



PRESSALIT®



**COMMUNICATION  
ON PROGRESS  
2018**



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## CEO STATEMENT

Corporate social responsibility is, and always has been, a corner stone in the Pressalit company culture. For over 50 years, we have worked to build a sustainable and responsible company with a strong local, environmental, and social focus.

At Pressalit, we believe in meeting global challenges at a local level. We believe that we can do our part to create a better world. If all of us – organisations, companies, and individuals – do a little bit, we will be on the right direction towards a more sustainable world.

This is why we have been committed to the UN Global Compact since 2002, and without hesitation embraced the UN Development Goals in 2016. For this reason, we at Pressalit have chosen to focus on Sustainable Development Goals number 4, 6, and 12, as they concern areas close to our core business, knowledge, and experience.

We have the ambition to contribute to solving global challenges, and we aim to be a role model within our field of business.

This year, we have initiated a number of new partnerships and initiatives at Pressalit. Among others, we have welcomed 100,000 bees to our property, we have visited Jordan with UNICEF to see how our partnership makes a difference for so many children, and we have followed and supported our Pressalit-sponsored Danish para-athletes in their hunt for medals.

At Pressalit, we will continue to work with sustainability across all levels of our organization. We are determined to keep demonstrating how companies play a crucial role, not only economically but also in terms of sustainability, in creating a better and more sustainable tomorrow.

Kim Boyter  
CEO, Pressalit A/S





# HOW DID WE REACH OUR 2018 GOALS

**1. We will continue partnerships with NGOs and associations and identify at least one new potential collaboration.**

- In 2018, we continued our collaboration with the Danish NGO World's Best News. Additionally, we have entered into a partnership with the socio-economic organisation BISTAD.

**2. Enter partnership with UNICEF.**

- In 2018, we initiated our partnership with UNICEF, supporting their WASH initiatives worldwide.

**3. We aim to enter one or more relevant partnerships with NGOs or associations.**

- In 2018, we have initiated a collaboration with the local initiative BISTAD, which provides vulnerable citizens with a meaningful job and a purpose.

**4. We want to launch at least three new initiatives that specifically support the global goals number 4, 6 and 12. In 2018, we have launched the following initiatives:**

- #4: We take part in the Integrational Education project "IOP", which educates refugees and unskilled employees to become plant operators.
- #6: We support UNICEF's WASH initiatives.
- #12: We hosted a Sprint under the theme: "How to create the sustainable products of the future?"

**5. We work for the expansion of decent and proper sanitation nationally and globally and we aim to improve the sanitary conditions for the 2.3 billion people, who do not have access to basic sanitation.**

- Globally, we worked to improve sanitary conditions through our partnership with UNICEF WASH.
- Nationally, we create awareness of the global sanitary crisis e.g. by marking the World Toilet Day 2018 and by hosting a presentation in collaboration with UNICEF on the WASH project.

**6. Maintain and expand the diversity of our range of interns. We want to reach further than Eastern Jutland.**

- In 2018, we have had interns in various age groups from a number of different educational institutions from both Northern and Eastern Jutland and with diverse educational backgrounds.

**7. Maintain a level of at least 5% of employees on special terms.**

- In 2018, the level of employees on special term is 7.89 percent.

**8. Reduce our environmental impact cf. our annual environmental accounts.**

- We have met the required standards of the ISO 14001 re-certification.
- We have reduced CO2 emissions with 4163.9 kg by recycling food waste into biogas.

**9. We aim to increase the average score of the pulse survey. The aim for the "Can"-score is 75 and the aim for the "Will"-score is 80.**

- In 2018, we achieved a "Can"-score of 74 and a "Will"-score of 80 in the Pulse survey.

**10. We aspire to obtain the working environment certification.**

- Because of the high Danish standards and mandatory check-ups, Pressalit has chosen to spend money on improving our work environment rather than on the actual certification. However, Pressalit meets all practical requirements of the work environment certification.





# COMPANY PROFILE

Pressalit A/S is a Danish company founded in 1954. Pressalit is a privately owned Danish Ltd. Company formally owned by Pressalit Holding, which has been owned by the Boyter family in three generations.

Pressalit has two areas of business: Pressalit Seats and Pressalit Care. Pressalit Seats produces high quality toilet seats and is one of the leading brands in the market. Pressalit Care produces bathroom- and kitchen solutions for people with reduced functional ability. Pressalit's production is placed in Ry, Denmark where the company headquarter is located as well.

