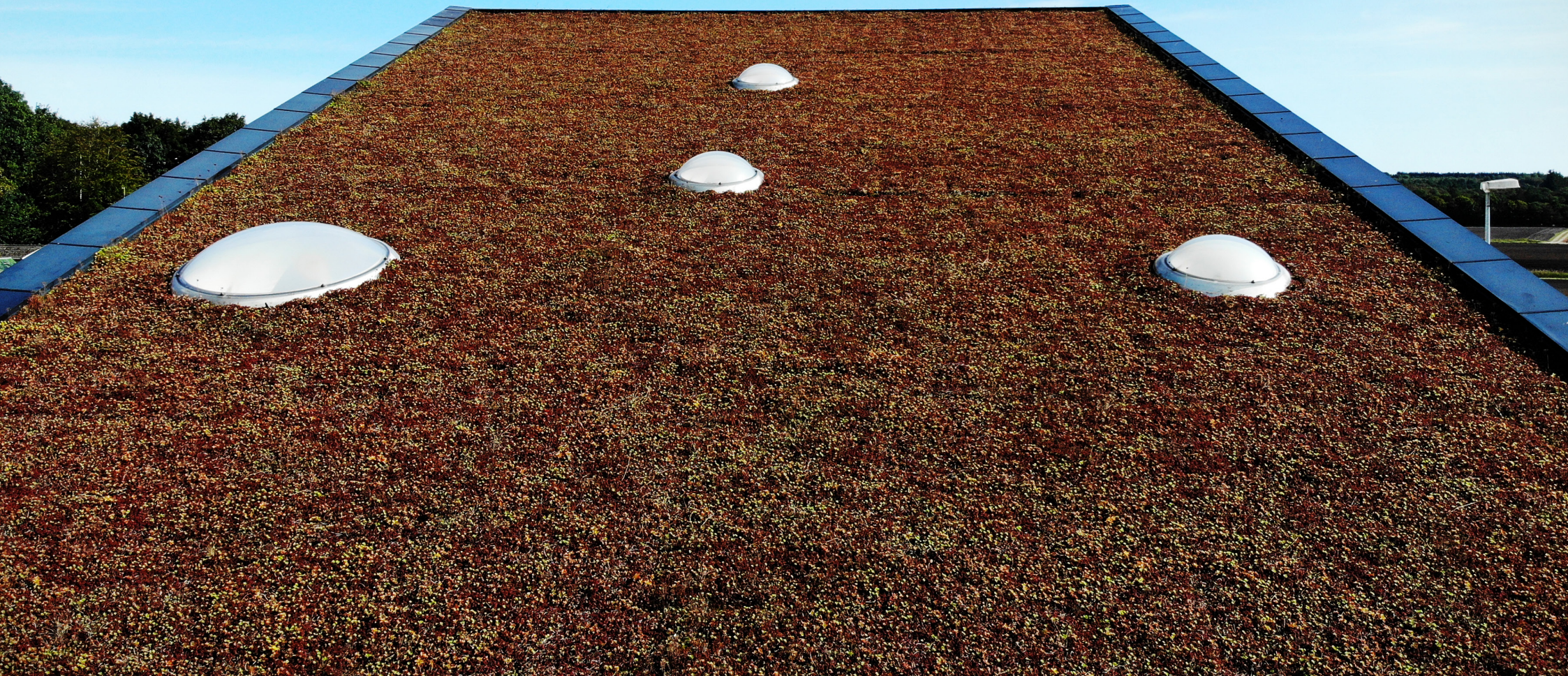


20 SUSTAINABLE FIRST AID

AP-Services



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PREFACE

I am pleased to confirm that AP Services reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. AP services also works focused towards implementing the SDG's in all our matters.

This is our seventh Communication on Progress, in which we describe our actions to continually improve the integration of the Global Compact and its ten principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Handwritten signature of Allan Pedersen in blue ink.

Allan Pedersen
Founder AP-Services

THE COMPANY

AP Services is focusing on saving lives and limbs. Since 2004 we have developed customized solutions for exposed environments such as offshore industries, catastrophes and conflict areas.

