

October 24<sup>th</sup> 2022

## **CEO STATEMENT**

As Managing Director of Weilbach A/S, I would like to express the company's continued support and commitment to the UN Global Compact. As a small company our ability to influence global society is limited, but by joining with other companies in this initiative we feel that a significant impact can be achieved.

By renewing our commitment to the UN Global Compact, we pledge to incorporate the ten principles within the areas of Human Rights, Labour, the Environment and Anti-corruption, into our business practices. In addition, we will collaborate with our customers, suppliers, business partners, subcontractors and other stakeholders to promote the UN Global Compact, and address potential issues in our sphere of influence.

Sincerely

A handwritten signature in black ink, appearing to be 'T. Frerks', written over a faint, light-colored signature line.

Torben Frerks  
Managing Director

## UN Global Compact Communication on Progress (COP)

In 2020 our main focus has been to strengthen our close relationship with our main customers through IMPA Act and via ISO14001, to sustain our supplier´s awareness on environmental issues. Further we have implemented a "preparedness week" inside the company to raise awareness about environmental and security issues.

- Sustained awareness on ISO14001
- Preparedness Week
- Deepen ties with IMPA Act <http://impa-act.org/participants>

Below is listed some of the bullet points from the actions implemented above.

- Weilbach has emerged a garbage management plan to ensure improved waste handling
- Weilbach has committed to reduce energy use by control and measurement
- Through close cooperation with our customers, Weilbach has committed to the IMPA Act Supplier Code of Conduct which is an even more thorough version of UN Global Compact. (IMPA Act) <http://impa-act.org/participants>
- Weilbach has committed to raise awareness amongst our own suppliers concerning the statements via IMPA Act
- Stress test has been carried out on our IT back-up system to ensure that data can be reestablished fully within 24 hours in case of fire or hostile takeover.
- Employees have been trained through a certified course on first aid and fire extinguishers.
- KPI is carried out on both environmental and supplier issues e.g. waste management, consumption, supplier impact on environment and supplier´s compliance to the UN Global Compact 10 principles.
- Through our selection procedure we guarantee that our transporters commit to the Danish national regulations for reducing emissions (ISO 14001)

## Human Rights

PRINCIPLE 1	BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS
PRINCIPLE 2	MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES

### Focus area

Weilbach has developed a policy addressing Human Rights, which is in line with the UN Global Compact. Initially we have focused on three areas:

1. Health and Safety.
2. Wages.
3. Working Hours.

### Internal initiatives

Our own operations are covered by Danish legislation for the Human Rights area. In addition to following legislation, we have voluntarily implemented:

1. A safety team to deal internally with Health and Safety issues.
2. Health insurance to all our employees.

### External initiatives

We have stated to inform our business partners about our policy, and started conducting assessment on the human rights risks within our sphere of influence.

Year	Number of audits
2010/11	0
2011/12	1
2012/13	2
2013/14	1
2014/15	1
2015/16	2
2016/17	0
2017/18	1
2018/19	0
2019/21	0 (due to Covid 19)
2021/22	1

## Labour

PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING
PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR
PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR
PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION

### Focus area

Weilbach has developed a policy based on the UN Global Compact's principles addressing Freedom of Association, the Elimination of all forms of Forced or Compulsory Labour, the Abolition of Child Labour, and the Elimination of Discrimination in respect to employment and occupation.

### Internal initiatives

As almost all Weilbach employees are located in Denmark, they are covered by the Danish government's legislation and requirements securing the rights of workers in regards to the above-mentioned principles. Therefore, no action has been taken internally, and we do not plan to take any.

### External initiatives

We have started to inform our business partners, suppliers and subcontractors of our policy and expectations in regards to labour issues. In addition, we have started to assess the risks in our sphere of influence and incorporate labour issues in our contracts and in our audit procedures.

Year	Number of audits	Number of contracts
2010/11	0	0
2011/12	1	0
2012/13	2	1
2013/14	1	1
2014/15	1	2
2015/16	2	1
2016/17	1	0
2017/18	0	2
2018/19	0	4
2019/21	0	4
2021/22	1	All

## Environment

PRINCIPLE 7	BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES
PRINCIPLE 8	BUSINESSES SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY
PRINCIPLE 9	BUSINESSES SHOULD ENCOURAGE THE DEVELOPEMNT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES

Weilbach has developed a policy based on the UN Global Compact principles for the environment.

Weilbach's environmental impact is limited, as we do not have production facilities. However, we are focusing on promoting environmental responsibility by reducing our energy usage in our offices, thereby reducing our environmental impact. Furthermore we have started recycling inside the company and made a garbage management plan. These initiatives are the main reasons, why we have been ISO 14001 certified.

## Recycling

1. Weilbach has implemented a recycling plan for the entire company
2. All hardware and printer cartridges are recycled.
3. Focus is to maintain or decrease the amount of especially wrapping and office supplies.
4. Focus on using recycled materials
5. Focus on supplier's impact on the environment.

## Heating

In 2013 we started a process to reduce our energy consumption for heating. We have completed the following:

1. Converted from steam to water district heating in building 1 and 2.
2. Converted from gas to district heating in building 3.
3. New water heater in building 1 and 2.
4. Isolated all hot water pipes in building 1 and 2.
5. Additional isolation in building 1 and 2.
6. New roof and new walls with 300 mm isolation in building 3.
7. Double-glazed windows in building 3.
8. Isolation of window sill and door frames.

All the above initiatives have been implemented.

## Anti-corruption

PRINCIPLE 10	BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY
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We have developed a policy stating that we are against corruption, bribery and all forms of fraudulent behaviour.

We intend to inform our business partners about our policy, as well as conduct an assessment of potential risks within our sphere of influence.

By being a part of the IMPA ACT (January 2014) we have taken further steps to ensure that our business partners and suppliers fulfill the requirements of the UN Global Compact