Pressalit is a global company, with offices in eight countries around the world. Pressalit exports 80 % of our production, and operates in 45 international markets across the world.

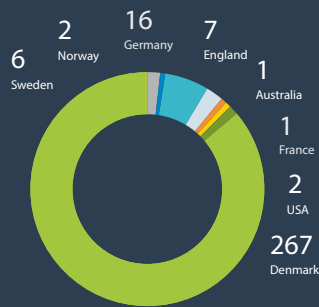
Pressalit aspires to create value for both our customers, employees, and our surrounding community. Corporate social responsibility (CSR) is an embedded part of the Pressalit tradition, as we believe that responsibility and performance go hand in hand.

Pressalit's mission is to develop, produce, and sell design and quality bathroom solutions, with the vision of being a profitable, competitive and value-creating company acknowledged for our:

- **Quality**
- **Innovative solutions**
- **Focus on responsibility**

## Workforce

Location



Offices in **7 countries** around the world and represented in **45 countries**



**24/7**  
production



120 different choices of high quality functional design

## We care about our community

We work actively with the UN Global Goals



**THE GLOBAL GOALS**  
For Sustainable Development

We support sanitation for children globally



**unicef**

We support Danish athletes with a disability



**PARASPORT DANMARK**



We have approximately **301 employees**  
150 workers are supported by 40 robots

We produce

**11,500**

Units per day



Designed and produced in Denmark since 1954





# INTRODUCTION

This Communication on Progress report accounts for Pressalit's sustainable initiatives and activities, which were implemented in 2018. Overall, the report comprises our work with Corporate Social Responsibility (CSR).

Social and environmental responsibility has always been a central pillar in the Pressalit way. Pressalit's company culture and business approach are deeply rooted in the belief that we as company have an important responsibility of leaving a positive impact, both socially and environmentally. This involves activities and collaborations between Pressalit, our surrounding society, NGOs, as well as national and international institutions and organisations.

Pressalit's commitment to the UN's global corporate sustainability initiative was manifested in 2002, as the ten principles of the UN Global Compact was integrated into our code of conduct. This entails compliance with human rights, labour, environment, and anti-corruption, which we continuously review to ensure that we are up to date.

In 2016, Pressalit further cemented our sustainability ambition, as we adopted the UN Sustainable Development Goals (SDG). In particular, Pressalit focuses on three SDGs, which are specifically relevant to our core business: #4 Quality Education, #6 Clean Water and Sanitation, and #12 Responsible Consumption and Production.

In the following, we present our sustainable progress throughout 2018. The report is divided into three headings:

## PEOPLE • ENVIRONMENT • SOCIETY

People are an essential part of Pressalit's spirit, and have been for 63 years. Through many years, we have worked to create an inclusive company.

Environmentally, Pressalit wants to leave a positive impact on the world for the next generations, as we believe we have a responsibility to minimise our impact on the environment. Pressalit takes a particular interest in the local community. As Pressalit has grown and expanded beyond the Danish border, so has our local community as well.

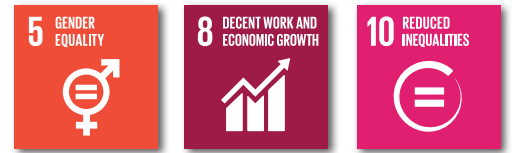






# A DIVERSE PRESSALIT

At Pressalit, we believe that diversity strengthens our business. We have a long tradition as a diverse workplace with a culture of openness, respect, and responsibility. We strive to live by these rules in everything we do.



## DRIVEN BY VALUES

We share a vivid culture, which is supported by our four shared values; we listen, we give, we play, and we act. These values make room for diversity and bind us together because:

- Diversity helps us listen, because we respect different opinions
- Diversity helps us give, because we cooperate and share knowledge
- Diversity helps us play, because it makes us curious
- Diversity helps us act, because we perform better together

with diverse backgrounds, as we believe that a diverse group of employees contributes to a developing and innovative culture. For this reason, we are open to attracting, retaining, and developing people so Pressalit reflects the global society in which we operate.

