



Communication on Progress 21

Reporting on Bording Group's CSR initiatives related to Global Compact

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Company details

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Brief description of nature of business

Bording Group

The Bording Group was established in 1792 as a Danish printing company but has evolved into a Scandinavian business committed to improving our clients' businesses through combining marketing, technology and consulting.

The transformation from historically being a printing house, to becoming a marketing and technology company is the result of a clear strategy in order to adapt to technological developments and constantly changing customer needs, but also to stay innovative on a developing global market. Today we offer our customers a broad range of services.

Statement of support

At Bording Group, we take social responsibility seriously. Both the social responsibility for our employees and the impact we have on the environment and the local community.

Bording Group is more than 200 years old which has led to a culture of constant development and improvements. This is something we are proud of, and every year we strive to provide positive changes through sustainability management.

Bording Group has been part of the UN Global Compact since 2009. In the year to come, we will continue following the 10 principles of the UN Global Compact.

At Bording Group, we want to be known as a reliable partner who respects the Global Compact. This does not only apply to Bording Group and its associated companies, but also to suppliers and business partners. As a Scandinavian business with several suppliers both within and outside Europe, it is important for us to make sure that suppliers live up to certain standards. We will therefore continue to encourage that suppliers and business partners live up to our ethical guidelines presented in the Code of Conduct which can be found on our website through this link: https://bordinggroup.com/wp-content/uploads/2022/03/code-og-conduct_bq-new.pdf

2021 was again affected by the Covid-19 pandemic that put additional pressure on the physical and mental health of our employees, caused by health risks and periodical lockdowns. F.E. Bording A/S has put great focus on protecting our employees during this time by prescribing guidelines, continuing to work from home when possible and providing protective equipment (masks, sanitizer etc.) where relevant. This has, together with post corona initiatives and management attention, ensured the health of our employees during the pandemic.

Yours faithfully

Bernt Therp
Chief Executive Officer

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Bording Groups' view on Corporate Social Responsibility

Bording Group believes that a part of being responsible is making a difference both locally and globally, whenever we have the opportunity to do so. Being responsible also means that we are responsible not only for our employees, but also for our suppliers, our customers, people around us as well as the environment.

Bording Group and the principles

Bording Group has focused on environmental concerns and opportunities for a long time. We do our best to create and uphold working procedures that protect our employees and the environment. Our longtime focus on environmental issues has created a unique base for suggesting, and to some extent demanding, improvements from our suppliers. Bording Group understands that we cannot change the whole world, but by utilizing the Global Compact as a strategic tool for our work with social, ethical and environmental responsibility and values, we believe that we have taken an important step in the right direction.

We continue to see CSR and sustainability as an important opportunity to work constructively with the challenges that we come across in our business operations. This adds value to our employees, the society, the environment and our business. The strength of the UN's Global Compact is that the 10 principles are built upon internationally recognized conventions. The principles help us match expectations of good behavior and ethics when we do business across national and cultural borders. Furthermore, it gives us a strategic tool when it comes to sending our customers a clear signal on corporate responsibility and human rights. To a division such as Fiftytwo Digital, which is based in Dhaka, Bangladesh, where many employees work under less fortunate conditions, we believe that it is important to send this clear signal in order to encourage other companies to treat the local employees with dignity and respect as well.

For further information about UN's work with Global Compact please visit: [Homepage | UN Global Compact](#)

The ethical guidelines of Bording

As a Scandinavian Group we see globalization as an opportunity to expand our market and to participate in international projects. However, associated with these opportunities are the risks and challenges of doing business across different legal and cultural traditions. Bording Group has acknowledged these risks and challenges, which have led to a process of making our own set of ethical guidelines. These have become an integrated part of our daily operations. Bording Group's Code of Conduct (our ethical guidelines) is meant as a guide to our management team, employees, customers, suppliers and other cooperative partners about behavior and values in Bording Group. Please visit our webpage, https://bordinggroup.com/wp-content/uploads/2022/03/code-og-conduct_bg-new.pdf

In Bording Group we strive to achieve the goal of always following the highest ethical standards and reducing the environmental impact our business may have on its surroundings as much as possible. At the same time, we assign a high importance to responsibility, trustworthiness and honesty.

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Global Compact Human Rights

Principle one

Businesses should support and respect the protection of internationally proclaimed human rights.

Risk assessment:

As we predominantly operate and employ people in Scandinavia, the risk of violation of human rights is considered low. At our office in Bangladesh, we make sure to have well defined procedures and policies as described below.

