



COMMUNICATION
ON PROGRESS



2020





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CEO Statement

I am proud to present Pressalit's annual Communication on Progress report of 2020. Looking back on the past year, we have taken our work with sustainability and responsibility even further.

Corporate Social Responsibility has been a fundamental part of our company culture for more than five decades and it continues to be so. We consistently engage in the areas of human rights, responsible labour practices, environmental protection and anti-corruption, as we have worked to develop a company with a strong environmental and social focus.

We have always believed in meeting global challenges at a local level. Especially this past year, it has been clear to us how unpredictable but yet connected the world is and how all of us – companies, organisations and individuals – together can contribute to move in the right direction.

At Pressalit, we wish to take responsibility and to do our part to make a better world. Therefore, we are committed to the United Nation's Global Compact, as we have been since 2002, and I am proud that we, once again, are able to show progress in our work supporting the initiative.

In the year 2020, we have introduced several new initiatives. Amongst other things, we have conducted additional employee satisfaction surveys amongst employees and we have enhanced our recycling efforts. Furthermore, we have extended our partnerships with both UNICEF and Parasport Denmark.

Going forward, we will continue our work with sustainability across all levels of our organisation. We, as a company, play a significant role in creating a better and more sustainable tomorrow – for present and future generations.

Kim Boyter
CEO, Pressalit A/S





Follow-up on 2020 goals

1. Implementing an energy-optimisation system in order to track our CO2 emissions with a long-term aim of a CO2 neutral production

In 2020 we have installed a new recoverable heat system on the compressors for our compressed air supply. Thus, we now reuse much of the heat from the compressor for space heating. Moreover, we initiated a process of changing the ceiling lights in our halls to intelligent LED lighting which reduces our electricity consumption.

Regarding the long-term aim, we are not there yet. We continue to look for new and innovative solutions and we believe in implementing several small-scale initiatives in order to reach a greater long term result.

2. Increasing the cross-organisational involvement in sustainability initiatives in order to root the sustainable mentality thoroughly throughout our organisation

Our cross-organisational involvement in sustainability initiatives increased in 2020, through initiatives such as:

- The planning of a packaging project in which sustainability is a key area.
- The replacement of doormats with more sustainable mats. See more on p. 21.
- The implementation of solar panels on our Pressalit Spaces (a new product) in order to enable the product to be partly self-sufficient in terms of energy use.

3. Increasing focus on sustainability by working only with sustainable suppliers; both in terms of human rights and environment

We have changed our supplier of built-in cisterns to German company, Grohe, in 2020. See p. 28.

Moreover, we are now supporting a sustainable project from our gas distributor at our hinge factory. Read more about this project on p. 27.

4. Integrating recyclability in our products and thereby reducing waste in our production

The past year, we have tested reusing waste materials in the production of our toilet seats. However, we have not come to find a quality solution yet, and therefore we will continue to work on finding a solution.

Additionally, we have been working on improving the recyclability in our packaging and we are pleased to present this project further on p. 22.

5. Maintaining a level of at least 6% of our employees being hired on special terms

In 2020, the level of employees employed on special terms was 6,2 %. Hereby, 18 of our 296 employees are working on special terms.

6. Maintaining our high number of interns

In 2020, we welcomed 12 interns. On page 16 you can read more about our internships and other educational collaborations here at Pressalit.

7. Exploring alternative options within transportation for internal use between our HQs two locations with a 4 km distance, for instance green transportation, electric bicycles, reviewing our car policy etc.

In August 2020, we acquired four electrical bicycles for employees to use when transporting themselves between our two HQ locations in Ry, Denmark. Read more on p. 26.

8. Maintaining the target high score in our annual PULSE-survey (employee satisfaction survey)

2020 came with new challenges regarding work life, but we managed to keep a high target score for both Satisfaction & Motivation and Opportunities & Barriers. Read more on p. 15.

9. Decreasing the diffusion of satisfaction within the PULSE-survey

We did not meet this goal in 2020, as our diffusion of satisfaction increased by 5 percent point compared to last year. Therefore, we will continue to work on decreasing the dissatisfaction amongst our employees and keep this as a 2021 goal.

10. Activating our UNICEF-partnership in marketing campaigns and internally throughout the year

Amongst other initiatives, we:

- Marked World Toilet Day internally on November 20th with an informative quiz
- Advocated for the partnership through creating awareness of the WASH initiatives both internally and externally
- Marked World Children's Day on November 20th. Read more about how Pressalit turned blue on p. 31.



11. Actively advocating for the SDGs and our work with them internally and externally with at least 7 initiatives throughout the year

Throughout 2020, we have worked with the SDGs internally and externally through a number of initiatives, some of which are mentioned in this report. These include:

- Christmas Dinner for homeless people in Aarhus. SDG 2
- Education of blue collar employees. SDG 4
- World's Best Morning. SDG 13, 17
- Sponsoring Rare Disease Day on February 29th in Aarhus. SDG 10
- Greatly reduced the use of plastic bottles and cups. SDG 12
- Own production of honey. SDG 2, 13, 15
- Pressalit Keep Living Award. SDG 3, 10

12. Increasing the focus on sustainability in our facility services, particularly with a focus on climate-friendly food in our canteen and reducing/eliminating the amount of plastic cups used in the company

Overall, we further strengthened sustainability in our facility services in 2020 through various initiatives such as:

- Further reducing our food waste in the kitchen. See p. 18 for more details.
- Reducing the overall amount of plastic used in the kitchen, as much plastic has been replaced with glass bowls and ceramics.
- Limiting the amount of plastic cups used at various locations at our HQ. For instance, 150 employees from our production and logistics received their own Pressalit cup and drinking bottle in November to replace the former use of plastic cups. Read more about this initiative on p. 24. Additionally, we aim to reduce this even further going onwards.





Company profile

Pressalit is a privately owned Danish Ltd. Company founded in 1954. Formally, it is owned by Pressalit Holding, which has been owned by the Boyter family for three generations.

Pressalit has always designed and produced high-quality toilet seats. Since 1975 and onwards, Pressalit has also designed and developed height-adjustable kitchens and accessible bathrooms for people with reduced mobility. Today, Pressalit develops, designs, produces and sells the following types of products:

-  Toilet seats
-  Accessible bathrooms
-  Shower and Changing tables
-  Bathroom accessories
-  Daycare changing tables
-  Height adjustable kitchens

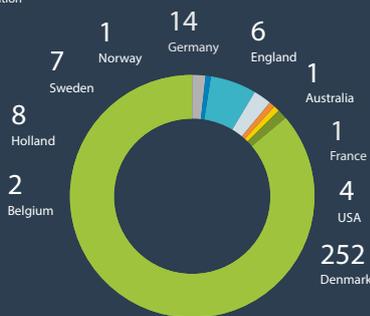
At Pressalit, we want to stay global but local. Both our production and our company headquarter are placed in Ry, Denmark, and our roots are deeply planted in Ry and our local society. Nevertheless, Pressalit is also a global company with offices in ten countries around the world. We operate in 45 international markets across the world and export approximately 80 % of our products.

Corporate Social Responsibility (CSR) is an embedded part of the Pressalit DNA. Our tradition for responsibility and decency started long before the term CSR was even introduced, and it is naturally encapsulated in our values and culture.

Overall, we aspire to create value for both our employees, customers and our surrounding community, as we believe that performance and responsibility go hand in hand. Therefore, Pressalit is proud and thankful to actively foster and contribute to making the world a better and more sustainable place.

Workforce

Location



Offices in **10 countries** around the world and represented in **45 countries**



24/7
production



120 different choices of high quality functional design

We care about our community

We work actively with the UN Global Goals



THE GLOBAL GOALS
For Sustainable Development

We support sanitation for children globally



unicef

We support of Danish athletes with a disability



PARASPORT DANMARK



We have approximately 300 employees
150 workers are supported by 40 robots

We produce

5,500

toiletseats per day



Designed and produced in Denmark since 1954



#WeArePressalit



Our supply chain

Throughout our entire supply chain, we continuously work to improve our ways and to become more and more sustainable each day.

CUSTOMERS

Pressalit is represented in 45 countries and our customers are the final users as well as companies. We feel responsible for living up to our customers' expectations and offer them high-quality products and shopping experiences. We provide a sustainable non-oil based choice of high quality products, which are made-to-last at least a decade.

RAW MATERIALS AND PRODUCT PARTS

We get all the raw materials and parts for the products we produce from our suppliers. We seek to maintain our high standards and to ensure that our suppliers are acting according to our standards and Code of Conduct.

