

# UN Global Compact

**Communication on Progress  
2019**

## Contents

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



# Statement of Continued Support

February xx, 2019

Mita-Teknik develops, produces and distributes advanced control automation technology. Mita-Teknik has been part of the control automation industry since 1969, and in the wind industry since the early 1980s. We are one of the world's leading suppliers of wind turbine control systems, and has been an important contributor in developing the wind industry to where it is today, as we have supplied more than 50,000 high performance control systems for wind turbines in demanding environments around the world.

Our global customer base is divided on +47 active markets, which we serve from our global locations. Mita-Teknik's headquarter is located in Rødkærsgade in Denmark and with development activities in Ukraine, production, sales and support activities in China.

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, Labor, Environment and Anti-corruption.

Our collected CSR Policy, which includes our Code of Conduct and Business Ethics, has been approved by the Mita-Teknik Global Management Team and the Board of Directors.

Our CSR Policy is based on the Ten Principles of the United Nations Global Compact.

We have identified our prioritized sustainability issues, and have initiated a 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,

Klaus Kromann Knudsen  
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.

Currently, Mita-Teknik employs 155 people from 8 different nationalities, working in 4 global divisions. 34% of our employees are women and 66% are men.

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

## Implementation

We take several actions to implement our CSR Policy and Code of Conduct in our global divisions.

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

## Performance Evaluation

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 Global Management Team.

In 2018, we implemented the new EU General Data Protection Regulation (GDPR). The GDPR replaces the Data Protection Directive 95/46/EC and is designed to harmonize data privacy laws across Europe, to protect and empower all EU citizens' data privacy and to reshape the way organizations across the region approach data privacy.

We want to ensure that our suppliers are familiar with our CSR policies. Therefore, we have added an appendix to our existing partnership contracts with our suppliers that includes article 24 'Code of Conduct'.

Action	KPI	Status *	Target
Include article 24 'Code of Conduct' in new purchase contracts	New purchase contracts must include article 24 'Code of Conduct'	Strategic suppliers: 100%	100% for strategic and preferred suppliers
		Preferred suppliers: 63,79%	
		Other suppliers: 5,22%	50% for other suppliers

\* Based on purchase in 2018



# Labor Rights Principles

## Commitment

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

Mita-Teknik respects the rights of workers and operate our business with safe and attractive working conditions. We respect the employees' right to organize and enter collective labor agreements and have zero tolerance for forced labor, child labor and discrimination.

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 violate the UN Global Compact Principles 3-6.

## Implementation

We take several actions to implement our CSR Policy and Code of Conduct in our global divisions.

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

Mita-Teknik's Management System is audited annually to ensure continued compliance with the ISO9001 standard. In 2018, we updated our ISO system and was globally audited against the ISO9001:2015.

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

We are continuously working on implementing the APQP4Wind standard. The main goal for Mita-Teknik to implement the APQP4Wind is our continuously focus on improving product quality.

## Performance Evaluation

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

We continuously collect information from our global divisions in order to ensure complete compliance to international minimum standards in regards to working hours, compensation and absences.

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.

Action	KPI	Status	Target
Monitor the sickness absence	The overall sickness absence must be below 2%	1,10%	2%

In 2018, we developed a new annual performance review tool, which will be implemented globally in 2019.

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. In 2018, the APV was conducted and an action plan has been made to handle the findings in the survey.

In order to ensure safe working conditions, we also follow-up on all accidents and near-miss accidents.

Action	KPI	Status	Target
Ensure safe working conditions	Working accidents	0 accidents	0 accidents
	Near-miss accidents	1 near-miss accidents	0 near-miss accidents



# Environmental Protection Principles



## Commitment

At Mita-Teknik, 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.

Mita-Teknik supports a precautionary approach to environmental challenges, and undertakes initiatives to promote greater environmental responsibility.

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

At Mita-Teknik, we actively support a sustainable and environmentally friendly progress.

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

Our waste management is in compliance with all applicable national laws and regulations, and we educate our employees in this area. In 2018, we started an extended waste separation at our headquarter in Denmark. All employees working in Denmark have been introduced to the new waste separation system.

We continue to focus on reduced travel activity. Global travel policies have been implemented to ensure that we reduce our travel activities as much as possible with respect for running our business.

In 2018, our global IT- and server setup has been updated, with replacement of several obsolete systems. This has had a significant influence on our power consumption, which has been reduced with the installation of new, modern and more efficient systems. By replacing our IT- and server setup, we have also been able to reduce our CO2 emission by 65 ton. As part of the European Union EIQ Energy Intelligence program, we have applied for subvention for this project.

## Performance Evaluation

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 Global 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.

Mita-Teknik acknowledges that minor business gifts and moderate entertainment, including meals, are accepted ways to build relationships. 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.

All presents that are sent from customers and suppliers to employees at Mita-Teknik are collected and distributed via lottery. It is not allowed to have presents from customers or suppliers sent to a private address. Presents to employees must be sent to Mita-Teknik. The same applies for prizes and gifts that are won in a competition, in which they participate via their job. This policy is stated in our Employee Handbook.

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

In 2017, we introduced a global whistleblower scheme. During 2018, we did not receive any cases.

Action	KPI	Status	Target
Global whistle-blower programme	Cases that call for legal action	0 cases	0 cases

## Performance Evaluation

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 Global Management Team.

**We Make Wind Competitive**