Our mission is to reduce the loss of life and limbs and increase the treatment options for people whose lives or health are in danger, by developing and delivering pre-hospital emergency- and tactical medical equipment and solutions.

THE CUSTOMER

As a trusted advisor and partner AP Services has developed solutions for UNHCR, UNICEF, EEAS, International Federation Red Cross, United Nations and NATO.

In cooperation with suppliers and customers, we deliver customized solutions that fit the needs of the rare and difficult environments our clients operate in.

THE PRODUCTS AND SERVICES

We provide lifesaving purposes as well as knowledge on how to properly use our equipment.

AP Services is able to manage and develop solutions that are carefully adapted to customer needs, thanks to our continuous professional first-hand experience in medicine, pre-hospital care, and work with industrial safety, taking advantage of a network of the world's best manufacturers of equipment.

Our products are a wide range of prehospital equipment, our mantra is to save lives and limbs before reaching the hospital. Making first responders capable of providing crucial lifesaving treatment before the rescue team arrives at the scene. By creating publicly accessible equipment such as AED's or Bleeding Control Kits, we enhance the chance of stopping crucial accidents and their consequences as quickly as possible.

Due to the seriousness we have to our products and field of knowledge, we know that customized solutions increase the effectiveness of the pre-hospital treatment by first responders.

Therefore we work with a constant innovation on how to carefully and intelligently create kits and rescue bags, so they meet the complex needs of the individual purposes.



GLOBAL COMPACT

AP Services support the UN Global Compact agreement and will in the following lay out our initiatives in regards of the Global Compact's four principles in relation to our core business.

HUMAN RIGHTS

AP Services care for adherence to human rights, it constitutes a significant element of corporate responsibility in AP Services.

We wish to promote general human rights and work to promote better health care through utilizing advanced technology, modernized equipment and education from highly trained specialists. Saving lives is without doubt the very core of our business and in all simplicity what we aim to do every day. AP Services is committed to conducting all of its business in a legal and ethical manner to an ethos of transparency and our mission statement: Products to save life and limb.

We are fully committed to support and respect the protection of internationally proclaimed human rights and ensure that it is not complicit in human rights abuse. We support the Universal Declaration of Human Rights and its conventions and the European Human Rights declaration written in the EU charter and are pertinently aware of its implications and our obligations therein.

Our human rights policy together with associated procedures with violations remains under continual review. AP Services fully complies with the danish legislation regarding human rights.

At AP Services we do not stand back to engage in programs that can increase the welfare and human rights within our field of knowledge.

Every year we offer medical products with a limited or extended life cycle, free of charge, to rescue personnel for training purposes.

We know the importance of being able to work with a real Tourniquet instead of pretending it was there.

Pre-hospital equipment is vital to the treatment of wounds and injuries. We believe that valuable medical equipment should never go to waste therefor being able to train with the correct equipment might enhance the quality of treatment and knowledge that can make the difference between life and death.

We wish to point out that we are very focuses on equal rights and possibilities within our company.

We have gender equality among all levels withing our company. At AP Services we believe in qualifications, values, experience and the will to learn, upon everything else. We do not judge upon gender, sexuality, race, political or religious beliefs.





LABOUR RIGHTS

Our mission is to increase the pre-hospital treatment possibilities in dangerous and remote areas. This is primarily done through education of our employees to reduce risk for people whose lives are in danger. We prepare them if anything should happen with pre-hospital emergency treatment options and medical equipment, solutions, advice and most importantly training.

We encourage all our stakeholders to match our high standards in respect of personal well-being, safety, training practices and working conditions.

In accordance with work regulations, we conduct preliminary and periodic medical health checks for our employees and instructors.