PRODUCTION

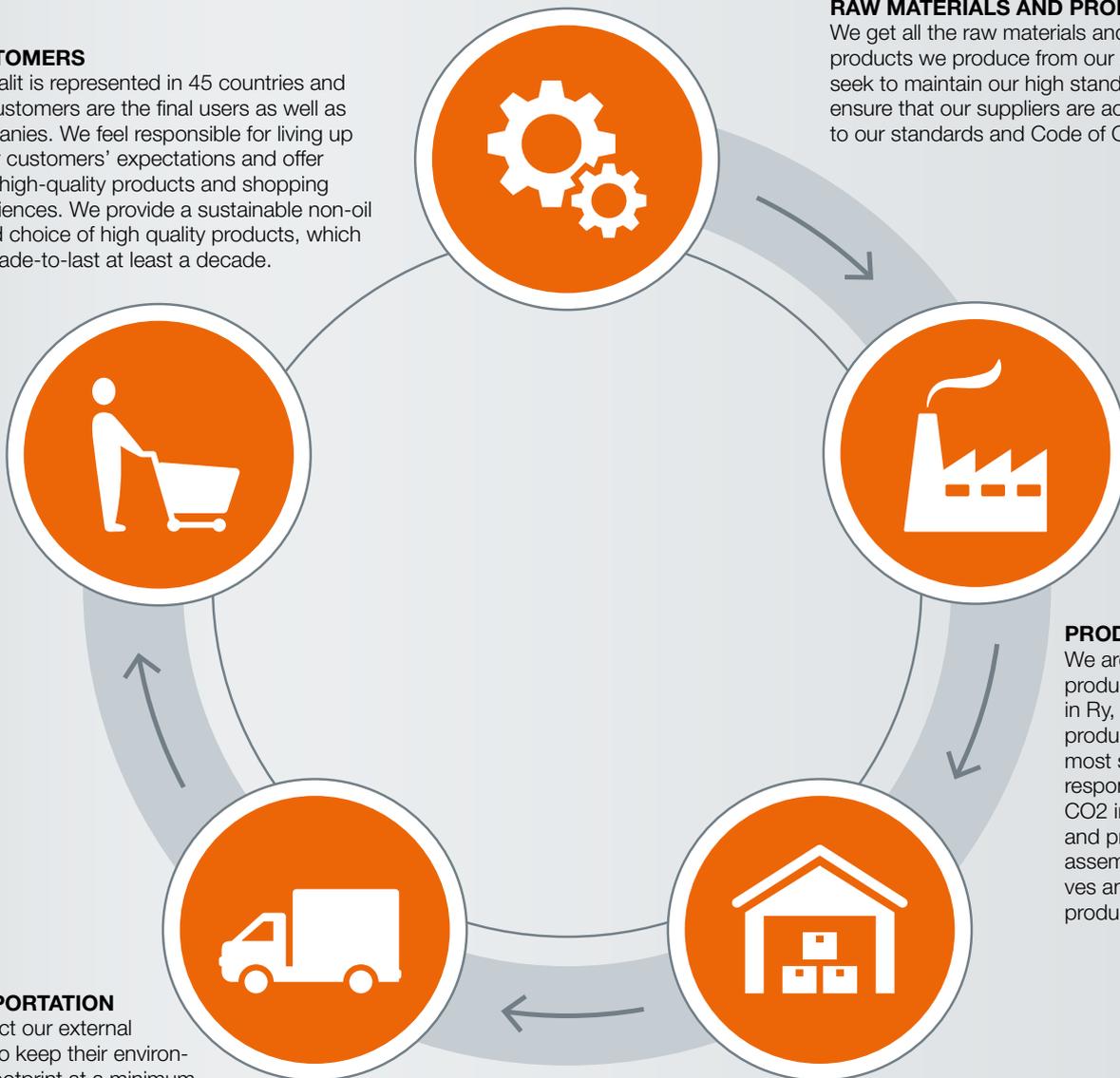
We are proud to say that we produce most of our products in Ry, Denmark. We aim to produce our products in the most sustainable way and take responsibility for minimising our CO2 imprint. We use the parts and products from suppliers to assemble the products ourselves and in addition, we source products.

WAREHOUSE

Our warehouse is located in Ry, Denmark, where we have our production. We aim to keep the stock in our warehouse at a minimum to decrease the environmental impact of warehousing. However, we do so without compromising on our ability to meet the requirements from our customers.

TRANSPORTATION

We expect our external carriers to keep their environmental footprint at a minimum. As an internal initiative, we work on minimising waste and measure our degree of unloading. Moreover, we are engaged in minimising our overall packaging in order to reduce our waste of packaging and to require less space in freight.





The Pressalit Code of Conduct

Our code of Conduct manifests the internal, ethical rules at Pressalit, which all employees must be familiar with and adhere to in their work. The principles of the Global Compact have been incorporated into our Code of Conduct since 2002.

We actively use our Code of Conduct in our daily work. Moreover, we also expect suppliers to live up to our principles. We want our suppliers to comply with the guidelines regarding e.g. human rights, child labour, climate and health and safety at work. This is highly important as we buy from markets where Danish standards are taken for granted. Furthermore, we expect suppliers to undergo quality and environmental certification, and demand that they comply with regulations and laws in their home country.

At Pressalit we continuously review our work to ensure that we keep up with development. Moreover, we do supplier audits several times a year to ensure that suppliers act in accordance with our Code of Conduct and the United Nations' Global

Compact. The supplier audits are highly prioritised at Pressalit. Our two educated auditors do approximately 20 audits a year around the world at which they inspect the conditions in terms of human rights, labour rights, environment and anti-corruption.

WE TAKE ACTION

If suppliers do not act in accordance with our Code of Conduct or United Nation's Global Compact principles, we take action. Our auditors make an action plan with the supplier if they find something to improve. In this way we help and cooperate with our suppliers and when our auditors revisit they see the differences resulting from the action plans. However, Pressalit has also stopped cooperating with suppliers after supplier audits. It has consequences for suppliers if they do not comply with our Code of Conduct or the 10 Global Compact principles. It is important for us to take action.

DIVERSITY

We find **strength** through diversity. We strive to reflect a **global** society and are therefore attentive to **diversity** in terms of ethnicity, educational background, gender, religion, sexuality, age and ability to work.

HUMAN RIGHTS

We **act** in observance of human rights and **require** the same of our partners. We refuse to accept child labour or forced labour. We also recognise the **rights** of labourers.

ANTI-CORRUPTION

We act in an **ethically** responsible manner by listening with our minds and our **hearts**. We avoid all forms of corruption and bribery, including financial exploitation, gifts and unethical agreements.

ENVIRONMENTAL CARE

We **take** a practical approach to operating a business and wish to provide **future** generations with good environmental conditions. We are aware of the environment – both internally and externally. **We** believe in the connection between a **better** environment and a higher level of motivation.

COMPLIANCE WITH LAW

We **see** national legislation as a set of minimum requirements and **aim** to do more where possible.





The overview of significant risks, actions and results from Pressalit's work in 2020 with human rights, anti-corruption and climate are accounted for under the following three headings.

HUMAN RIGHTS

We have identified that the most material risks related to human rights can occur in the supply chain, including the risk of violations of human rights and child labor. This is not a risk at our own Danish production sites, but this is potential risk with our suppliers, whom we are not able to check up on physically on a daily basis.

Therefore our supplier contracts include our Code of Conduct and our suppliers commit themselves to work for increased responsibility in the areas within Global Compact, e.g. Human Rights. Through our suppliers, we thus ensure a greater responsibility beyond our own supply chain. We regularly audit our suppliers to ensure compliance with our Code of Conduct. However, this has been challenging after the covid-19 pandemic struck and we have therefore not conducted as many audits as usually. Therefore, we have used a third-party company in China to audit some of our Chinese suppliers. Additionally, we have conducted some pilot tests on a self-assessments, which have worked well during this period as well. In our audits in 2020, we uncovered one deviation in a supplier, which we are now working on finding a substitution for with the same competencies.

ANTI-CORRUPTION

Pressalit has identified the risk of corruption and bribery in the supply chain, namely with our suppliers in other countries, where we are not able to control anti-corruption on a daily basis. This is a risk, as it breaches the Code of Conduct, which is the foundation of our view on good business ethics.

At Pressalit, good business ethics start with management, and as a company we take responsibility for making sure our managers and employees can make responsible decisions in accordance with our ethic guidelines. All employees and managers are trained in our Code of Conduct as part of their onboarding program. In addition, managers are trained in how to guide and support their employees as best as possible if and when they meet challenges in their line of work that may conflict with our Code of Conduct, e.g. in relation to anti-corruption.

As a part of the United Nations initiative Global Compact we act in accordance with the principle: "Businesses should work against corruption in all its form, including extortion and bribery". All our agreements are open and written down. They

can therefore be shown, read and understood by colleagues. Where we use products instead of money it is part of an open agreement. Where we have other relations to co-operation partners and/or customers we have a clear argumentation for the choice of that partner. When we are hosts we are aware of the value signal of our generosity and make sure that we keep a fair level of hospitality. We are aware of what invitations we participate in; both who invites and why they invite. The same goes for presents. We are aware of what we receive and why. For example, we register all Christmas presents given to Pressalit and Pressalit's employees with value greater than DKK 500. Pressalit's sponsorships are written down agreements. During 2020, we have had no experiences of violation of our anti-corruption guidelines.

CLIMATE

In 2020, Pressalit A/S has mapped our energy consumption and reported this to the authorities in accordance with Danish law requirements. The mappings have formed the basis for identification of areas for improvement to reduce environmental footprint.

In addition, our quality and environmental policy. It states the following; "Pressalit 's products are developed in cooperation with relevant stakeholders to ensure that the products meet the customers' quality and environmental expectations throughout the product lifecycle. In practice, this means that our quality and environmentally conscious employees focus on efficiency, resource consumption and waste reduction in all processes. Our quality and environmentally conscious employees are passionate about delivering products, where quality is never compromised, while our notably high reliability of delivery is maintained. We meet customers and our own requirements and legislation in our industries. We seek to avoid pollution of all kinds and work to improve our quality and environmental conditions. Therefore, continuous improvements are an important part of the management task at all levels. Our global presence ensures local knowledge and expertise so we can provide fast and efficient customer service, in the form of guidance at all stages of the purchase. The Quality and environmental policy sets out the direction for Pressalit 's work to continuously ensure the realization of our quality and environmental objectives."

Indirectly, the policy thereby aims to reduce climate effect, however Pressalit A/S does not have a specific climate policy at present.



Introduction

Overall, this Communication on Progress report comprises Pressalit’s work with Corporate Social Responsibility. The report accounts for the sustainable activities and initiatives, which we have implemented or executed throughout 2020, and, additionally, some of the actions planned for 2021.

Sustainability and social responsibility has always been an essential part of Pressalit. Both our company culture and business approach are deeply rooted in the belief that we as a company are responsible for leaving a positive impact, socially as well as environmentally.

At Pressalit, we take this responsibility seriously and we care to contribute both locally and globally. This involves collaborations and activities between Pressalit, our surrounding society, NGOs, as well as national and international institutions and organisations.

We are committed to the UN’s global corporate sustainability initiative. In 2002, our commitment was manifested, as the ten principles of the UN Global Compact were integrated into our Code of Conduct. Taking shape as internal ethical rules for all employees, this entails compliance with diversity, human rights, anti-corruption, environment and law, and we continuously review our work to ensure that we are up to date.

Additionally, we extended our sustainable ambition further in 2016, as we adopted the UN Sustainability Development Goals (SDGs).

Pressalit focusses on the following three SDGs, that are especially relevant to our core business:

#4 Quality Education

#6 Clean Water and Sanitation

#12 Responsible Consumption and Production

In the following, our sustainable progress in 2020 will be presented under these three headings:

PEOPLE • ENVIRONMENT • SOCIETY

People and being kind to each other are an essential part of Pressalit’s spirit and have been since the very beginning. It reflects both diversity and human rights initiatives, and encapsulates our longstanding work to create an inclusive company.

