

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



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FOREWORD

Vester Kopi is the leading company in Denmark for print and related services. We are 50 professionals, servicing about 6,000 customers in Denmark from our seven branches in urban centers. For more information on our product portfolio and services, please visit www.vesterkopi.dk.

The following report details how we pursue a strategy in coherence with the United Nations (UN) sustainable development goals (SDGs) for 2030.

We share the sentiment that small and medium sized companies are vital in achieving the SDGs put forward by UN. While we cannot approach SDGs in a similar manner as government or global companies, we take bold steps to better the world every day.

Transparency is key to our business model. Our success depends on it. We may not hold the means of global companies to invest in monitoring schemes that allow for reporting in numbers and percentages. However, we are able to report on our concrete efforts towards a better world.

The following report details how we incorporate UN SDGs into our overall strategy to offer excellent quality print and service in Denmark. Relevant SDGs from the UN 2030 plan serve as an overview of the action we take for sustainable development.

Faithfully yours,



William Schulin-Zeuthen
CEO and owner of Vester Kopi ApS

GOOD HEALTH AND WELL-BEING



Human health and safety must be secured for all persons in contact with or affected by our activities. We are mindful of possible indirect effects of print production. For more information about our efforts for sustainable and responsible production, please visit *Responsible Consumption and Production*. We note the following key performance indicators (KPIs) to secure good health and well-being:

Safe production

Digital printing technology has developed rapidly over the past decades. Noise and emissions have minimized and our machines have become altogether more user-friendly. We identify the need for continuous

technology investment as crucial to ensure the health and safety of persons in immediate contact with our production and products.

We invest in clean and safe technology

We make sure our technology is at the forefront of our industry. We are proud of our production area, which functions as an open workshop, where customers are invited to explore our many solutions. Our production facilities and production routine are designed not to endanger the health of our employees and customers in any way possible.

Safe work

Safety measures must be adequately implemented throughout all our activities to have the required effect. We therefore identify continuous education, a steady work schedule and monitoring of injuries as key to securing safe and responsible production.

We educate to ensure safety

Our production happens with great care for our employees and customers well-being. We follow required guidelines for handling chemicals and hazardous substances. Our technology is equipped with adequate safety equipment, and our employees receive equipment that protects in the event of noise or handling of chemicals and hazardous substances. All our employees are trained in safe and responsible production, for example how to change toner or carry larger objects. Our production is subject to regular inspection to ensure safety in our production area.

We secure a steady work schedule

In Vester Kopi we have employee representatives responsible for health and safety. Our branch leaders are responsible for preventing stress by planning the production adequately. All our employees are required to take breaks during working hours. We work to prevent our employees from working outside of normal working hours and provide additional compensation in such events, for example during weekends or evenings.

We monitor all injures

We note all injures contracted in our production facilities each year and count zero injuries of employees in 2022. All injures are inspected as a means to prevent future endangerment of persons.

Health and safety of customers

While all our products adhere to European regulations, we aim to comply with certification for particular sustainable products. We identify safe products, which do not endanger the health of our customers as central to achieve good health and well-being.

We make sure our products are safe to use

Our production and products in Denmark are certified by the Nordic Swan. The Nordic Swan is rewarded to products that are produced sustainably with great care for human health and safety.

QUALITY EDUCATION

Operating in Denmark our company benefits from the high level of public education that our employees bring into our business. Simultaneously, we recognize our responsibility in securing quality education for a sustainable future in our industry and beyond. We identify the following relevant KPIs:

Education and skill learning

Education and skill learning is central to integration in the labor force. Be it our industry or any other. We identify continuous investment in education and skill learning as essential to secure quality education for all.



We provide education and teach skills

We teach skills that are applicable throughout the print industry and beyond. Our business relies on offering tailor made solutions to our clients. That requires extensive knowledge of solutions and products, technical skills for excellent product production, meticulous production planning and finally logistics and delivery. All new employees receive training in our facilities and receive full compensation from their first day of training.

We ensure life-long learning

Technological change does not have to equal change of employees. Digital printing and media have changed dramatically in the past decades, yet we pride ourselves in long tenure in Vester Kopi. Over time, our dedicated employees have built up vast specialization in various fields of our business. We recognize their efforts and enable life-long learning through paid education on technological advancements. When investing in new technologies, all our employees working in the production are routinely offered paid education. Our employees working in sales and customer service are encouraged to seek out new skill learning opportunities to share with management and their colleagues.

