



OUR RESPONSIBILITY

MARTIN BENCHER GROUP COMMUNICATION ON PROGRESS REPORT

2021 - 2022

MARTIN BENCHER IN NUMBERS



157.201.464

USD
Annual Turnover
(2021)



+170

Employees



32

Worldwide Offices



33 %

Women in Leadership



74,487

tCO₂e
GHG Emitted in Transport
(2021)

+23

Represented Countries

ABOUT MARTIN BENCHER

MARTIN BENCHER GROUP is a Scandinavian based freight forwarding company that transports all kinds of cargo and specialize in the handling of projects and oversized / heavy cargo.

Martin Bencher Group strives to provide first class freight forwarding services to customers worldwide and aims for a high level of social responsibility at all MARTIN BENCHER locations.

Martin Bencher Group has expanded its network in recent years to strategically important places both for our customers and the Group. With own local offices and a strong network of trusted partners located all around the world, Martin Bencher can manage even the largest projects.

A strong work culture and global values transferred across borders ensure the success of Martin Bencher Group globally. Martin Bencher Group embraces and commits to high standards such as United Nations Global Compact, ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018.

Statement of continued support

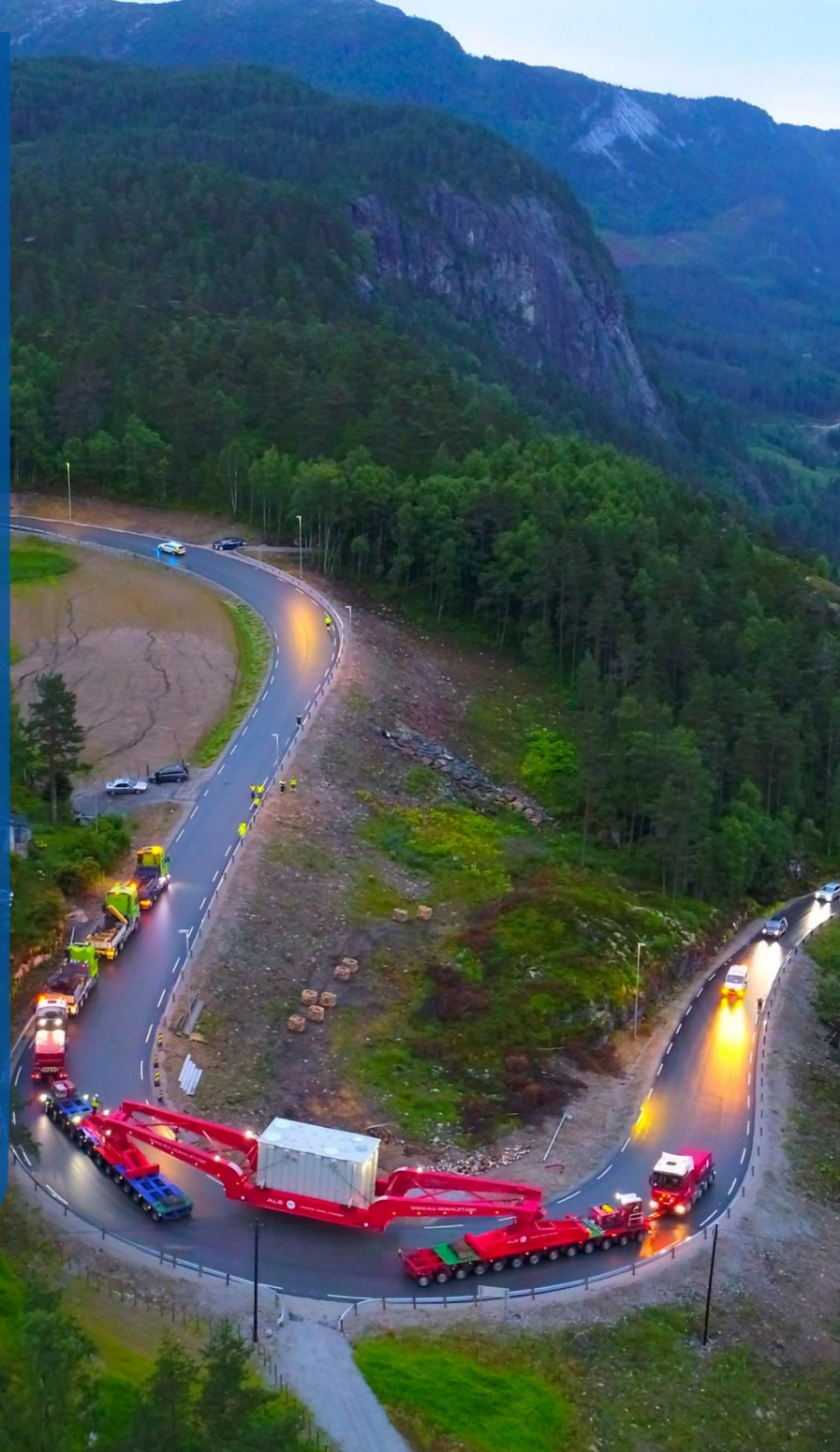
To our Stakeholders

Since 2013 Martin Bencher has been supporting IUNGCC. I am proud of the progress made by its member firms, in working towards the support of the Ten Principles of the United Nations Global Compact and the UN Global Compact Sustainable development goals.