Environmentally, we believe that we have a responsibility to minimise our impact on both environment and climate. Thus, we strive to make a positive impact on the world for future generations.

With regards to society, Pressalit’s objective is to stay local, but global. We take a particular interest in our local community and society, in which we are ingrained. However, as Pressalit has grown and expanded beyond the Danish borders, so has our local community and society.

Therefore, we have a responsibility to act ethically and comply with the law, and we demand that our suppliers and other stakeholders also respect these principles.



PEOPLE

We care about individual development and diversity, and actively work to embrace a wide range of people in our company. We have worked to create an inclusive company from the very beginning.



Pressalit has identified an uneven age distribution in some departments as a risk, due to a combination of relatively few specialists within each field. This makes us vulnerable, if and when they leave Pressalit or retire, which causes us to lose specialised knowledge. This is why we focus on education to decrease the knowledge gap and diversity to decrease gaps in the age distribution.



Gender distribution in board and management

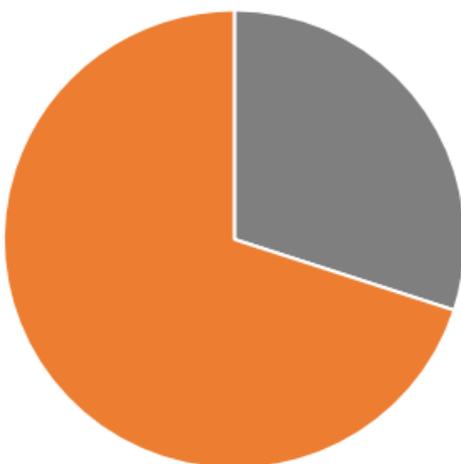
Our board consists of 4 members and 2 employee representatives. Currently, there are 3 male members and 1 female member, equaling a gender distribution of respectively 75%/25%. This distribution has not changed since last year. Our employee representatives consist of 1 male and 1 female. The board maintains their goal of having a female representation of 25%.

Our existing management comprises 9 women and 21 men, giving a percentage distribution of respectively 30% women and 70% men. This means a decrease in the share of female managers by 2 percentage points since the previous year.

The management has approved a policy aiming to increase the share of women in the remaining management levels, including the company's department managers and team leaders.

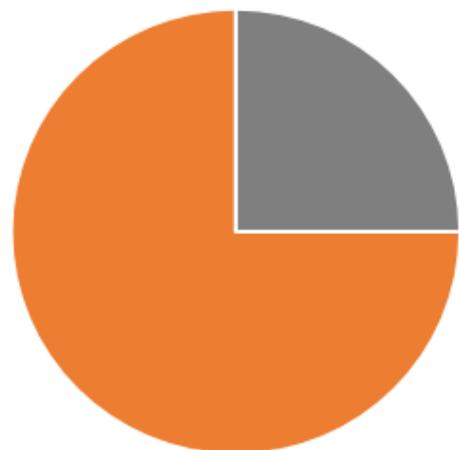
Additionally, Pressalit has started several initiatives in order to increase the share of the under-represented gender. These initiatives include support for preparation of individual career plans, mentoring schemes, ensuring an optimal start for newly hired managers in the organization, an employee policy promoting equal career opportunities for all sexes and implementation of hiring procedures that contribute to ensuring equal recruitment opportunities for all genders. We hope that these initiatives will help increase the number of women in our management, but we have only recruited one male Team Leader for our Production this year. Thus, the initiatives have not yet given any results.

Gender distribution,
MANAGEMENT



■ Women ■ Men

Gender distribution,
BOARD



■ Women ■ Men



Pressalit: A diverse workplace

Pressalit is a company with a diverse workforce. We believe that diversity strengthens our business, and therefore, we have a long-standing tradition for being a diverse workplace characterised by respect, openness and responsibility.

Our four values – **We Listen, We Give, We Play, We Act** – embrace our vivid culture, bind us together and make room for diversity as well. In our opinion, a diverse group of employees creates an innovative and ever-evolving culture. Thus, Pressalit is open to attract, retain and develop a wide range of employees, so that we reflect the global society in which we operate.

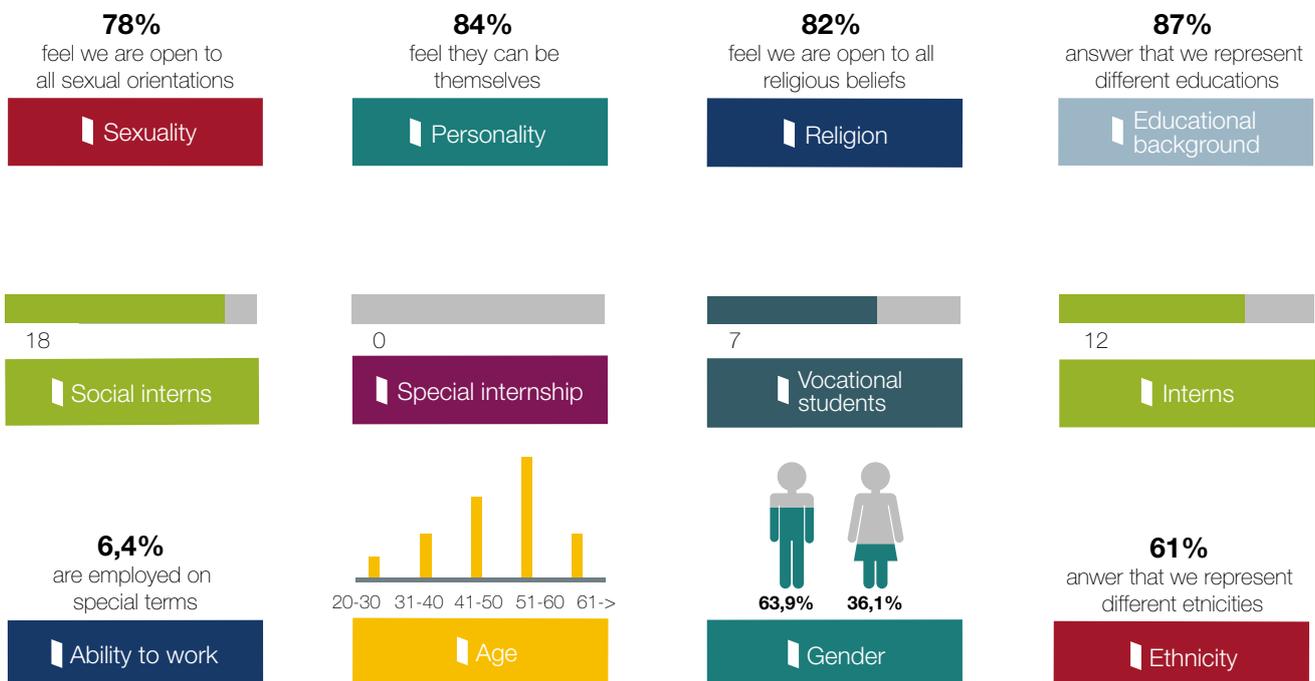
“Through many years, we have worked to create, what you would call an inclusive company. The background was in reality just the basic human position: That if you wanted to work and contribute to the company, then there was room for everyone.”
Dan Boyter, Co-Owner and Board Member.

SPECTRUM OF DIVERSITY

In relation to Pressalit’s commitment to the Global Compact principles, we have decided to add a dimension by implementing a spectrum of diversity in 2018. The spectrum is divided into twelve parameters, that each represents different areas in which Pressalit actively operates to ensure diversity.

During 2019 and 2020, our top management decided to place a special focus on the two following parameters: Age and Interns. According to Mette Dyhl Prola, Chief Marketing Officer, the aim was to ensure an organisation with various generations represented in order to balance inputs and experience:

“We wish to ensure an organization with many different generations represented to balance new inputs and experience, to embrace new ways of working whilst acknowledging the way our stakeholders work plus ensuring a smooth transition of knowledge within our organization.”
Mette Dyhl Prola, Chief Marketing Officer





Humans of Pressalit

Get to know some of the Pressalit people right here.

HERMAN WALKER

Herman is the National Sales Director in the U.S. and is responsible for activities in America related to all our business areas. He started working at Pressalit last winter. To Herman, social contact with colleagues from around the globe is highly valued.



“Even though I am based in the U.S., I am in close contact with my colleagues around the world on a daily basis. To me, the international culture and community at Pressalit is a great part of my job. There is a great variability in my responsibilities. I work with our U.S. distributors, customers and the sales team at the HQ in Ry on a daily basis. I have always wanted a job in which I was able to help others. An important part of my job is to work with nursing centres, hospitals and related medical facilities. To me it is essential that we not only provide people with equipment that helps them improve their life, but also train and support nursing staff in how to use the equipment properly.”

HEIDI MÆRSK

Heidi is a Receptionist and one of the smiling faces you meet every morning at our HQ in Ry. She is part of our Flex team and shares a position with the other receptionist, Jette.



“One of the greatest things about my job is the daily smile and “Good morning” I get from my colleagues, when they meet at work. I have been at Pressalit for nine years, and even though I work part-time, it means a lot to me to go to work each day and contribute to creating a warm and welcoming atmosphere for both colleagues and guests.

We handle various tasks in the reception – everything from answering the phone, catering for meetings and distributing mail between our three locations to varying ad hoc tasks. I enjoy the mix between administrative and physical tasks. Even though we have some recurring tasks not one day is alike and I really like that.”

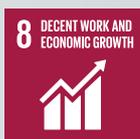
GHOLAMREZA BOLOUKI

Gholamreza has worked at Pressalit for more than 26 years. Today, he works as an Operator and he is a great part of our Production team in Ry.



“Each day I assemble, fix and pack products for our shower and changing tables. I have worked within several departments at Pressalit. I started as an intern at the toilet seat production and today I have worked with shower and changing tables for several years. To me it is a pleasure to know the things you do to the bone.

We are very good at helping each other in the production, and each day we start with a white board meeting in which we summarise our current work tasks. I like having my area of expertise but at the same time being able to help my colleagues. To me, Pressalit has started to feel like part of my family.”





The PULSE of Pressalit

For innovation and creativity to blossom, we believe in the importance of nourishing our employees. We recognise that 2020 has come with new challenges and many employees have had a different way of working than usually due to the global pandemic. We have tried to implement individual solutions when possible and we are excited to present the results of the annual PULSE-survey.

