

COMMUNICATION ON PROGRESS (COP) 2022

Period covered by our Communication on Progress (COP)

From: December 11th 2021

To: December 11th 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

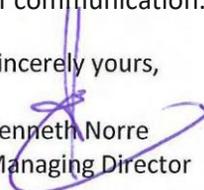
December 11th 2022

To our stakeholders:

I am pleased to confirm that LE34 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 promote and 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,


Kenneth Norre
Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights

- LE34 has a value system and a principles-based approach to doing business where we highly support and respect the protection of internationally proclaimed human and labor rights, which is our indispensable focus in our collaboration with international partners and suppliers.
- LE34 has contributed pro bono to a waste water project in the city of Tema in Ghana in collaboration with the Danish Foreign Ministry. LE34 is supplying consultants for training of local officials and a GIS-based app for registration and mapping of the sewer system. The goal of the project is improved living and health conditions for the population of Ghana as well as environmental protection.
- LE34 has taken measures to ensure leadership buy-in by including the Ten Principles and the SDGs in our 2025 Strategy launched in 2021, which involves the management across the company and requires the reporting of goals on this area from each of our 7 business areas.

Labour

- LE34 engage in collective agreements with trade unions representing our employees. The collective agreements contain a wide range of agreed terms and conditions and a framework for the rights and obligations of employers and employees such as working hours, pay, overtime pay, holidays, pension and education.
- LE34 does not participate in any form of forced or bonded labour.
- LE34 complies with minimum wage standards.
- LE34 collaborate with local public schools to promote public-private collaborations on education.
- LE34 ensures that employment-related decisions are based on relevant and objective criteria.
- In early 2022 LE34 launched an internal task force assigned with the task of designing relevant further education and knowledge sharing between our employees.
- *LE34 Academy* is our platform for further education and has included management training of all management level employees who affect the working environment of their teams.
- LE34 reports all occupational diseases and injuries to the national Labour Market Insurance to promote transparency and to track outcomes.
- In 2022, LE34 has established the foundation for an ISO 45000 certification for occupational health and safety in 2023. The work is ongoing and we plan to be ready for audit in 2023.
- In 2022, LE34 made direct donations amounting to approx. 4,000 EUR to cancer research and children effected by the Corona pandemic.

Environment

- In 2022, LE34 has initiated a dedicated ESG process involving representatives from across the business. The process is designed to identify relevant focus areas and prepare for our ESG reporting. It is our goal that this process will help promote transparency, equality and sustainability and increase our ability to create positive change wherever we can.
- LE34 has invested in electric vehicles and charging infrastructure and is phasing out fuel vehicles. By 01.01.2023, 45 fuel vehicles (equivalent to 41 %) have been replaced by electric vehicles. By 01.07.2023, our target is 63 % and by 2025, our goal is to ensure that all LE34 vehicles – except those designed for special operations - run entirely on electricity.
- By 01.01.2023 all of LE34's electricity supplies will come from sustainable energy sources.
- All LE34 offices comply with waste separation procedures and we have taken steps towards reducing waste by removing individual waste baskets and replacing them with central separation baskets.
- In 2022, LE34 has contributed to participatory training programmes in Ghana to promote sustainable crop management.
- In 2022, Environment was included in our strategy as a must win battle with a dedicated task force heading the work.

Anti-Corruption

- LE34 has a zero tolerance policy towards any form of undeclared work, corruption, bribery or abuse of power within the company or towards our stakeholders.
- LE34 has implemented an anonymous whistleblower platform accessible via our intranet and website to promote transparency and anti-corruption.
- LE34 has included the Ten Principles in our contracts with new business partners.
- LE34 ensures that internal procedures support our anti-corruption and transparency commitment.

3. MEASUREMENT OF OUTCOMES

- One of the most significant outcomes of our commitment to the SDG's and the Ten Principles has been an increased commitment from our employees. We are happy and proud to experience the way our work reflects on employee satisfaction and the way in which it has a positive influence on their actions and choices – both in and outside work.
- As of 2022 our investment in electric vehicles has reduced our yearly CO2 emission with 130,5 tons.
- Our focus on the SDG's and our expertise in land management has resulted in a dialogue with the Danish NGO aid agency *Danish Church Aid* about potential collaborations on projects concerning land tenure rights in developing countries. We consider this an important step towards actively engaging in more international aid projects.
- Leadership buy-in has been our first priority and we have actively involved local management by requesting a strategy involving the Ten Principles as well as short-term and long-term goals.
- Demographics of employees have reached greater diversity and our local departments have become more open to recruiting employees with special needs such as reduced working hours, sign language translators or on-the-job training.