GENDER EQUALITY

Operating in Denmark we benefit from the high number of women who participate in the work force. We want to encourage female participation and acknowledge our responsibility in securing equal opportunities. We identify the following KPIs as central to implementing gender equality in our company:

Equal representation

We identify equal representation of men and women on all levels of our company as fundamental to achieve equal opportunities for women. Too many companies continue to lack women in leading positions. We strive to secure female leadership.

We create equal representation of women and men on all levels of our company Traditionally, print production companies have been male dominated businesses, however we have in recent years consciously pursued a better gender representation in our company. We keep a statistic over female and male representation. Currently, we are proud to have more than sixty percent women in leading positions. We continue to pursue equal representation. More specifically, the numbers on gender representation in our company are: 47 percent female and 53 percent male employees. In leading positions are 66 percent women and 34 percent men.

Equal Compensation

We identify implementation and monitoring of equal compensation as decisive to achieving gender equality.



We monitor and implement equal compensation

All our employees receive the same compensation for the same work regardless of gender. Given the limited size of our company, it is easy to monitor and implement equal compensation.

Parental Support

We identify the possibility of parental leave and working schemes that allows for an easier work life balance for parents of young children as central to equal opportunities for women in our company.

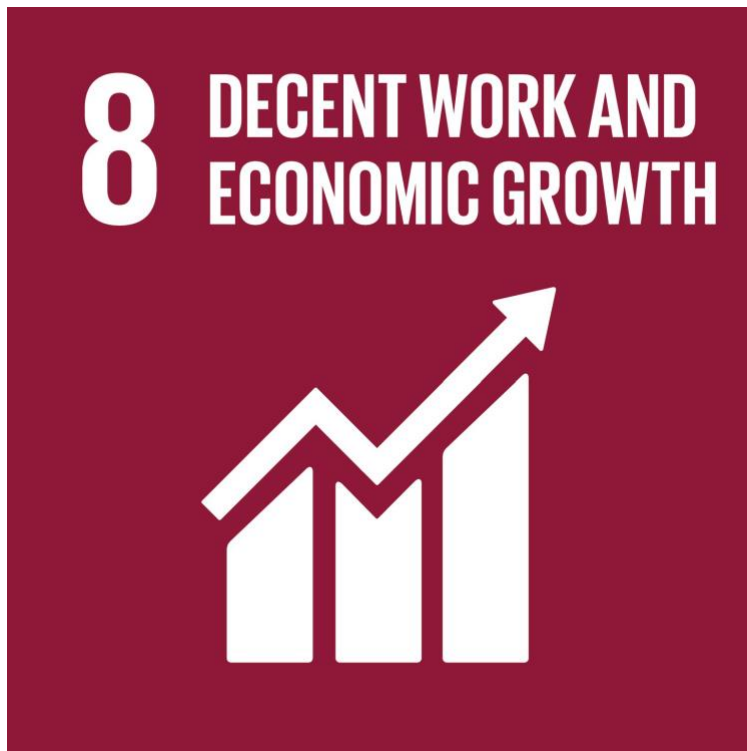
We make it possible to have a family

Vester Kopi employees are encompassed by Danish regulation for parental leave. In addition, we offer opportunities to work part time, or when possible, from home. We recognize the value of our employees and understand that parenthood is a part of life. We want to facilitate working conditions that works for families.

DECENT WORK AND ECONOMIC GROWTH

Decent work for all and sustainable economic growth is at the heart of our company values. We take

a number of initiatives to secure descent work and besides strictly adhering to the social and labor regulations of Denmark. We identify the following KPIs as central to our efforts for descent work:



Fair work conditions

We identify employment contracts that facilitates secure employment and social security as a central KPI of commitment for descent work. We reject current tendencies in Europe and elsewhere to offer full time employees freelance or limited contracts without social benefits.

We provide fair work contracts for employees

We offer unlimited work contracts with full social security benefits for all full-time employees. The employees we employ through freelance contracts truly function as business partners, for example by having their

own graphic design or carpentry business. We offer additional leave beyond standard vacation in the event of illness, marriage, childbirth etc. We give compensation for atypical working hours and have procedures for salary advancement in place.

