



C.K. PRODUKTION

Communication on Progress report C.K. Produktion A/S

March 2020

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The ten principles of the UN Global Compact

Human Rights	
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and
Principle 2	make sure that they are not complicit in human rights abuses.
Labour	
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
Principle 4	the elimination of all forms of forced and compulsory labour;
Principle 5	the effective abolition of child labour; and

Principle 6	the elimination of discrimination in respect of employment and occupation.
Environment	
Principle 7	Businesses should support a precautionary approach to environmental challenges;
Principle 8	undertake initiatives to promote greater environmental responsibility; and
Principle 9	encourage the development and diffusion of environmentally friendly technologies.
Anti-corruption	
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.



CEO-statement

C.K. Produktion A/S is a Danish owned company placed in Billund, Denmark. We are a sub supplier of injection moulded plastic parts across many different industries.

With more than 40 years of experience and as an internationally recognised company we want to take our responsibility in making this industry sustainable. Therefor we joined the UN Global Compact in March 2018 – a sustainable initiative that we are committed to support and will keep supporting in the future.

We deliver our products to customers in many different countries and our commitment to the UN Global Compact gives us international guidelines for thinking sustainability into our daily lives and our production.

Alfred Skov Madsen, CEO /
Managing Director of C.K.
Produktion A/S



Profile of C.K. Produktion A/S

C. K. Produktion A/S is a significant Danish sub supplier inside injection moulded plastic components for the industry. The company was founded in 1978 and thus has more than 40 years of experience in the industry.

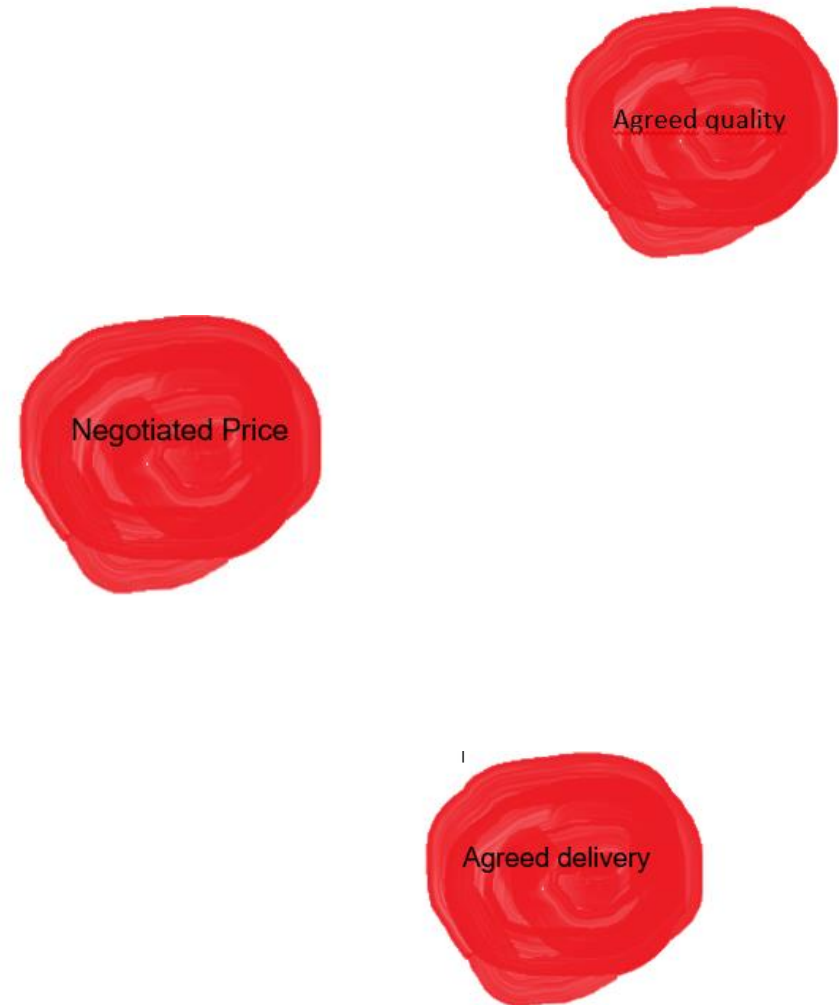
Our approximately 40 competent employees and 5,500 m² of production facilitate a variety of different tasks, which are keen to develop in an environmentally friendly manner.

Our automated machinery park has the latest technology in production and automation. Items from under 1 gram and up to 5 kilograms can be moulded on our 45 production lines, with clamping force from 25 - 650 tons.

Exports, which make up approx. 15%, primarily go to the European market.

We can advise from idea to finished product, to the extent our customer wishes for.

Our eligibility as a sub supplier, and for gaining new markets and customers, is enhanced by the keywords:





“We under no circumstances use suppliers or do business with anyone who violates the human rights” – Alfred Skov Madsen, CEO of C.K. Produktion A/S

Human Rights

At C.K. Produktion A/S we protect and respect the human rights. We are based in Denmark, where the working conditions and the protection of human rights are among the best, but we still have a responsibility to take. We have a responsibility in keep protecting our employees against violations of the human rights, and we have a responsibility regarding our business partners and the people who are affected by us and our products.

