



Communication on Progress 19

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

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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 marketing communication services.

The transformation from historically being a printing house, to becoming a diverse 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 fast developing global market. Today, we offer our customers a broad range of services within marketing communication.

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://cdn.bordinggroup.com/media/1161/code-og-conduct_bg.pdf

Yours faithfully

Bernt Therp
Chief Executive Officer

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Bording Groups's 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

With a history as a Danish printing company, 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 the environment. Our longtime focus on environmental issues has created a unique base for suggesting, and to some extent demanding, improvements from our suppliers. The 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 Ltd., 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:
<http://www.unglobalcompact.org/>

The ethical guidelines of Bording

As a Scandinavian Group, we see globalisation 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 Groups'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 the Bording Group. Please visit our webpage, <https://bordinggroup.com/about-us> to read our Code of Conduct.

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

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 provides teaching material with Hans Christian Andersen fairytales directly from our website to children in poverty all over the world
- Bording Group has made 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 are committed to 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
- Bording Danmark A/S visits the manufacturing facilities a few times a year to check up on the working conditions and job satisfaction among employees
- Cognito 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 and results:

- We do our best to ensure that our 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
- Cognito 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.

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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:

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 and results:

- 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

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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 labour is considered low. At our office in Bangladesh, we 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 and results:

- There have been no issues in this area during 2019

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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 AB helps a Swedish family financially, who runs a school in Kenya located in Nairobi's slum and offers extremely vulnerable children's schooling

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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 and results:

- 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 is not accepted inside or outside the company
- Cognito strives to achieve gender equality in regards to work assignments and salary
- Fiftytwo hires people in sheltered jobs and people with physical and mental disabilities
- The combination of the genders is currently optimized to 6 women and 10 men in Cognito

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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

Systems:

- 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.

Activities and results:

- 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.
- After 2.5 years of working with the municipality and a network of local companies, KLS PurePrint has removed the truck parking on Jernholmen and established bike paths instead.

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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 Group is focusing on energy savings in connection to structural changes related to overcapacity in the graphic industry
- Bording Group 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 and results::

- Cognito has switched to e-invoices and has been registered with EHF to reduce print outs
- Fiftytwo Digital Ltd. has started a process to use dual monitor in order to use less printed paper
- Some of the Danish Bording Group companies participated in the Danish biking initiative "We bike to work"
- We supported "Danmarks indsamlingen" in 2019 - a national joint funds raiser for various CSR initiatives
- 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 also currently evaluating a shift from traditional fluorescent lamps to LED.
- Nordlid only uses recycle paper for printing and copying, and always prints on both sides of the paper, just as they encourage employees to minimize printing and have installed "Paper Cut" on all machines, which has minimized the amount of uncollected prints
- Nordlid, Fiftytwo and Bording Danmark employees are encouraged to bring home leftover from the lunch buffet to minimize food waste
- All of the Bording Group companies only use water carafes instead of plastic bottles.
- Nordlid has set up containers for used batteries and subsequently sends the batteries to recycling
- Nordlid does not throw away used ink cartridges, but reuses them as part of an agreement with the supplier
- Nordlid has installed alarms on the refrigerators which make a sound if the door is not closed properly
- 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 2019, 52 percent of the production was Cradle-to-cradle certified. This is expected to be 60 percent in 2020.

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- 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 certified companies in the world across all industries only two other companies have reached the highest level.
- The heating optimization at Bording Link, combined with the lightning changed to LED, have made an energy saving of around 8-10 percent

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Principle nine

Businesses should encourage the development and diffusion of environmentally friendly technologies

Risk assessment:

- As Bording Group moves on to become even more focused on changing physical products to IT solutions, the risk of promoting new non-sustainable solutions is considered low

Focus:

- We are committed to developing products within our product portfolio, which are environmental 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

Activities and results:

- 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 Danmark A/S insourced production of printing plates in order to ensure printing plate production with zero chemicals
- 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: <http://kls.dk/saa-er-kls-i-gang-med-cradle2cradle-produktion/>

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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 primarily operate and employ people in Scandinavia, the risk of corruption 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 Group has the clear goal that we must follow the highest ethical standards.
- Therefore, we put integrity and honesty above short-term profits
- In Bording Group, 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 on <https://bordinggroup.com/about-us>

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 fe@bording.dk 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 new whistleblower scheme we have made it possible for employees and stakeholders to report bribery and extortion anonymously through our quarterly sharing of information with employees and stakeholders we ensure transparency and that employees understand our corporate values

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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 2020 to be at least, at the same level as in 2019.

Economic supported in 2019:

- Bording Link: Julemærkefonden, Kræftens Bekæmpelse og Knæk Cancer
- 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.
- Bording Danmark A/S supports NGOs and unions like:
 - Team Rynkeby - a cycling team raising funds for children with cancers
 - Danish Muscular Dystrophy Foundation
 - In 2018 Bording Danmark supported five children in a PLAN program

Local staff initiatives/offerings:

- The CEO of Bording Danmark A/S participated in a nationwide fundraising collecting Christmas support for poor children and families
- Cognito offers all employees subsidiary 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 the social insurance organizations 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 AB donates money to local sports clubs and to an organization that prevents children from being exposed to bullying in schools
- Fiftytwo prevents location for Christmas events for poor children and families

Bording's next Communication on Progress

Our next Communication on Progress will be uploaded on the UN's digital platform latest by May, 2020

Feel free to contact us

If you have any questions to our work with CSR, this progress report or anything relating, please do not hesitate to contact us: fe@bording.dk

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