Fair compensation

We identify fair compensation as fundamental to achieving descent work and economic growth for the future.

We secure fair compensation for employees

We offer fair work contracts that enable our employees to receive the pay they deserve. All our employees are encompassed by the labor laws of Denmark guaranteeing fair compensation. Moreover, compensation for additional working hours and procedures for salary advancement is implemented throughout our entire company.

We provide paid training and education for all employees

Working for us, as a member of our service or production teams, does not require any educational prerequisites. While it typically takes months for an employee to reach a full skill level, we pay full salary in the entire period of training. For more information about our efforts to sustain descent work through education and skill learning, please visit *Quality Education*.

Combat discrimination in recruitment practice and at work

To secure descent work for all we must end discrimination in recruitment practice and at work. We identify anti-discrimination efforts as a central KPI to ensure descent work for all. For more information about how we combat discrimination in our company, please visit *Reduced Inequalities*.

REDUCED INEQUALITIES

We cannot win by discriminating based on non-objective standards such as age, sex, disability, race, ethnicity, origin, religion or economic status. Our company recognizes our responsibility in helping reducing inequalities and enhancing inclusion in greater society. We list the following relevant KPIs to achieve an inclusive work environment:

Recruitment for equal opportunities We identify transparent and fair recruitment processes as a basis towards to achieving equality in our company.

We practice transparent and fair recruitment and career advancement Our recruitment processes are all communicated openly in advance to allow for application from all interested candidates. No candidate for a position is discriminated based on age, sex, disability, race, ethnicity, origin, religion or economic status. We perform regular assessments of each employee’s performance in accordance to their desired goals for career advancement.



We have official measures for career advancement and offer continuous education for life-long learning. We give priority to internal recruitment and are proud to have employees staying with us over the course of their careers.

Zero tolerance of harassment or discrimination

To reduce inequalities, we must end discrimination in recruitment practice and at work. We identify anti-discrimination efforts as central to ensure social cohesion both in our company and greater society.

We combat discrimination in our recruitment practice and work environment

We take a number of measures to combat discrimination against the following groups:

We ensure inclusion of regardless of gender identity

We have zero tolerate of harassment or discrimination against persons based on gender. For more information about our action for gender equality, please visit *Gender Equality*.

We ensure inclusion of senior employees

We have zero tolerate of harassment or discrimination against persons based on their age. Our company is proud of the tenure of our employees. Please visit *Quality Education* for more information about how we continue to educate our employees on new technologies.

We ensure inclusion of minority groups

We have zero tolerance of harassment or discrimination against any minority group in our company or within greater society. We promote an open and inclusive working environment.

RESPONSIBLE CONSUMPTION AND PRODUCTION



Our company takes our commitment to the environment seriously. All business activities have effects on the environment. We aim at a proactive approach taking the entire life cycle of our products into regard.

Traditionally, printed media is under attack for bringing about unnecessary waste. Digitalization is believed to serve the more ecologically conscious alternative to printed media. In reality, the ecological effects of media, be it digital or printed, depends on its usage.

Fraunhofer Institute, one of the biggest institutes for applied research and development services in Europe, and Institut für Zukunftsstudien und

Technologiebewertung, an independent non-profit research institute based in Berlin, both identify the use of printed or digital media to be decisive for its environmental effects.

Conclusively, both analyses find that a printed medium, a report, a floor plan, legal evidence etc., utilized multiple times by its users is often the more ecologically conscious decision. In the following, we list KPIs for responsible consumption and production of printed media:

Sustainable consumption and sales strategy

We identify the implementation of a sales strategy, that targets sustainable consumption as essential to our sustainability efforts. We target sustainable consumption in a number of ways:

We counsel our customers in re-use and maintenance of our products

Our personal service often centers around offering the most economically viable solution for our client. More often than not, that entails counseling our customers on how to re-use media. How to store a banner for their next sale-season? How to avoid that construction drawings spoil on the site? What kind of exhibition-system has the better durability? All our sales employees receive extensive training in the life span and potential re-use of products. We aim towards educating customers on the negative impact of single use printed media and encourage our sales employees to pursue business opportunities with more value for our customers and shared environment.