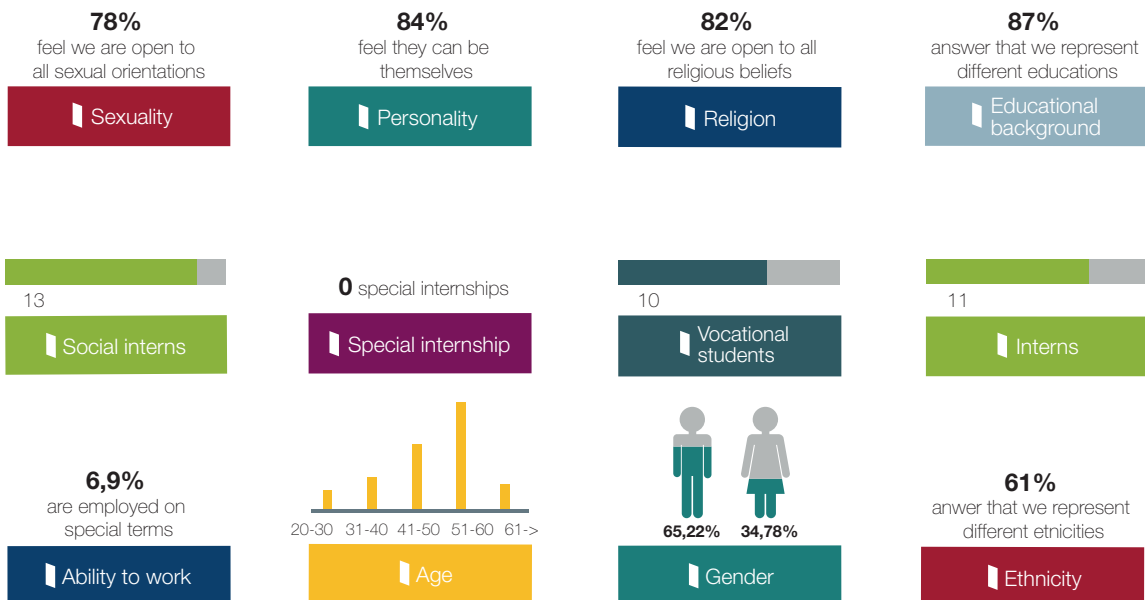
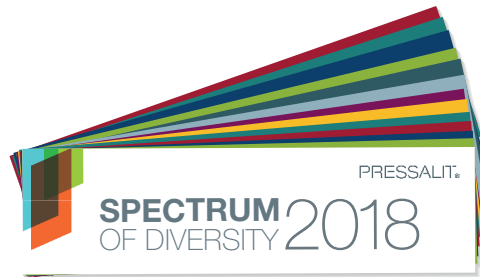
## SPECTRUM OF DIVERSITY

In 2018, we did a small study based on our Pressalit 'Spectrum of Diversity'. The objective was to analyse the diversity within the company, and to reinforce focus on our work with diversity. Our Spectrum of Diversity is divided into 12 parameters, and reflects what we at Pressalit focus on in our work with diversity. Some of our findings are highlighted below.

## DIVERSITY AT OUR CORE

For over 60 years, Pressalit has embraced and employed a diverse workforce in all departments of the company.

At Pressalit, we place a great emphasis on recruiting employees







# EMPLOYEE PORTRAITS

## HELENE MØRK ASSISTANT, FACILITY SERVICE

### Meet Helene!

She has been a part of the Pressalit flex team for almost 8 years, cleaning every corner of the company head-quarter. In spite of struggling with muscle fatigue caused by a disease in her thyroid gland and a minor blood clot, Helene loves to go to work at Pressalit.



*“Even though I am only working 16 hours a week, it means everything to me to be able to go to work every morning and be with my colleagues”, Helene says.*

According to Helene, Pressalit’s social environment, and inclusive, unprejudiced approach to its employees, is an essential part of what makes Pressalit such a nice place to work. This gives a strong sense of team spirit between the colleagues on the flex team:

*“It does not matter, whether you work 25, 15, or 12 hours a week, or why you are working on the flex team. We are all in the same situation so you never feel alone.”*

## JONAS JOHANSEN MARKETING CONSULTANT

### Meet Jonas!

He is the newest member of Pressalit’s Marketing Department, where he started this summer. Here, Jonas is in charge of creating content for Pressalit’s various platforms and customers in close collaboration with our Sales Departments.