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 share this information with our identified stakeholders using our primary channels of communication.

Sincerely yours,

Peter Thorsoe Jensen
CEO, Martin Bencher Group



CORPORATE SOCIAL RESPONSIBILITY

MARTIN BENCHER GROUP wants to provide first class freight forwarding services to customers worldwide. Martin Bencher Group is an active player in the communities in which the Group operates.

Our objective is to develop our business with respect for, and in harmony with, our surroundings.

Martin Bencher Group operates with the following definition of Corporate Social Responsibility (CSR): CSR is defined as a set of activities undertaken by a company to operate in an economically, socially, and environmentally sustainable manner.

All our principles, objectives, and activities described in the Martin Bencher Standards are communicated and applied in all offices and always followed by all employees when at the workplace, jobsite or traveling on behalf of the Group.

Martin Bencher Group has supported the UN Global Compact since 2013. The objective of this document is to communicate the progress made since then. We see this document continually developing as we acquire more knowledge and experience.



OUR RESPONSIBILITY

MARTIN BENCHER GROUP is committed to demonstrating a high standard of integrity and corporate social responsibility worldwide.

We commit to behave ethically and contribute to economic and environmental development globally and locally by implementing and communicating ethical standards at our workplace and complying with international norms, the UN Global Compact and universal principles of human rights, labor, environment, and anti-corruption.

MARTIN BENCHER GROUP has integrated the UN Global Compact's ten principles into the Martin Bencher Standards. MARTIN BENCHER is part of UN Global Compact's vision of a sustainable and inclusive global economy, which delivers lasting benefits to people, communities, and markets. This CSR Report includes our ninth annual Communication on Progress (COP) and is shared with our stakeholders using our primary channels of communication.

Our CSR Policy as well as our Martin Bencher Standards are valid for all MARTIN BENCHER GROUP offices worldwide and are reviewed continuously and, if necessary, revised in the light of legislative or organizational changes.

In addition to above, we also have been awarded a CSR Silver Medal from EcoVadis. Martin Bencher took part in the NAVAL GROUP recent suppliers' CSR evaluation program and was awarded a silver recognition level. This good result places Martin Bencher among the top 30% performers evaluated by EcoVadis.

CODE OF CONDUCT

MARTIN BENCHER GROUP is committed to carrying out its business in a sustainable way, through conducting business with integrity and in compliance with the local laws and regulations governing its business. MARTIN BENCHER GROUP is committed to respect human rights, promote fair employment practices, work to protect the environment and to oppose corruption.

MARTIN BENCHER GROUP'S Code of Conduct is supported by Good Business Behavior and is part of the Martin Bencher Standards. It has been adopted to emphasize the above principles by which the Group conducts its relations with employees, business partners and other stakeholders. It applies to all members of the Board of Directors, and all employed by the MARTIN BENCHER GROUP.



We work in a competitive and challenging environment, and even more so as we expand into new markets. As a company and as individuals we are faced with financial, technical, commercial, and human challenges every single day.

In order to ensure lasting success, we must respond to these challenges by acting with integrity in our dealings with our customers, suppliers, colleagues, and other stakeholders.

I am making this commitment, and I am confident that Martin Bencher employees and other stakeholders will do the same - based on our values of being result-oriented, responsible and responsive.

Sincerely yours,

Peter Thorsoe Jensen

CSR OBJECTIVES

MARTIN BENCHER GROUP sets to follow and work within its sphere of influence to uphold the Universal Declaration Say on Human Rights Principles to promote equality; life and security; personal freedom; and economic, social, and cultural freedoms.

MARTIN BENCHER GROUP follows local labor legislation. It is incorporated into the Martin Bencher Standards and is applied at all office locations.

MARTIN BENCHER GROUP encourages responsible entrepreneurship to promote policies and operations of business and industry in reducing impacts on resource use and the environment.

MARTIN BENCHER GROUP will actively support transparency and anti-corruption to ensure that it does not engage in corrupt practices.

