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# COMMITMENT FROM OUR CEO

I hereby present Bach Salicath Danmark A/S sixth communication on progress report, reaffirming our continued commitment and support for the ten principles of the UN Global Compact.

This Global Compact Report, along with previous, covers all of Bach Salicath Danmark A/S companies; Møbeltransport Danmark A/S, Møbeltransport Danmark National A/S, Møbeltransport Danmark Fine Art A/S, Aspire Mobility Group A/S and Reloc A/S.

The year 2019 has been busy for the entire organisation. We have conducted a large re-structuring of all our companies, making our organisation more lean and efficient. We have implemented a new HR- and payroll system (PMLessor) along with a new time management system (workforce) and we have worked intensively with the new GDPR regulations.

Our business development projects and large investments the past year also has a positive impact on our environ-

mental effort - our processes in terms of time registrations and payroll information has been digitalized, and with a leaner organisational structure, we are now even better equipped to tailor our fleet to the specific customer groups cargo requirements. We have therefore continued our investment into more fuel-efficient trucks, that is also better equipped for the often narrow streets of the city.

It is Bach Salicath Danmark A/S ambition to contribute to a sustainable development while at the same time developing our business. Behaving responsibly while conducting our business and increasing growth is for us inseparable. We act as an innovative, reliable, responsible and competitive partner for our customers, collaborators, and society at large.

In conclusion, we look forward to continuing our support to the 10 principals of the United Nations Global Compact principals in the areas of Environment, Human Rights, Labour and anti-corruption.



A handwritten signature in blue ink, appearing to be 'Niels Bach', written over a thin horizontal line.

Niels Bach  
CEO

# ABOUT US IN BRIEF

Bach Salicath Danmark A/S is the owner organization of the companies: Møbeltransport Danmark A/S, Møbeltransport Danmark National A/S, Møbeltransport Danmark Fine Art A/S, Aspire Mobility Group A/S and Reloc A/S.

Our organization can be traced back to 1879 and is today Denmark's largest Moving and Relocation Company. With offices in Denmark's four largest urban areas and affiliates in Sweden, we can provide a wide range of services within moving and relocation to our customers, globally as well as locally.

Møbeltransport Danmark National conducts quality office- and private moves, storage of household goods and is the largest provider of logistics of fine art transport. Our Danish affiliate Reloc A/S specializes in logistic planning and carrying out office relocations and domicile change. Reloc A/S helps customers with everything from interior design drawings, IT cabling, and internal rotations.

In 2019 our fine art department became registered as a separate legal entity named Møbeltransport Danmark Fine Art A/S.

This business area is growing and our company is one of the leading inside this area.

In the management team the gender distribution is equal— with four women and four men represented.

# SCOPE OF OUR REPORT

This communication on progress applies to all of Bach Salicath Danmark A/S companies and offices in Copenhagen, Aarhus, Odense, and Brønderslev near Aalborg.

Through the report, all affiliates and brands will be collectively referred to as Bach Salicath Danmark A/S.

The following report will describe how Bach Salicath Danmark A/S is working within the areas of human rights, environmental matters, and anti-corruption. In the report, we will present our top priorities for action and provide information on our performance in 2018—2019.

The report is organized into 3 main components, reflecting the 10 principals of the UN Global Compact:

1. PEOPLE
2. PLANET
3. PROFIT

Our challenges and opportunities along with our objectives for the future are furthermore described.

# PEOPLE

- 1** **Principle:**  
Businesses should support and respect the protection of internationally proclaimed human rights.
- 2** **Principle:**  
Businesses should make sure they are not complicit in human rights abuses.
- 3** **Principle:**  
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Bach Salicath Danmark A/S support and respects internationally proclaimed human rights standards, including the International Bill of Rights and the International Labour Organizations declaration on the fundamental principles and rights at work. As a large player in our industry, we acknowledge our obligation to advocate for compliance with the human rights and labour right principles

## Health and Safety

According to the international human rights law, employees have the right to a safe workplace. As a service provider, our primary resource is our employees and their knowledge and competencies. A safe, healthy and inclusive working environment is key for Bach Salicath Danmark A/S to maintain a dedicated and committed workforce that continuously provides a high level of expertise and service to our customer.

No incident of involvement in human rights violations or negative impacts on human rights were reported in 2018-2019.

We continuously upheld and evolve a safe working environment through first aid and fire prevention training and equipment along with safety equipment necessary to each assignment, such as safety shoes, safety glasses, gloves and work wear.