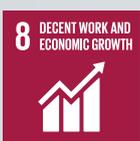
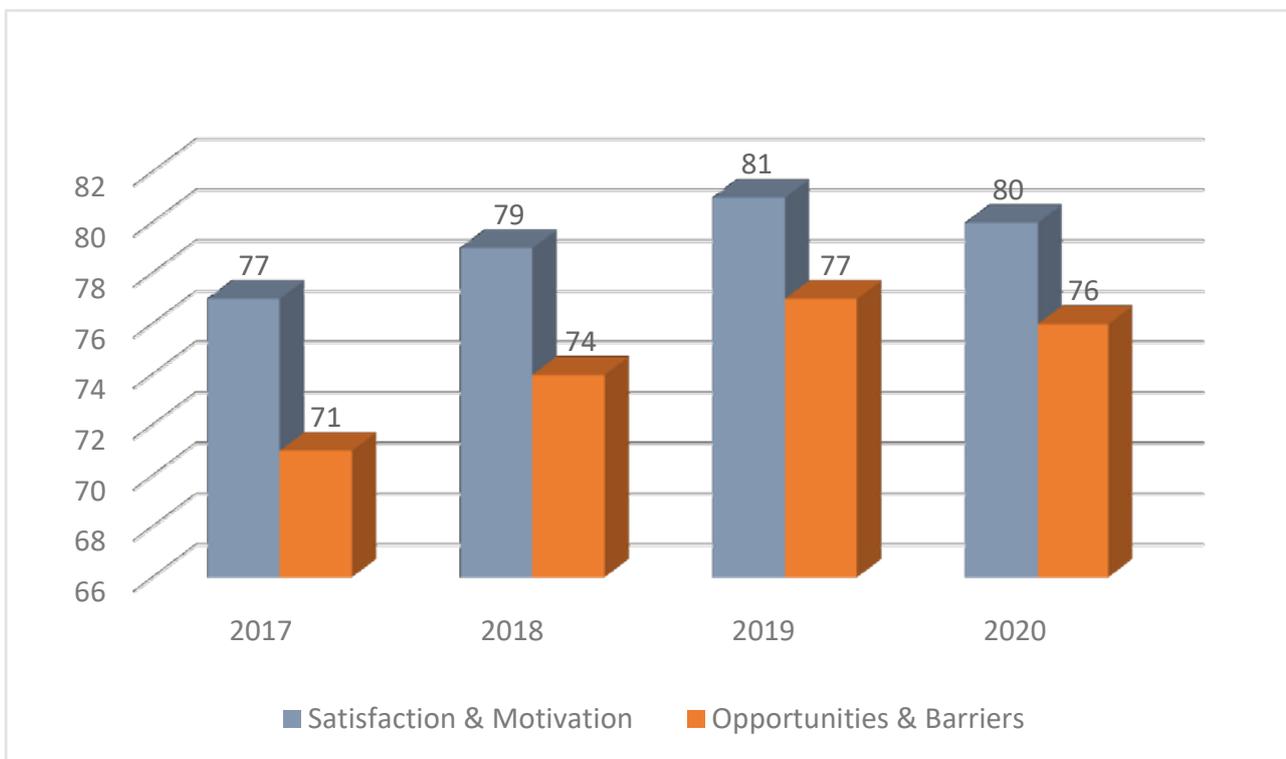
The PULSE-survey is an extensive employee-satisfaction survey in which we figuratively check the pulse of the beating heart of Pressalit. In this survey we measure the employees "Will" and "Can" abilities, which are closely linked to whether the employees are satisfied with and motivated in their jobs.

This year we had a response rate of 93 %, which means that 261 of our employees answered the questionnaire of the PULSE-survey. All questions are graded from 1 to 10 in which 1 is the lowest score and 10 is the highest.

The goal of this year's survey has been to maintain and hopefully surpass the results from last year.

We are proud that even though we went through a rough time rethinking our way of working, we see happy employees who are highly motivated and satisfied with their jobs. Both the Satisfaction & Motivation and Opportunities & Barriers has decreased by 1 percent point. Unfortunately, the diffusion of satisfaction has increased by 5 percentage-points compared to last year, since we now have 15 % of our employees who score below 75 in both Loyalty and Satisfaction & Motivation. Thus, we have not met our 2020 goal of decreasing the diffusion of satisfaction, and therefore, we will continue to work on this in 2021.

On average, all scores are a bit lower than last year's survey. Fortunately, our current level of satisfaction is still high. The survey shows us that the variety of the scores in our departments has become bigger, which means that improvement initiatives will vary as each department requires different actions.





Educational collaborations

At Pressalit, we never stop developing and learning. We strongly believe in keeping an eye on the latest practical and theoretical developments within fields relevant to our business. Therefore, Pressalit takes part in various educational collaborations.

TRAINEES AND INTERNS

In 2020 Pressalit welcomed 12 interns and 3 trainees. In line with Pressalit's focus on SDG 4: Quality Education, interns and trainees are an integral part of the company and corporate culture.

This is a win-win situation. Firstly, students gain hands-on experience, responsibility and experience a steep learning curve whilst getting to use and develop their competencies professionally. Secondly, we receive new ideas, interesting perspectives and the latest knowledge by including trainees and interns in our working procedures. Hereby, both Pressalit and the students develop and benefit from the collaborations.

"In our department, we have interns and trainees all year around, which creates a great, dynamic atmosphere. It is important that they quickly feel included and part of the team." Birgitte Pasgaard, Logistics Manager

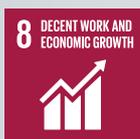
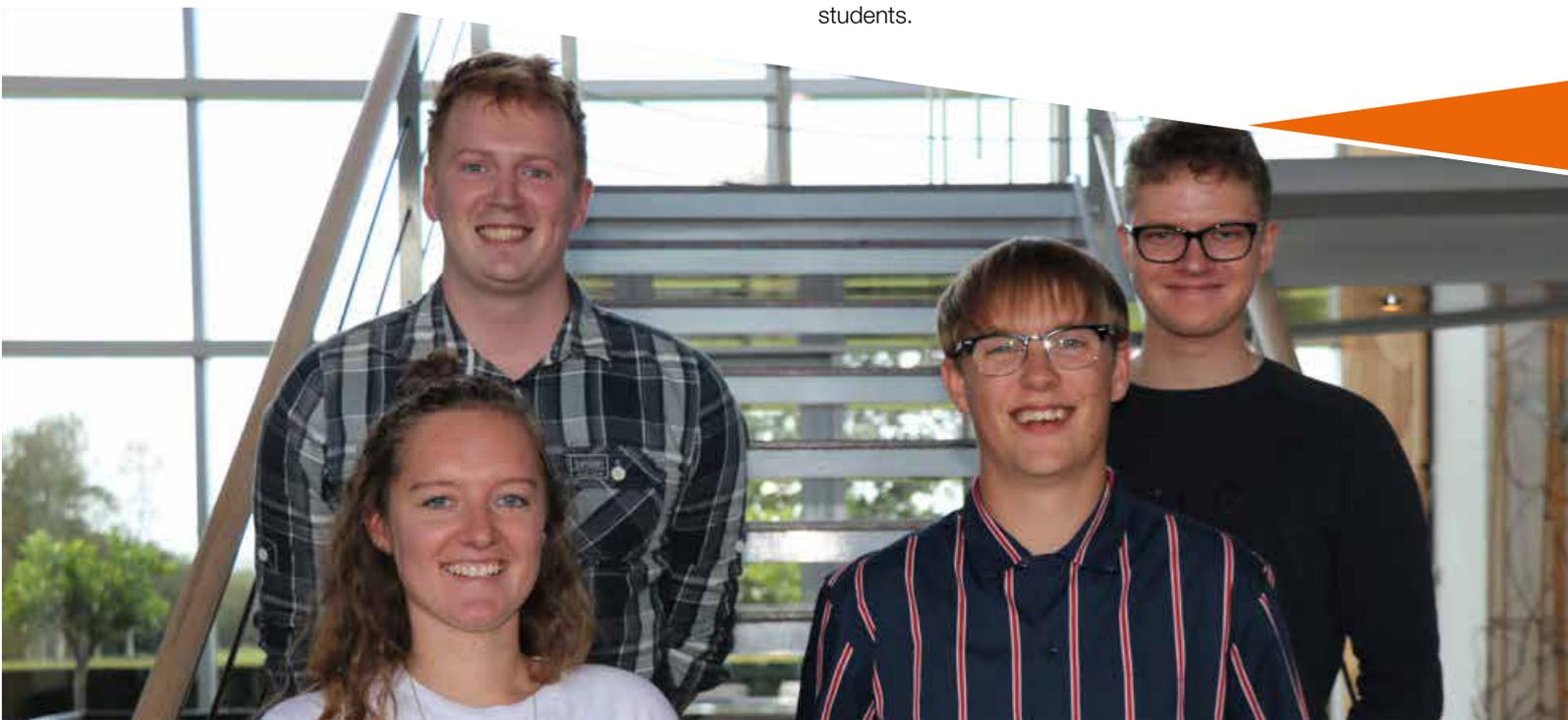
The interns and trainees come from various institutions and academic fields, spanning from engineering and supply chain management to marketing, sales and HR. Therefore, each type of educational collaboration is individually tailored. Besides working with their departmental colleagues, the students are also working and socializing across departments in order to spar and network.

PROJECT COLLABORATIONS

In addition, Pressalit collaborates on projects, cases and theses. We believe these types of collaborations are mutually beneficial and we strongly value the insights that both parts gain from the collaborations, where practical and theoretical knowledge meet.

This year, we had the pleasure of collaborating with a group of local engineering students. During a four-month period they did a project study on optimizing electrical toilet lifters in close collaboration with Pressalit's Product Development department.

"It has been an excellent experience for us the entire way. We were introduced to an exciting and very relevant challenge, which was adaptable for a project that suited our level of expertise. Our contact at Pressalit expressed great interest in our project and took us very seriously." says the group of students.





Expanding practical skills with theoretical knowledge

At Pressalit, we are proud and happy to have proactive employees, who seek to further develop their skills and competencies through education. Therefore, it is essential for us to make room for this.

In the beginning of March 2020, four of our employees finished their education as Industrial Operators. The employees have studied alongside working at Pressalit in order to obtain the competencies of Industrial Operators. They have studied together with employees from other production companies, which has enabled professional sparring, knowledge sharing and inspiration.