Focus:

- We recognize the Rights of the Child and the child's right to life, survival and development, and respect for the views of the child
- We respect the rights of our employees and support all of the international conventions
- We believe that all of our employees have the right to a safe and healthy workplace

Systems:

- Bording Group follows a set of ethical guidelines
- Bording Group provides all of its employees with contracts in order to ensure their rights
- Fiftytwo Digital Ltd. in Bangladesh has a specific personnel policy
- Bording Danmark A/S and KLS PurePrint A/S have joined Grafisk CSR Kodeks, which is a Danish version of the 10 principles found in the UN Global Compact adapted to the graphical production industry

Activities and results:

- At Fiftytwo Digital Ltd. in Bangladesh, all employees have well defined contracts of employment, job description, job specifications, salary contracts, and an employee policy manual
- We have APV meetings and a plan of action. We carry out continuous reviews of conditions at our offices in Denmark, Sweden and Norway in order to ensure the rights and wellbeing of our employees
- We have anonymous surveys around employees well-being and motivation twice a year, where eNPS is also measured.
- Bording Danmark A/S visits the manufacturing facilities of suppliers to check up on the working conditions and job satisfaction among employees.
- Cognito.as sets requirements for ethics and corporate social responsibility for the suppliers. Regular check and follow-up are performed at the suppliers and their subcontractors where full openness is also required.

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Principle two

Businesses should make sure that they are not complicit in human rights abuses

Risk assessment:

As we predominantly operate and engage with 3rd parties in Scandinavia, the risk of Bording being complicit in any human right abuse is considered low.

Focus:

- We do our utmost to ensure that we do not enter into business with partners who breach the human rights

Systems:

- Bording Group has made a set of ethical guidelines
- Bording Group has a specific personnel policy in Bangladesh

Activities:

- We do our best to ensure that our suppliers, clients and distributors respect the human rights by continuously assessing our partnerships
- We strive to set a good example for our partners by acting responsibly
- Bording Group expects full transparency when working with suppliers and sub-suppliers. Furthermore, they do random checks among their sub-suppliers to make sure that the working conditions meet the requirements. For this reason, all suppliers are bound to provide names and contact information on all sub-suppliers.

Results:

- There have been no issues in this area during 2021

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Global Compact Labour Rights

Principle three

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

Risk assessment:

As we predominantly operate and employ people in Scandinavia, the risk of violation of freedom of association and the effective recognition of the right to collective bargaining is considered low. At our office in Bangladesh, we make sure to have well defined procedures and policies to mitigate risks.

Focus:

- We believe in the right to voluntary unionism and collective negotiations and do not enter into business with cooperative partners who do not accept these rights

Systems:

- Bording Group has made a set of ethical guidelines
- Bording Group has a specific personnel policy in Bangladesh

Activities:

- Bording Group employees have the freedom to choose to be members of the union they want
- The political views and associations are diverse, and we do not try to influence their choice of affiliation

Results:

- There have been no issues in this area during 2021

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Principle four

Businesses should uphold the elimination of all forms of forced and compulsory labour

Risk assessment:

As we predominantly operate and employ people in Scandinavia, the risk of all forms of forced and compulsory labor is considered low. At our office in Bangladesh, we make sure to have well defined procedures and policies to mitigate risks.

Focus:

- We do not tolerate oppression of minorities or any other human beings inside or outside the company

Systems:

- Bording Group has made a set of ethical guidelines
- Bording Group has a specific personnel policy in Bangladesh

Activities:

- This year there has not been the need for activities

Results:

- There have been no issues in this area during 2021

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Principle five

Businesses should uphold the effective abolition of child labour

Risk assessment:

As we predominantly operate and employ people in Scandinavia, the risk of child labour is considered low. At our office in Bangladesh, we make sure to have well defined procedures and policies to mitigate risks.

Focus:

- We respect the UN's Right of the child
- We do not tolerate or accept child labour
- We do not cooperate with organizations that use child labour

Systems:

- Bording Group has made a set of ethical guidelines
- Bording Group has a specific personnel policy in Bangladesh

Activities and results:

- Bording Danmark has provided support to PLAN Børnefonden since 2017

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Principle six

Businesses should uphold the elimination of discrimination in respect of employment and occupation

Risk assessment:

As we predominantly operate and employ people in Scandinavia, the risk of discrimination in respect of employment and occupation is considered low. At our office in Bangladesh, we make sure to have well defined procedures and policies to mitigate these risks.

Focus:

- We see diversity as a resource and do not accept oppression of minorities

Systems:

- We always encourage everybody to apply for our advertised vacant positions, no matter their sex, religion, disabilities, political views or ethnicity. We do not differentiate wages based in the before mentioned things.