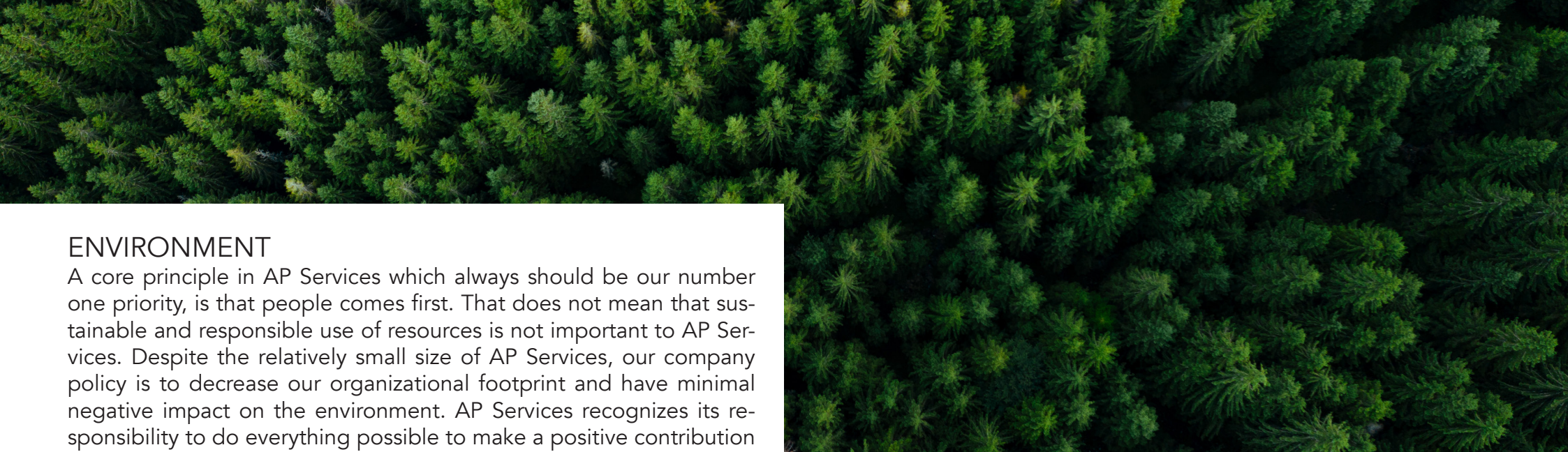
AP Services makes an effort to prevent accidents, injuries and physical disabilities in the workplace. Recognizing the risk, our clients and employees are exposed to when entering new and unfamiliar areas of operation. AP Services always meets all statutory health and safety obligations from the Danish working environment legislation. In order to ensure a decrease in occupational accidents of our safety performance our standard measures vary from task to task in preventing accidents and injuries.

Thus, various risk potentials vary significantly from one another. We keep detailed track records on work-related accidents and will establish an accurate and verifiable baseline for future monitoring and benchmarking purposes so that we can make the necessary changes to bring it to a minimum. Further we have initiated a yearly employee satisfaction survey to make sure we support our employees and to improve working conditions on a continual basis.

AP Services has committed to support a local NGO named "MENTORSHOPPEN" (MS). MS is an NGO that facilitates volunteers to become mentors to young fragile or insecure individuals that have difficulties finding their way in choice of career or stand in this world. The founder of AP Services Allan Pedersen has committed himself to be a mentor for a young unemployed individual who is now a part of our team here at AP Services.

The main focus is to help, guide and support this young employee so he will feel valued by the company and all of its employees as well as strengthening the young employee in a business environment. Read more about this initiative in the case description under SDG 3.

We believe minorities like fragile young people who has not yet found their place in career choices has the right to be supported and motivated to find their own way.



ENVIRONMENT

A core principle in AP Services which always should be our number one priority, is that people comes first. That does not mean that sustainable and responsible use of resources is not important to AP Services. Despite the relatively small size of AP Services, our company policy is to decrease our organizational footprint and have minimal negative impact on the environment. AP Services recognizes its responsibility to do everything possible to make a positive contribution to the environment, and take steps, however small, to realize that aim. In accordance to danish legislation we ensure responsible conduct within the company in regard to the environment. We do believe it is important to protect the environment for future generations as well.

Our product catalogue consists of high-quality, multi-usage products. The products are manufactured to be durable and achieve long lifetime cycles. Thereby we conserve resources. When we obtain new products, we focus specifically on durability. We have initiated a sustainable project to reduce our footprint on the environment. AP services is re-using packing material and cardboard boxes multiple times. We are separating re-usable waste products from non-reusable. In our newly restored warehouse we are using Air to Air heating solution to minimize Co2 outlet.