Torben Furbo, who is now working as an Operator at Pressalit, has been pleased with the process:

“I sought out the opportunity to be part of the project as I wanted to further develop my proficiencies. Subsequently, I have gained a better overview and understanding of the production flow and I get more work tasks. Besides, I have also enhanced my linguistic and IT competencies through the education.”

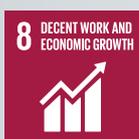
The employees’ graduation was celebrated with a reception at the educational institution. Their immediate managers from Pressalit attended the reception, which included a Diploma ceremony and a celebration of their achievements.

FROM UNSKILLED TO SKILLED

The four employees have all been part of the IGU project, in which an unskilled Pressalit employee and a refugee share a position and take turn between working at Pressalit and going to school. Thus, the project also has an integrational perspective. Additionally, all four employees have been able to knowledge share and spar with each other – both during school attendances and the practical training at Pressalit.

“We shifted between work and school each week. In that way, we were able to keep a close connection with both school and work.” Torben Furbo, Operator

The initiative is well in line with Pressalit’s work with social responsibility and Quality Education, SDG 4, and it has been a win-win situation for both participants and employees.





New challenges this year

Like many others, we have been affected by the global pandemic. As recommended by the Danish Health Authorities, a great part of our employees have worked from home. We acknowledge the new situation's impact on our work environment. Thus, it has been a continuous focus for us to make sure that our employees thrive in the new situation.

"We have followed a responsible precautionary principle based upon the recommendations from the Danish Health Authorities. We have wished to communicate openly to our employees, as it has been essential for us that they feel well-informed, safe and secure."

Mette Dyhl Prola, Chief Marketing Officer

CHANGES IN WORK LIFE

All employees able to maintain their work from home have done so in order to minimise physical contact. It has been a top priority that both employees working from home and those performing their functions at our workplace feel safe and comfortable.

To Marketing Coordinator, Karen Tolbøll Nielsen, the new work situation has been difficult at times. Flexibility and daily collegial contact helped her adjust to working from home throughout large parts of 2020:

"My manager stressed the importance of taking the necessary breaks and extra walks during the work day – especially on those days where the situation felt extra challenging."

Also Operator, Per Felix Bangsø, has experienced changes in his work life. He is pleased with the precautions taken and the well-being surveys sent by the management:

"It is always great to feel heard and included – it gives you a positive feeling."

COMMUNICATION IS KEY

Clear and informative communication during the lockdown has been important to Per. As part of the production team he, unlike Karen, worked from his usual workplace in Ry and not at home.

"At times it can be hard to navigate based on the management's recommendations rather than restrictions. However, our closest managers have been very informative and I think they handled the situation well."

Per Felix Bangsø

We recognise, that we might look into yet another year affected by the global pandemic. Therefore, we continue the actions, we have taken, in order to minimise the risk of infection and maintain the well-being of our employees.

SOME OF THE ACTIONS WE HAVE TAKEN

- Increased our **CLEANING EFFORTS** with a special focus on contact surfaces
- Shifts hand over information online to **ELIMINATE PHYSICAL CONTACT** between teams
- Implemented **INDIVIDUAL SERVING** in the canteen instead of a buffet
- Administrative employees have **WORKED FROM HOME**
- REDUCED VISITS** from external guests
- Acquired **FACE MASKS** and **HAND SANITIZER** for all our locations
- DIGITALISED** all course activities
- Performed employee **WELL-BEING SURVEYS** to make sure that they **THRIVE**

ENVIRONMENT

We are lucky to be surrounded by a beautiful and diverse nature and we believe that future generations should be too. Therefore, we continuously work to enhance sustainability and minimise negative impact on environment and climate.



Pressalit has identified that the most material risks negatively influencing the environment is non-environmentally friendly suppliers, choice of product packaging, and product consumption locally in Ry. Therefore, we are working actively with supplier evaluation/risk mapping, greener packaging solutions and reducing our consumption of non-recyclable products locally.



Supplier evaluation and risk mapping

In order to live up to our commitments to our Code of Conduct, we are introducing a fixed system for supplier evaluation and risk mapping. The risk mapping is an estimation of the risks related to commercial circumstances, quality and CSR. Therefore, our suppliers are evaluated according to the five pillars of our Code of Conduct, and various commercial demands and potential risks.

For new suppliers, we use a self-assessment form, which serves as the basis for approval or further investigation of the supplier. For existing suppliers, they are audited at least every third year. When a supplier is evaluated to be “good” a desktop audit is sufficient. When a supplier is evaluated to be “acceptable”, a physical audit is required within 24 months. When a supplier is evaluated as “poor”, a physical audit is required within 12 months along with an active approval of the supplier from the top management team.

When entering a partnership with new suppliers, they are also evaluated according to Transparency International and Cato Freedom Index, which are two publicly available and internationally renowned assessments of the level of corruption and regard to human rights based on the specific countries and regions globally. These are used as point of departure for estimating whether it is necessary to look further into the supplier’s practices in accordance with our CSR strategy. Depending on the supplier’s score in each index, Pressalit determines how and when to conduct the next audit.

This is a good way for Pressalit to formalize and systemize our efforts within Code of Conduct and our audits to make sure that we live up to our aspirations for good sourcing and taking action when we experience conditions and behavior that we cannot vouch for.





New sustainable doormats from recycled material

At Pressalit, we believe in collective action and that all initiatives can make a great difference. Therefore, we find it essential to examine ways in which we can develop and improve sustainability in all aspects of our work.

In September this year, we have replaced all mats at the headquarter locations in Ry with more sustainable mats. The former mats were replaced on an ongoing basis. We replaced them individually once the former mats were worn out and ready to be replaced.

The new mats are made of 100 % recycled nylon from discarded plastic, used fishing nets and plastic saved from the oceans. Thus, no new raw materials were produced in order to fabricate the mats.

INCREASED QUALITY AND FEWER CHANGES OF MATS

The new mats are thicker than the former and therefore they have a better non-slip finish and a higher catchment of water and dirt. Due to their thickness, the mats are also less likely to bend and can therefore help prevent potential fall accidents. Things that are essential when securing the best working conditions for employees.

Not only the production of the mats minimises the environmental impact. Due to our high cleaning-level, it will not be necessary to change the mats as often as previously. First, this entails a reduction in the overall amount of mats used. Second, it means a great reduction in truck visits from the dry cleaning company, who maintains the mats. Accordingly, we also reduce some of the pollution caused by this truck.

A MORE SUSTAINABLE FACILITY SERVICE

The replacement of the mats was initiated by Team Leader of Facility Service, Gitte Sejersen:

“Ultimately, this initiative secures a higher level of sustainability, increases the quality of the mats and reduces the costs in this area. Therefore, it is a win-win situation.”

Gitte Sejersen.

Furthermore, the initiative is compliant with our 2020 goal of increasing our focus on sustainability in our Facility Service. It is important for us that considerations about sustainability are weighted at all levels of our organisation, since we believe that each initiative counts when it comes to minimising our environmental footprint on the world.





Sustainable packaging

All our packaging is FSC-certified. Thus, we ensure that the material for our packaging comes from responsibly managed forests. In addition, 71 % of the basic cardboard packaging for our toilet seats is made of recycled and organic materials and the cardboard used for our master-box packaging is 100 % recycled cardboard.

A NEW PACKAGING PROJECT

In 2020, we have worked on a new packaging project in which sustainability is a key focus. The objective with the project is to optimise the quality of our toilet seat packaging and further increase its sustainability.

“Sustainability and quality run the project. We are looking into new studies in environmental packaging in order to further improve our sustainable packaging.”

Lars Folling Jørgensen, Development Engineer

Two different packaging manufacturers have been involved in the process as well as customers. Moreover, the project group has spent more than a year collecting data and quality reports to ensure the optimal sustainable packaging product.

AT FOREFRONT WITH EU REQUIREMENTS

The new packaging meets the upcoming extended producer liability for packaging, which will become effective in 2025 at latest.

“It is essential for us to be at the forefront and already comply with coming requirements from our customers and legislations from the European Union”

Angela K. Leth, Business Development Manager.

We aim to launch the new improved packaging already in 2021, but we continually work on improving and optimising our processes. Therefore, we are currently also looking into optimising packaging for bathroom accessories. We aim to minimise the use of plastic as much as possible. In addition, we examine the possibility of replacing our plastic with recycled plastics or bio plastics in order to reduce our CO2 footprint.

We believe that we have a responsibility and strive to do our very best at minimising our environmental impact.





Enhancing our recycling efforts

We continuously put further efforts into becoming more sustainable throughout our business, which is especially related to our work with SDG 12: Responsible Consumption and Production.

CERTIFICATE FOR RECYCLING EFFORTS IN GERMANY

Sustainability is an incorporated part of our work, and amongst other green initiatives, we have put a great effort into practicing recycling. Therefore, in 2020 we were happy to receive a certificate from Interseroh due to our efforts for recycling in Germany in 2019. The vision of the Interseroh company is to eliminate waste globally as they work with recycling, sustainability and environmental solutions, and, like us, they take a clear stance regarding sustainability and responsibility.

We received the certificate due to our declaration of various types of cardboard, PE, PP, mixed plastics, paper and wood in Germany. Our declaration of materials means that we have recycled 347 tons of resources and, in addition to that, saved 55.749 kg greenhouse gases.

NOT JUST IN GERMANY

Recycling and sorting garbage is also a vital part of our production factory in Ry. Here, we are sorting garbage in 20+ different categories at the moment, including: electronics, scrap iron, chemical waste, aluminium, wood waste and small combustible.

“The whole reason we are sorting the garbage, is so that we are not going to throw everything in the “Small combustible”-category. We sort the garbage to help protect the environment as much as we can.”

Ann Helmer, Goods Reception.

Garbage sorting has been part of our business framework for several years and we keep moving in the right direction. Though, we are always open to new ways of recycling and sorting garbage in the future and hereby further improve our efforts.





Goodbye to more than 155,000 plastic cups and bottles

One of our 2020 goals was to reduce the amount of plastic cups used in our company. Annually, we used more than 153,000 plastic cups in our production and logistics – a number we have worked to reduce considerably. Thus, from November 2020 we have replaced all plastic cups in these departments with a personal drinking bottle and cup for each employee. This means, that we have discontinued the delivery of plastic cups.