All the policies mentioned above are a part of global Martin Bencher Standards and available to all employees worldwide through the global QHSE Management System.



ENVIRONMENTAL POLICY


MARTIN BENCHER GROUP acknowledges the need for a responsible policy towards the environment. By applying our values, we strive to contribute to reducing the negative environmental impact on our local as well as global community. Martin Bencher works to influence our environmental impact through choice of suppliers used as well as modes of transport chosen.

Martin Bencher considers itself as part of both the local and the global community and wherever we trade we shall always comply to local legislation, and we shall behave in an environmentally responsible and conscious manner.

Martin Bencher works proactively and continuously on environmental improvements and keeps staff and suppliers updated and motivated.

The environmental policy is part of the Martin Bencher QHSE Policy. It is valid for all the Martin Bencher offices worldwide and will be regularly monitored to ensure that the objectives are achieved. It will be reviewed and, if necessary, revised in the light of client expectations, legislative or organizational changes.



A large green crane is lifting a heavy metal structure on a construction site. The crane is positioned on a green trailer. The structure being lifted is a large, complex metal frame. In the background, there is a multi-story building with a white facade and a series of windows. The scene is set in an urban environment.

“Martin Bencher is a company that makes you feel like being part of a family, both at the office and across borders. People listen to the opinion and suggestions of each other in order to find new alternatives and create good business. New ideas are always welcome”

- Employee Satisfaction Survey

WORKING ENVIRONMENT

MARTIN BENCHER GROUP is a company in constant development and growth. We are a young, dynamic, and enthusiastic team with a company culture we are proud of. The last six years we have grown significantly and with our current strategy we expect this to continue. This also means that we need to take extra care to maintain our good working environment.

An important part of the Martin Bencher culture is how we treat people. We are a service provider so relationships with people are paramount for our business and day-to-day operations. We make sure to address everybody in a professional, timely, and decent manner – both colleagues, clients, and others that we meet.

We acknowledge differences and treat everybody courteously, decently, and professionally. The international environment that Martin Bencher operates within makes it important to consider cultural differences between colleagues, clients, suppliers, agents, etc.

As written in the Martin Bencher Code of Conduct Policy and Standards for Good Business Behavior, MARTIN BENCHER GROUP is committed to carrying out its business in a sustainable way, through conducting business with integrity and in compliance with the local laws and regulations governing its business.

SPONSORSHIPS

MARTIN BENCHER GROUP sponsors various organizations, projects, and events.

Environment - MARTIN BENCHER GROUP sponsors WWF (Denmark) each year. As a WWF partner, we help to take care of nature and endangered species, and slow down climate change. We support Ocean Clean Up to protect oceans life and environment.

Humanity - we sponsor PLAN Børnefonden, Children's Welfare in Denmark (Børns Vilkår), and we are a 365-partner for DanChurchAid, who fight for human rights, equality, and anti-corruption. Furthermore, we support The Danish Hospital Clowns, who helps strengthen the mood and joy of life for hospitalized children.

The war in Ukraine has affected us all, and donations has been given from some of our European offices to support the Ukrainians in this terrible situation.

Health - We are an official corporate sponsor for the Danish Cancer Society. MARTIN BENCHER GROUP also sponsors local initiatives and organizations, e.g. National Multiple Sclerosis Society in the USA, Skanderborg Golfklub in Denmark, local football teams, etc.

MARTIN BENCHER GROUP asks all local Martin Bencher offices to support and sponsor local organizations/projects in relation to shipping and/or being a responsible business in the local environment and community.



10 UNIVERSAL PRINCIPLES

HUMAN RIGHTS

PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

PRINCIPLE 2

Make sure that they are not complicit in human rights abuses.

LABOUR

PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

PRINCIPLE 4

The elimination of all forms of forced and compulsory labour;

PRINCIPLE 5

The effective abolition of child labour; and

PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility; and

PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.

UN GLOBAL COMPACT

MARTIN BENCHER GROUP has supported the United Nations Compact since 2013.

The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

In September 2015, the UN adopted 17 new Sustainable Development Goals to replace the previous Millennium Goals. The Sustainable Development Goals take a broad perspective and are relevant for all countries, rich as well as poor. For these goals to become reality, all countries, businesses, and organizations should embrace whatever change is necessary. For Martin Bencher, the journey has already begun. While Martin Bencher supports all the Sustainable Development Goals, we focus our efforts towards the three goals, on which we can have the biggest positive impact: goals no. 3, 8 and 17.



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

HUMAN RIGHTS

PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights; and


PRINCIPLE 2

Make sure that they are not complicit in human rights abuses.

