



Communication on Progress

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 230 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

In 2024, Bording Group started to adapt our sustainability framework into our own operations. We have established an internal ESG-group with representatives across our subsidiaries, as well as investing in a dedicated role to drive our sustainability journey across the group. Our journey has developed throughout the year, and we can look back on a year where we have continued our own data collection, as well as initiating and implementing local ESG initiatives across our subsidiaries, which we expect to report in a dedicated ESG report.

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 ESG and sustainability as an important opportunity to constructively work 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
- In all divisions each employee is respected regardless of position, sex, disabilities, political views, ethnicity and religion
- We have implemented a dedicated employee well-being system, where employees anonymously can report on their well-being and motivation. Surveys are sent out monthly for our offices in Denmark, Sweden and Norway. eNPS is also measured as part of the monthly surveys.
- A dedicated whistleblower system is available to all employees & external parties
- 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.

Results:

- There have been no issues in this area during 2024

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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
- In all subsidiaries, employees are encouraged to report any form of behavior that may be viewed as misconduct
- 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 suppliers to make sure that the working conditions meet the requirements.

Results:

- There have been no issues in this area during 2024

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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
- In Cognito.as requirements of employees not being obligated to inform if - and if so which union they are part of are met

Results:

- There have been no issues in this area during 2024

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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:

- We have a close relationship with our colleagues in Bangladesh and have daily and weekly meetings
- We regularly during the year have work-visits in Denmark from our colleagues in Bangladesh
- Representatives from our subsidiaries visit our office in Bangladesh throughout the year to inspect our office facilities and employee well-being

Results:

- There have been no issues in this area during 2024

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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 on the before mentioned things.
- In 2024 we started the process of initiating a new recruiting process which will enable a more streamlined approach towards a fair, efficient, and inclusive hiring process. It is expected to take effect in Q3 2025 and the adaptation of the recruiting process is offered to all subsidiaries across the Bording Group.

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, ethnicity 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. Through our dedicated employee well-being system, employees have the opportunity to report – also anonymously if they wish - any form of behavior that may be viewed as misconduct. This is in addition to our whistleblower system
- Bording Group strives to achieve gender equality with regards to work assignments and salary
- 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 offer internships.

Results:

- 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, ISO 9001, standard for quality management, has a Nordic Eco Label/Svanemærket license, and/or FSC license
- We encourage our suppliers to work methodically with environmental issues.
- We encourage partners and customers to support ESG & sustainability.

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 Danmark updated its supplier code of conduct to also include environmental focused areas
- Bording Group has fully acquired KLS PurePrint A/S, who offer cradle to cradle gold certified printing. KLS PurePrint also acts as 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 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
- As part of our Group Strategy Framework, we are working to streamline our initiatives when and where possible
- In Q4 2024 F. E. Bording decided to employ a dedicated ESG & Sustainability role

Activities:

- We participated in the Danish initiative "We bike to work"
- KLS PurePrint is one of Denmark's most environmentally-friendly printing companies 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. KLS Pureprint A/S offer cradle to cradle gold certified printing
- 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, at most of our locations, to minimize food waste.
- Bording Group has green certificates on all energy consumption.
- Bording Danmark updated its supplier code of conduct to also include environmental focused areas

Results:

- In 2023 KLS PurePrint received the certification status "gold" in Cradle-to-Cradle. For the areas Renewable Energy and Water Stewardship, the level 'Platinum' level is reached.
- The motion sensors controlling the lightning 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 environmental network across the group companies making sure that we provide knowledge about environmental considerations and make these available to each other

Activities:

- KLS PurePrint has a cradle-to-cradle production service, which ensures that the production is sustainable, and resources aren't wasted
- In 2024 Fiftytwo set focus on optimizing the developed POS solution of receipt opt-out
- During 2024 Fiftytwo also actively worked towards establishing partnerships and cooperating with partners on solutions for digital receipts

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](#)

Our ethical guidelines are also communicated through our internal personal policies. In 2024 we initiated the development of guidelines with regard to hospitality and gifts.

Activities:

- If anyone inside in- or outside the group hears, sees or meets corruption in any form, we encourage them to get in contact with us anonymously via Whistleblower Software.
- We strive to be transparent through sharing information with our employees, shareholders and stakeholders every year
- In 2024 we initiated the development of guidelines with regard to hospitality and gifts in connection with facilitation

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 sustainability 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 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.

As part of our group sustainability framework, all companies have in 2024 continuously reported on the development, implementation, and results of local initiatives within their own company. The initiatives, as a whole, vary across the E, S & G field. Below are highlights of the initiatives, which in 2025 will continue to be in focus:

The below initiatives are viewed in addition to those mentioned throughout communication on progress of the 10 principles in the above sections.

E: Environmental related initiatives

- Enhance & improve product & consulting with clients related to environmental, climate & sustainability topics in Bording Danmark
- Initiation of commitment & application to SBTN in KLS Pure Print
- Policy for server management at Fiftytwo & Fiftytwo Dynamics
- Guidelines for filesharing in Cognito
- Guidelines for green energy consumption with hosting suppliers at Fiftytwo

S: Social related initiatives

- Participation in the nation-wide cycle-initiative "We bike to work" (Vi cykler til arbejde) in Bording Danmark and Fiftytwo
- Collaboration between Cognito & 'Blodbanken' in Oslo
- Initiation and planning of online-education program at Nordlid
- In 2024 we started the process of initiating a new recruiting process which will enable a more streamlined approach towards a fair, efficient, and inclusive hiring process. It is expected to take effect in Q3 2025 and the adaptation of the recruiting process is offered to all subsidiaries across the Bording Group.

G: Governmental related initiatives

- Updated & increased commitment to dedicated Supplier Code of Conduct in Bording Danmark.
- ISAE 3000 certifications in Fiftytwo, Fiftytwo Dynamics & Nordlid
- ISAE 3402 certification in Fiftytwo Finance
- Increased focus and execution on IT-security at Nordlid & Fiftytwo, Fiftytwo Dynamics & Fiftytwo Finance
- Internal training on GDPR in Cognito

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In addition, Bording Group also work with the below local staff offerings and local staff-driven initiatives:

- Allocated office hours to training in Cognito
- Bording Danmark A/S, Fiftytwo, Fiftytwo Dynamics, Fiftytwo Finance, Bording AB and Cognito encourages to a healthy and active lifestyle among employees
- Multiple subsidiaries have also established a smoking-policy
- Employee arranged health & fitness networks, such as running and cycling in selected locations
- Bruttolønsordning is offered to select joined subsidiaries
- Several subsidiaries in the Bording Group work together with local municipalities and organizations in the quest of helping and supporting the employment of people with special needs

Throughout the reporting period subsidiaries in Bording Group have also continued selected economic support which constituted the following in 2024. The selected organizations vary annually and reflect a broad range of causes, both local and international:

- Cognito supports NGOs and unions like:
 - Oslo (Gatamagsinet)
 - Norwegian Childhood Cancer Association including the “Football Shirt Day” (Fotballtrøye-dagen)
- Bording Danmark A/S supports NGOs and unions like:
 - PlanBørnefonden
 - Dyrevænet
 - Husforbi
 - Kræftens bekæmpelse
 - Tårnehaven (Juletræsfest)
- KLS
 - Ronald McDonald
 - Røde Kors
- During the year, Bording AB has supported local sports activities. In 2024 this included Ymer Frisbee

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Bording's next Communication on Progress

Our next Communication on Progress will be uploaded on the digital platform latest 31 July 2026.

We expect to deliver our first dedicated ESG-report for 2024 at the end of Q3 2025 start Q4 2025.

Feel free to contact us

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

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