Our belief is that even the smallest step makes an impact in the greater picture. Monthly energy readings are now being collected at hour head quarter in Denmark in association with our newly established CO2 program. AP services has implemented a grass roof on our office building with the aim of boosting biodiversity as well as Co2 collection. In our headquarter in Denmark we have light sensors at all locations, so no electricity is unnecessarily turned on.

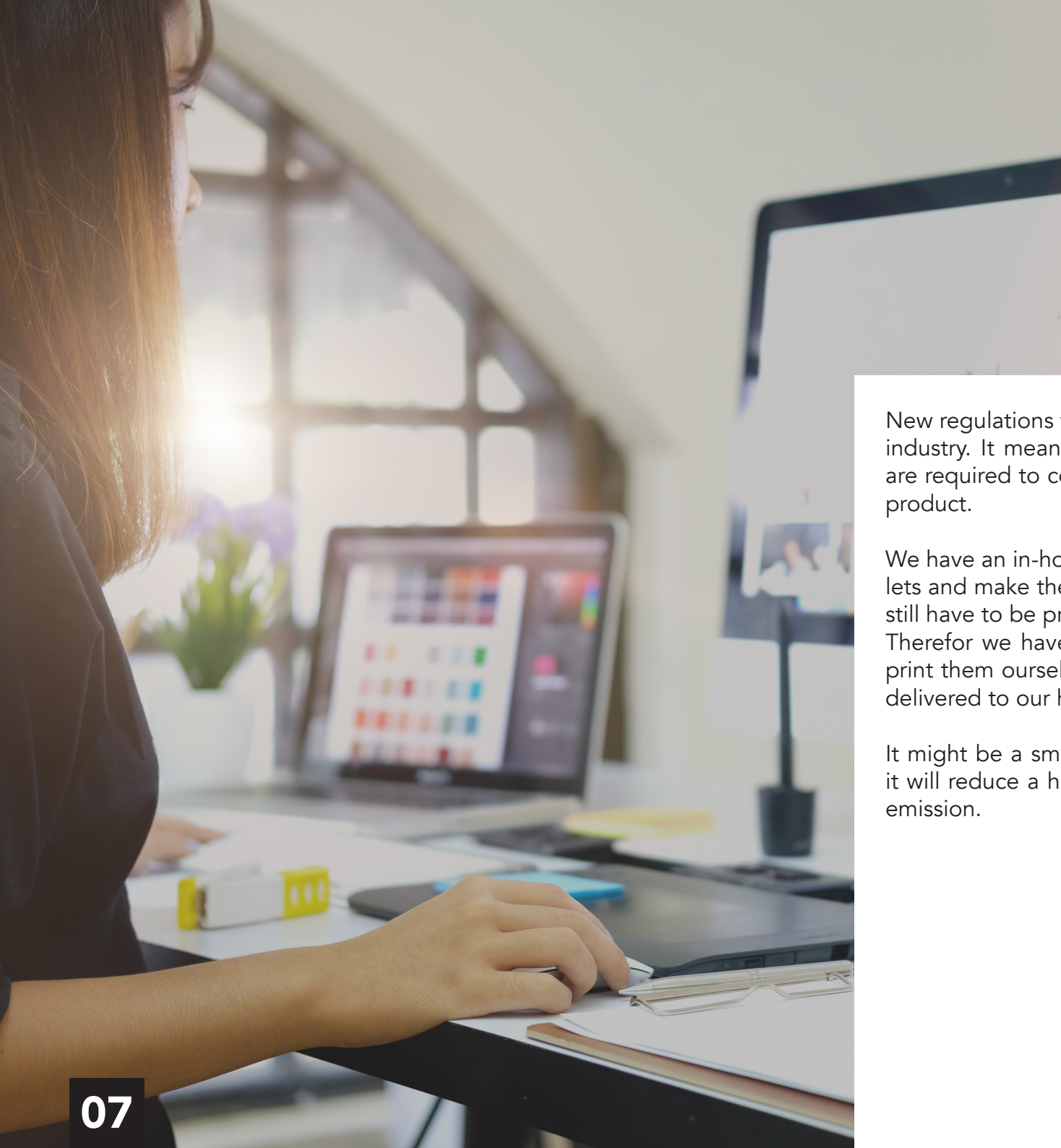
We have made a lunch agreement among the employees, so they take turn to do groceries and prepare the meals.

