

UN Global Compact Communication on Progress 2016

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Statement of Continued Support

March 7, 2016

Mita-Teknik develops, produces and distributes advanced electronic control automation technology for use in the wind industry. Mita-Teknik has a proven track record in the wind industry with more than 30 years of experience, and more than 47,000 control systems in operation worldwide.

I am pleased to confirm that Mita-Teknik reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Our collected CSR Policy, which includes our Code of Conduct and Business Ethics, has been approved by the Mita-Teknik Management Team and the Board of Directors. Our CSR Policy is based on the 10 Principles of the UN Global Compact. We have identified our prioritized sustainability issues, and have initiated the process of optimizing these. We will follow up on our progress on a yearly basis.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to share this information with our customers, employees, suppliers and other stakeholders using our primary channels of communication.

Sincerely yours,

Jesper Andersen
CEO, Mita-Teknik



This is our Communication on Progress in implementing the principles of the United Nations Global Compact.

We welcome feedback on its contents.



Human Rights Principles

Commitment

Mita-Teknik respects cultural differences and does not do business with a supplier if the supplier practices discrimination at work based on race, religion, gender, age, nationality or sexual orientation.

No employee should ever be exposed to any physical punishment, threats of violence or physical, sexual, psychological or verbal harassment or maltreatment in the work place or in work related situations.

Mita-Teknik actively supports the Universal Declaration of Human Rights. We respect Human Rights within our sphere of influence and operate our business in a transparent and trustworthy way.

Mita-Teknik has a dedicated Health and Safety Committee in place to regularly assess and evaluate the working environment in Mita-Teknik.

Mita-Teknik sees no significant risks that the company or its suppliers violates the UN Global Compact Principles 1-2.

Implementation

Mita-Teknik is currently in negotiations with our large volume suppliers to add an appendix to existing partnership contracts, which will include article 24 'Code of Conduct'. This appendix is expected to be completed and signed without any complications.

We monitor the overall sickness absence in Mita-Teknik on a monthly basis in order to detect employee health issues, and assess if follow-up actions are required.

In accordance with the Danish Working Environment Act, Mita-Teknik conducts APV (Workplace Assessment Surveys) every three years, and continually carries out follow-up actions.

We continuously collect information from our global divisions in order to ensure complete compliance to international minimum standards in regards to 'Hours, Wages & Leave'.

We will update the Employee Handbook to include guidelines in regards to the Human Rights principles.

Performance Evaluation

Mita-Teknik's Code of Conduct has been introduced as a standard to all new supplier contracts under article 24 'Code of Conduct'.

We have published our CSR Policy and Code of Conduct on our website.

In the past year, Mita-Teknik has not been subject to any investigations, legal cases or incidents involving Human Rights violations. No incidents or violations of the Human Rights principles have been reported to the Management Team.



Labour Rights Principles

Commitment

Mita-Teknik commits to provide a competitive salary package, a safe and comfortable working environment, openly communicated career paths and well established performance and development evaluation tools.

Mita-Teknik respects the right of workers and operates our business with safe and attractive working conditions. We respect the freedom of association and collective bargaining and have zero tolerance for forced labour, child labour or discrimination.

Mita-Teknik sees no significant risks that the company or its suppliers violates the UN Global Compact Principles 3-6.

Implementation

Mita-Teknik is currently in negotiations with our large volume suppliers to add an appendix to existing partnership contracts, which will include article 24 'Code of Conduct'. This appendix is expected to be completed and signed without any complications.

Mita-Teknik's Management System is audited annually to ensure continued compliance with the ISO9001 standard.

We are implementing the OHSAS18001 standard in our Ningbo division. Work is expected to be completed during summer 2016.

All Mita-Teknik employees undergo annual performance reviews to set individual plans and targets for advancement.

We will update the Employee Handbook to include guidelines in regards to the Labour Rights principles. A system where reports of incidents in relation to Labour Rights can be reported to HR is also being established.

