

COMMUNICATION ON PROGRESS (COP) 2019/2020

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

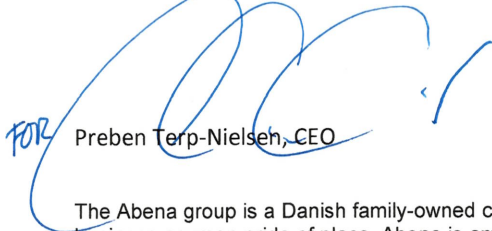
To our stakeholders:

I am pleased to confirm that Abena reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is supported by Abena Produktion A/S being SA8000 and ISO 45001 certified.

At Abena we continuously want to contribute to minimize the impact on the environment. Therefore Abena Produktion A/S is ISO 50001 and ISO 14001 certified and several other of our divisions are also ISO 14001 certified.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication. Abena products are sold around the world through a wide distribution network of subsidiary companies and specialist distributors. Abena has been an active part of the UN Global Compact initiative since 2002 and our support is unchanged.

Sincerely yours,



Preben Terp-Nielsen, CEO

The Abena group is a Danish family-owned company, with a strong and inspiring company culture giving ethics, environmental concern and a solid business acumen pride of place. Abena is among the market leaders in the protective healthcare industry dealing in both trading and production. Our product range covers disposable products such as a wide variety of incontinence products, including baby diapers, sanitary towels and other healthcare-related disposable goods, paper products, plastic bags, nursing products and waste systems. Abena moves the limits for new products and markets through a continuous product development. The focal point being the users' needs and wishes in regard to resources and environmental impact. Therefore, we develop new methods based on the users' needs and involve the users in the development of new innovative products.

This report will be available via www.unglobalcompact.org.

Contact: Arne Terp-Nielsen, Managing Director; E-mail: atn@abena.dk

DESCRIPTION OF ACTIONS

Global Compact Principle	Actions Taken & Impact Achieved in 2019/2020 and plans for 2020/2021
<div data-bbox="119 338 151 510" data-label="Section-Header">Human Rights</div> <div data-bbox="183 331 593 566" data-label="List-Group"> <p>1: Businesses should support and respect the protection of internationally proclaimed human rights;</p> <p>2: and make sure that they are not complicit in human rights abuses.</p> </div>	<p>Commitment:</p> <p>Abena supports the international declared human rights. We do not discriminate against any person, regardless of race, sex, colour or religion. Our common work culture consists of 7 values, one of them being that "We are aware of our social responsibility". The 7 values are our commitment as to how the entire Abena group functions.</p> <p>System & activities:</p> <ul style="list-style-type: none"> • We aim to secure employees with reduced working capacity for various social or physical reasons by creating an easier, less pressurised working environment and job flexibility. Our "flexible department" comprises of employees who might, at a later date be transferred to fully functioning ordinary jobs by means of work test trials, on the job training, rehabilitation and trainee agreements. • Abena Produktion A/S is SA8000 certified. This in order to externally validate that our factory as well as our suppliers are socially responsible and does not violate any human rights. • Our sourcing company Abena A/S has a close collaboration with amfori BSCI to help monitor that no human rights are violated in the supply chains. • The hiring procedures in the group is facilitated in a way that ensures no discrimination and that our staff is representative to the local communities in which we operate. <p>Outcome:</p> <ul style="list-style-type: none"> • The composition of Abena employees reflects the composition of the local communities in which we operate. • Abena Produktion A/S passed the latest SA8000 audit without any non-conformities. • As a result of the BSCI partnership, 85 % of Abena A/S suppliers have signed or otherwise supported the amfori BSCI Code of Conduct. <p>Next year:</p> <ul style="list-style-type: none"> • It has been decided, that the Abena Group until 2030, will put special emphasis on contributing to Sustainable Development Goal no. 8 'Decent work and economic growth', partly because we due to our extensive value chain have the ability to impact a multitude of jobs on a global level. The specific contributions towards SDG 8 is yet to be decided. • We will continue our support to international social responsibility certifications. • We will continue our focus on not discriminating against any person, regardless of race, sex, colour or religion.
<div data-bbox="119 1776 151 1865" data-label="Section-Header">Labour</div> <div data-bbox="183 1771 593 2089" data-label="List-Group"> <p>3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>4: the elimination of all forms of forced and compulsory labour;</p> <p>5: the effective abolition of child labour;</p> </div>	<p>Commitment:</p> <p>We take working conditions extremely seriously, in fact, 4 out of our 7 culture values are centered around the working environment, namely; 'We attach the highest priority to the safety of our employees'</p> <p>'Work should be fun'</p> <p>'Education is essential to enable continued growth'</p> <p>& 'Information is important'</p>