By doing this ourselves we minimize waste of food as we manage what we shop. Are there any leftovers at the weekend, our employees take it home. Furthermore, we have established a green garden on our premises, where we grow fresh organic vegetables. This also minimizes the waste of food and contributes to a green and non-toxic environment on our premises.

We have a high focus on minimizing waste. Therefor we reuse boxes for sending out our products. Also, our waste is being carefully sorted to make sure that what can be reused, will be reused.

We use only organic Fairtrade coffee, our water bottles are made from recyclable cardboard paper, and our paper towels has the certificate: The Nordic EcoLabel.

Lastly, we are well aware that transportation of goods has a highly negative impact on the environment and Co2 emissions. Therefor we strive to make as many in-house solutions as possible. That will minimize the use of external services that needs to be transported to us afterwards.



CASE

IN-HOUSE PRODUCTION

New regulations will soon be implemented in the danish medical industry. It means that all medical equipment sold in Denmark, are required to contain a danish leaflet describing the use of the product.

We have an in-house graphic designer, who translates these leaflets and make them ready for the danish market. However, these still have to be printed and shipped to us.

Therefor we have invested in a label printer, so we are able to print them ourselves, thereby avoiding transport of having them delivered to our headquarters.

It might be a small step at first glance, however in the long run it will reduce a huge amount of transportation and thereby Co2 emission.

ANTI CORRUPTION

AP Services has a zero-tolerance policy in regard to bribery and corruption and our policy will guide us to protect the company against risks in relation to fraud, bribery, corruption and other forms of unethical business conduct. This policy applies for all of our employees and all of the company's business relationships and in all those countries where we conduct and operate our business. It is AP Services policy to comply and obey all laws, rules and regulations that concerns anti-corruption and anti-bribery, wherever AP Services may conduct its business and operates. The company is committed to take actions and affairs so as to ensure that it does not engage in any form of corruption, including extortion and bribery.

If anyone should be in doubt, be uncertain or apprehensive in a specific situation, it is the duty of our employees to address and approach the managing director. AP Services will continuously support its employee's knowledge and understanding of anti-corruption, the company's policy and code of conduct and will continue the effort to reinforce every step necessary to prevent corruption and bribery.

At no point have any areas of concern arisen regarding corruption and the ethical delivery of our services or products. The company has not been the subject of any investigations, legal cases, rulings, fines or any other relevant actions related to corruption or bribery.



The background features a large, abstract pattern of colorful hexagons in shades of red, orange, yellow, green, blue, and pink, arranged in a honeycomb-like structure. A single red hexagon is isolated on the left side.

SUSTAINABLE DEVELOPMENT GOALS

AP Services is committed to work for the UN Sustainability Goals (SDG). We have carefully picked out four of the overall 17 goals. These four goals are highly relevant to our business and we see them as goals, where we can make the biggest impact and contribution to the overall goal. In the following we will present cases directly related to the individual goals, to illustrate some of the ways we work with them and try to improve and contribute to the overall movement.

GOAL 3 GOOD HEALTH AND WELL-BEING

Our core business is located within this goal. As we, everyday, provide and create products that will increase well-being and health, and save lives of people in danger or in vulnerable situations, we stand to provide good health and well-being. Besides the obvious reasons, why we have picked Goal number three, we would like to present a concrete case as an example.

CASE MENTORSHOPPEN (MS)

One thing is to save lives, but there is also another quite important thing, namely, to ensure a life that is meaningful and creates value for the individual person. AP Services aim to save lives everyday with our products, but we also want to take a stand and create value for individuals while living. Therefore, AP Services supports the local NGO 'MENTORSHOPPEN' (MS) for young individuals who are either stuck in life, feel vulnerable or has not yet found their right spot in their career choice. Being young today means being faced with an overload of possibilities, at one hand a privilege, at the other hard to manoeuvre in. AP Services want to take an active part in helping young individuals finding their goals in life and the right choice of career.

