

CR Activities 2018

Up-coming and completed

Extraordinary CR Activities 2018

Beyond the ongoing measuring a number of initiatives are initiated as a consequence of GPV's due diligence within corporate responsibility. This is to consider as an expression for GPV's willingness to participate as an active player to improve the conditions as part of the surrounding community.

In GPV E-DK all employees has accomplished a training session in Human Rights emphasizing especially the risks related to Danish working conditions.

In GPV M-DK there has been established cooperation with the local municipal Job Center to promote health and welfare for the employees.

As previous years GPV Asia has again in 2018 offered different donations for charity projects to help schools, plantations and disabled children.

Working Environment

In the 2017 sum up of CR activities it appeared that working accidents were prevalent in the mechanics session. In order to prevent and reduce the number of working accidents from 2018 all near misses are mapped, and in GPV Asia monthly management safety meetings and safety audit by the management team has been effectuated.

Human Rights

In 2018 we have continued focusing on responsible Customer Relation Management. This has caused the compilation of a supplier Code of Conduct. Also an expansion of the Supplier Audit Check List has been prepared to gain an improved focus on social and labor conditions. Ahead is still the work with getting these documents alive. For this purpose relevant employees with supplier contact will in 2019 be trained to consider these elements concerning supplier selection and evaluation.

Corruption, Anti Bribery and Business Ethics

Early 2018 a new e-learning tool was implemented to educate all relevant employees in anti-corruption and business ethics. Until now 77% have completed this training and we continue working to increase this level in 2019. In the future all new employees with external relations (to customers, suppliers, authorities etc.) as well as managers will accomplish these e-learning lessons as a part of the introduction program.

Environmental Issues

GPV has no material outstanding environmental issues. In 2016 a main objective of environmental improvements was to reduce energy consumption by 10% relative to revenue from 2016 to 2020. We are satisfied that this target has been reached by 2018. Still we continue focusing on energy saving. As an example of energy saving initiatives, a pilot project for replacing lighting for LED in Electronics DK has been completed in 2018.

Gender Composition

GPV is aware that there is no inappropriate displacement of the gender composition in the management group. In 2018 a female manager was encouraged to participate education at an International Institute for Management Development. After completing the education she was promoted.

The actual gender composition among the Management shows a distribution of 26% female / 74% male. Among all employees the gender composition shows a distribution of 55% female / 45% male.

GPV CR Index

INDEX*	2016	2017	2018
Employees			
Injuries (Injuri Serverity Rate)	100	133	77
Environment			
Electricity kWh	100	87	84
Water m3	100	104	95
RECYCLING			
Hazardous waste send to disposal	100	124	54
Metal send to recycling	100	92	78
Paper send to recykling	100	157	125

*With reference to CR strategy goals, the indexing period has been changed to start 2016.