



COMMUNICATION ON PROGRESS 2015

UN GLOBAL COMPACT



COPENHAGEN GROUP

CONTENTS

FOREWORD BY THE CEO.....	2
ABOUT US.....	3
OUR COMMITMENTS.....	4
UN SUSTAINABLE DEVELOPMENT GOALS.....	5
OUR COMMUNICATION ON PROGRESS IN 2015.....	6
Human Rights.....	6
Labour.....	6
Environment.....	6
Anti-Corruption.....	7
OUR SUPPORT TO UN MILLENNIUM DEVELOPMENT GOALS.....	8
OUR GOALS AND OBJECTIVES FOR 2016.....	9
General.....	9
Human Rights.....	9
Labour.....	9
Environment.....	9
Anti-Corruption.....	9
MEASUREMENTS.....	10
Employee Satisfaction.....	10
Health and Safety.....	10
Diversity.....	10
Safety.....	11
Environmental Management System.....	11
CO2 Emission.....	11
Corporation Income Tax.....	11

FOREWORD BY THE CEO



The major highlight of 2015 was our spectacular success with truck deliveries to a great number of UN missions worldwide, primarily to the African continent. Together with our Italian partner, CNHI/IVECO, we have again proved ourselves as a reliable supplier of high-quality trucks and equipment for diverse and challenging tasks at UN Missions worldwide.

In 2015, we continued to support the NATO-led Resolute Support Mission in Afghanistan with our mortuary services at Kandahar Airfield. We have been present in Afghanistan since 2008 and hope we can still help the peace and stabilisation efforts by supporting military forces in the country in the future.

In 2015, we also had the opportunity to support the Royal Danish Air Force, stationed in Kuwait, with prefabricated buildings for offices and Morale, Welfare and Recreation Services. We hope and expect to expand our camp services worldwide with both tented and containerised solutions.

In 2016, we wish to further improve our work with the UN Global Compact's (UNGC) ten principles and also the UN's Sustainable Development Goals for 2030.

Our main focus for 2016 is to continue to support humanitarian missions worldwide, especially the growing number of refugees and forced displaced people, by means of turnkey camp solutions and logistics operations.

Overall, our goal is to provide something better for more people using the right resources.

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

Jeppe Handwerk
President & CEO

ABOUT US



Wash-Down of Military Trucks and Equipment, Lithuania

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 A/S has four core businesses:

- **Copenhagen Contractors A/S:** Facility Management and Construction/Deconstruction
- **Copenhagen Global A/S:** Vehicle Fleet Management Solutions
- **Copenhagen Election A/S:** Electoral Support Products
- **HDD:** Horizontal Directional Drilling Services

FACTS

Revenue:

DKK 216.8 M

Profit (EBIT):

DKK 2.9 M

Employees:

56

Offices:

**Denmark
Afghanistan
Kuwait**

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 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.



Zero Accidents



Honest and Responsible Conduct



UN SUSTAINABLE DEVELOPMENT GOALS

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 2015

This Communication on Progress accounts for Copenhagen Group A/S' activities during 2015 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 2015, 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.

This year, we also supported both the Danish People's Aid and Save the Children Youth with sponsorships to various events and initiatives. The Danish People's Aid is a Danish humanitarian NGO which provides relief, emergency and development aid and assistance to vulnerable people in Denmark and internationally.

Equal opportunities for all employees irrespective of gender or ethnicity continue to be a focus area of ours. We hire, remunerate and promote employees on the basis of 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.

Supporting NGOs

Focus on Occupational Health and Safety

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.

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.

Reduce Our Carbon Footprint

OUR SUPPORT TO UN MILLENNIUM DEVELOPMENT GOALS

The UN Millennium Development Goals, defined by world leaders in 2000, call for global partnerships between governments, civil society and business.

We take part in this global effort by, among other:

- Supporting the One Life Foundation, which aims help newer smaller Non-Governmental Organisations (NGOs) to become sustainable successful organisations;
- Supporting the Somaliland FairFishing Project to build a professional and commercially viable fishery in Somaliland, creating local employment and income opportunities that are an alternative to piracy by helping them apply for a grant from the European Union;
- Supporting the Danish People's Aid, which provides relief, emergency and development aid and assistance to vulnerable people in Denmark and internationally;
- Supporting injured soldiers to qualify for and compete in the 2016 Paralympic Games in Rio, Brazil.



Injured Soldier Qualifying for the 2016 Paralympics

OUR GOALS AND OBJECTIVES FOR 2016

Our goals and objectives for our corporate responsibilities activities for 2016 comprise:

General

- Participation in UNGC Networks: Participate in regional (Nordic) networks and attend workshops 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: Develop and implement declaration and guidelines for our suppliers on UNGC's ten principles.
- Supplier Screening: Further develop and implement a screening tool for assessing business partners according to the UNGC's ten principles.

Develop Supplier Declaration and Guidelines

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 Development: Establish plans and goals for developing employees' skills and competences.
- Lost-Time Injuries: Assess lost-time injuries and revise safety procedures accordingly.

Improve Work-Life Balance

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.

Anti-Corruption

- Business Ethics Training: Conduct business ethics training for employees.

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*	2015	2014	2013
Satisfied	60%	50%	46%
Partly Satisfied/Dissatisfied	30%	33%	31%
Dissatisfied	10%	17%	23%

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

Health and Safety

MEASUREMENT | OHSAS 18001 CERTIFICATION

Country (Offices)	Certified	Implemented
Denmark	YES	YES
Afghanistan	NO	YES
Kuwait	NO	YES

Diversity

MEASUREMENT | GENDER REPRESENTATION (MEN AND WOMEN)

Gender Representation	2015	2014	2013
Men	84%	85%	85%
Women	16%	15%	15%

MEASUREMENT | NON-DANISH EMPLOYEES

Nationality	2015	2014	2013
Danish	30%	25%	30%
Non-Danish	70%	75%	70%

MEASUREMENT | AGE DISTRIBUTION

Age	2015	2014	2013
<20	2	2	4
20-29	7	8	5
30-39	20	21	49
40-49	18	17	24
50-59	8	7	8
60+	1	0	1
Total	56	55	91

Safety

MEASUREMENT | NUMBER OF FATAL INCIDENTS AT WORK

Country	2015	2014	2013
Denmark	0	0	0
Afghanistan	0	0	0
Kuwait	0	0	0
Jordan	0	0	0
Total	0	0	0

MEASUREMENT | LOST-TIME INJURIES

Country	2015	2014	2013
Denmark	0	0	0
Afghanistan	0	12	8
Kuwait	1	2	0
Jordan	0	0	0
Total	1	14	8

Environmental Management System

MEASUREMENT | ISO 14001 CERTIFICATION

Country (Offices)	Certified	Implemented
Denmark	YES	YES
Afghanistan	NO	YES
Kuwait	NO	YES

CO2 Emission

MEASUREMENT | CO2 EMISSION PER EMPLOYEE

CO2 Emission (Air Travel)	2015	2014	2013
Copenhagen Group A/S Overall	60 Tons	65 Tons	85 Tons
Per Employee	1.07 Tons	1.18 Tons	0.93 Tons

Corporation Income Tax

MEASUREMENT | CONSOLIDATED TAX ON PROFIT

Legal Business Entity (DKK)	2015	2014	2013
Copenhagen Group A/S	249,705	3,509,074	1,039,807