Activities:

- At Fiftytwo Digital Ltd. in Bangladesh, the personnel handbook and the daily management place emphasis on the soft values such as diversity and recognition. Furthermore, Fiftytwo Digital Ltd. actively encourage female workers to apply for positions
- In all divisions each employee is respected regardless of position, sex, disabilities, political views and religion
- Our management team is very focused on the well-being of all our employees by respecting and giving equal possibilities for developing talents
- Discrimination and bullying are not accepted inside or outside the company. Active questionnaire initiatives have been carried out.
- Bording Group strives to achieve gender equality with regards to work assignments and salary
- Active cooperation with *Försäkringskassan* in Sweden, where we consult people who need work training and get a work evaluation.
- Bording Group provides health insurance.
Bording Group has focus on developing employees in their individual needs, which raise inclusion and diversity.
- Several Bording Group companies offers internships.

Results:

- HR-manager attended at Target Gender Equality 2021.
- 9 leaders attended in Bording Groups internal leadership development program - focus on psychological safety.
- Bording Group has several employees on flextime.
- Focus on different bias's in the recruitment process.
- Graduates are from time to time hired for job qualifications.

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Global Compact Environment

Principle seven

Businesses should support a precautionary approach to environmental challenges

Risk assessment:

Our businesses consume energy, requires transport and use other natural resources, and as such there is a risk that we impact environmental challenges.

Focus:

- The transformation and change of our core business have resulted in an environmental policy where our focus remains on reducing the impact we have on the environment. In addition, the replacement of physical products with software and services reduces environmental impact.

Systems:

- We ensure the implementation of Bording Group's environmental policy through structured work with recognized environmental standards, management systems and certifications. This means that whenever it is relevant, the Bording Group companies are certified with ISO 14001, environmental management system, has a Nordic Eco Label, Svanemærket license, and/or FSC license
- We encourage our suppliers to work methodically with environmental issues.
- At least once a year, all major suppliers are audited
- We encourage partners and customers to support CSR. We have a policy for economically supporting partner and customer CSR initiatives

Activities:

- We focus on continuously reviewing our companies' environmental policies and plans
- We make sure to comply with the standards of relevant licenses in order to take responsibility for the environment.
- We focus on being transparent to our clients and other stakeholders.
- Bording Group has invested in KLS Pureprint A/S, which is the only cradle to cradle certified printing company in Northern Europe. KLS Pureprint is a supplier to Bording Danmark A/S.

Results:

- Through focused efforts we have achieved to deliver and certify printed matter, by showing transparency and responsible consideration for the environment

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Principle eight

Businesses should undertake initiatives to promote greater environmental responsibility

Risk assessment:

Our businesses consume energy, requires transport and use other natural resources, and as such there is a risk that we impact environmental challenges.

Focus:

- Bording Group places an immense focus on reducing the overall energy consumption in the different companies
- The Bording Group's strategy is to participate in the consolidation of the graphic industry
- Bording is focusing on energy savings in connection to structural changes related to overcapacity in the graphic industry
- Bording strives to reduce pollution and act in an environmentally responsible way

Systems:

- The environmental initiatives in the Bording Group are taken individually by each of our companies or by F. E. Bording

Activities:

- Cognito has switched to e-invoices and has been registered with EHF to reduce print outs
- Fiftytwo Digital has started a process to use dual monitor in order to use less printed paper
- We participated in the Danish initiative "We bike to work"
- KLS PurePrint is Denmark's most environmentally-friendly graphic company and has through its production methods of Pureprint® taken a huge responsibility as a first-mover in the business when it comes to promote sustainable production
- Most of our offices and buildings have motion sensors connected to the lightning to save electricity. We are shifting from traditional fluorescent lamps to led.
- Nordlid uses recycle paper for printing and copying, and always prints on both sides of the paper
- Nordlid use only water carafes instead of plastic bottles.
- Leftover from lunch buffets is given away when possible, to minimize food waste.
- Bording Group uses green energy from water or wind when possible.

Results:

- More and more invoices are sent electronically which means less paper use
- KLS PurePrint has implemented Pureprint®, which is a cradle-to-cradle print production that ensures that resources are recycled and used in a sustainable way. by having promoted the concept KLS Pureprint In 2017, approximately 60 percent of the production was cradle-2-cradle certified in 2021. This is expected to be 65-70 percent in 2022.
- In 2018 at the recertification process of Cradle to Cradle KLS PurePrint reached Platinum in the area "Renewable energy and carbon emission". Amongst all more than 600 Cradle to Cradle

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certified companies in the world across all industries only two other companies have reached the highest level.

