



PLOUGMANN VINGTOFT®

October 2020

Sustainability Report





Statement from our CEO

At Plougmann Vingtoft, we wish to contribute to a sustainable global development. We are aware that the impact of initiatives taken in-house in an office like ours is limited. However, we are convinced that our line of work makes an actual difference in the world, as we help our clients move innovative solutions forward.

We are part of the process of turning good, sustainable initiatives into profitable, long-lasting businesses. Thus, our social responsibility is embedded in our brand and in our daily work with three types of clients.

Firstly, we work with industry leaders within the fields of renewable energy, new technologies, pharma, and healthcare. As should be expected of corporations in leading market positions, they push the sustainable agenda and focus on making a positive impact on the planet we inhabit – and we assist them in driving new, sustainable technologies to market.

We are part of the process of turning good, sustainable initiatives into profitable, long-lasting businesses.

Secondly, we assist SMEs and universities in pursuing potentially groundbreaking ideas. We help make sure that innovative thinking pays off.

Thirdly, we are committed to helping start-ups to be successful with their sustainable ideas. Every year, we donate a number of hours of expert consulting advice to a start-up with a solution that impacts one or several of the UN global goals directly. This initiative is marketed under the name “IP Matters”.

IP does in fact matter when firms are turning their bright ideas into viable solutions that replace “the old ways”.

We aim to show this in our COP report this year.

Further, we will describe our actions to improve the integration of the UN Global Compact and its principles into our daily operations.

I hereby reaffirm Plougmann Vingtoft’s support for the UN Global Compact in the areas of Human Rights, Labor, Environment, and Anti-Corruption. Further, and on behalf of the firm, I commit to promoting the initiative and sharing this information with stakeholders.

Enjoy the read!



Finn Strøm Madsen
CEO



Pro bono initiatives

IP MATTERS

At Plougmann Vingtoft, we wish to contribute to sustainable global development. The best way for us to do so is to move innovative solutions forward and ensure that sustainable initiatives turn into good businesses. Therefore, we have introduced an initiative under the name "IP Matters".

IP Matters is Plougmann Vingtoft's annual donation of our expert IP-consulting services worth of 50.000 DKK.

"We cannot save the world with IP-consulting. But we can make sure that the talented, Danish entrepreneurs, who are introducing sustainable solutions, get the support they need to turn their idea into a successful business. That is exactly what they will get from this donation."

Finn Strøm Madsen,
CEO at Plougmann Vingtoft

Each year, we select a Danish start-up that we consider able to influence one or several of the 17 Global Goals. The start-up will have access to a team of IP-experts with industry specific knowledge about the product or service in question. This way, we can help them move forward and closer to the market with their idea.

By 2030, we hope to have enabled 12 start-up firms to make a difference for our planet.

WINNER OF IP MATTERS 2020: LIFELINE ROBOTICS

The world's first automatic swab robot was launched in Denmark on Wednesday May 27th, 2020, by a team of researchers at the University of Southern Denmark. This was the beginning of the start-up journey for Lifeline Robotics.

"At Lifeline Robotics we aspire to ensure health and well-being for all, including a bold commitment to democratise access to safe and effective pandemic tests using available and innovative robotic solutions," says co-founder Søren Stig.

Sustainable Development Goals:
#3 Good Health & Well-being.



Photo: Lifeline Robotics



Involvement

We are involved in several communities that back entrepreneurship and sustainable development locally as well as globally. Below, you will find a list of organizations that we support and contribute to.

DANISH IP FAIR

Danish IP Fair assembles all Danish Research Institutions and their new technologies. The fair is a place for companies, investors, and entrepreneurs to meet and network about business opportunities. We support the annual event and use it as a platform for exchanging knowledge with students, researchers, and entrepreneurs.

TECHBBQ

TechBBQ is the biggest start-up and innovation summit in Scandinavia. It represents a huge network of start-ups as well as industry leaders who can benefit massively from protecting their ideas – therefore, we support the organization and its purpose of bringing people together.

HIGH TECH SUMMIT

High Tech Summit is part conference and part exhibition powered by DTU (Technical University of Denmark). Their vision is to create the largest research-based meeting place in Denmark within the field of digitization. We are present as speakers and exhibitors.

DANISH FOOD CLUSTER

Our life science experts within food and agriculture participate in groups working to improve practices within food technologies. One of them is the Danish Food Cluster in which the efforts are aimed at bringing Danish Research Solutions in to the Global Sustainable Food Production.