Cups made from recycled material

We have tested various cups and drinking bottles in order to choose the best ones in terms of user-friendliness, functionality and ease of cleaning. Moreover, the cups are made from

recycled paper coffee cups with all materials being 100 % recyclable.

Decreasing our use of plastic bottles

Following the initiative, we have also decided to stop buying Pressalit plastic water bottles for our fairs and external guests. This decision means that we will reduce our annual consumption at Pressalit with around 2,500 plastic bottles.

We are proud to positively contribute to decrease the human use of plastic cups and bottles. Sustainable initiatives, like this, are a natural part of our social responsibility here at Pressalit.





Climate

Pressalit has identified energy consumption and the resulting emissions of CO2 to be the most significant risk of negatively affecting the climate.

Therefore, we have focused on bringing down our own emissions impact through local initiatives and working with climate-sustainable suppliers.

Reducing food waste

In general, minimising our waste of food is an essential part of the daily work in the kitchen at Pressalit. We continuously examine and implement new initiatives which enable a further reduction. Since 2018 we have collaborated with the company, Hørkrum, which supplies us with organic, local and seasonal ingredients for Pressalit's kitchen. Moreover, the kitchen at Pressalit aims to reduce waste of food by producing as much as we can ourselves and by planning the menu on a weekly basis with a focus on seasonal ingredients and food in stock.

“We use local and seasonal ingredients, which ensure us a higher quality and a longer durability. Additionally, we strive to use as many parts of the vegetables as possible and to reuse ingredients in new ways. Hereby, we both enhance the sustainability and our creativity.”

Gitte Sejersen, Team Leader of Facility Service.

NEW WAYS OF REDUCING FOOD WASTE

In 2020, we changed the way in which the canteen runs during lunch breaks, so that meals are now individually served instead of having a buffet. Hereby, the kitchen can better adjust the amount of food that is served and, following this, modify purchases. This has led to a 30 % reduction of food waste this

year compared to previous years. In addition, the kitchen staff appreciates the change:

“At first we had to get used to a new work routine. However, today I really enjoy using my creative competencies even more and it inspires me to present each portion nicely and appealingly.”



Peter Krone Langborg,
Kitchen Assistant.

Moreover, Peter likes the social contact he has with colleagues when serving the food individually and that it also enables him to explain and present the dishes further.

FROM ORGANIC WASTE TO GREEN ENERGY

Besides from minimising our food waste, we also sort our waste in the kitchen in order to reduce our environmental footprint. Therefore, Pressalit collaborates with Daka Refood, a company that collects our organic waste and recycles it into biogas. Thus, instead of throwing away leftover food it is recycled into new, green energy. The difference made by our recycling of organic waste is illustrated below.



Organic nourishment to fertilise 9253.44kg carrots



190.51 days of heat production for an average household



The savings of 4042.71 kg of CO² emissions





Replacing the car with an electric bicycle

Our Danish headquarters span over three different locations a couple of kilometres apart. Consequently, employees sometimes have to drive from one location to another to participate in meetings.

A NEW, SUSTAINABLE TRANSPORTATION INITIATIVE

It is a continuous focus point for us to reduce the number of drives and therefore one of our 2020 goals has been to explore alternative and more sustainable options within internal transportation. Following this, we were excited to introduce our new electric bicycle initiative this year.

Since August 2020, employees have had the opportunity to replace the car with an electric bicycle when transporting themselves between our headquarter locations in Ry. The bicycles are accessible at all three locations and employees are free to use them.

A FAST AND REFRESHING RIDE

One of the employees, who often make use of the electric bicycles, is Michelle Bodal Petersen. As a Receptionist Trainee, Michelle often visits the other headquarter locations:

“Usually, I would have used the car, but it is actually faster to go by bicycle. Besides, I really enjoy getting some fresh air in the middle of the day.”



The bicycles are especially useful at our factory in Ry, where employees use the bicycles to transport themselves between the different buildings. Naturally, each bicycle comes with a bicycle helmet and a disinfectant spray.

The aim is to get even more employees to replace the drives with bicycle rides, eventually.





Turning gas consumption into biogas plants

At Pressalit, we strive to minimise our climate impact as much as possible – both within our own production but also by supporting and cooperating with sustainable suppliers.

Thus, we are now supporting a sustainable project from our distributor of liquid gas, which focus on reducing the overall carbon footprint from the production and distribution of the gas.

SEVERAL ASPECTS OF SUSTAINABILITY

The sustainability of the project is two-fold. Firstly, the electricity used in the production of the liquid gas comes from Nordic wind energy or hydroelectric energy.

Secondly, the climate impact from the overall production and distribution of the liquid gas is compensated for. Even though liquid gas as a raw material in itself is a climate friendly solution, the production processes and distribution of the gas are still contributing to greenhouse gas emission.

More specifically, this means that the amount of liquid gas we utilize at our hinge factory in Ry, will be climate compensated by supporting and investing in sustainable projects around the world.

FROM RY TO KENYA

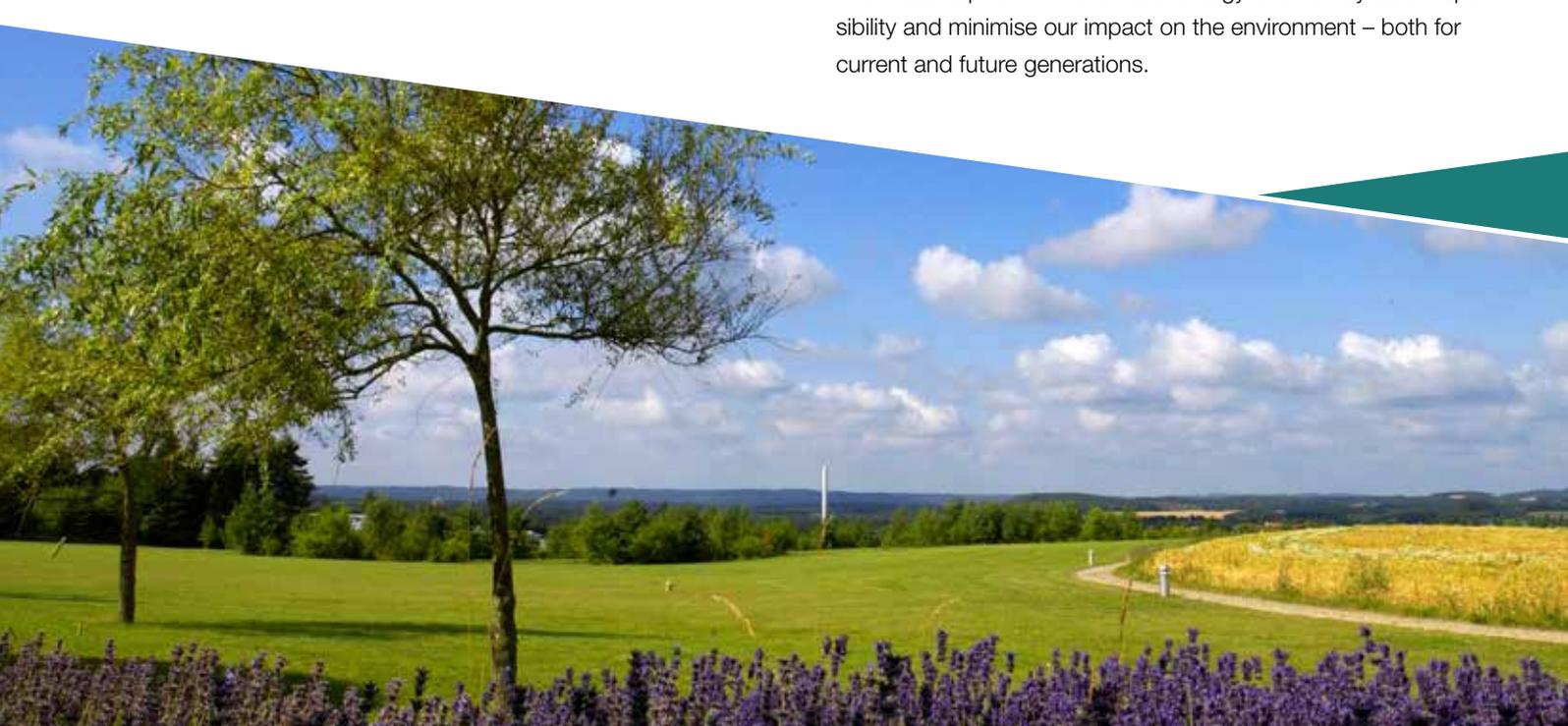
In 2020 Pressalit supported a biogas project in Kenya - a project that meets the requirements of the Gold Standard for the Global Goals.

The objective of the project is to educate entrepreneurs on how to construct minor biogas plants and, additionally, support local farmers with purchasing and maintaining the biogas plants. Thus, the biogas plants contribute to the global spread of renewable energy whilst creating jobs for the local citizens.

As of May 2020, 2,100 biogas plants were installed due to the project.

AN ACTIVE ENVIRONMENTAL CHOICE

The compensation is validated by an independent third party; the consultancy for sustainable development, DGE. At Pressalit, we are fond to work with suppliers that, like us, actively work to reduce their climate impact and set ambitious sustainability goals. Therefore, it was without further hesitation that we chose to participate and support the project. It enables us to contribute to the development of renewable energy and hereby take responsibility and minimise our impact on the environment – both for current and future generations.





Sustainability throughout the line

SDG 12: Responsible Consumption and Production, is an integral part of the Pressalit mindset. We aim to act responsibly and actively work to reduce our environmental footprint throughout our supply chain.

Hence, one of Pressalit's focus points, and additionally one of our 2020 goals, is to work with sustainable suppliers only – both in terms of human rights and environment. It is essential for us that the products we acquire from our suppliers are produced within proper sustainable and responsible working conditions.

NEW SUPPLIER OF BUILT-IN CISTERNS

In October, 2020 we changed our supplier of built-in cisterns to the German company, Grohe. As a company, Grohe, like Pressalit, places a great emphasis on sustainability and global development. Moreover, all of their factories are completely carbon-neutral, in that they use green electricity, solar technology and combined heat and power plants.

Additionally, the remaining CO2 emissions from the factories are offset by supporting sustainable projects around the world. Thus, their built-in cisterns are produced at 100 % carbon-neutral factories.

