

## **COMMUNICATION ON PROGRESS (COP) 2021**

Period covered by our Communication on Progress (COP) is April 2020 to March 2021

### **STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER**

17<sup>th</sup> of March 2021

To our stakeholders

I am pleased to confirm that BankInvest 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.

BankInvest has in 2020 established a CSR Policy with hard and soft target for our future endeavours within the CSR space. On the basis on the ambitions set forth in the CSR Policy, BankInvest will release an annual CSR report. The report will be released together with the annual Report. Both reports will include ESG key figures.

Sincerely yours,



Lars Bo Bertram

CEO

## **Human Rights**

### **DESCRIPTION OF ACTIONS**

BankInvest has implemented the following policies and guidelines to support human rights:

- Policies regarding the respect of employees' and suppliers' personal lives are set out in BankInvest's Personnel Handbook in respect of personal data and video surveillance of common office areas.
- Prevention of non-discrimination by way of
  - Setting targets for representation of the underrepresented gender at management levels
  - Ensure action in case of bullying, sexual harassment, or discrimination.
- Carrying out norm-based screenings of our investment portfolios for violations of international norms and conventions in respect of i.e., human rights, labour rights and environment. This includes UN's Global Compact, UN's Universal Declaration on Human Rights, OECD's Guidelines for Multinational Enterprises, and ILO Conventions.
- CSR Policy with a specific focus on contributing to UN Sustainable Development Goal (SDG) #4 – Quality Education. The specific SDG has been chosen as knowledge and education is closely aligned with the core values at BankInvest.

The CSR Policy sets out targets and ambitions around the following themes.

### **Knowledge and Education**

- The deployment of BankInvest knowledge and resources into committees, professional working groups, seminars, conferences etc. has been challenged by Covid-19. Despite this BankInvest has continued holding online knowledge sharing webinars for employees and other stakeholders.
- Donation to projects which supports the compensation for the CO2-submission of BankInvest was made to an organization which installs CO2-efficient stoves in rural Mexico. The specific project was chosen as one of the positive sides effects is that it gives time for the children to attend school, rather than having to collect firewood.
- Charitable donations made by BankInvest has been, and will continue to be, focused on organizations helping people to obtain access to education.

### **Equal Opportunities**

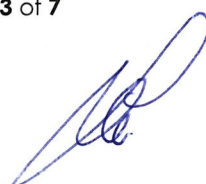
- BankInvest has initiated a policy on recruitment with a specific focus on ensuring equal opportunities for all applicants as well as ensuring all relevant applicants will apply, regardless of belonging to the underrepresented gender or a minority.
- The policy will be setting out requirements, structures, options for further support as well as inspiration for neutral-language and potential biases to pay attention to, for employees with recruitment responsibility.
- Training of relevant employees (incl. HR resources) in the uncovering and challenge of bias in recruitment and advancement, will be carried out (pending on Covid-19 is over).

### **Environment**

*Will be further detailed under the Environmental chapter of this report*

**MEASUREMENT OF OUTCOMES**

- Monitoring outcomes by way of an annual survey of the employee satisfaction to ensure that BankInvest keeps a high standard for the employees. Depending on the outcome the Executive Management every year selects several areas with the focus to improve the standards and hence the ratings in the coming years survey.
  - Representation of the underrepresented gender is being monitored to ensure that goals set, will be met within the given timeline (2023).
  - Due to screening of violations of human rights companies have been excluded from our investment universe. Excluded companies are disclosed publicly on <https://bankinvest.dk/baeredygtighed/politik-for-ansvarlige-investeringer/>
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## Labour

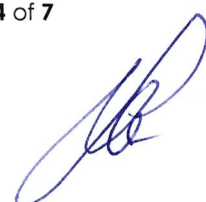
### **DESCRIPTION OF ACTIONS**

The BankInvest group is established in Denmark and accordingly subject to Danish regulation on protection of employees which BankInvest is complied with. Further, BankInvest has established the following policies and guidelines:

- Implemented a policy in respect of seniors (60+) at the workplace.
- Implemented a stress policy in the Personnel Handbook as a part of ensuring the wellbeing of our employees.
- A work environment and safety committee with employee members has meetings 2-4 times per year.
- Carrying out norm-based screenings of our investment portfolios for violations of international norms and conventions in respect of human rights, labour rights and environment. This includes UN's Global Compact, UN's Universal Declaration on Human Rights, OECD's Guidelines for Multinational Enterprises, and ILO Conventions.
- Focus on improving leadership skills by providing relevant training.