	<p>6: and the elimination of discrimination in respect of employment and occupation.</p>	<p>We seek to avoid any discrimination in the recruitment process and in the workplace. Furthermore, we respect the fact that all jobs within the company are meaningful and relevant.</p> <p>We actively support our employees right to collective bargaining and freedom of association.</p> <p>We disassociate from all forms of forced, compulsory and child labor.</p> <p>System & activities:</p> <ul style="list-style-type: none"> Abena Produktion A/S holds a ISO 45001 certificate, to externally validate our extensive systems for occupational health and safety. Abena Produktion A/S holds a SA8000 certificate, that testifies that neither we, nor our suppliers, support compulsory, forced or child labor. We work consciously within our safety department and safety groups to form a comprehensive safety system and to develop a happier and more secure working environment; this includes areas such as ergonomic work stations, in-house gym facilities, massage facilities and membership of the eclectic social club. We encourage all employees to take a free health check minimum every 3 years and we offer a voluntary health insurance at a very good prize. Our physiotherapist visits all employees and advises them on good working behaviour. This has created synergy and enhanced focus on safety, health and wellbeing. The focused work with BSCI from Abena A/S ensures safe working conditions throughout our value chain. <p>Outcome:</p> <ul style="list-style-type: none"> Abena Produktion A/S continues to be ISO 45001 certified. The Danish Authorities have awarded Abena Produktion A/S the highest official rating available in this area – The elite smiley. As a result of the BSCI partnership, 85 % of Abena A/S suppliers have signed or otherwise supported the amfori BSCI Code of Conduct. <p>Next year:</p> <ul style="list-style-type: none"> We have a strategy and vision to bring our work accidents to 0. It has been decided that the Abena Group until 2030 will put special emphasis on contributing to Sustainable Development Goal no. 8 'Decent work and economic growth', partly because we due to our extensive value chain have the ability to impact a multitude of jobs on a global level. The specific contributions towards SDG 8 is yet to be decided. We will continue our support to international social responsibility certifications. We will continue our focus on not discriminating against any person, regardless of race, sex, colour or religion.
Environment	<p>7: Businesses should support a precautionary approach to environmental challenges;</p>	<p>Commitment:</p> <p>At Abena we recognize our environmental responsibility and try to put nature first in our day to day operations. One of our 7 culture values is that 'Our impact on nature should be limited as much as possible'.</p> <p>At Abena, the words "environmental concern" inspires action, not just words. It is one of the main areas of focus in our strategy. To walk the talk we have set 3 environmental commitments to be reached within 2030;</p> <ul style="list-style-type: none"> 70% reduction in CO₂ emissions 70% environmentally certified products 70% Bio-based products

		<p>System & activities:</p> <ul style="list-style-type: none"> · In order to reduce our energy consumption and hence our emissions, Abena Produktion A/S is ISO 50001 certified, testifying the validity and magnitude of our work with energy management. · As a mean to externally validate our continued work to reduce our impact on the environment, both Abena Produktion A/S, Abena A/S, Finess and Abena Frantex holds and maintains individual ISO 14001 certifications. A third party regularly audits our companies to see that we reach and renew environmental targets. · A high degree of our product portfolio is environmentally certified with either the Nordic swan, ecolabel, cradle to cradle or FSC/PEFC. The work with ensuring more and more certified products is an important factor across the Abena group and has been for a long time. In fact we have pioneered this area by having the first eco-labelled diaper. <p>Outcome:</p> <ul style="list-style-type: none"> · Through a strengthened focus on sustainability the 3 environmental goals mentioned above have been approved for the entire Abena group. · ISO 14001 certifications across the group was passed. · ISO 50001 certification in Abena Produktion A/S was passed. · Environmental ambassadors as well as sustainability groups have been started across the entire organization to strengthen ownership of the new and strong sustainability agenda. · Energy usage in all of our own factories is now covered by renewable energy. · Energy usage at all Danish facilities is now covered by wind energy. <p>Next year:</p> <ul style="list-style-type: none"> · Through a focused work with the sustainable development goals, it has been decided that Abena group will focus strongly on contributing positively to; <ul style="list-style-type: none"> · SDG 7 'Affordable and clean energy' – Because a great part of our CO₂ emissions stem from the energy usage in our factories. · SDG 12 'Responsible consumption and production' – Because most of our products are single-use items, we have a special responsibility to ensure that they are in fact sustainable to use. · SDG 15 'Life on land' – Because with a stronger focus on bio-based single use products, we have a special responsibility to ensure that the production of these natural resources does not harm the surrounding ecosystems.
Anti-Corruption	10: Businesses should work against all forms of corruption, including extortion and bribery.	<ul style="list-style-type: none"> · At Abena we do not accept any kind of corruption. · We do not use bribe or extortion in any way. · To support our work against corruption we have a partnership with Got ethics A/S. Through them, we have an anonymous whistle blower system available to all employees. Through this system every employee can anonymously report any suspicion they might have regarding un-ethical behaviour in the Abena group.
General	Suppliers and partners	Abena products are sold all around the world through a wide distribution network of subsidiary companies and specialist distributors. Bearing this in mind, Abena have proactively suggested and strongly recommend to suppliers and business partners alike that they should live up to and participate in the 10 principles as outlined by the 'UN Global Compact' initiative. We encourage our internal and external customers to participate in the initiative in order to make it an all-encompassing success.