The change of supplier ensures the fulfilment of our Code of Conduct – especially in relation to environmental care. We believe that it is our responsibility to actively contribute to a carbon footprint reduction, which has led us to acquire these built-in cisterns for our toilets.



SOCIETY

We are committed to act ethically and responsibly and to positively impact societies and people along our way. Through various sponsors and partnerships, we actively support where we can.





Partnering with UNICEF

Our UNICEF partnership lies close to our hearts at Pressalit, and therefore, we decided to extend our collaboration in 2020.

The partnership is closely related to our focus on SDG 6: Clean Water and Sanitation, which is an essential part of our core business. Therefore, we are proud and happy to support the UNICEF WASH project, in which global improvement of water and sanitation services is put into focus.

IMPROVING GLOBAL LIVING CONDITIONS

The objective with the WASH project is to improve water, sanitation and hygienic conditions for people around the globe. Throughout the time the project has run, 1.4 billion people in the world have gained access to safe water since the year 2000.

However, around 663 million people still do not have access to improved water resources and 2.4 billion people do not have access to improved sanitation. Thus, creating global awareness of poor water and sanitary conditions is still highly important.

PRESSALIT AND THE WASH PROJECT

This year, we created awareness of the project both internally and externally, for instance by marking UN's World Toilet Day on November 19th. On this day, our employees were able to participate in a quiz with informative questions related to the WASH project.

Moreover, we initiated an internal information campaign in 2020, in order to raise further awareness of the WASH project and its initiatives.

We are happy to continue our support of this important subject and actively contribute to the global improvement of water and sanitation services.

Pressalit's UNICEF donation equals:



The construction of 172 water pumps



The purchase of more than 290.000 soap bars



The construction of 574 single-cubicle latrine superstructures





Pressalit turning blue

This year, Pressalit created awareness of World Children’s Day on November 20th by lighting up our head office with the colour blue.

The blue colour marks World Children’s Day which aims to raise money and create awareness for those children that are currently denied their rights to sufficient protection, health care, nutrition and education. Thus, the day is used to celebrate the anniversary of both the Declaration and the Convention of the Rights of the Child and the importance hereof.

CHILDREN SHOULD HAVE THE SAME RIGHTS

Line Herlev, HR and Communication Consultant, is one of the employees, who initiated the ‘Go Blue’ event at our HQ.

“In Denmark, we are quite privileged. Therefore, we can have a tendency to forget that people and children in developing countries are struggling every day and lacking the resources that we take for granted. By promoting Children’s Day and creating some attention about it by lighting up our HQ, we hope to spark a conversation between people. Hopefully, children and parents locally see it and question what it is for. Then, they are going to find out what we are supporting and why it is important. That it’s the objective of it.”

Line Herlev, Communications and HR Consultant

One of our core focus areas here at Pressalit is Quality Education and we believe that this should be a right for every child together with decent protection, nutrition and health care.

We are pleased to be able to create awareness of this important case and to support children’s rights, conditions and development.





Honouring the role models in parasport

Pressalit is honoured to be the main sponsor of Parasport Denmark. Their values of collaboration, dialogue and room for the individual are the quintessence of our philosophy. Besides supporting the organisation, Pressalit has several personal sponsorships with para-athletes. Hereby, we contribute to making cultural and recreational opportunities available for people with disabilities.

PRESSALIT KEEP LIVING AWARD

Since 2002, Pressalit has awarded the para-athlete of the year at the Pressalit Keep Living Awards. At the award-show, athletes with disabilities are honoured for both their professional performances and their ability to set an example through their sport. Consequently, all nominees perform well within their sport, but their overall attitude, training efforts and ability to act as role models for parasport in general taken into account as well.

AND THE HONOUR GOES TO...

In February last year, taekwondo athlete, Lisa Kjær Gjessing, received the honour and the check of DKK 40.000. In 2019, Lisa fought with several injuries but still managed to fight her way back, win a European gold medal and qualify for the Paralympic Games in Tokyo.

Lisa's results in 2019 and her determination, fighter spirit and professionalism make her a great ambassador for para-taekwondo and for parasport in general. Co-Owner and Board Member at Pressalit, Dan Boyter, congratulated Lisa with the price:

“You have had an incredible year with downturns, but you have fought your way back to your top form. Besides having a family in Ry and working as a Legal Counsel, you have also been part of starting an association, which helps newly amputated add quality and positive experiences in their lives.”

Lisa was up against a strong field of other para-athletes, all of whom contribute to parasport in the best way possible.

EXTENDING OUR PARTNERSHIP

At Pressalit, we were looking forward to the Paralympic Games in 2020 before it was moved to 2021 due to the Covid-19 pandemic. Therefore, it was with great pleasure that we in 2020 extended our partnership with Parasport Denmark, as we are happy to continue supporting this important case. Thus, we look forward to continue following the preparations from the athletes closely and to see their amazing performances at the Paralympic Games in 2021.





Christmas at Pressalit

Christmas is a time full of traditions – also here at Pressalit. However, in 2020, Christmas at Pressalit looked a bit different than previous years, but our focus on giving back stayed the same.

AN ALTERNATIVE CHRISTMAS PARTY

Usually, we have an annual Christmas party at Pressalit, where our employees and their families gather to light up the Christmas tree in our hall. This year, we decided to rethink our event.

Therefore, our employees could either choose to receive a Christmas calendar, “Børnenes u-landskalender”, or donate the money directly to UNICEF. The calendar is a charity-project, in collaboration between Danida, DR and UNICEF in which the turnover from the sales goes directly to a project in the Afar desert in Ethiopia. The objective of the project is to offer more than 70,000 children from the desert the opportunity to go to school instead of working at their parents’ farms.

This is well in line with our focus on SDG 4 and SDG 6, as both options contribute to bettering the conditions for children around the world.

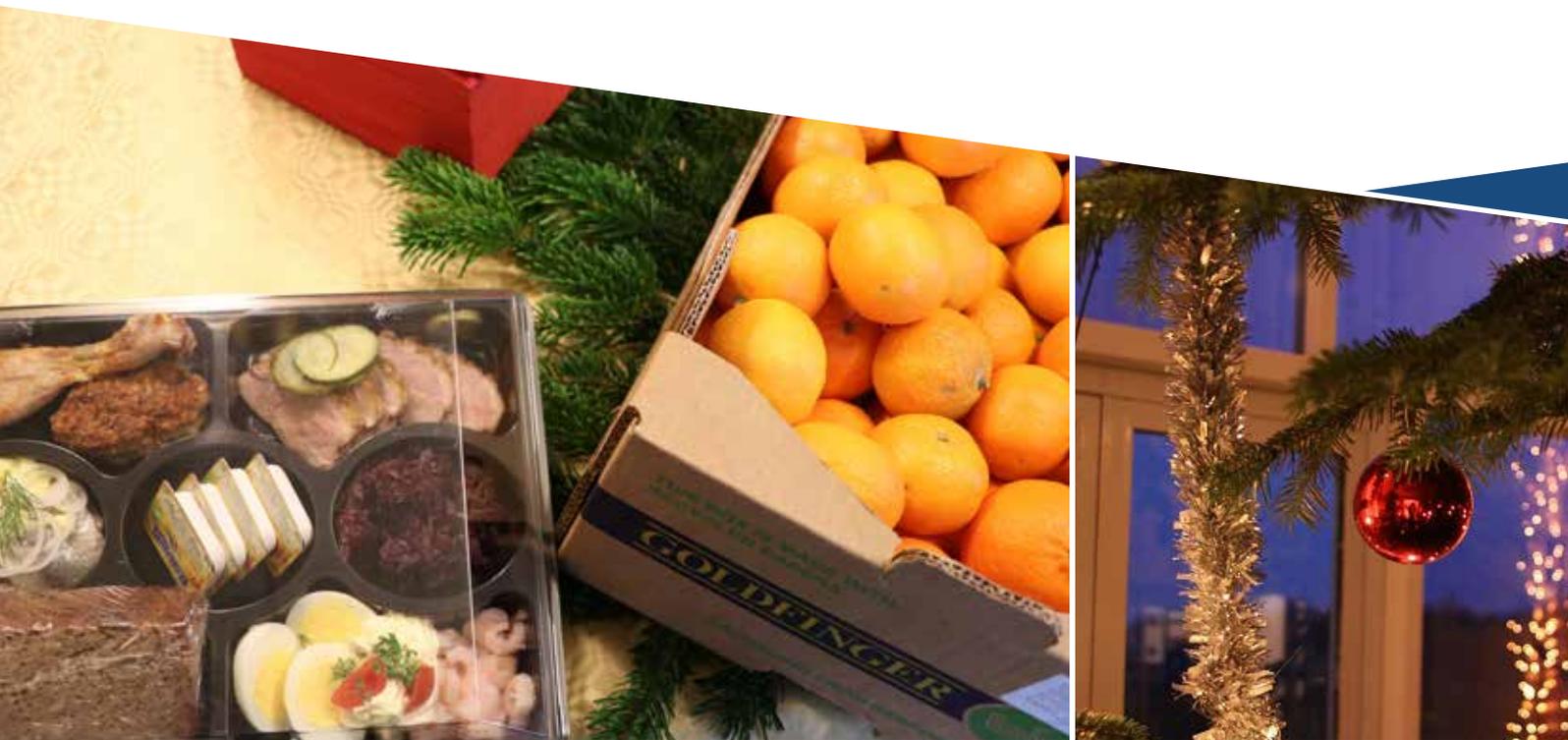
CHRISTMAS FOR THE HOMELESS

For the past 11 years, Pressalit has hosted an annual Christmas dinner at “Værestedet” in Aarhus, which is a local drop-in centre for homeless people. And this year was no exception.

The employees from our kitchen organised and prepared the traditional Danish Christmas food in individually packed meal boxes for both homeless people and employees at Værestedet. Moreover, Pressalit arranged Christmas table-cloths, Christmas decorations and candles to decorate the rooms.

This year, co-owner, Dan Boyter, served the Christmas food along with a smile and a Christmas card from Pressalit. Due to the Covid-19 pandemic we decided not to have employees volunteering to be present at the event.

At Pressalit we highly value these types of events, as we believe in the importance of taking action and supporting vulnerable groups in society. Besides, it is usually also a day filled with laughter and great stories across the tables.





Increasing accessibility for all individuals

Dignity and independence should always be contemplated when designing sanitary facilities. At Pressalit, it is our passion to provide dignified opportunities for everyone.