We also have a work environment organization (AMO) that

- 4** **Principle:**  
Businesses should uphold the elimination of all forms of forced and compulsory labour.
- 5** **Principle:**  
Businesses should uphold the effective abolition of child labour.
- 6** **Principle:**  
Businesses should uphold the elimination of discrimination in respect of employment and occupation.

regularly evaluates our employees, latest in the spring 2019 since job satisfaction and health and safety environment as essential.

Our risk management policy is to avoid accidents, illnesses and lost working days.

Therefor we implement yearly exercises based on local contingency plans and courses using the defibrillator Bach Salicath Danmark A/S also offers all employees and their families affordable health care insurance, which entitles them to the best and fastest medical treatment.

We furthermore ensure good employment conditions for both moving staffs, storage handlers, and office personnel.

Through our membership with Danish Industries (DI), we follow collective agreements on fair and equal salaries and employment conditions.

## Education and training

Bach Salicath Danmark A/S considers education and training important in upholding a safe working environment and a key competitor factor in the service industry.

Forecasts show that there is a decline in skilled labour that is trained and educated in specific business areas, both now and in the future.

A large part of Bach Salicath Danmark A/S employees started in the company as apprentices



# PEOPLE

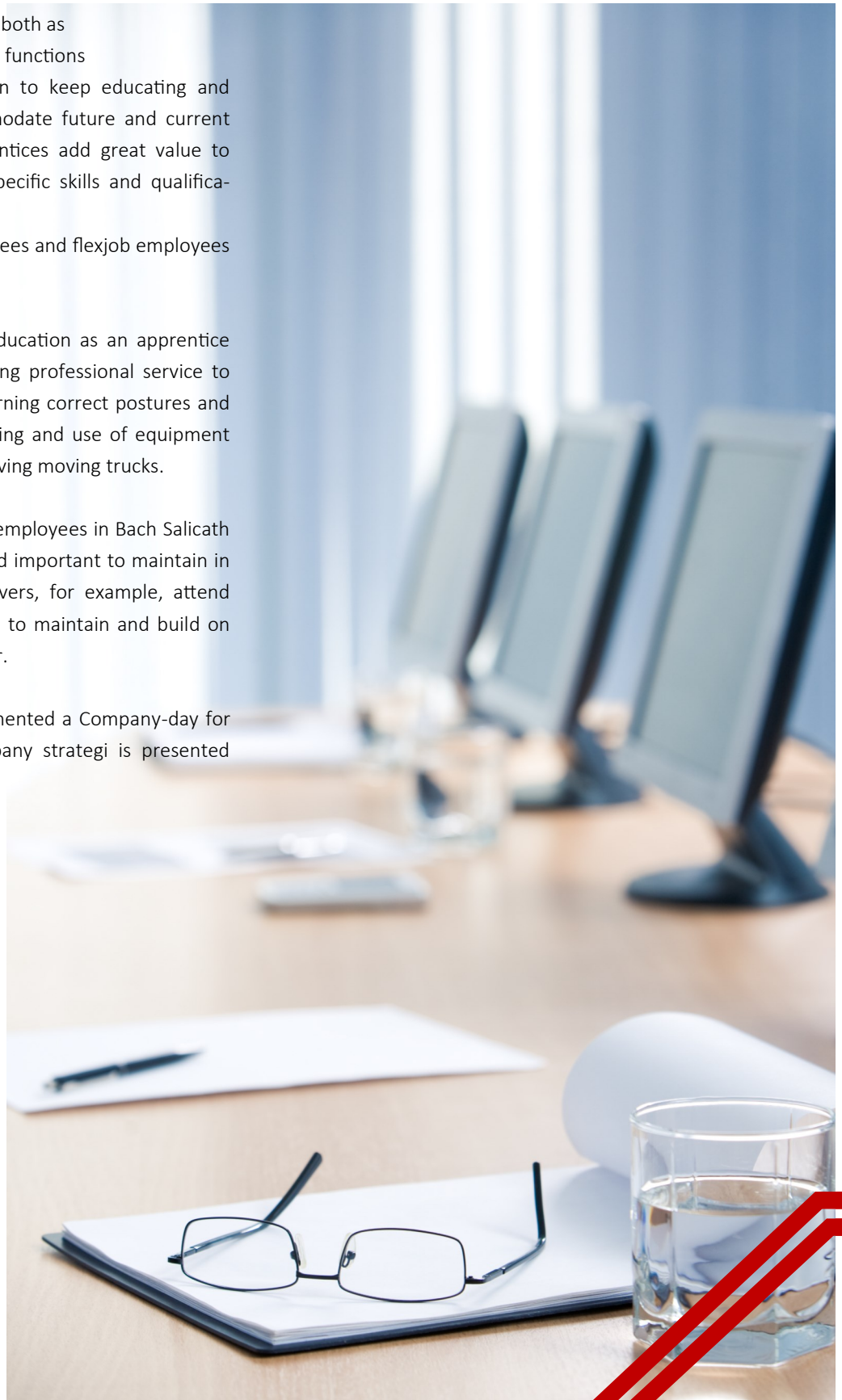
and has been with us ever since, both as movers or in logistics and service functions in the office. It is our ambition to keep educating and training apprentices to accommodate future and current business challenges. Our apprentices add great value to our company in learning the specific skills and qualifications specific to our industry.

