



# COMMUNICATION ON PROGRESS 2021

UN GLOBAL COMPACT



COPENHAGEN GROUP

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# FOREWORD BY THE CEO



2021 continued on the back of 2020 with Copenhagen Group A/S growing exponentially almost overnight. In the early spring of 2021 we went from just 10 staff members to over 8,000 in less than a month when we were tasked by the Danish health authorities to undertake large-scale public rapid COVID-19 antigen testing services in the capital region of Denmark.

In November 2021, our new subsidiary, Copenhagen Medical A/S, was also tasked with vaccinating Danish citizens in the capital region of Denmark on behalf of the Danish health authorities.

To support the medical services provided, we also invested heavily in IT, developing an app, MedicalMe, for registering citizens/users and distributing COVID-19 test results in a secure and seamless matter with a user friendly interface.

Despite continued COVID-19 lock downs worldwide we also managed to grow our other core businesses during 2021. Our subsidiary, Copenhagen Global A/S, managed to secure a number of large contracts for the supply of MAGIRUS turntable ladders to different fire brigades in Denmark, BRP military snowmobiles for the Danish Defence, armoured vehicles for national governmental agencies, and IVECO trucks and New Holland agricultural machinery for international organisations.

Similar, Copenhagen Election A/S also demonstrated a solid performance in 2021 with the provision of electoral materials for national elections in 5 countries worldwide

A handwritten signature in black ink, which appears to read 'Jeppe Handwerk'. The signature is stylized and fluid.

**Jeppe Handwerk**  
President & CEO

# ABOUT US



Undertaking Large-Scale Rapid COVID-19 Antigen Testing of Danish Citizens

Copenhagen Group A/S manages projects and contracts awarded through direct tendering for the supply of goods and services to international organisations, national governments and agencies.

Copenhagen Group A/S' business model is based on recognising and realising opportunities in the difficult – be it urgent requirements for humanitarian missions worldwide or critical infrastructure support to deployed international forces in conflict countries and/or regions.

Copenhagen Group has offices in Denmark.

Copenhagen Group currently employs 1,123 people on a permanent contract basis but makes extensive use of project-based employments to fit the scale and scope of work undertaken for customers.

Copenhagen Group is solely owned by Handwerk Holding A/S, a family-owned company.

Copenhagen Group A/S has five core businesses:

- **Copenhagen Contractors A/S:** Facility Management, Mortuary Services, Wash-Down Services, Containerised Solutions, Medical Treatment Facilities, Unmanned Aerial Systems (UAS), Counter-UAS Solutions, IT Development and Cyber Security
- **Copenhagen Medical A/S:** COVID-19 Testing and Vaccination Services, Various Health Checks and Various Laboratory Tests
- **Copenhagen Global A/S:** Vehicle and Boat Fleet Management Solutions, Engines and Generators
- **Copenhagen Election A/S:** Electoral Support Products
- **Copenhagen Arctic A/S:** Camp Services and Equipment for Arctic Region

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## FACTS

Profit (EBIT):

**DKK 713.9 M**

Return on Equity:

**537.1 %**

Employees:

**1,123 FTEs**

Offices:

**Denmark**

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# OUR COMMITMENTS

Throughout all aspects of our operations – from tendering to buy-back and disposal of goods – we are committed to conduct our business in a responsible and lawful manner with respect for the wider economic, social and environmental impacts of our activities.

We strive to promote the same principles and values underlying our business in our relationships with customers, suppliers and business partners.

We will conduct our operations and business activities in a manner that protects the health and safety of the employees working under our control and supervision. Our aim is always zero accidents by means of establishing a strong safety and security culture throughout our organisation.

We are fully committed to reducing the impacts of our operations and business activities on the environment through the mitigation of natural resource depletion and pollution.

We will respect internationally recognised human rights and work to ensure that we do not contribute to human rights violations as a result of our global business activities.

We will offer equal opportunities for all employees irrespective of gender or ethnicity.

We will empower women and girls to participate in and benefit from the development of their societies and communities.

We will work against all forms of corruption in accordance with the law and the fundamental values of our company. We are committed to working effectively towards the elimination of facilitation payments in line with relevant international standards.