### **MEASUREMENT OF OUTCOMES**

- ESG key figures are included in the annual report as well as the annual CSR report:
  - Number of FTEs
  - Representation of the underrepresented gender overall and specific at board and management levels
  - Employee turnover
  - Sick leave
  - Pay gap between CEO and median employee.
- BankInvest carries out an annual survey of the employee satisfaction in several areas to ensure that BankInvest keeps a high standard for the employees. Depending on the outcome, the Executive Management every year selects specific areas with the focus to improve the standards and hence the ratings in the coming years survey.
- Furthermore, there is a biannual survey on the work environment for all employees.



## Environment

### DESCRIPTION OF ACTIONS

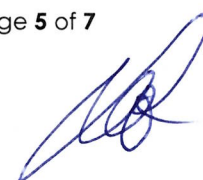
BankInvest is focused on carrying out our core business in a responsible manner. This includes minimizing the impact on the environment.

Today BankInvest has implemented the following initiatives to protect the environment:

- As part of the CSR Policy BankInvest has decided to measure, reduce, and compensate for scope 1 and scope 2 emissions.
- BankInvest has initiated the process of establishing a measurement of the scope 3 emissions to gain an understanding of the total environmental impact, as well as insight into possibilities of reduction.
- As pr. March 2021 the power supply to BankInvest is CO2 neutral.
- In the selection of a future residence, certification within sustainability was used as a selection criterion. The future BankInvest residence will be certified under the DNGB-standard for Buildings in use.
- As part of the selection of a canteen provider, the requirements set forth included requirements on:
  - daily options of 100% plant-based, filling meals (morning/lunch/takeaway)
  - a minimum of overall 80% organic products and a requirement of 100% organic products on specific food categories (fruit, vegetables, meat, dairy, and other animal foods)
  - focus on choosing the least climate damaging food pr. category (i.e., herring is preferred over shrimps in the seafood food category) as set forth in the Danish Veterinary and Food Administration official dietary advice.
- Waste sorting to separate paper from other waste for recycling. The use of the sorting of paper waste will be further improved by easier access to bins and raising employee awareness of the importance.
- Having available electrical bicycles for employees for transportation to out of house meetings instead of using cabs.
- Engaging with cab companies which are dedicated to use electric cars in their fleet.
- Charging station for electrical cars is available in the parking basement of BankInvest.
- Cold water taps are available throughout the offices to reduce use of dispensable plastic bottles. Plastic bottled water has also been taken of the meeting catering menu and has been replaced with tap water.
- Carrying out norm-based screenings of our investment portfolios for violations of international norms and conventions in respect of human rights, labour rights and environment. This includes UN's Global Compact, UN's Universal Declaration on Human Rights, OECD's Guidelines for Multinational Enterprises, and ILO Conventions.
- BankInvest has launched two products with hard carbon reduction targets compared to the investment universe, supporting the climate reduction targets in the Paris Agreement.
- BankInvest has signed the CDP.

### MEASUREMENT OF OUTCOMES

- ESG key figures has been included in the annual report as well as the annual CSR report:
  - Co2 emissions (Scope 1 +2)
  - Energy consumption
  - Renewable energy share
  - Water consumption.



- Measured a reduction of CO2 emission (scope 1 +2) within the past year of more than 50%.
  - Investments have been excluded from our funds' portfolios due to screenings for breach on environmental criteria.
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## **Anti-Corruption**

### **DESCRIPTION OF ACTIONS**

- BankInvest has a zero-tolerance approach to corruption and bribery.
- BankInvest works to mitigate the risk of bribery and corruption through our compliance infrastructure, which includes continuous training and internal procedures.
- Ethical behavior is covered in our Personnel Handbook and other policies, and furthermore a Code of Conduct addressing the zero-tolerance approach to corruption and bribery is in the works.

### **MEASUREMENT OF OUTCOMES**

- Inquiries from employees to our Compliance Department to ensure compliance showing focus on the rules by employees.
- No violations have been reported.