Beside this we offer several trainees and flexjob employees job positions in the company.

For our movers, training and education as an apprentice are just as much about delivering professional service to our customers as it is about learning correct postures and lifting techniques, correct handling and use of equipment as well as safety in regards to driving moving trucks.

Education and training is for all employees in Bach Salicath Danmark an on-going matter and important to maintain in a fast-changing society. All movers, for example, attend additional seminars and courses to maintain and build on their education every fourth year.

Since 2019 we also have implemented a Company-day for all employees where the company strategi is presented and discussed.



# PLANET

**7** Principle:  
Businesses should support a precautionary approach to environmental challenges.

**8** Principle:  
Businesses should undertake initiatives to promote greater environmental responsibility.

**9** Principle:  
Businesses should encourage the development and diffusion of environmentally friendly technologies.

We acknowledge our environmental responsibility and we actively engage in contributing to a sustainable development, by continuously improving our environmental footprint through creating sustainable and competitive solutions, beneficial for both our company, employees, customers and the society at large.

Bach Salicath Danmark A/S has since 2012 maintained an effective ISO 14001 certified environmental management system, with ownership at the executive level. Our system enables us to constantly monitor and control our activities, processes, and competences towards an improved envi-

ronmental performance and ensures that we continue to undertake initiatives that can lead towards even greater environmental responsibility.

Our environmental policy is targeted at areas where we as a service provider in the transportation industry, has the greatest environmental impact, e.g. the fuel efficiency of our trucks, the energy consumption of our buildings and the resource usage of our processes.

## New systems implemented

Through 2017 and the beginning of 2018 Bach Salicath Danmark A/S implemented a new efficient time management system and a new HR and payroll system in all our companies and departments in Denmark.

Our new computerized systems eliminate many cumbersome processes that used to require manpower resource, thus increasing the productivity of the overall company.

The new systems also have environmental benefits and support our vision of a paper-free office environment and a clean-desk policy according to GDPR.

The Payroll system can send out payslips through



encrypted e-mails thereby eliminating the need for printing them each month and the need for envelopes.

Furthermore, our moving staff used to have several additional annex pages to each payslip and a weekly time sheet, which we have also eliminated through our new time management system. All in all, Bach Salicath Danmark A/S have optimized our payroll and time registration process thereby reducing our paper usage by 99%.

We have also cut down on our paper usage in terms of planning incoming assignments. Worksheets used to be printed and assigned through physical documentation, but this process has now also become an integrated part of the time management system, cutting our paper usage by 86% annually. Some worksheets however still need to be printed depending of the assignment type, complexity, and durability.

As an example of a new step to improve our daily environmental behavior we have implemented water dispensers instead of plastic water bottles and systematic garbage sorting.

## Vehicle fleet

Bach Salicath Danmark A/S is aware that as a service provider in the transportation industry, our largest environmental footprint stems from our fuel consumption. Vehicle emission control is, therefore, one of our primary priorities.

During 2018 and 2019 Bach Salicath Danmark A/S has made a large re-structuring of our organization, making it more Lean and efficient. By extension here of our fleet was tailored to fit each company and departments specific customer requirements. As a result, we have made a larger investment into more environmentally friendly trucks with consideration to fuel consumption, a high euro norm and with consideration in regards to development and diffusion of environmentally friendly technologies. We have also prioritized moving vans over large trucks, increasing the fleets' flexibility and making it easier to move and work within the larger cities of Denmark. At the same time, the restructuring and investments in our fleet have also result-

ed in the need for fewer trucks to fill the same amount of assignments.

