



UN Global Compact

Johs. Gram-Hanssen A/S
Communication on Progress
August 2020 – August 2021

Preface

Joining the UN Global Compact in August 2020, JGH Group has carried out multiple efforts to show its commitment to the program throughout our first year of participation. Several actions have been implemented in reference to the 17 Sustainable Development Goals, which has acted as a guideline for evaluation of our current dedication to the program and onwards direction of improvement.

Like many other participants, JGH Group has been influenced in its operation by the pandemic situation. As an UN supplier for the past 25 years, we have strived to keep delivering as promised while keeping the Global Compact Commitment as a priority. As a natural consequence of the pandemic, JGH Group have lowered their business travel activity throughout the past year while being able to maintain a satisfactory operational output. The swift implementations of digital tools to serve as an alternative to the physical meeting, has meant that the company onwards post-covid will aim to keep traveling activities at a minimum – in line with our respect and desire to improve on relevant SDG's. This serves as a reminder, that though this year's many challenges have proved difficult, we must also rely our future on the lessons learned when we face situations that requires us to adapt.

As a first-year signatory member of the UN Global Compact, we are proud to showcase our progress and onwards goals on the following pages.

Sincerely,

Thomas Langbo Algreen Nielsen

Chief Executive Officer, Johs. Gram-Hanssen A/S



Our efforts August 2020 – August 2021

Human and Labor Rights

In our efforts to promote human and labor rights, JGH Group has internally revised and updated our Code of Conduct to reflect the organization's standpoint and ethical values in reference towards Human Rights, Child Labor and Labor Rights. The core principles and values of JGH Group set a high benchmark and we expect all employees and business partners to adhere to high ethical standards and to conduct themselves with integrity, dignity, honesty and in strict adherence with applicable law, both professionally and personally.

To ensure that external partners adhere to our Code of Conduct, we regularly conduct a thorough due diligence inspection of new and existing partners by either recognized 3rd party organizations or internal JGH personnel. To maintain a satisfactory level of due diligence during this year's travel restrictions, JGH Group has hired domestic representatives to ensure an on-site presence, and objective and neutral evaluation of potential and existing partner adherence to our Code of Conduct.



Our efforts August 2020 – August 2021

Elimination of Discrimination

While also stating a clear viewpoint on Discrimination in our Code of Conduct, JGH Group has actively implemented recruiting principles that promotes diversity (being either gender, sexuality, ethnic origin, age, religious belief, or disability). We are proud of our diverse human resources, counting more than 8 different first-languages in our office, and will continue to employ by skillset and commitment regardless of the individual's background.

Furthermore, JGH Group held an internal and anonymous survey to identify new measurements of improvement within the physical and psychological workspace. The survey is planned to take place on on a recurring basis.

Internal Environmental Initiatives

Following the commitment to the UN Global Compact in August 2020, one of JGH Group's immediate environmental-focused initiatives was to replace the extended usage of plastic bottled water. The organization managed to do so by supplying all employees with UN SDG's thermal bottles and installing an office water dispenser.

Furthermore, the company has remarkably reduced its paper usage by implementing various IT solutions that allows remote real-time sharing of the virtual desktop and softcopies.



Our efforts August 2020 – August 2021

External Environmental Initiatives

Through the company's involvement in the installation of solar photovoltaic plants, JGH Group has an extensive impact in supplying renewable energy on a worldwide basis. Having installed more than 500 solar systems in Africa and South America throughout the past year, JGH Group is a proud contributor and promotor of clean green energy.

In addition to the actual installation of PV-systems, JGH Group also partakes in the education of the local population within energy efficiency upon commissioning. Through JGH Group's involvement in photovoltaic systems, the organization seeks to increase its activities within the area, ultimately making energy available in otherwise inaccessible places.



What we strive for: August 2022

Entering our 2nd year of the UN Global Compact, JGH seeks to increase our development areas where possible. We have a strong desire to make an impact both internally and among our many global partners.

From an internal point of view, it is the plan for the organization to relocate our offices to a more modern and energy friendly premises. We also wish to extensively increase our awareness within the scope Human-, Child- and Labor Rights, by adding contractual points that protects these to agreements with our suppliers.

While already being heavily involved in Solar PV-Installation on a global scale, JGH Group seeks to increase its activities within new similar renewable energy offerings. Opportunities to do so remains under constant assessment, and we hope to add a new area of business that benefits the green transition within the forthcoming year.

Lastly, JGH Group is currently exploring the opportunities to add ISO14001 and ISO45001 to their certified standards. Both standards adheres to best practices within internal environmental and occupational health and safety management.



Thank you for reading our Communication on Progress 2020/2021

For more information please contact

Lasse Hviid Schmidt

International Project Coordinator

+45 4015 8088

ls@jgh-group.com