

COMMUNICATION ON PROGRESS

QVARTZ

May 15, 2020

CEO statement of continued support for the UN Global Compact and its ten principles

May 15, 2020

To our stakeholders:

I am pleased to confirm that QVARTZ P/S reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its contents.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles as suggested for an organization like ours. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

*Hans Henrik Beck
Managing Partner, QVARTZ*

Description of actions

1.1. Human rights

SDG	Action
SDG 8	Ensure workers are provided safe and suitable work facilities
SDG 8	Protect workers from workplace harassment, including physical, verbal, sexual and psychological harassment, abuse and threats
SDG 16	Support NGO in ensuring basic human rights for refugees/asylum seekers in the Americas
SDG 5 and 10	Provide NGO in India with strategic advice, funds and administrative support working with female empowerment and human rights
SDG 3, 4 and 5	Support social entrepreneurs with strategic advice within the accelerator 'Reach for Change', all focused on creating a better world for children

1.2. Labor

SDG	Action
SDG 8	Ensure that the company does not participate in any form of forced or bonded labor
SDG 8	Comply with minimum wage standards
SDG 8	Provide strategic advice to NGO in Zimbabwe working to expand access to financial services for smallholder farmers
SDG 8	Assist the Norwegian government in abolishing modern slavery
SGD 5 and 8	Ensure that employment-related decisions are based on relevant and objective criteria
SDG 5 and 10	Support NGO in India with strategic advice, funds and administrative support working with female empowerment and human rights

1.3. Environment

SDG	Action
SDG 12	Implement environmental criteria in internal purchasing policies (e.g. recycled content)
SDG 12	Change to lower-carbon diets in employee canteens and collection of food waste
SDG 13	Development of new internal travel policies and tools to mitigate CO ₂ emissions, including air travel offsetting
SGD 13	Increase availability of 'green mobility' options for employees (i.e. electric scooters and bicycles)
SDG 13 and 17	Engage with the Danish Climate Partnership on energy to define a path towards 70% emission reduction by 2030

1.4. Anti-Corruption

SDG	Action
SDG 16	Assess the risk of corruption when doing business
SDG 16	Ensure that internal procedures support the company's anti-corruption commitment

1.5. Awareness Raising

SDG	Action
SDG 1-17	Connect United National Global Compact to student organization with the purpose of increasing knowledge of the 17 SDGs
SDG 1-17	Participate in multiple debates centered around the 17 SDGs
SDG 1-17	Reach out to students on the topic of sustainability focusing on how private businesses can reap benefits from working with the 17 SDGs

Measurement of outcomes

SDG	Outcome
SDG 12	Collection of 4,870 kg of food waste
SDG 13	100% of air travel related carbon emissions offset
SDG 1-17	+3000 students engaged on the topic of the 17 SDGs across +80 countries through CBS Case Competition with QVARTZ as primary partner
SDG 4, 5, 10, 14, and 15	Four NGOs supported on the topics of environmental conservation, education, smallholder agriculture and female empowerment