Within the last year, we have substituted nine large truck from euro norm 3-5 trucks driving 8-9 km/L with two new euro norm VI trucks driving 4,5-5 km/L. Likewise, five old vans driving 8-9 km/L has been replaced with seven euro norm VI vans driving 10-11 km/L.

Controlling and reducing each vehicle's fuel consumption is an important environmental objective for Bach Salicath Danmark A/S. With five offices in the largest urban areas of Denmark, we can cover all national customers within relatively short distances, which reduce our fuel consumption and air emissions.

Constantly striving towards high utilization of our trucks capacity also reduces our environmental impact. Bach Salicath Danmark A/S fleet consists of trucks, trailers, and vans in different sizes, which on national assignments enable us to choose the vehicles with the right capacity to any of our customers' needs and requirements.

## Lights

In 2015, Bach Salicath Danmark A/S started a project to convert all lights to LED thereby reducing our energy consumption. We started by changing all outdoor light poles at the headquarter premises to LED, resulting in an 80% reduction of the energy consumption. During the last year we continued the success indoor as well, where 176 lamps were converted leading to a reduction in power consumption of 47% or equivalent to 9.299 watts less used pr. hour. The conversion to LED also proved to have a positive effect on the working environment, as the new LED bulbs have a greater resemblance to natural light and better-reflecting colours.



# PROFIT

10

**Principle:**

Businesses should work against corruption in all its forms, including extortion and bribery.

As a privately owned company, Bach Salicath Danmark A/S has always taken pride in conducting our business in an economically responsible and highly ethical manner. We are accordingly enjoying a reputation for being a trustworthy, transparent and responsible business partner.

We believe in responsible behavior and that we must take a clear stand against corruption in all its forms. We are obliged by legal obligations, including the UK bribery act to work against corruption and facilitation payment.

Anti-corruption is an integral part of our culture and business integrity is one of our guiding values. Bach Salicath Danmark A/S applies a zero-tolerance approach to extortion and facilitation payments, corruption and bribery in all its forms. We are committed in all our business conduct to comply with UN Global Compact's principle 10, as well as with all local and international anti-corruption and bribery laws.

Bach Salicath Danmark A/S employees and national sub-contractors are obliged to act in accordance with Bach Salicath Danmark A/S code of conduct, which sets forth the adaptation of good governance, transparency, and accountability into day-to-day business.

As a part of our anti-corruption policy all employment contract must be signed of both the department manager and our CEO as well as job descriptions must be signed by the HR department besides the department manager.

**International activities**

Bach Salicath Danmark A/S international activity is conducted through our company Aspire Mobility Group A/S.

Aspire Mobility Group is member of FIDI, the largest global alliance organisation of international moving and relocation companies, where strict Quality standards,





# PROFIT

Anti-Corruption and Human Right measures are compulsory and independently audited criteria for membership.

Through FIDI we share knowledge and compliance standards with our international supply chain, thus providing us with a strong network worldwide of suppliers who besides upholding the service level and expertise we expect.

We believe that our sphere of influence is greater, through international industry organisations, and we are therefore actively participating in FIDI. Our Director in Aspire Mobility Group has been the President of FIDI Denmark, the national association of the FIDI organisation since 2008.

When collaborating with international suppliers Aspire Mobility Group A/S primarily selects international suppliers on the basis of their membership of FIDI. FIDIs quality benchmark certification FAIM requires members to have a periodic audit independently performed by

Ernst and Young of their international moving processes and performances.

During 2017 Aspire Mobility Group A/S was audited according to the new version of the FAIM standard 3.1, which place an even greater focus on anti-bribery and anti-corruption. We surpassed the audit with zero remarks on the audit day there by ranking us among the top performers in our industry worldwide.

We also screen our suppliers and vendors through Dow Jones due diligence reviews. This allows us to monitor a fuller and transparent picture to assess and determine the risk level by cooperating with any particular vendor. Through Dow Jones Risk Assessment and Compliance program, we are better equipped to protect ourselves and our customers against financial misconduct and reputational damage.

We furthermore ensured that our Code of Conduct and Anti-bribery Standard is an integral part of our correspondence with all our current, as well as potential vendors. Accordingly, when we supply or receive any type of service, our vendors are aware of our ethical requirements. The code of conduct and anti-bribery codex has also been incorporated into our removal contract with our clients, to ensure that they are aware of the stand we have taken towards bribery and corruption.