We push the frontline of digitalization

An increasing part of our business is digitalization of documents. We hold several recommendations from customers, where we have performed extensive digitalization procedures. Businesses like ours help organizations transfer from unnecessary use of printed media to digital media. We remain committed to seeking out such business opportunities.

We make it easy to recycle our products and wrapping

Our customers can receive information on products and wrapping in any one of our branches in line with formal regional guidelines and rules for waste recycling. The vast majority of our products are recyclable as paper waste. The wrapping, which accompanies the majority of our sales, is designed to be recycled easily as paper waste also. We encourage our customers to make use of the recycling systems in their respective region.

Production procedures for sustainability

Our production process happens with great care for our shared environment while securing quality that lasts. We identify sustainable production procedures that secure quality items suitable for reuse as central to sustainability.

We produce quality that lasts

Our products are subject to relentless quality assurance from the moment we receive an order to its delivery. Vester Kopi has highly detailed quality assurance procedures in place. We pride ourselves by constant dialog with our customers and constant optimization of product quality, durability and functionality.

We produce effectively using a minimum of resources

All our employees are trained to carry out cost effective and energy saving production. To minimize waste, we run test prints and bundle orders to print simultaneously. We receive and proof files for print production digitally to minimize wasted resources on quality checks.

We recycle waste

We have extensive recycle programs in place at all our branches for paper and carton, ink and ink cartridges. We strictly follow region specific recycle programs for all other types of waste to minimize our ecological impact.

Technology investment for responsible production

We identify continuous investment in technology for safer and cleaner production and better quality as fundamental to achieving responsible consumption and production.

We invest in cleaner and safer technology

In 2018, we made our biggest investment to date. We invested in new improved technology for the entire company from Canon. Our new technology investment cements our commitment for a cleaner and safer production environment.

Canon imagePRESS series are all certified by Energy Star, while the imageRUNNER ADVANCE series is certified by Blauer Engel. All information about certification is publicly available at Canon and Energy Star's respective websites.

Our entire production in Denmark is certified by the Nordic Swan. Our investment in new technology continues our ambition to produce excellent quality in a sustainable manner.

Sustainable procurement

We know that sustainable production only happens when taking the entire value chain into regard. That is why we practice sustainable procurement. We take the following measures to purchase from sustainable providers:

We carefully select ink for our production to match sustainability standards

We carefully select the ink we utilize for production purposes. We are committed to eliminating VOC emissions in our production. In the past year, we utilized water, wax and vegetable oil based inks for our production.

We carefully select paper utilized for production to match sustainability standards

The erosion of biodiversity is of outmost concern to companies in the print industry due to the industry’s large demand for paper. We carefully select the paper we use for our print production. Please visit *Life below Water and Life on Land* for more information.

CLIMATE ACTION

We identify climate action as crucial to achieving a sustainable future. The print industry is no exception. Our company recognizes our responsibility in making real progress to combat climate change. Concretely, we identify the following KPIs for climate action:

Sustainable Delivery



We identify conscious delivery options and shortening of delivery routes as key to reduce our energy consumption and GHGs. We take the following steps for sustainable delivery of our products:

We operate locally and have short delivery routes

Our branches are located in urban centers throughout Denmark enabling short and efficient delivery routes saving time and fossil. In a world where more and more goods are transported across countries or between continents, we produce and supply in the local environment of our customers. That is not a coincidence. Our environmentally

conscious distribution stems from our core strategy: to offer tailor made print and service solutions delivered on time. We therefore rely on operating in our customer's local environment and being able to offer rapid and reliable delivery.

We provide the same technology in all our branches

Our use of the same technology throughout our branches enables harmonization of our production. We can now offer our customers the same high quality in all branches. That in turn means saving time and fossil on delivery, as we do not have to distribute between branches.

We choose the more environmentally conscious form of distribution

When possible, we choose the more environmentally conscious form of distribution. Multiple times a day we use Bring, which offers bike messenger delivery in greater Copenhagen. For more information, please visit www.bring.dk

We locate our branches within reach of public transport

All our branches are located within walking distance to public transport. It is an integrated part of our business model to encourage production and supply in the local environment of our customers.