We will exercise constant care to prevent breaches of security and we will cooperate actively and openly with pertinent authorities to this end.

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## Zero Accidents

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## Equal Opportunities for All

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## Honest and Responsible Conduct

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# UN SUSTAINABLE DEVELOPMENT GOALS



As a major supplier of goods and services to various UN agencies, the UN's Sustainable Development Goals (SDGs) are very important to us and we do our best to contribute to the fulfilment of the SDGs most relevant to our businesses.

Of the 17 SDGs established and agreed upon globally, we currently aim to help fulfil the following SDGs through our business conduct:



# OUR COMMUNICATION ON PROGRESS IN 2021

This Communication on Progress accounts for Copenhagen Group A/S' activities during 2021 towards the UN's policies for sustainable and socially responsible business practices.

Copenhagen Group has been an active subscriber to the UNGC since 2009.

In 2021, we made progress on most of the UNGC's ten principles, further implementing these principles in our business activities:

## Human Rights

Treating all people with respect and honouring national and international laws and regulations for the protection of human rights remain our top priorities and guiding principles in all our business relations.

By supporting national election commissions worldwide with our electoral products, we aim to promote democracy through free and fair elections.

We continue to support military veterans and their relatives by sponsoring different events and initiatives, such as the Anders Lassen Foundation, to help them overcome and constructively deal with post-traumatic stress symptoms and issues.

Equal opportunities for all employees irrespective of gender or ethnicity continue to be a focus area of ours. We hire, remunerate and promote employees based on skills, competences and performance – not according to gender, religion or race.

## Labour

We aim to take good care of our employees no matter the geographical location. We would rather forego profit than risking the lives and well-being of our employees. It is of paramount importance to us that all our employees feel safe and secure both during and outside working hours.

We offer employees flexible working hours to accommodate and respect employees' family life. Our IT set-up makes it easy and convenient for employees to work remotely thereby further enhancing flexibility in work.

We also continuously aim to improve our working environment, both physically and psychologically.

## Environment

We care deeply for the environment and always strive to reduce the environmental impact of our operations to the greatest extent possible.

By optimising our own operations and working closely with our partners we aim to ship the vast majority of our goods by sea to reduce our carbon footprint.

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### Supporting NGOs

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### Focus on Occupational Health and Safety

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### Reduce Our Carbon Footprint

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By collaborating with partners on the correct management, transport and disposal of hazardous material, such as our indelible ink products, we help our customers protect the environment. To this end, we have also developed an indelible ink product without silver nitrate.

**Anti-Corruption**

We continue to practice our “Open Book” policy with both business partners and customers. We act with integrity and are accountable to stakeholders for our actions and relationships. We undertake due diligence of our new business partners and screen them according to the UNGC’s ten principles.

# OUR GOALS AND OBJECTIVES FOR 2022

Our goals and objectives for our corporate responsibilities activities for 2022 comprise:

## General

- Greater Participation in UNGC Networks: Attend workshops by the Danish Chapter on UNGC to gain more knowledge and explore opportunities for collaboration with customers and business partners on sustainability issues.
- Tracking and Reporting on KPIs: Further develop and improve monitoring system to track and report on KPIs across areas for compliance with UNGC.
- Supplier Declaration and Guidelines: Implement developed declaration and guidelines for our suppliers on UNGC's ten principles.
- Supplier Screening: Continue to implement a screening tool for assessing business partners according to the UNGC's ten principles.
- SDG: Revisit choice of SDGs, i.e. include Goal 3 on Good Health and Well-Being and Goal 10 on Reduced Inequalities.

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**Implement Supplier Declaration and Guidelines**

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## Human Rights

- UN Guiding Principles on Business and Human Rights: Implement UN's Guiding Principles on Business and Human Rights in our corporate policies and processes.

## Labour

- Employee Satisfaction: Focus on work-life balance to further improve employee satisfaction.
- Employee Wellbeing: Better plan work to effectively utilise resources and avoid stress among employees.
- Employee Development: Establish plans and goals for developing employees' skills and competences.
- Employee Awareness of OHS: Improve awareness of occupational health and safety issues among employees.
- Lost-Time Injuries: Assess lost-time injuries and revise safety procedures accordingly.