MEDICON VALLEY ALLIANCE

Medicon Valley Alliance (MVA) is a non-profit membership organization in the Danish-Swedish life science cluster Medicon Valley. The activities in MVA focus on strengthening conditions for a vibrant life science ecosystem in Medicon Valley through networking events, increased collaboration, analysis, and communication activities.

DANSK BIOTEK

Dansk Biotek takes steps to increase the public knowledge about modern biotechnology. The organization publishes books and articles, participates in the public debate, and teaches about biotech research conditions, genetic modification, and ethical matters.

DANISH BUSINESS ANGELS (DANBAN)

DanBAN is a non-profit organization that connects approx. 200 Danish investors, who support national as well as international entrepreneurs and help them scale up. Plougmann Vingtoft teaches DanBAN members about the IP system. Further, DanBAN is involved in finding candidates to receive the IP Matters donation.





Knowledge sharing & education

Several of our IP attorneys work as lecturers or examiners at educational institutions such as the University of Copenhagen, the University of Aarhus, the University of Aalborg, and the University of Southern Denmark.

Others provide lectures and presentations at institutions such as Copenhagen School of Design and Technology (KEA) and the innovation program at Copenhagen Business Hub (Iværksætterhuset).

Aside from sharing knowledge with educational institutions, Plougmann Vingtoft takes on the responsibility of educating young professionals in the IP industry. We have a comprehensive trainee program that provides new employees with all the necessary knowledge to pass the exams that are required to achieve a career within IPR.



Employee satisfaction

As should be expected, we commit to high ethical and professional standards, and we take care of our employees and their bright minds.

Put simply and yet sincerely: we want to be the preferred employer and the best place to work. To maintain employee satisfaction we have three focus areas: physical environment, psychosocial environment, and the experience of personal development.

PHYSICAL ENVIRONMENT

We dedicate resources to monitor, remedy, and eliminate environmental and safety risks through our work environment committee. The members are elected by and among the employees for a three-year period during which they receive mandatory work environment courses. Part of the committee's work is to carry out regular workplace assessments and make sure to follow up on expressed needs from employees.

Further, employee insurance is a priority and a mandatory part of the Plougmann Vingtoft employment contract. All contracts entail a personal accident insurance as well as an extra health insurance, which provides all employees with quick and competent treatment in case of illness. Additionally, we offer employees a vaccination against the flu. This initiative is free of charge and of course optional.

PSYCHOSOCIAL ENVIRONMENT

We have established a work life-committee, which consists of employees from different departments who work

to improve the job satisfaction in direct dialogue with the top management.

In addition, we apply a situational management principle in order to keep a close dialogue whenever needed.

For example, we have an ongoing dialogue concerning workload, which is part of our efforts to enhance job satisfaction and prevent stress.

Finally, we plan sessions between our employees and their managers. These sessions deal with employee performance, development, need for training as well as a discussion of what the individual can do to take responsibility for his/her contribution to the team and overall to the company. Some of these topics lead to the final branch of employee satisfaction: personal development.

PERSONAL DEVELOPMENT

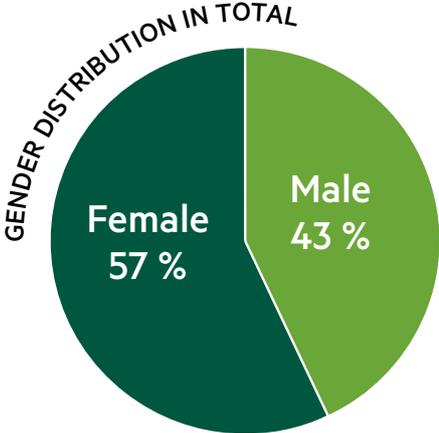
Several of our attorneys have completed the European Qualifying Examination (EQE) and many of our paralegals are Qualified Intellectual Property Administrators (QIPA's). We encourage our employees to further educate themselves and to keep updated on the most current trends in the IPR world.

We support employees, who pursue educational opportunities – both financially and in terms of flexibility in the work schedule.

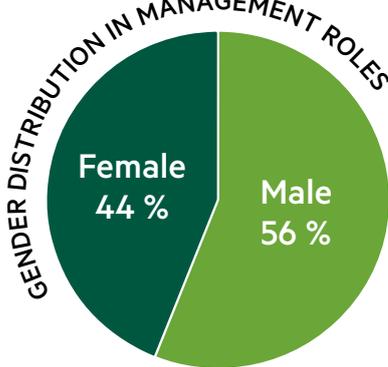
In other words, it is a priority to keep investing in our employees and make sure that they experience a personal career development and feel confident in meeting the demands of constantly changing industries.

