

## **COMMUNICATION ON PROGRESS (COP) 2020**

Period covered by our Communication on Progress (COP) is April 2019 to March 2020

### **STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER**

April 2020

To our stakeholders

I am pleased to confirm that BankInvest 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 continually 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.

BankInvest has in 2019 established a CSR working group which monitors current and initiates actions to integrate new CSR initiatives in BankInvest.

Sincerely yours,



Lars Bo Bertram  
CEO

**DESCRIPTION OF ACTIONS AND MEASUREMENT OF OUTCOMES****Human Rights**

## Actions:

BankInvest has implemented the following policies and guidelines to support human rights of its employees and suppliers:

- Policies regarding the respect of employees' and suppliers' personal lives are set out in BankInvest's Personnel Handbook in respect of personal data and video surveillance of common office areas.
- Prevention of non-discrimination by way of
  - Setting targets for representation of the non-represented gender at management levels
  - Ensure action in case of bullying, sexual harassment or discrimination.
- Carrying out norm-based screenings of our investment portfolios for violations of international norms and conventions in respect of i.a. human rights, labour rights and environment. This includes UN's Global Compact, UN's Universal Declaration on Human Rights, OECD's Guidelines for Multinational Enterprises, and ILO Conventions.

BankInvest is in process of preparing CSR policies in respect of our suppliers.

## Measurement of outcomes:

- Monitoring outcomes by way of an annual survey of the employee satisfaction in order to ensure that BankInvest keeps a high standard for the employees. Depending on the outcome the Executive Management selects a number of areas every year with the focus to improve the ratings in the coming years survey.
- Companies have been excluded from our investment universe as a result of screenings for violations of human rights. Excluded companies are disclosed publicly on [www.bankinvest.dk](http://www.bankinvest.dk)

## Labour

### Actions:

The BankInvest group is established in Denmark and accordingly subject to Danish regulation on protection of employees which is complied with. Further, BankInvest has established the following policies and guidelines:

- Implemented a policy in respect of seniors (60+) at the workplace.
- Implemented a stress policy in the Personnel Handbook as a part of ensuring the well-being of our employees.
- Established a work environment and safety committee with employee members which holds meetings 2-4 times per year.
- Carrying out norm-based screenings of our investment portfolios for violations of international norms and conventions in respect of i.a. human rights, labour rights and environment. This includes UN's Global Compact, UN's Universal Declaration on Human Rights, OECD's Guidelines for Multinational Enterprises, and ILO Conventions.
- Focus on improving leadership skills by providing relevant training.

### Measurement of outcomes:

- BankInvest carries on an annual survey of the employee satisfaction in order to ensure that BankInvest keeps a high standard for the employees. Depending on the outcome the Executive Management every year selects a number of areas with the focus to improve the ratings in the coming years survey.
- Furthermore, there is a biannual survey on the work environment for all employees.

## Environment

### Actions:

BankInvest has as a focus point to carry on responsible business including minimizing its impact on the environment.

Today BankInvest has implemented the following initiatives to protect the environment:

- Waste sorting to separate paper from other waste for recycling.
- Focus on using organic produce in the canteen.
- Serving a vegetarian meal once a week in the canteen.
- Making available electrical bicycles for employees.
- Installed a charging station for electrical cars in the parking basement of BankInvest.
- Installed cold water taps throughout its offices to reduce use of dispensable plastic bottles.
- Provided re-usable stainless-steel upcycled plastic water bottles to all employees.
- Carrying out norm-based screenings of our investment portfolios for violations of international norms and conventions in respect of i.a. human rights, labour rights and environment. This includes UN's Global Compact, UN's Universal Declaration on Human Rights, OECD's Guidelines for Multinational Enterprises, and ILO Conventions.

BankInvest has also in 2019 initiated a mapping of emission of CO2 for the purpose of reducing such emission. As of 2021 the power supply to BankInvest will be by way of CO2 neutral power.

### Measurement of outcomes:

- With the sale of each stainless-steel water bottles, the company manufacturing them ensures collection of 1000 plastic bottles. BankInvest has acquired 500 bottles resulting in the collection of 500,000 plastic bottles.
- Investments have been excluded from our funds' portfolios as a result of screenings for breach of environmental criteria.



**Anti-Corruption**

Actions:

- BankInvest has a zero-tolerance approach to corruption and bribery.
- BankInvest works to mitigate the risk of bribery and corruption through our compliance infrastructure, which includes continuous training and internal procedures.
- Ethical behavior is covered in our Personnel Handbook and other policies, and furthermore a Code of Conduct addressing the zero-tolerance approach to corruption and bribery is in the works.

Measurement of outcomes:

- Inquiries from employees to our Compliance Department to ensure compliance showing focus on the rules by employees.
- No violations have been reported.