HUMAN RIGHTS

MARTIN BENCHER GROUP actively supports the Universal Declaration of Human Rights. The MARTIN BENCHER GROUP Code of Conduct Policy and Good Business Behavior is the written company policy concerning respecting and supporting human rights. The Code of Conduct applies to all members of the Board of Directors, and all employed by MARTIN BENCHER GROUP.

MARTIN BENCHER GROUP operates its business in a transparent and trustworthy way. MARTIN BENCHER GROUP is an office-based service provider in the shipping and freight forwarding industry. The nature of the operations makes the Group's human rights related risks relatively low and direct human rights impact relatively small.



"MARTIN BENCHER GROUP acknowledges our responsibility to follow and respect Human Rights on a global scale. We do not allow any discrimination of any kind within the Group, and all staff members are encouraged to pass on our point of view to partners and clients alike."

- Peter Jensen
CEO at Martin Bencher Group

WHAT WE HAVE DONE...

MARTIN BENCHER GROUP continues its work with Martin Bencher Standards. We conduct monthly surveys on MB Standards and Good Business Behavior.

All Martin Bencher offices has implemented the Health and Safety certification, ISO 45001, by our certifying buddy DNV.

A whistleblower platform is implemented in our management system and is available for all employees worldwide. The platform makes it possible to report 100% anonymously if employees discover or suspect any illegal acts, misconduct, or harm from or towards Martin Bencher, employees or stakeholders related to the organization. An appointed compliance committee evaluates potential whistleblower cases.

MARTIN BENCHER GROUP has implemented Code of Conduct for all our suppliers and partners. This is to ensure that all our suppliers and partners also live up to the high standards of Martin Bencher Group.

...WHAT WE AIM TO ACHIEVE

MARTIN BENCHER GROUP will make a global survey, an employee satisfaction survey, where questions related to Human Rights will help us to initiate improvements wherever needed.

LABOUR

PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

PRINCIPLE 4

The elimination of all forms of forced and compulsory labor;

PRINCIPLE 5

The effective abolition of child labor

PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation.

LABOUR

MARTIN BENCHER GROUP is committed to ensuring the health, safety and well-being of all its employees and foster a safe and healthy work environment in all Martin Bencher locations at ports, jobsites and while travelling. Our policy is safety first.

Each employee will be given such information, instruction, and training necessary to enable the safe performance of work activities. It is the duty of management to ensure that all processes and systems of work are designed to consider health and safety and are properly supervised at all times. Adequate facilities and arrangements will be maintained to enable employees and their representatives to raise issues of health and safety.

In the Martin Bencher Standards, our Quality, Health, Safety and Environment policy is to lower labour risks at offices, ports, and jobsites.

We have identified risks for employees when working for Martin Bencher, and mitigations have been put in place to minimize the risks.

When travelling with MARTIN BENCHER GROUP employees are encouraged to be careful, make sure to notify their whereabouts to local consultant from the respective country of the employee, and notify the local agent of activities.





WHAT WE HAVE DONE...

MARTIN BENCHER GROUP has reached the target on keeping the employee satisfaction at a level of 80%.

During the Corona pandemic, Martin Bencher's crisis team, has ensured that all preventive PPE has been available for all employees. We have given clear rules for behaviour both being in office and working from home. We have during the period followed all local legislations and requirements to protect all employees.

MARTIN BENCHER GROUP has a high focus on avoiding stress. Therefore, managers have attended a stress management course, so they know the early symptoms of stress. This makes it possible to step in before it becomes severe. Furthermore, we have appointed a Head of People and Culture to improve the working environment within the entire organisation.

...WHAT WE AIM TO ACHIEVE

MARTIN BENCHER GROUP will make a global employee satisfaction survey in June 2022, where questions related to work environment will help us to initiate improvements wherever it is needed.

ENVIRONMENT

MARTIN BENCHER GROUP acknowledges the need for a responsible policy towards the environment. By applying our values, we strive to contribute to reducing the negative environmental impact on our local as well as global community. Martin Bencher works to influence our environmental impact through choice of suppliers used as well as modes of transport chosen.

Martin Bencher considers itself as part of both the local and the global community and wherever we trade we shall always comply to local legislation, and we shall behave in an environmentally conscious manner.

Martin Bencher works proactively and continuously on environmental improvements and keeps staff and suppliers updated and motivated.

MARTIN BENCHER GROUP is an office-based freight forwarding provider. The nature of the operations makes the Group's environmental impact relatively small. The environmental impact of MARTIN BENCHER GROUP is instead mostly indirect through clients, partners, suppliers, etc.

We have local offices around the world that are encouraged to take an active part in the local community. This enables us to influence the environmental awareness and work of our stakeholders.

