

APC HOLDINGS CORPORATION

August 13, 2020

Communication on progress

Implementing UN Global Compact Principals

In the Corporate Structure of APC Holdings Corporation 2020

1. Introduction

I am pleased to confirm that APC Holdings Corporation re-affirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption in all of our practices and policies.

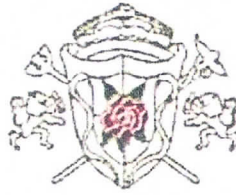
In this our first annual Communication on Progress, we describe our actions to integrate the Global Compact and its principles into our business strategy, culture and daily operations.

We are also committed to sharing this information with our employees, partners and associates using our normal means of communication and publications.

Yours sincerely,



Marsha Brooks CEO



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2. APC Holdings Corporation was founded in October 2012, in order to further the interests of those in need of affordable homes, building communities, food, clothing, education, rehabilitation and Sustainable Green living and practices globally. We also shall become an important public voice in society in respect to the rule of better and sustainable living and other matters essential to the functioning of assisting in the production of a modern society and better health practices. We will work together with different governments as well as the society of the people for better living where needed.

APC Holdings Corporation has two main tasks as a Corporation

- To further the interests of its members by exerting influence on society as well as politicians and policy makers within all policy areas of interest to reflect the needs of the people in our society.
- To address the needs of human services legally, our Corporation is governed by legal counsel and a Board of Directors, which jointly formulate the views, interest and needs of the people. The Corporation's Managing Director and management oversee the daily activities of the employees and co-ordinate the activities of the large number of subcommittees and network groups affiliated with our Corporation.

3. Our approach to the 10 principles

In February 2017 the Corporation signed up for the UN Global Compact program which we now therefore re-instate. We can define three major Partners, which could guide the direction of our CSR policy - where we choose to make a difference within the natural context of our business.

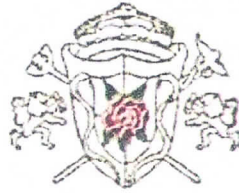
These are:

- People (employees and members)
- Society (locally)
- Society (globally)

In this connection we decided to implement our initiatives in two stages.

The first stage would thus concentrate on implementing initiatives within our group. This will ensure that all members, employees, and associates understand UNs basic principles. To ensure the willingness to implement sustainable solutions throughout the organization.

The second stage would hereafter be directed at initiatives outside the Corporation, first towards our members, and later toward society, locally and finally globally. To make sure that all initiatives are first practiced by our staff and employees. We shall set up a CSR committee, which will become responsible for choosing and implementing the internal initiatives within stage one.



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HUMAN RIGHTS

LABOUR ENVIRONMENT

ANTI-CORRUPTION

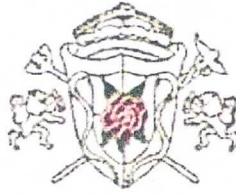
4. Contents of APC Holdings Corporation Firms CSR policy – year one. The first set of CSR initiatives, which made sense in the context of our organization, has been initiatives concerning labor (employee rights) and environment.

4.1 The environment

The environmental impact of a smaller business association and our scope for reducing the carbon footprint is smaller in scale than in many other industries. Even so we have therefore adopted a green purchasing policy, in which environmental considerations are essential. Therefore, all inner office equipment purchased in 2017 consume considerably less power than most office equipment and the supplies are sustainable. This applies not only to consumption but also disposal and transport of packaging. As we continue to upgrade we have the same environmental concerns and continue to practice those as we continue to purchase new equipment. With regards to lighting, we chose low-energy solutions wherever possible, buying energy efficient light bulbs and purchasing electricity which primarily derives from solar power. We have furthermore installed videoconferencing facilities in order to reduce CO2 emissions from travelling.

Goals:

We wish to continue to find areas where we can reduce our CO2 emissions. How do we monitor and evaluate performances? The CSR committee regularly informs the organization, which initiatives have been initiated. Furthermore, incentives will be given to our employees that honor our principals and demonstrate this by keeping our team updated on all environmental efforts that will assist our corporation in the efforts of building and remaining green.



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4.2 The working environment and health of the employees

APC Holdings Corporation believes that all employees have the right to individual freedom of expression and opinion. This is upheld by regular meetings between management and employee groups and bi-monthly office meeting. We have conducted a workplace assessment, in doing so this allows the employees to express where they feel we as a Corporation can be the best employee. The findings were acted upon immediately to improve the satisfaction of the employees. In having a good working environment, lies also having good health. A bad working environment affects the health of the individual and vice versa – and both have an impact on employee well-being and motivation. Some of the initiatives we have implemented thus aim at promoting and protecting our employees' physical well-being. The employee rights are designed for efficiency and in some case a work at home policy. A work- place assessment, an employer in office subsidized healthy lunch, clean water, fresh fruit, a private health insurance, and annual sports and social activities.

Goals

It is our goal to have a high rate of employee satisfaction and low sickness absence.

Monitoring and evaluating performances

Constant dialogue with the employees is deemed the best way of securing a good working environment and preventing misunderstandings and reduces stress. The management therefore has a responsibility of monitoring the employee's well-being, both on a regular basis and through the yearly "Performance and Development review

5. Future initiatives

In 2020 and 2021 our focus will be directed towards our business associates and contractors we plan to:

- Start a campaign to encourage our business associates to register within the global compact framework.
- Set the agenda for diversity and encouraging equal opportunities in recruitment, training, and promotion, especially for females.
- Actively inspire our business associates and contractors to become active in the communities along with us.

By doing so we see firsthand the needs of the people whom we will assist. Implementing this allows Corporate awareness and will also develop a strong community presence and Social Responsibility.

CAMPAIGN TOWARDS BUSINESS ASSOCIATES

EQUAL OPPORTUNITIES

CSR - LEGAL ADVICE