

To our stakeholders:

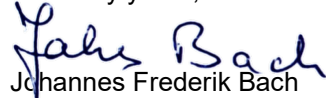
21. juni 2021

Regarding UN Global Compact

I am pleased to confirm that Juhl Bach Holding ApS 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,



Johannes Frederik Bach
CEO/Managing Director

Human and labour rights

Significant risks:

Compliance with GDPR is still a risk factor that needs continued focus. Also, compliance with labour rights/working environment is a risk area. As companies within Juhl Bach Holding (Group) ApS grows and gets more differentiated employees, more rules and laws apply to the business and the organization.

Policy:

GDPR: Companies within the Juhl Bach Holding (Group) ApS has a set of GDPR policies and guidelines to secure that we are always compliant with current GDPR law and regulations. For our subsidiaries outside of the EU, we always comply with current law, and we aim at maintaining the highest possible legal standard.

Working environment: Companies within the Juhl Bach Holding (Group) ApS aims at being compliant with existing law regarding working environment – also on the organizational level having a working environment set-up integrated in the organizational structure.

Actions:

The GDPR policies and guidelines for all relevant entities have been reviewed and updated according to current regulation. A statutory Working Environment Group has been established and a handbook on securing the working environment is in the making. The Code of Conduct has been updated.

Results:

Updated GDPR policies and guidelines. The establishment and integration of the statutory Working Environment organization. The “APV” in 2019 indicated some focus areas that are still in process, that will help improve the working environment.

Environment

Significant risks:

Handling and recycling garbage is a risk factor. Also, the use of electricity holds a risk.

Policy:

Juhl Bach Holding (Group) ApS works on decreasing the environmental impact of our business activities.

Actions:

We sort garbage in order to recycle as much as possible. Also, we seek to minimize the use of electricity. We continually evaluate our partners by having an open dialogue on how to secure the most sustainable handling of our goods. We have made an evaluation of the IT-staging setup in order to secure the lowest possible consumption of electricity at the two premises.

Results:

We sort cardboard/ paper garbage as well as electronics in different containers. At our offices we use different garbage containers for different garbage (cardboard, paper, small things, household garbage, glass). The IT-staging set-up has been redesigned with the aim of reducing consumption.

Clima Change

Significant risks:

Unnecessary CO2 emission due to means of transportation, and choice of environmentally non-sustainable products in the daily operations at our offices and warehouse.

Policy:

Juhl Bach Holding (Group) ApS works on decreasing the environmental impact of our business activities.

Actions:

We have initiated in an associated company a program measuring the impact of shipping ordered goods to our customers – in order to secure the least possible environmental impact, and to evaluate if and how we can off - set emission. We have set up several staging facilities at our warehouse facilities in order to minimize the number of orders that needs to be delivered from Denmark. Whenever possible we buy ecologically produced products, and together with our catering suppliers we work on reducing food waste.

Results:

We have minimized our food waste. We have a better understanding of the CO2 emission impact and will continue the program on reducing/off-setting emission.

Social Responsibility and Employee Responsibility

Significant risks:

That our employees fall sick due to inadequate focus on the physical and mental working environment.

Policy:

A healthy physical and mental working environment with special focus on safety has high priority, and we continually invest in machines and other means of support equipment to secure the highest possible standard.

Actions:

Our Employee Guidelines have been evaluated and updated. The statutory Working Environment Group conducted an "APV" and based on that a manual on working environment guidelines was made.

Results:

Updated Employee Guidelines, an "APV" evaluation in 2019 and action plans for 2020 based on the evaluation. The Code of Conduct has been updated with the latest company information.

Anti-corruption

Significant risks:

That we can only do business by engaging in bribery activities.

Policy:

Juhl Bach Holding (Group) ApS has zero tolerance towards corruption.

Actions:

When working in countries known for corruption, we choose our partners carefully, and we are very clear and explicit in communicating to both our partners and employees that any form of corruption and bribery is unacceptable.

Results:

No cases of corrupt practices were identified during 2020. The updated Code of Conduct has served as a reminder to both employees and customers/partners working with Juhl Bach Holding (Group) ApS.