. In addition, we aim to ensure qualified labour for the Danish job market now and on long term”,

Mette Dyhl Prola, Senior HR- and Marketing Director at Pressalit.

The project culminated with the students presenting their constructions at an event, where the mayor of Skanderborg Municipality and Pressalit's Product Development Manager and Senior HR- and Marketing Director elected the winner. By introducing the students to such a case, the aim was to give them a more enlightened view on what a career with a vocational education implies. Ultimately, the project seeks to solve the labour issue as well as providing the students with better information and experience to base their choice of education on later.





THE CHRISTMAS SPIRIT

Christmas at Pressalit is always unique and 2017 was no exception. Like in the past several years, we placed Christmas trees around in the company, which children from Ry day care came and decorated with their homemade decorations. One of our employees dressed up as Santa, and the children made drawings of their Christmas wishes for him. We also hosted a Christmas party for our employees and families, where Santa arrived in a horse carriage and brought candy for the children. There was a Christmas choir and together we sang and danced around the Christmas tree.

It is not only at Pressalit that Christmas is special. For the last nine years, we have been delighted to invite the homeless for Christmas dinner and fellowship at the drop-in center in Aarhus. The day is organized by our employees, who volunteer to spend their workday preparing and serving the Christmas dinner. 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. 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 our local area.

In November 2016, Pressalit won 3F's honorary award. With the award came 25,000 DKK, which we asked our employees how to spend. The employees decided to give the money to "Julemærkefonden", which helps children fight bullying, loneliness and obesity. In February 2017, CEO Kim Boyter presented the check to Vice Principal Klaus Rasmussen.





CSR 2018

GOALS FOR OUR EFFORTS IN 2018:

- We will continue partnerships with NGO's and associations and identify at least 1 new potential collaboration.
- Enter partnership with UNICEF.
- We aim to enter one or more relevant partnerships with NGO's or associations.
- We want to launch at least three new initiatives that specifically support the global goals number 4, 6 and 12.
- We work for the expansion of decent and proper sanitation nationally and globally and we aim to improve the sanitary conditions for the 2.3 billion people, who do not have access to basic sanitation.
- Maintain and expand the diversity of our range of interns. We want to reach further than Eastern Jutland.
- Maintain a level of at least 5% of employees on special terms.
- Reduce our environmental impact, cf. our annual environmental accounts.
- We aim to increase the average score of the pulse survey. The aim for the "Can"-score is 75 and the aim for the "Will"-score is 80.
- We aspire to obtain the working environment certification.

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