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**Further Improve Work-Life Balance**

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## Environment

- Impact Assessments of Production: Conduct environmental impact assessment for core production/manufacturing processes, in particular for our electoral support products.
- Development of Green Solutions: Develop and conceptualise sustainable (green) products and services to further reduce the impact on the environment and society.
- Efficient Supply Chains: Promote and facilitate efficient supply chains for goods procured and sold to reduce negative impacts on environment, such as shortening the distance from production to market.
- Reduce Waste and Energy Consumption: Reduce food waste in office by encouraging employees to bring home leftovers from lunch. Reduce energy consumption by using LED light bulbs and turning off light in rooms not occupied. Aim for a paperless office and reduce amount of paper printed.

**Anti-Corruption**

- Business Ethics Training: Conduct business ethics training for employees.
- Supplier Code of Conduct: Establish a Supplier Code of Conduct.

# MEASUREMENTS

The following social, environmental and economic measurements are used to show the outcome of our corporate responsibility efforts.

## Employee Satisfaction

### MEASUREMENT | EMPLOYEE SATISFACTION SURVEY RESULTS

Overall Score*	2021	2020	2019	2018	2017
Satisfied	45%	50%	55%	60%	63%
Partly Satisfied/Dissatisfied	35%	35%	30%	30%	30%
Dissatisfied	20%	15%	15%	10%	7%

\*Physical Conditions, Ergonomic Conditions, Psychological Working Conditions and Sick Absence Surveyed

## Health and Safety

### MEASUREMENT | ISO 45001 CERTIFICATION

Country (Offices)	Certified	Implemented
Denmark	YES	YES

## Diversity

### MEASUREMENT | GENDER REPRESENTATION (MEN AND WOMEN)

Gender Representation	2021	2020	2019	2018	2017
Men	68%	69%	84%	84%	77%
Women	32%	31%	16%	16%	23%

### MEASUREMENT | NON-DANISH EMPLOYEES

Nationality	2021	2020	2019	2018	2017
Danish	99%	50%	25%	29%	35%
Non-Danish	1%	50%	75%	71%	65%

### MEASUREMENT | AGE DISTRIBUTION

Age	2021	2020	2019	2018	2017
<20	10	0	0	0	0
20-29	513	1	0	0	1
30-39	250	10	18	20	20
40-49	200	10	12	11	10
50-59	100	5	2	0	0
60+	50	0	0	0	0
<b>Total</b>	<b>1,123</b>	<b>26</b>	<b>32</b>	<b>31</b>	<b>31</b>

## Safety

### MEASUREMENT | NUMBER OF FATAL INCIDENTS AT WORK

Country	2021	2020	2019	2018	2017
Denmark	0	0	0	0	0
Afghanistan	-	-	-	-	-
Kuwait	-	0	0	0	0
Jordan	-	-	-	-	-
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

### MEASUREMENT | LOST-TIME INJURIES

Country	2021	2020	2019	2018	2017
Denmark	0	0	0	0	0
Afghanistan	-	-	-	-	-
Kuwait	-	0	0	0	0
Jordan	-	-	-	-	-
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Environmental Management System

### MEASUREMENT | ISO 14001 CERTIFICATION

Country (Offices)	Certified	Implemented
Denmark	YES	YES

## CO2 Emission

### MEASUREMENT | CO2 EMISSION PER EMPLOYEE

CO2 Emission (Air Travel)	2021*	2020*	2019	2018	2017
Copenhagen Group A/S Overall	8 Tons	6 Tons	42 Tons	40 Tons	40 Tons
Per Employee	0.007 Tons	0.23 Tons	1.31 Tons	1.29Tons	1.29Tons

\*COVID-19 Travel Restrictions

## Corporation Income Tax

### MEASUREMENT | CONSOLIDATED TAX ON PROFIT

Legal Business Entity (DKK)	2021	2020	2019	2018	2017
Copenhagen Group A/S	-201,659,805	-1,248,413	-1,938,202	-1,340,600	1,494,459