During the last 2 years, and in the future, we are actively trying to incorporate the 10 principles of the UN's Global Compact into our everyday life in the company and use these as guidelines for a sustainable business strategy, which also support our non-violation of human rights. To support this strategy C.K. Produktion A/S is compliance with the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.



Anti-corruption

As a company who have been in the industry for more than 40 years, we do not consider corruption to be a problem. However, we are also aware that some countries might be considered in a bigger risk group than Denmark and as we trade across country borders, we always take our precautions.

We have repeatedly signed code of conducts where anti-corruption has been a topic. We have no problem with this, as we do not use methods that are not legal and acceptable in the industry. Furthermore, we expect our suppliers to take a great distance from anti-corruption as this is required from our side if we should do business together. The good business practice in the plastic industry counteracts corruption and helps to ensure a clean and secure market.

Key Performance Indicator: Before the end of 2020 all relevant employees have been trained in anti-corruption





Environment

In the plastic industry the environment is a big topic – and for good reasons. The industry can have huge environmental impact in a negative manner, and we strive to change that. Our production is responsible to the environment and during production we take different environmental initiatives.

We always try to find environmentally friendly solutions to the challenges we face when working with plastic. E.g. we always make sure that all plastic pellets are swept up from the ground when goods are delivered. If the plastic pellets are not swept from the ground, it will blow out into our nature and into our drains. Therefore, we have made sure to make a routine, to handle all plastic pellets properly so that it does not end in the nature. Furthermore, we use recycled plastic when possible instead of virgin plastic and we have a strong focus on exploitation of our own plastic waste.

We also honour this responsibility by focusing on the oil spill on the floor during production. We have managed to decrease our oil waste during the last 10 years. In addition to this, our cooling system for the production line utilises

groundwater which is a very energy efficient way to cool the system.



Key Performance Indicator: Over the next couple of years, and in the end of 2021 at the latest C.K. Produktion A/S will have developed an environment policy



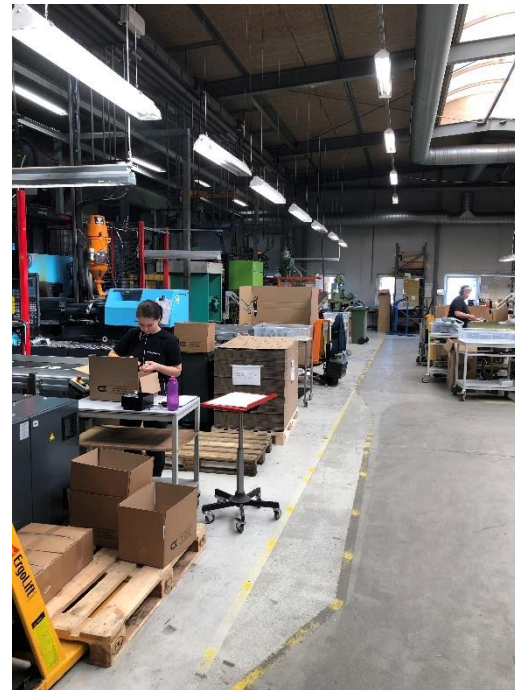
Working environment

At C.K. Produktion A/S we value our employees very much. They are the reason the company have existed for more than 40 years. They are committed to always deliver the best possible result, and we care a great deal for the employees. We strive to give them the best working conditions, and we make sure they all have a health insurance.

To ensure a good working environment we priorities the safety of the employees above all. We have a safety policy, and many safety rules in the production hall. We also measure on work related injuries and nearby accidents.

Besides creating a safe and healthy working environment vi also believe it is good to have some good times outside of the workplace as this can contribute to a good working environment and good dynamics at the workplace. Therefor we have a staff association that organizes various activities for the employees throughout the year. We see, among other things, the satisfaction with the working environment in the fact that people stay in the company for many years. For example, we have held several 10, 25- 30 and 35-year anniversaries

We also consider the employees' development as an important part of our company and would like to help employees to develop themselves. Therefore, there is the possibility of continuing education, and we always have people in training. We currently have 2 young people as apprentices, 1 apprentice that starts in June 2020 and 1 employee who is continuing education - this corresponds to more than 10 percent of the employees.



Non-discrimination in an old industry

C.K. Produktion A/S do not discriminate on age, gender, race, religion, ethnicity, disability etc. We always employ after qualifications. We hire after qualifications and currently employ 39 individuals with 16 of them being female. The plastic industry is an old industry, challenged by the fact that this is a male-dominated industry and the apprentices today are still mostly men – this means we mostly receive applications from male applicants, and therefore, it can be a difficult industry to achieve a 50/50 division of female and male employees.

We do not use gender targeting. This is reflected in the Executive Board and the Board of Directors, where there are 0 percent women.

An industry without forced and child labour

We believe that all children have the right to a childhood as well as an education. Furthermore, we believe it is a fundamental right for the individual to decide what line of work they would like to be in. Due to that and the fact the we

support the International Bill of Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work we take a great distance from child and forced labour. We also expect suppliers and business partners to take the same distance and will not do any business with them if they don't respect and protect the Human Rights and principle 4 and 5 in the UN Global Compact initiative.

