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## **1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)**

**STATEMENT OF CONTINUED SUPPORT SIGNED BY THE COMPANY'S CHIEF EXECUTIVE:**

**20 February 2021**

To our stakeholders:

I am pleased to confirm that Poul Schmith/Kammeradvokaten reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

**Jens Bødtcher-Hansen**  
**Managing Partner**

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## 2. DESCRIPTION OF ACTIONS

### HUMAN RIGHTS

Actions the company has taken in the area of **human rights**. Examples include:

- Ensuring employees have safe, suitable and sanitary work facilities.
- Protecting employees from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.
- A whistle-blower system dedicated to preventing and eliminating bullying, sexual harassment, etc.
- A systematic management approach to human rights, e.g. through a range of company policies. As an example, the company has an internal policy regarding bullying, discrimination and sexual harassment in place.
- Increased gender equality as a central part of the company's core corporate strategy 2025.
- Furthermore, the company holds high standards regarding data compliance (GDPR).

### LABOUR

Actions the company has taken in the area of **labour**. Examples include:

- Ensuring that the company does not participate in any form of forced or bonded labour and child labour.
  - Complying with minimum wage standards, gender equality, non-discrimination, etc.
  - Conducting systematic, annual employee satisfaction surveys (in Denmark called APVs and MTUs).
  - Company paid extended health insurance.
  - Company paid pension scheme.
  - Focusing systematically on employees' physical (air and light quality, radiation hazard, noise reduction, etc.) and mental health (stress coaches, flexible work life etc.).
  - Senior policy.
  - Continued focus on engagement and physical and mental health as a central part of the company's core corporate strategy 2025.
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## ENVIRONMENT

Actions the company has taken in the area of **environment**. Examples include:

- Avoiding environmental damage via regular maintenance of production processes and environmental protection systems (waste, responsible disposal of IT equipment, donation/recycling, etc.).
- A green strategy with an ambitious annual public climate report including Scopes 1, 2 and 3. The climate report 2018 is the baseline for reaching the goal of a 70% reduction in our carbon footprint in 2030. Until now, the company's actions have included reducing waste in general, introducing an employee programme to reduce food waste, reduced and more sustainable packaging, reduced merchandise and print production, switching to green power at 80% of the firm's locations, an offsetting partnership regarding carbon negative buildings with PURO Earth in 2020, etc.
- Ensuring emergency procedures are in place to prevent and address accidents affecting the environment and human health.

## ANTI-CORRUPTION

Actions the company has taken to fight **corruption**. Examples include:

- Rigorously assessing the risk of corruption when doing business.
- Ensuring that internal procedures are in place to support the company's anti-corruption commitment.
- An internal anti-corruption policy ensuring that employees neither give nor accept any kind of bribes, inappropriate gifts, or nepotism.

### **Anti-money laundering:**

- Rigorously assessing the risk of money laundering when doing business.
  - Ensuring that internal procedures are in place to support the company's anti-money laundry commitment.
  - An internal AML policy ensuring that employees follow the AML governance structure and processes.
  - Provision of a professional digital assessment tool for enabling easy AML compliance check.
  - A whistle-blower scheme to report money laundering.
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### 3. MEASUREMENT OF OUTCOMES

The box below includes the most relevant indicators to **measure outcomes**. Examples include:

- General description: The company has a general Corporate Responsibility Strategy that includes four basic dimensions:

1. Responsibility for the environment and climate
2. Responsibility for people (incl. D&I and good governance for management)
3. Responsibility for data security and tech solutions
4. Social and societal responsibility.

**Specific measurement areas:**

- Diversity and inclusion: demographics of management and employees broken down by diversity factors (gender, age, etc.). Diversity & Inclusion is part of the core corporate strategy 2025.
- Human rights – working environment: the firm has established a whistleblower scheme dedicated to preventing and eliminating bullying, sexual harassment, etc. The top management consider all incoming inquiries. Moreover, the firm conducts systematic, annual employee satisfaction surveys (in Denmark called APVs and MTUs) to measure the employees' mental and physical well-being. The findings result in immediate action at top management level as the People-dimension is a central part of the core corporate strategy 2025.
- Carbon footprint: publishing annual climate accounts (since year 2018) accompanied by a 2030-goal of a 70% CO2 reduction and an action plan addressing the findings of the annual climate report. For instance, a significant carbon footprint as a result of work-related support leads to a transport policy. A significant carbon footprint in electricity and heat consumption has meant that the firm has switched to green power at 80% of its locations. Furthermore, the company's kitchen staff keeps an eye on food waste in the canteens in Copenhagen and Aarhus (by weighing and comparing general waste and food waste) in order to gradually reduce the volume. However, COVID-19 has challenged this project this year.