Climate action in our production activities

We identify energy efficient production that causes a minimum of emissions as central to climate action for our company. We take a number of measures to produce sustainably:

Vester Kopi is certified by the Nordic Swan

Our entire operation in Denmark is certified by the Nordic Swan.

Vester Kopi uses only climate neutral power

Vester Kopi use only CO₂-free power. We pay an additional cost for our power, currently supplied by Norwegian hydropower.

We use technology from providers committed to climate action

We have invested in over 170 machines from Canon. Canon remains committed to climate action in their production and beyond.

LIFE BELOW WATER AND LIFE ON LAND



The erosion of life systems on land and below water is of outmost concern to companies in the print industry due to a number of activities such as offset print, paper demand and more. As a company operating in the print industry, we take responsibility for preserving the life systems we all depend on.

Digital printing utilizes no water for production

We recognize the importance of water management for the print industry. Our business offers the following alternatives to print production that utilizes water:

We offer digital printing of high quality that

utilizes no water in the production

The print industry is known to use large amounts of water in the production process. Our business is different. We offer digital printing, which utilizes no water in the production processes.

We use technology that does not utilize water in the production

Our machines from Canon use no water for production. For more information about our use of technology and sustainability, please visit *Responsible Consumption and Production*.



Sustain biodiversity on land and underwater

Activities of the print industry are potentially harmful to biodiversity on land and below water. We take action to sustain biodiversity in the following ways:

We carefully select paper utilized for production to match sustainability standards

We recognize paper production's potentially harmful effects on biodiversity. The Nordic Swan work to connect consumers with sustainable forestry and paper pulp production. All our paper is certified by the Nordic Swan.

We invest in technologies to eliminate VOC emissions

VOC emissions have potentially harmful effects on life systems. Ink and cleaning of machines are

potential sources of VOC emissions. We are committed to eliminating VOC emissions in our productions. We use technology from Canon, who is at the forefront of developing technology for media print with reduced VOC emissions. For more information about our use of Canon technology and sustainability certification, please visit *Responsible Consumption and Production*.

PEACE, JUSTICE AND STRONG INSTITUTIONS

As a small to medium company operating within the Danish and European rules and regulations, we see our responsibility for peace, justice and strong institutions particular with regards to promoting fair and just business activities. We do business on the basis of objective criteria, specifically: quality, competitive pricing, and compliance with environmental, social and corporate regulations. We expect the same from our business partners. We hence identify the following relevant KPIs:

Transparent and accountable institutions

We believe transparency of financial activity enhances accountability and combats criminal activity. We identify transparency as fundamental to our efforts for peace, justice and strong institutions.

We make finances transparent

We take pride in keeping an open and honest dialogue about finance. In our experience, full transparency in turn creates a keener understanding of business among our employees. In addition, it makes it simple to allocate accountability within the company. Our bookkeeping regularly performs control procedures to follow up on potential mistakes or irregularities. We partner with EY www.ey.com, who is responsible for producing yearly reporting. Our yearly reporting is furthermore publicly available for anyone to see online.



We make data processing transparent and fair

We inform customers, business partners, employees and other persons, whose data we process. Our motto is to collect as little data as possible and always provide full transparency for our use of data. All data processing conducted by Vester Kopi obeys the strict GDPR regulations in Denmark and the European Union. For more information, please visit our website: www.vesterkopi.dk/en/persondatapolitik.html.

We secure data privacy

We comply with newest regulations for data privacy throughout our organization. Our employees receive awareness training to prevent security breaches from branch managers and it-team. We

practice waste anonymization and keep our waste in secure containers. All our employees receive a safety background check, which permits working with sensible data of, for example, ministries or defense. On request, we dedicate an entire production area for the exclusive purpose of one job.

Promoting fair and lawful business activity

Fair business practice must be implemented to secure sustainable development in Europe and beyond. We recognize our responsibility in combatting criminal and activity within our company and among business partners.

We have zero tolerance of criminal activity

Our company strictly prohibits any activity that works against fair and lawful business practice. We are especially committed to end bribery, corruption, money-laundering, and abuse of company assets for personal or third-party gain. We expect our business partners to adhere to same legal requirements of fair and lawful business practice as we do. We do not protect any persons involved in such activity from legal prosecution. Our employees receive awareness training to identify potentially criminal actions.