
Format

- Stand alone document – Basic COP Template
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Differentiation Level

- This COP qualifies for the Global Compact Active level
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Self-assessment

- Includes a CEO statement of continued support for the UN Global Compact and its ten principles
 - Description of actions or relevant policies related to Human Rights
 - Description of actions or relevant policies related to Labour
 - Description of actions or relevant policies related to Environment
 - Description of actions or relevant policies related to Anti-Corruption
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- Includes a measurement of outcomes
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- Statement of continued support by the Chief Executive Officer
 - Statement of the company's chief executive (CEO or equivalent) expressing continued support for the Global Compact and renewing the company's ongoing commitment to the initiative and its principles.
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- September 16, 2022
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I am pleased to confirm that Greentel 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,
Line Tarp

Human Rights

- Assessment, policy and goals
 - Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.
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- At Greentel, we believe that we have the resources and the responsibility to have a positive impact on society and support people who are having difficulties when it comes to education and employment. We believe that it is important for all people to be a part of a community to find their place in society. We often assist people that come to us with a condition or a diagnosis that causes them to be unable to get an education or work full time and we do what we can to help them.

We are very focused on the rights and well-being of our employees. In our written company policies, we have a code of conduct concerning behavior at the workplace.

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- Implementation
 - Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.
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- We strongly support people getting an education and we have chosen to provide the necessary steps towards an education to people who face challenges in one way or another. We offer easily accessible jobs for a few hours per day for persons with disabilities or people who are having difficulties adjusting to society in one way or another.
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- Measurement of outcomes
 - Description of how the company monitors and evaluates performance.
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- During the year, we employed a person with special needs in a position that allowed the person to work flexible hours for only a few hours a day. We worked closely with the local authorities in shaping the position so it would fit the needs of the employee.
 - We also support social issues, participate in events, and donate money to campaigns like "Lysrød Lørdag", "Knæk Cancer" and "Fodboldtrøje-Fredag", which are national campaigns that raise money towards cancer research.

We feel that we have the resources and the responsibility to have a positive impact on society and support people who are having difficulties when it comes to employment. We will continue to offer easily accessible jobs for a few hours per day and donate money to social causes.

Labour

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- Assessment, policy and goals
 - Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.
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- At our office in Randers, we engage in open and constructive dialogue with our employees and provide them with the time and facilities for them to hold meetings among themselves. The employees have a staff representative who functions as a link between the management and the employees.

In our company guidelines for our employees, we have written company policies to uphold the freedom of association and collective bargaining. We have also written our company policies concerning maternity leave, sick leave, and all other rights that our employees have and where we stress the importance of a good work environment.

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- Implementation
 - Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

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- It is very important for us to engage in dialogue with our business partners across the world regarding labour rights. We want to ensure that they offer proper work conditions for their employees to make sure that we are not participating in any form of forced labour.

At Greentel, we are very concerned with the well-being of our employees, and we make sure that the health and safety of all employees are ensured. Our employees are provided with health-care insurance. This insurance covers, for example, physiotherapy, therapy sessions with a psychologist and treatment at a private hospital.

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- Measurement of outcomes
 - Description of how the company monitors and evaluates performance.

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- We want to ensure that all our business partners offer proper work conditions for their employees to make sure that we are not participating in any form of forced labour, child labour and employment discrimination. We monitor our business partners across the world and do not tolerate violations of the Global Compact Labour principles.

Environment

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- **Assessment, policy and goals**
 - **Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.**

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- In collaboration with Randers Regnskov's Nature Foundation we purchase land in the Amazon rainforest to protect the endangered nature and wildlife. The land is preserved by the Nature Foundation as a part of their nature reserve and protected from intruders by local guards employed by the Nature

Foundation. We have purchased 160 acres of land in Bigai, Ecuador and plan to buy another 50 acres this year.

- We work closely together with the three Danish initiatives, who focus on fighting plastic pollution along the coastlines of Denmark and in harbors and canals in the largest Danish cities. STRANDET and Race for Oceans Foundation hold a number of beach clean-ups during the year – several of which employees at Greentel participate in – and they collect 4 tons of trash along the Danish beaches on behalf of our customers every year. Our partners at GreenKayak rent out free kayaks that people can paddle in while they collect trash from the water. We sponsor 4 of their kayaks.
- In the last year, we also participated in “Danmark redder jord” – a national campaign where we donated money for nature preservation in Denmark.
- We are aware of our responsibilities concerning our use of natural resources and our obligation as a company to the environment and society. We constantly strive to move in a more sustainable direction, and we want to keep improving all of our workflows and question where our products and services come from. As a part of our green strategy, we have invested in a large solar panel system on the roof of our office building.

As a part of our initiatives to promote greater environmental responsibility amongst our employees, we have policies concerning how they should handle trash and the importance of recycling. Earlier this year, our employees collected hard plastic trash that was made into a chair for the office.

- **Implementation**
 - **Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.**
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- In the last year, we have implemented the following principles:

- Improve our use of renewable energy. We have installed a solar panel system on our roof to produce electricity that covers almost 50% of our power consumption.

- Change the way we handle our waste. We now sort our waste in all the possible fractions to make the smallest impact on our environment.

- At Greentel we are very set on not, if possible, to throw leftover food away from our lunch. We encourage our employees to take any leftover food home with them to reduce food waste.

- We encourage our employees to, if possible, bike to work. In the spring, we took part in the national biking campaign “Vi cykler til arbejde (“We bike to work”) where all employees who wanted to participate in the campaign competed amongst each other in who could bike to work the most.

-We have invested in solar parks via the Danish company Obton.

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- We continue to work with Randers Regnskov’s Nature Foundation concerning preservation of rainforest land in Ecuador.
 - We continue to work with STRANDET and Race for Oceans concerning the fight against plastic pollution along the Danish beaches – and we have started working with GreenKayak as well. GreenKayak rent out free kayaks in harbors across the world for trash collection and we will continue sponsoring four of their kayaks in Denmark.
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- Measurement of outcomes
 - Description of how the company monitors and evaluates environmental performance.
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- As a part of our green strategy, we have invested in a large solar panel system on the roof of our office building. The solar panels produce enough electricity to cover up to 50% of our energy consumption. Since we have servers running 24/7 every day of the year, we are concerned with investing in and making use of sustainable energy solutions.
 - Our partners at STRANDET and Race for Oceans Foundation will continue to collect trash along the Danish coastline on behalf of our customers. They have committed to collecting 4 tons of waste from the beaches per year.
 - We will continue to seek out new and sustainable partnerships like GreenKayak, who we started collaborating with in the spring. Since we started our collaboration with GreenKayak, almost 1.000 people have paddled in Aalborg, Aarhus and Copenhagen and have collected more than 600 kilos of trash from bodies of water. We plan to expand our partnership even more and hold clean-up events with GreenKayak next year.
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At Greentel, will continue to work even more on reducing our impact on the environment through green solutions and alternatives.

Anti-Corruption

- Assessment, policy and goals

- Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.
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- As mentioned in our statement of continued support, we support the UN Convention Against Corruption. At Greentel, we assess the of risk of corruption and bribery in our company's industry and country of operation.
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- Implementation
 - Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.
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- We have an open and critical dialogue with our business partners around the world to assess the risk of corruption when we do business. We also want to ensure that our business partners are committed to anti-corruption before entering business deals.
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- Measurement of outcomes
 - Description of how the company monitors and evaluates anti-corruption performance.
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- We continue to support the UN Convention Against Corruption and do not tolerate any corruption amongst our business partners. We have an open dialogue within the companies and with our business partners across the world and make it clear in our communication that we support the UN Convention Against Corruption.