Plougmann Vingtoft in facts & figures

We set our team of experts regardless of age/seniority, ethnicity, nationality, and gender, and we have several languages and cultures represented in our offices.



WE SPEAK 11 DIFFERENT LANGUAGES



WE HAVE 66 FULL TIME EMPLOYEES (58 FTE)



THE AVERAGE AGE IS 46



44 % OF OUR EMPLOYEES HAVE BEEN AT THE COMPANY MORE THAN 10 YEARS



6 STUDENT WORKERS ARE EMPLOYED PART-TIME





The impact of IPR

In a knowledge-based society, new ideas and inventions are the backbone when creating and maintaining a successful business, and therefore it is often essential for companies to ensure their intellectual property rights.

Plougmann Vingtoft is able to contribute with great value when guiding companies in the global IPR system, helping them to make the right decisions in order to protect their business the best way possible.

As mentioned earlier, we believe this is crucial in order for good, creative and sustainable ideas to win territory and market shares globally.

Below is a short look into how our line of work makes an actual difference in the world.

LIFE SCIENCE

The Life Science industry is one of our top strategic priorities. We acknowledge the fact that food is rapidly becoming a scarce resource globally, and humankind needs to find new ways of preventing widespread famine. We assist R&D within foods for which Denmark is renowned throughout the world by introducing the benefits of the global IP system to the industry.

We work with world leaders of the health-care industry, as well as first-movers within industrial biotech and medical technology. Each of them have innovative and sustainable solutions for life on land, life below water, and good health and well-being on the agenda.

CLEANTECH

The industry of clean technology is also worth mentioning. Clean technology relates to products and services

that improve operational performance, productivity or efficiency while reducing costs, inputs, energy consumption, waste or pollution.

We assist global corporations in protecting their breakthroughs in renewable energy transition. Further, we have experts who consult on matters concerning energy efficiency and water conservation.

Creators of clean technology need patent protection for their inventions and investments, as it secures their business and stimulates further innovation on climate action – for the common benefit of our society.

COMMUNICATION ON SUSTAINABLE INVENTIONS

Working with frontier technologies and solutions demands a keen attention to secrecy. However, we are always delighted to share and promote the stories behind the different inventions as soon as this is appropriate.

On our website, we share stories about innovation that changes the world for the better. Since our last COP, we have highlighted stories about:

- A technology that prevents work-related injuries and improve the general work environment.
- An energy efficient solar shading solution.
- A cleantech solution that turns plastic waste into fuel.
- A sensor system for bathrooms that decreases the overconsumption of water.
- A biotech solution that improves brain and prostate cancer diagnosis.

Matching the UNGC 10 principles

Human Rights

PRINCIPLE 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

In Denmark, the labor market is governed by many laws ensuring human rights to a very high degree, and we experience very few violations of said laws.

PRINCIPLE 2: make sure that they are not complicit in human rights abuses.

We are devoted to monitoring our foreign business partners with a view to assessing their compliance with human rights.

Labor

PRINCIPLE 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

We offer employments regardless of age/ seniority, ethnicity, nationality, and gender.

PRINCIPLE 4: the elimination of all forms of forced and compulsory labor;

We provide employee representatives with appropriate facilities to assist in the development of effective collective agreement. This is obvious in our work life- & work environment committees.

PRINCIPLE 5: the effective abolition of child labor; and

We offer regular dialogue sessions to monitor job satisfaction as well as the employee's individual workload and stress level.

PRINCIPLE 6: the elimination of discrimination in respect of employment and occupation.

Environment

PRINCIPLE 7: Businesses should support a precautionary approach to environmental challenges;

We offer pro bono work that supports solutions to environmental challenges.

PRINCIPLE 8: undertake initiatives to promote greater environmental responsibility; and

We focus strategically on industries such as cleantech and life science.

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.

According to [Transparency International's Corruption Perception Index](#), Denmark ranks as the least corrupt country in the world.

Concluding remarks

As an office-based consultancy, the nature of our operations makes our direct environmental impact relatively small as compared to e.g. production plants.

However, we are constantly on the outlook for ways to act environmentally sound. For example, we focus efforts into developing digital tools that can ease our procedures and decrease our consumption of resources. Also, our offices run on sustainable energy.

We are proud to continue our full support for the UNGC initiative.





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