ENVIRONMENT

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges;

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility; and

PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies.

WHAT WE HAVE DONE...

MARTIN BENCHER GROUP has implemented a system to evaluate and select suppliers and partners based on their ISO 14001 environmental management system.

We have implemented a CO₂ calculator that tells us the amount of greenhouse gases emitted in our transports. Thus, we can offer our customers an environmentally friendly transport.

Waste handling plans for all offices worldwide are implemented.

All Martin Bencher offices are certified according to ISO 14001, by DNV.

...WHAT WE AIM TO ACHIVE

MARTIN BENCHER GROUP aim to evaluate and select suppliers and partners based on their ISO 14001:2015 environmental management system.

By using our CO₂ calculator, we strive to make green transport an attractive choice for our customers.

Furthermore, we have a company target saying that we want all our company cars to be either full electric or hybrid before 2025.



ANTI-CORRUPTION

MARTIN BENCHER GROUP adheres to a zero-tolerance policy on corruption. At Martin Bencher we will not tolerate any form of corruption or bribery.

The legal definition varies by legal jurisdiction, so Martin Bencher Group has adopted the following definitions to be clear with what it means in our organization.

Martin Bencher Group bribery definition: The offering, giving, soliciting, or acceptance of an inducement or reward which may influence any person to act morally or legally inappropriate.

Martin Bencher Group anti-corruption definition: the abuse of entrusted power for private gain. This definition captures three elements of corruption. One, corruption occurs in both the public and private sectors (and media and civil society actors are not exempt). Two, it involves abusing power held in a state institution or a private organization. Three, the bribe-taker (or a third party or, for example, an organization such as a political party) as well as the bribe-giver benefit, whether it be in terms of money or an undue advantage.

All employees are encouraged and obliged to raise concerns at the earliest possible stage about any indications of bribery and/or corruption. To report issues or concerns, please contact the CEO of Martin Bencher Group.

Any employee of Martin Bencher Group involved in corruption or bribery activities will be subject to sanctions and penalties aligned to the gravity of the offence. The strictest disciplinary measures will include termination of employment and reporting to the authorities for criminal investigation.

Martin Bencher's Anti-Corruption / Bribery Policy is valid for all Martin Bencher offices worldwide and will be regularly monitored to ensure that the objectives are achieved. It will be reviewed and, if necessary, revised in the light of legislative or organizational changes.

ANTI-CORRUPTION

PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.




WHAT WE HAVE DONE...

MARTIN BENCHER GROUP has trained staff in the Martin Bencher Standards, which includes policies, procedures, and Good Business Behavior. In the Good business behavior, we have identified several scenarios for all employees to identify where the critical areas of corruption and bribery exist.

...WHAT WE AIM TO ACHIEVE

MARTIN BENCHER GROUP will have a continuous focus on our zero-tolerance policy for corruption, bribery, and extortion.

MARTIN BENCHER GROUP has implemented the Code of Conduct for suppliers and partners as a part of our supplier approval and evaluation process. Suppliers and partners must read and sign the Code of Conduct, and thereby they comply with our policies on bribery and anti-corruption.



"Martin Bencher Group adheres to a zero-tolerance policy on corruption. In many parts of the world, corruption and bribery is unfortunately both accepted and expected in business. However, Martin Bencher Group will not tolerate corruption or bribery in any form."

- Peter Thorsoe Jensen
CEO at Martin Bencher Group



SUSTAINABLE DEVELOPMENT GOALS

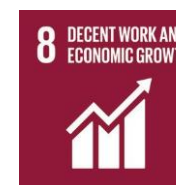


WHILE MARTIN BENCHER GROUP supports all the Sustainable Development Goals, we focus our efforts towards the three goals, on which we can have the biggest positive impact: goals no. 3, 8 and 17.



Goal 3: Good health and well-being

Through our ISO 14001 certification, we ensure the health and wellbeing of staff and stakeholders. Locally all offices identify relevant health initiatives to implement, such as health checks, fruit at the office, health insurance, adjustable office furniture, and air-improvements devices at the office.



Goal 8: Decent work and economic growth

We have our MB standards and quarterly QHSE report to follow up on performance. We have employee satisfaction surveys and performance reviews with all employees. Here we identify the need for new competences for the individual employees as well as to develop the business.



Goal 17: Partnerships for the goal

We have two strategic partnerships which enable us to contribute to sustainable global development.

First, our partnership with PLAN Børnefonden (member of Child Funds Alliances) gives us the possibility to support children and families in creating a better future through education.

Second, our support of WWF has guided our environmental responsibility commitments.

