

Aarhus N, 9th of October 2013

H.E. Ban Ki-moon
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that LaserTryk.dk A/S supports the ten principles of the Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Millennium Development Goals. LaserTryk.dk A/S will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the ten principles. We support public accountability and transparency, and therefore commit to report on progress within *one year* of joining the Global Compact, and *annually* thereafter according to the Global Compact COP policy.

Sincerely yours,

The logo for LaserTryk.dk, featuring the company name in a stylized blue font with a white outline.

P.O. Pedersensvej 9 • 8200 Aarhus N

Tlf. 87 303 403

E-mail: info@lasertryk.dk

www.lasertryk.dk

A handwritten signature in blue ink, appearing to read 'Anders Grønberg'.

CEO/Managing Director



The LaserTryk.dk logo, identical to the one in the signature block.

P. O. Pedersens Vej 7-9 • 8200 Aarhus N
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12.01.2015

To our stakeholders:

I am pleased to confirm that LaserTryk.dk (including LaserTrykk.no, Lasertryck.se, Lasertryk.dk, Lasertryk.co.uk, TopTryk, GP-Tryk, ScandinavianBook.dk/se/no/de, fotosjov.dk, photo2people.se/no/de/com) reaffirms its support for 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 continuously improve the integration of the Global Compact and its principles into our business strategy, company culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

This year we have been participating in a national project regarding CSR in business. The main focus has been to structure and formulate all of our actions on these topics. This has resulted in focus on topics regarding CSR in a broad sense. We committed to focus on internal communication - including employee welfare, supply chain management and local responsibility.

One of our latest actions to our internal CSR efforts has been to assign all employees the title 'CSR responsible'. This title is now clearly printed on all business cards and aims to raise awareness about our CSR work internally and tell all employees at LaserTryk.dk that they each have a responsibility to live out sustainability in their daily work. In this way, each employee becomes an ambassador for our CSR efforts. Hereby we hope that LaserTryk.dk can strengthen the joint ownership of our CSR efforts, so CSR will take root in all branches of our organization.

Sincerely yours,



Esben Mols Kabell
CEO
LaserTryk.dk



Human Rights

Description

Lasertryk.dk and our suppliers respect and comply with the Universal Declaration of Human Rights. We also refrain from violations of national laws and disrespect for religion and cultural practice.

Implementation

All employees know and respect Human Rights. Our suppliers are also informed about our commitment to the UN Global Compact.

Lasertryk.dk has created an employee handbook that includes issues regarding Human Rights. All employees are fully informed about Human Rights and our devotion to the Human Rights principles. Moreover, we have policies regarding specific rights for employees.

For our collaborators we have created a contract they have to sign, explaining that they commit to the 10 principles - including principle 1 and 2 - as long as they do business with us.

Measurement of outcomes

In our part of the world there is no need for further action in this regard. We are aware that all rights are adhered to and respected. Regarding our collaborators and suppliers, we visited some of them in the Far East in November 2014, and all conditions did live up to the specific principles.

Our procedures ensure that all conditions regarding above principles will be complied with, thus ensuring that collaborators and suppliers act in accordance with our own principles.

We do this by:

- maintaining close dialogue with our suppliers
- demanding and, if relevant, controlling suppliers and partners, nationally and internationally, in relation to the framework for social responsibility
- establishing a clear procedure for all potential suppliers/new collaborators

We aim to develop a "supplier book" for approved suppliers. This book shall be kept up to date and establish procedures to ensure compliance with these principles. This way we can, in partnership with our suppliers, take responsibility for the environment and society and thereby strengthen an environmentally friendly supply chain.

Labour

Description

LaserTryk.dk is a diverse workplace, where there is room for all. We practice equal treatment and equal rights for all regardless of nationality, sex, religion etc. We commit to the UN Global Compact principles - in this case principles 3, 4, 5 and 6 - here as well as on other areas affecting us all - e. g. our local surroundings.

