

UN Global Compact Communication on Progress 2017

Contents

Statement of Continued Support	3-4
Human Rights Principles	5-6
Labour Rights Principles	7-8
Environmental Protection Principles	9-10
Anti-Corruption Principles	11-12



Mitoa

T
E
K
N
I
K
O

Statement of Continued Support

March 7, 2017

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 48,000 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

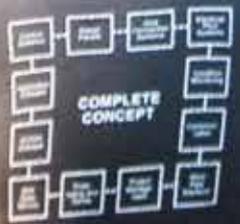


This is our Communication on Progress in implementing the principles of the United Nations Global Compact.

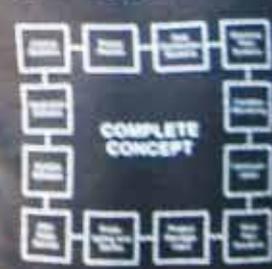
We welcome feedback on its contents.



Mita-Teknik



Mita-Teknik



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

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 Ukrainian and Chinese Employee Handbook to include guidelines in regards to the Human Rights principles.

Performance Evaluation

We have added an appendix to our existing partnership contracts with large volume suppliers that include article 24 'Code of Conduct'.

We have updated the Danish version of the Employee Handbook. This was released in January 2017. Herein, we clearly state that we do not tolerate any discrimination in the workplace based on gender, race, religion or sexuality.

Along with the new Employee Handbook, we have also introduced a global whistleblower scheme.

We have been approved by Datatilsynet to manage personnel administration.

We have completed self-assessment surveys with all global divisions in order to ensure compliance.

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

Mita-Teknik (Ningbo) is audited annually to ensure compliance with the OHSAS18001 standard.

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

Performance Evaluation

We have added an appendix to our existing partnership contracts with large volume suppliers that include article 24 'Code of Conduct'.

We have updated the Danish version of the Employee Handbook. This was released in January 2017.

We currently employ more than 260 people from 10 different nationalities on 7 global locations.

In August 2016, we passed the OHSAS18001 certification in our Ningbo division.

With the move to our new facility in Ningbo, we are able to focus even more on the LEAN production philosophy, and effectively optimize the working conditions for our employees.

In February 2017, we passed the external ISO9001 re-certification audit by TÜV Nord in Rødkærsbro.

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

We have completed self-assessment surveys with all global divisions in order to ensure compliance.

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

Measures to reduce travel activity are continuously implemented and optimized.

Mita-Teknik is annually audited to ensure compliance to the ISO14001 standard.

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 added an appendix to our existing partnership contracts with large volume suppliers that include article 24 'Code of Conduct'.

Global travel policies has been introduced to ensure that we reduce our travel activity as much as possible. In regards to continuously deliver high quality service to our main market (China), we have educated and hired more highly skilled engineers to work locally in China, reducing the need for long distance travels.

In August 2016, we passed the ISO14001 certification for our Ningbo division.

With the move to our new facility in Ningbo, we are able to focus even more on the LEAN production philosophy, continue to prioritize local production and reduce the need for long distance transport and shipping - hereby reducing our impact to the environment significantly.

We have completed self-assessment surveys with all global divisions in order to ensure compliance.

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

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.

Performance Evaluation

We have added an appendix to our existing partnership contracts with large volume suppliers that include article 24 'Code of Conduct'.

We have updated the Danish version of the Employee Handbook. This was released in January 2017. Herein, we stress that our employees are obliged to follow the guidelines of the UN Global Compact and Mita-Teknik's own Business Ethics Policy.

We have completed self-assessment surveys with all global divisions in order to ensure compliance.

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.