Therefore the founder of the company Allan Pedersen has taken on the role of mentoring a young man named Jeppe, who was not sure what education to choose or what direction his career should take. Jeppe had tried to apply for several jobs without luck and he was becoming a part of a system, where the municipality placed him in various

internships. The municipality did however inform Jeppe about MS. At once he took contact and faster than he could google 'available jobs', Jeppe received an offer to come work at AP Services.

Jeppe now works in our warehouse and is doing an excellent job at maintaining and packing our products, getting them ready for shipping. The employment at AP Services has given Jeppe a breather. It has given him a safety net, a stable income and room to focus on figuring out what he should do in his career life. Jeppe was lucky to contact MS right before the outbreak of Covid-19, as thousands of people have lost their jobs, Jeppe has found stability and security. 'I have learned to think more creatively and how to solve a problem on my own' Jeppe says and continues: 'I know that my managers are always there for me and ready to help me. They have given me a place to be me, and for that I am always very thankful'. Jeppe is now dreaming of starting an education as an industrial technician when possible.

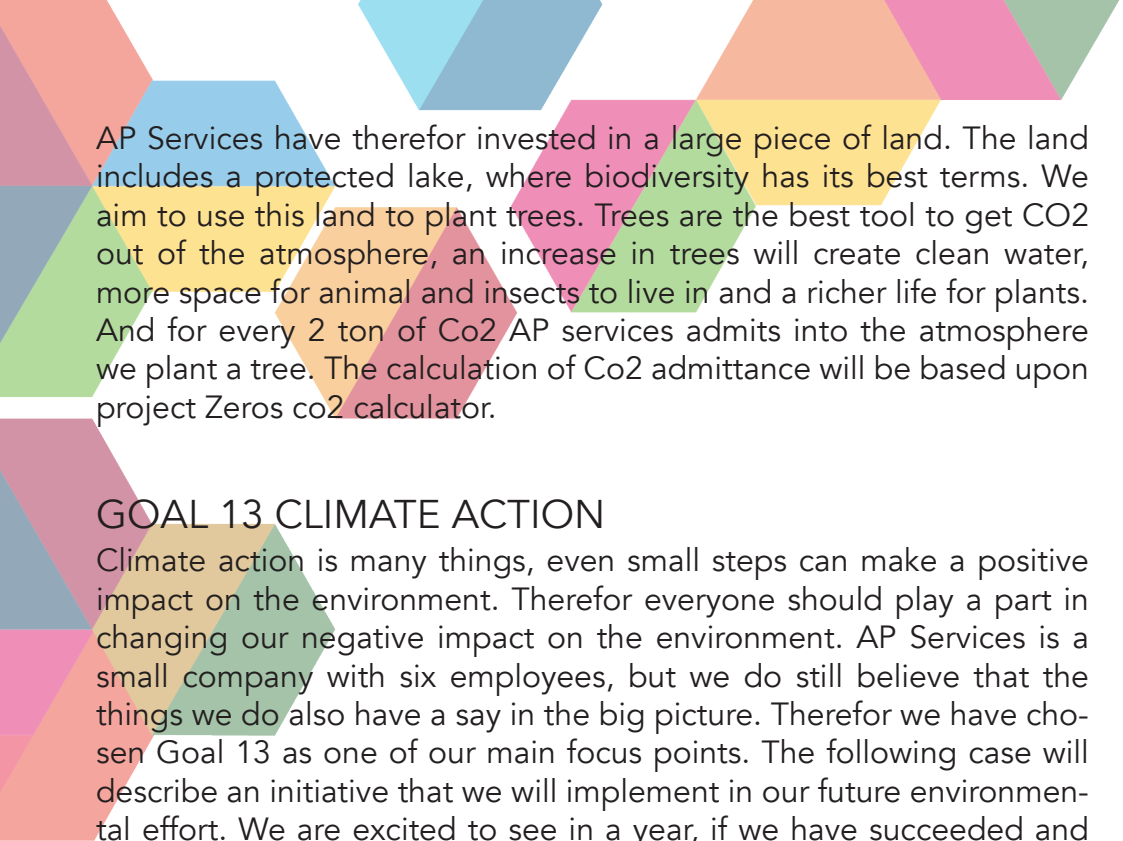
GOAL 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

As already described, we find it highly important to reduce the negative footprints on the climate in our production. Therefore Goal 12, with its subgoals about reducing waste of food, reducing waste in general and motivation of acting sustainable within businesses, are all goals that we see ourselves working for.