All employees have the right to a healthy, safe, respectful and well-informed working environment.

Implementation

All employees have a responsibility for creating a satisfied working atmosphere. Communication goes both ways, and there must be room for – and openness regarding - specific issues/challenges that we face. In practice we have to listen to each other and take colleagues seriously to jointly solve any challenge.

Examples of specific things that we provide our employees include fresh fruit and bread every day, the ability to consult an in-house physiotherapist, a powernap room and an in-house hairdresser twice a month.

Employees in our production –have the opportunity to change working positions to reduce work-related repetitive strain.

Furthermore we will try to integrate people with special needs from our local area into suited job functions, to give them a road to active and meaningful employment.

Moreover we are part of a project arranged by Danish Refugee Council where we help ethnic minority boys between 13 and 17 years of age. With entrepreneurship as the focal point, the project gathers the social potential of business and civil society in a joint effort to strengthen the boys' academic skills, social relations and their involvement in education and the workforce.

Measurement of outcomes

We continuously work to develop and improve the internal working environment for the benefit of everyone in the company and its operations. At the same time, we will regularly measure employee satisfaction, to ensure that we can follow its development and make an extra effort, when there is a need for this.

In terms of professional development, the company will ensure that continuing education agreements, which are part of the collective agreements the company has entered into, are fulfilled. Overall, we will ensure that each employee is well informed about our policies and procedures while working to (further) develop an attractive workplace where our employees thrive and cooperate in the best way.

Regarding integrating people with special needs in specific job functions, we will measure the concrete success of each integration effort.

Environment

Description

The company's environmental objective is to achieve the highest possible quality standard regarding service, products and the environment in general.

Regarding the environment, this is done through cooperation with our customers, suppliers and employees by:

- keeping focus on the development of new ideas, products and processes
- placing great emphasis on the safety of the individual and the environment
- maintaining a close dialogue with our customers and suppliers

We strive continuously to be innovative and in front regarding environmental initiatives –so that we continuously reduce our environmental impact. We do this by offering following eco-labelled printed matter:

- The Nordic Eco Label
- CO2 Neutralization

In general, several of the processes we already practice are processes that meet the requirements of ISO 9001 and ISO 14001 certifications in quality and environmental matters.

Implementation

In all our actions, we act with respect for the environment. With the installation of one of the country's largest solar cell installations, investment in LED lighting, low energy windows and lights controlled via sensor, we ensure environmental friendliness in all areas where it is possible. We have also invested in new machinery, which means that we now provide offset printed matter of high quality without aqueous coating. The investment also provides us a power saving of up to 25% compared to conventional printing machines and a reduction of wasted sheets of about 50%. Every environmental effort counts.

Measurement of outcomes

Our structured environmental management ensures that we annually review and check that we continue to meet the requirements and maintain our licenses in all matters regarding the environment. New certifications may be implemented if deemed necessary. Moreover we regularly evaluate work processes, routines and equipment to ensure that our actions pay off in relation to reducing our environmental impact as much as possible.

New investments can also help to reduce negative environmental impact. Changed procedures can minimize waste. Reducing errors, waste paper and the use of ink and printing plates in the production of printed graphic products also plays a significant role in relation to environmental impact. Periodically, we set goals for future environmental efforts and also register and create documentation to make sure these goals are met. In this way we seek to further improve socially responsible conditions throughout the entire graphic product supply chain.

Anti-Corruption

Description

LaserTryk.dk does not accept corruption in any kind – this includes extortion and bribery. All of our employees are well-informed and reject participating in any kind of corruption.

Implementation

In-house we have an employee guideline that describes our view on corruption and our rejection of all types of corruption.

We have created a specific contract to our collaborators. As a part of their cooperation with us they have to sign that they commit to the Ten Principles - including Principle 10 in this case.

Measurement of outcomes

We have not experienced any cases of corruption, and we also have committed ourselves to ensuring that our information about this is sufficient.