Performance Evaluation

We currently employ more than 235 people from 10 different nationalities on 7 global locations.

Mita-Teknik has, during the past year, focused on optimizing the work processes in the Ningbo production facility with added focus on workmanship and process descriptions.

In October 2015, we passed the external ISO9001 re-certification audit by TÜV Nord in Rødskær. And in September 2015, the Ningbo (CH) division received its ISO9001 certification as well.

Annual performance reviews has been carried out with all employees globally.

Mita-Teknik's Code of Conduct has been introduced as a standard to all new supplier contracts under article 24 'Code of Conduct'.

We have published our CSR Policy and Code of Conduct on our website.

In the past year, Mita-Teknik has not been subject to any investigations, legal cases or incidents involving Labour Rights violations. No incidents or violations of the Labour Rights principles have been reported to the Management Team.



Environmental Protection Principles

Commitment

Mita-Teknik supports a precautionary approach to environmental challenges, and undertakes initiatives to promote greater environmental responsibility. Also, we encourage the development and diffusion of environmentally friendly technologies. We actively support a sustainable environmental progress through the development and distribution of intelligent control solutions for the wind industry, which improves the performance of wind turbines, and the overall competitiveness of 'clean' wind generated energy.

Overall, we consider our production process to have a relatively low impact on the environment, however we do recognize that parts of our production and transports have a negative impact on the environment, and we constantly work to minimize these effects.

Implementation

Mita-Teknik is currently in negotiations with our large volume suppliers to add an appendix to existing partnership contracts, which will include article 24 'Code of Conduct'. This appendix is expected to be completed and signed without any complications.

We are implementing the ISO14001 standard in our Ningbo division. Work is expected to be completed during summer 2016.

Measures to reduce travel activity are being implemented.

Our waste management is in compliance with all applicable national laws and regulations, and we continually educate our employees in this area.

Performance Evaluation

We have published our company CSR Policy and Code of Conduct on our website.

Mita-Teknik's Code of Conduct has been introduced as a standard to all new supplier contracts under article 24 'Code of Conduct'.

Investments to our Ningbo production facility means that we are now able to produce more locally, effectively reducing the need for long distance transport and shipping of goods, hereby significantly reducing our impact on the environment.

Along with the investments in Ningbo, we have also introduced digital solutions to help reduce paper waste.

In the past year, Mita-Teknik has not been subject to any investigations, legal cases or incidents involving violations to the Environmental Protection principles. No incidents or violations of the Environmental Protection principles have been reported to the Management Team.



Anti-Corruption Principles

Commitment

Corruption and bribery are recognized as barriers to sustainable development and free trade, and Mita-Teknik supports the work against corruption in all its forms, including extortion and bribery.

Gifts and Entertainment

Mita-Teknik acknowledges that minor business gifts and moderate entertainment, including meals, are accepted ways to build relationships and generate goodwill between business partners. This practice must however always be conducted in a transparent way, and only to an extent appropriate to our integrity guidelines and business ethics.

Implementation

Mita-Teknik is currently in negotiations with our large volume suppliers to add an appendix to existing partnership contracts, which will include article 24 'Code of Conduct'. This appendix is expected to be completed and signed without any complications.

Guidelines for handling issues of Corruption, Hospitality (Gifts and Entertainment) and Donations are provided to employees through our Business Ethics document, CSR Policy and Code of Conduct.

Additional training material is being compiled by HR, and will be introduced as e-learning.

Performance Evaluation

We have published our company CSR Policy and Code of Conduct on our website.

Mita-Teknik's Code of Conduct has been introduced as a standard to all new supplier contracts under article 24 'Code of Conduct'.

In the past year, Mita-Teknik has not been subject to any investigations, legal cases or incidents involving Anti-Corruption violations. No incidents or violations of the Anti-Corruption principles have been reported to the Management Team.