CASE GIVE AND TAKE

When running a production company, footprints will undoubtedly be left on nature.

At AP Services we believe that when we take something, we also need to give something back. We are working to reduce the impact production have on our climate and biodiversity, and while we do so, we have decided to start giving.



AP Services have therefor invested in a large piece of land. The land includes a protected lake, where biodiversity has its best terms. We aim to use this land to plant trees. Trees are the best tool to get CO₂ out of the atmosphere, an increase in trees will create clean water, more space for animal and insects to live in and a richer life for plants. And for every 2 ton of Co₂ AP services admits into the atmosphere we plant a tree. The calculation of Co₂ admittance will be based upon project Zeros co₂ calculator.

GOAL 13 CLIMATE ACTION

Climate action is many things, even small steps can make a positive impact on the environment. Therefor everyone should play a part in changing our negative impact on the environment. AP Services is a small company with six employees, but we do still believe that the things we do also have a say in the big picture. Therefor we have chosen Goal 13 as one of our main focus points. The following case will describe an initiative that we will implement in our future environmental effort. We are excited to see in a year, if we have succeeded and how it has been. In the final chapter of this year's report we have made a schedule that shows our future goals, especially focused on Goal 13 – Climate Action.

CASE INCREASING OUR IMPACT ON CO₂ EMISSIONS

We will, during the next year try, to implement a meatless day every week in our lunchbreak. It is voluntarily for the employees whether they want to participate or not, but we will highly motivate them to take up the challenge. Food production is taking a large toll on our environment, and by reducing our use of meat, we hope to be able to take the first step towards reducing the CO₂ emissions in regards of the food production industry.

GOAL 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

We have chosen goal 16 as one of our main focus points within the SDG's, as we have a zero tolerance for corruption, extortion and bribery. AP Services has developed a Code of Conduct that we expect our constituencies to follow when we work together. The Code of Conduct contains the expectations that we have towards our suppliers, to obey the anti-corruption laws and regulations. It is important to us that we and our constituencies all abide by these regulations to ensure a more fair and sustainable trade/business. The Code of Conduct can be accessed on our website www.ap-services.dk.

CASE TRANSPARENCY

AP Services wishes to be a transparent business, we have nothing to hide. We want our constituencies to be able to see us as trustworthy, therefore we believe that transparency is a key. We have therefore employed a communicator and media specialist that is establishing a marketing department. She will be in charge of documenting, showing and creating this transparency for the company. The annual CoP report is an excellent opportunity to be transparent and offers an opportunity to report about our successes and mistakes. AP Services is a company that offers lifesaving solutions and products, and it is therefore of great value to us to be transparent in regards to our values and actions in regards of Global Compact and our SDG's. It means so much to us, that we have found it reasonable to create a fulltime position on this matter.

FUTURE GOALS

SHORT TERM GOALS

One Meatless day per week

In our lunch agreement we will strive to motivate all employees to incorporate a vegetarian/pescetarian meal per week. Every employee are responsible for planning and executing lunch every sixth week, by letting the employee plan the lunch week themselves, we believe it will be more fun to come up with alternative lunch meals.

Planting trees and supporting biodiversity

For every 2 ton of Co2 AP services admits into the atmosphere we plant a tree. The calculation of Co2 admittance will be based upon project Zeros co2 calculator.

Avoid any chemicals in maintaining ground facilities

We will seek environmentally friendly solutions for maintaining our outdoor premisses. To make sure we do not poison the underground.

LONG TERM GOALS

Installation of solar panels in our headquarter

It is our long term goal to be able to install solar panels in our HQ. We would like to use the natures energy to run as much of our production as possible.

Installing electric chargers for electric cars

The danish Government are highly ambitious about electric transportation. We therefore see it as a natural and responsible goal to install electric power stations for charging electric cars on our HQ-parking. This will motivate employees to invest in electric cars.

Invest in cardboard shredding machine for sustainable packaging

We will invest in more sustainable packaging solutions for fragile goods, to avoid the use of bubblewrap.