- The motion sensors controlling the lighting make sure that the lights turn off when people leave the room thus saving energy
- By shifting to led tubes we will save electricity

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Principle nine

Businesses should encourage the development and diffusion of environmentally friendly technologies

Focus:

- We are committed to developing products within our product portfolio, which are environmentally friendly/eco-friendly.

Systems:

- Here the focus is especially on the fact that the necessary knowledge is present, leaving the Bording Group to emphasize on where to contribute the most and best
- In this context we have formed an environment network across the group companies making sure that we provide knowledge about environmental considerations and make these available to each other

Activities:

- Our associated company KLS PurePrint has a cradle-to-cradle production service through Pureprint®, which ensures that the production is sustainable, and resources aren't wasted
- In 2017, Bording AB insourced production of printing plates in order to ensure printing plate production with zero chemicals

Results:

- On the product side, KLS PurePrint has an environmentally friendly print production, which results in less emissions of CO2 gas, recycling and reuse of production waste. For further information please visit: [Bæredygtighed | KLS PurePrint - KLS PurePrint](#)

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Global Compact Anti-corruption

Principle ten

Businesses should work against corruption in all its forms, including extortion and bribery

Risk assessment:

As we predominantly operate and employ people in Scandinavia, the risk is considered low. At our office in Bangladesh, we make sure to have well defined procedures and policies to mitigate risks.

Focus:

- Our mission in Bording has the clear goal that we must follow the highest ethical standards. Therefore, we put integrity and honesty above short-term profits
- In Bording we strive to comply with good ethical behavior and avoid corruption at all costs
- As an honest company we strive to be transparent for our employees and stakeholders in order to avoid corruption

Systems:

Our ethical guidelines about our behavior and values within the Bording Group serve as a behavioral guideline to our management team, employees, customers, suppliers, and other business partners. The ethical guideline can be found [About us | Bording Group](#)

Activities:

- If anyone in- or outside the group hears, sees or meets corruption in any form, we encourage him/her to get in contact with us by sending an anonymous email to wb@bordinggroup.com with the topic "Whistleblower"
- We strive to be transparent through sharing information with our employees, shareholders and stakeholders every year

Results:

- None of our business activities have put us in a dilemma in relation to corruption
- Through our whistleblower scheme, we have made it possible for employees and stakeholders to report bribery and extortion anonymously

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Future Corporate Social Responsibility initiatives

The Bording Group believes in the necessity of corporations acting responsibly in order to add value to the local and global societies. This is done by taking care of the earth and its inhabitants, while implementing CSR as an internal value enhancer within the company that can help create a sustainable culture, where employees feel proud of being a part of a company that respects human rights, labour rights, the environment, and doesn't tolerate corruption. We therefore see CSR and sustainability as an integrated part of our daily operations and we continuously evaluate on our initiatives and performance in contributing value to the society, in order to improve. Therefore, we expect the amount of CSR related activities for 2022 to be at least, at the same level as in 2021.

Economic supported in 2021:

- Cognito: Støtter Gatemagasin I Oslo
- Bording AB helps a Swedish family financially, who ideally runs a school in Kenya. The school is located in Nairobi's slum and offers extremely vulnerable children's schooling, as well as provide financial contributions for cancer union in Sweden.
- Bording Danmark A/S supports NGOs and unions like:
 - MOT Danmark
 - Dansk Folkehjælps Erhvervspanel (Julehjælp)
 - PlanBørnefonden
 - Røde Kors
- Nordlid ApS supports NGOs and unions like
 - Danish Hospital Clowns
 - The Children's cancer foundation.
- Cognitio Digital Aps supports "Danmarksindsamlingen 2022: Hjælp Coronakrisens Børn.

Local staff initiatives/offerings:

- Cognito offers all employees subsidies to training.
- Bording AB offers all employees wellness compensation
- Also, Bording AB has given sponsorship to their own staff when they participate in arranged race competitions that donate money into good causes like environmental optimization and or supporting vulnerable people
- Bording AB works closely together with Social Insurance org. in the quest of helping or receiving people who need work experience, ending up with giving them a job assessment, which supports them in their further job hunting.

Bording Danmark A/S and Fiftytwo encourages to a healthy and active lifestyle among employees by arranging health club, running club and weight loss club for employees both during and outside working hours.

Bording's next Communication on Progress

Our next Communication on Progress will be uploaded on the UN's digital platform latest by Marts, 2023

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