For people with profound and multiple learning disabilities or other serious impairments, it can be a challenge to use the toilet comfortably and with dignity. The concept Changing Places allows just that, as these fully accessible toilets are designed to provide sufficient equipment and space for those not able to use a toilet independently.

DIGNITY AND ACCESSIBILITY FOR EVERYONE

We have long been working on the development of a prefabricated Changing Place, named Pressalit Spaces. Our objective with Pressalit Spaces is to ensure availability for all and allow people with disabilities to use the toilet in a dignified and comfortable manner.

With Pressalit Spaces we have incorporated our know-how and all the improvement opportunities coming from experiences with Changing Places in the UK. Thus, the entire concept is validated by users, interior designers and specialists in the field. Hereby,

we make sure that Pressalit Spaces contains all necessary equipment in order to create a dignified experience for the individual.

“We wanted to create a warm and welcoming place with all necessary equipment easily adaptable for each individual – both user and caretaker.”

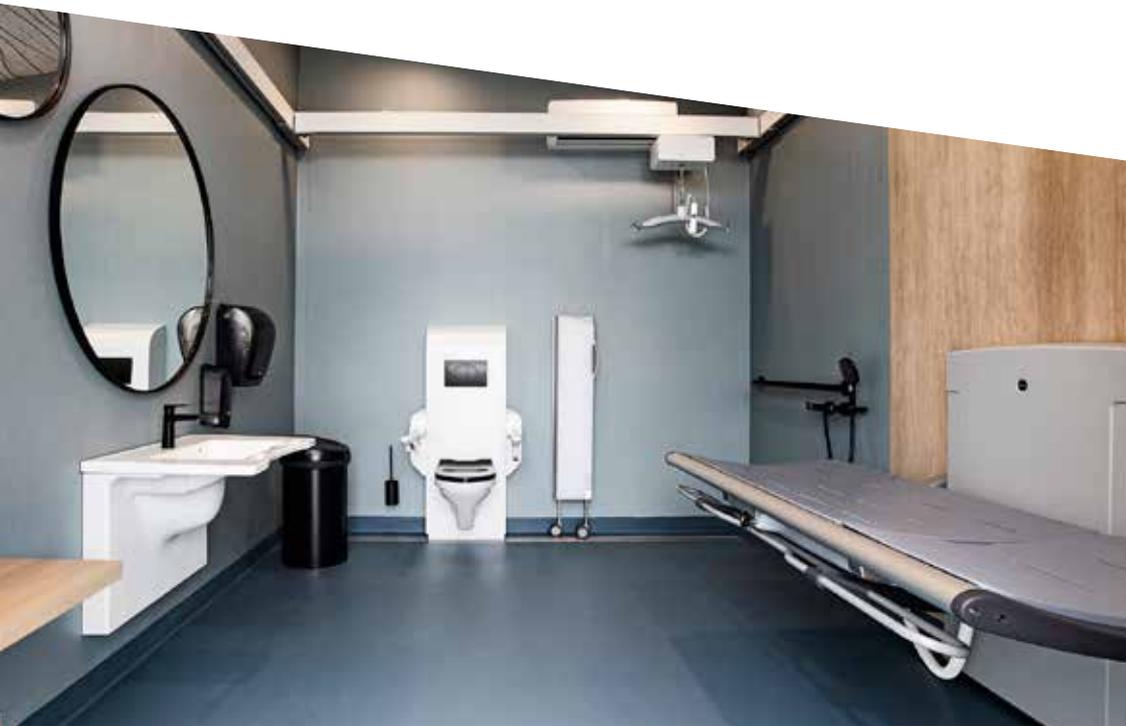
Angela K. Leth, Business Development Manager.

A SUSTAINABLE ASPECT

Pressalit Spaces is installed with 4 solar panels on top generating 850 kWh per year. Thus, on sunny days the unit will be energetically self-sufficient.

Moreover, we have used local or European suppliers with the Environmental Product Declaration, EPD. Hereby, we are aware of the environmental impact, recycling efforts and resource consumption of our suppliers. Thus, we have chosen suppliers that live up to our standards.

Hereby, our focus on sustainability and accessibility goes hand in hand. We believe, that accessibility brings dignity and an improved quality of life.





A year in Pressalit

The past year in Pressalit was filled with various events and experiences. Below we present a few highlighted events from the year that passed.

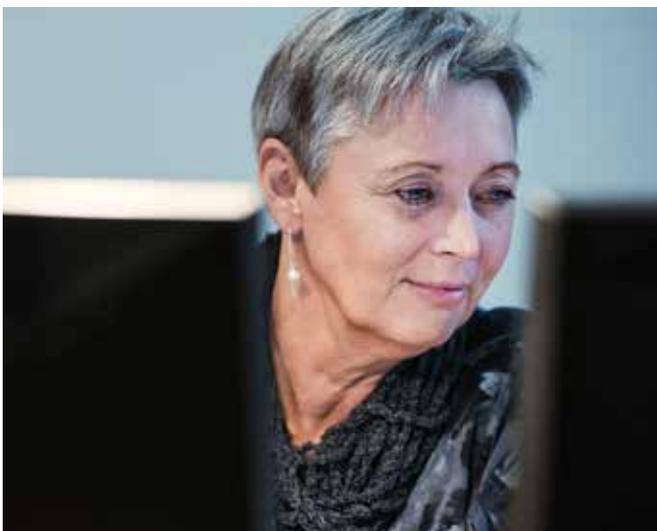
MARCH

In March our kitchen staff in Ry received a new certificate for hygiene and safety in relation to food.



MAY

In May, we shared tips on how to work from home and how to remain socially connected during the Covid-19 outbreak with our employees.



JUNE

The socio-economic organisation, BISTAD, visited us in June 2020 to collect honey from our beehives. BISTAD employs vulnerable citizens, who have struggled for different reasons, and who have found a new sense of purpose through their employment at BISTAD. This is very well in line with our values, and therefore we are happy to support this cause.



JULY

July 19 is Changing Places Awareness Day, which is a day we like to mark here at Pressalit in order to support and create awareness of the importance of the topic.





AUGUST

Throughout the year, Dan Boyter, Co-Owner and Board Member, visited the para athletes, with whom we have a personal sponsorship, in their training environments to interview and support them in their preparations for the Paralympics in 2021. In August 2020, he visited para dressage rider, Stine Tange.



NOVEMBER

This November we acquired re-usable 3-layer textile face masks for all employees to order.



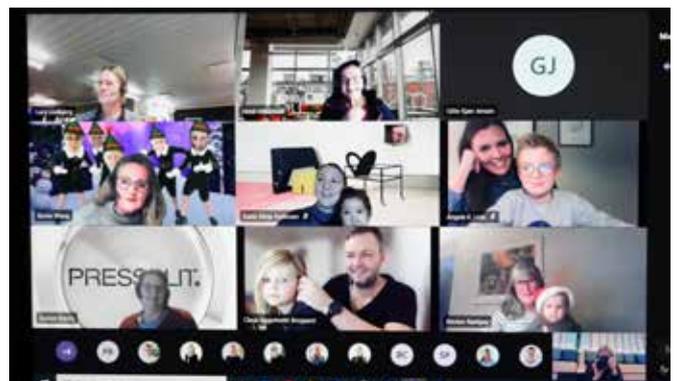
SEPTEMBER

We celebrated World's Best Morning at Pressalit on Friday September 4th and distributed newspapers filled with good stories from around the world.



DECEMBER

We gave employees the opportunity to gather and socialise across borders and departments in this year's virtual Christmas Bingo. The event enabled colleagues to compete and laugh with each other despite not being able to physically meet.



OCTOBER

In October, we made customised stickers for our hand sanitisers with humorous quotes. They have indeed put a smile on the faces amongst our employees.





We keep moving forward to make things happen

Hopefully, this report has given you an insight into Pressalit's sustainable and responsible activities in 2020. Corporate Social Responsibility has been, and always will be, a cornerstone in Pressalit's way of thinking.

A great part of our work lies within ensuring that both we and those we work with comply with United Nations' Global Compact principles.

We are fond to advocate for the Global Goals and hereby inspire others to work towards creating a better, more sustainable world.

We know, that we are not there yet, but we will continue our journey and move forward until we reach the Global Goals.



#WeArePressalit



Our 2021 goals

Focus area	Goal	UN Global Goals
	<p>We aim to be an inclusive company focusing on human rights, diversity and individual development.</p> <p>Therefore, our 2021 goals are to:</p> <ul style="list-style-type: none"> • Maintain a level of at least 6 % of our employees hired on special terms • Maintain our high number of interns and, additionally, having interns in at least four different departments • Create a Whistleblower channel in order to expand employees' opportunity to report bullying or bad practices • Continue to work towards decreasing the diffusion of satisfaction within the PULSE-survey • Implement and report on how many seniors we have on our senior programmes • Implement a policy in which the different life stages of individual employees are considered in the design of their work day • Continue our focus on creating a great work environment and practices, whether employees are working from home or at our location. Following this, increase our focus on improving both mental and physical conditions for employees working remotely with additional concrete initiatives 	
	<p>We aim to take responsibility by enhancing our sustainability and minimising our impact on the environment and climate.</p> <p>Therefore, our 2021 goals are to:</p> <ul style="list-style-type: none"> • Improve awareness of the electrical bicycles and hereby increase the use of these for internal transportation • Continue our increased focus on sustainability in our facility services, and in particular further reduce and completely eliminate the amount of plastic cups used in the company as we did not come through with this in 2020 • Further reduce our waste of food in the kitchen by utilising even more of the different ingredients • Implementing at least three energy-optimising initiatives to track our CO² emissions • Further improve sustainability of our packaging material and in particular the packaging of bathroom accessories, either by reducing the amount of plastic or changing to recycled plastic or bioplastic. • Keep focusing on how to improve practices throughout our supply chain to decrease our environmental footprint 	
	<p>We aim to act responsibly as well as ethically and to positively impact society.</p> <p>Therefore, our 2021 goals are to:</p> <ul style="list-style-type: none"> • Continue our regular audits and make sure that our partners and suppliers live up to our standards with regards to human rights • Activate our UNICEF-partnership both internally and externally throughout 2021 • Actively advocate for the SDGs and our work with them internally and externally through at least three new initiatives specifically supporting SDG 4, 6 and 12. 	