*“It has been great starting here at Pressalit. Everyone has been extremely nice and welcoming. After only a month in the office, it felt like I had already been working here for years.”*

With a background in Sports Marketing from Real Madrid Graduate School, Jonas is able to contribute with new and different perspectives to the content creation processes. According to Jonas, this is one of the strengths of the department:

*“The best thing about Pressalit’s Marketing Department is the large variation in our competencies: we can all learn from each other. It gives us the perfect conditions for creating interesting marketing and content across nations and our fields of business.”*

## Torben Baastrup Kudsk Operator, Pressalit Seats Manufacturing

### Meet Torben!

He has worked 40 years in the Pressalit Seats production. In his time at Pressalit, Torben has had many different work tasks. Now he drives the forklift truck moving the raw toilet seats to the robots for them to be grinded and shaped.



When Torben first started in the production, the shaping and polishing of the toilet seats was done by hand. In 1984, Torben was part of the team installing the first robots and developing the new system in the production. The developments are, according to Torben, one of the things making Pressalit an interesting place to work.

*“When you have been working in the same place as long as I have, you might have a tendency to get stuck in the same routines. I think Pressalit is pretty good at keeping up, and it has been very interesting to follow and be part of the development.”*



# STRENGTH IN DIVERSITY

At Pressalit, we work from the belief that a diverse workforce provides a stronger base of knowledge and experience. People with different educations and backgrounds are a key element in order to keep growing and developing as a company.

We believe one of the ways for us to continue learning, is through the knowledge and experience of our employees, apprentices, trainees, and interns. For this reason, Pressalit takes part in a number of different educational collaborations, which keep us up to date on the latest developments within fields relevant to our business.

## EMPLOYEES ON SPECIAL TERM

Pressalit has made the conscious decision to provide people with reduced work capacity the chance to maintain links with the job market. This is why we strive to uphold a level of at least 5 % of employees on special terms. Among other things, this entails that a team comprised solely of employees on special terms manages the cleaning and maintenance of Pressalit's locations and green areas.

## INTERNS, APPRENTICES, AND TRAINEES

Interns, apprentices, and trainees from educational institutions all across Denmark are an important part of Pressalit. Each type of educational collaboration is individually tailored, and is



characterised by a steep learning curve, lots of responsibility, and practical experience.

Pressalit also gains a lot from having these educational collaborations, as they contribute with new perspectives and the latest knowledge from many different fields.

In 2018, we have had interns from within the fields of e.g. supply chain, corporate communication, multimedia design, and sociology.

## PRESSALIT: THE COMPANY CASE

At Pressalit, we also collaborate on cases, projects, and theses. We believe these types of collaborations provide a mutually beneficial learning situation in the combination of practical and theoretical knowledge.

This fall, for instance, a local high school class visited the Pressalit headquarter for a day of casework on a real-life case from our Marketing department. The day ended with the students presenting their solutions for a jury consisting of representatives from Pressalit's HR & Policy- and Marketing departments.





# INTEGRATIONAL EDUCATION

In collaboration with the Danish Agency for International Recruitment and Integration, Pressalit takes part in the Integrational Education project.

The project combines integration and education in order to meet the increasing shortage of trained plant operators. As part of the project, one refugee and one Pressalit employee are educated as plant operators, taking turns at going to school and working in Pressalit's production.

## GLOBAL CHALLENGES, LOCAL SOLUTIONS

In October 2018, two Pressalit teams including Omar, Ulf, Helen, and Torben started their educational training. Both Omar and Helen have come to Denmark within recent years in the aftermath of the international migration wave.

Helen describes the project as a unique opportunity:

*"It is a chance of getting a job in Denmark. Now, I will be able to provide myself and my family, as well as being a role model to my children."* - Helen.

The educational collaboration between refugees and companies represents a business model, which benefits both refugees, companies and the society, thereby offering a local solution to a global challenge.



The project's business model has also caught the interest of international organisations, such as the UN Refugee Agency and OECD, as a way of benefitting from the migration challenge. It is not just CSR – it is business

Pressalit has been involved in the integration project since 2016. However, the project is not just another CSR initiative; it is a win-win situation for both refugees, Pressalit employees, and Pressalit.

*"The project allows me to dream bigger, as I develop professionally. It is a stepping stone and provides the opportunity of greater responsibilities."* – Torben.

In this way, the combination of integration, education and corporate collaboration ends up benefitting all parties involved.





# PULSE: AN EMPLOYEE SURVEY

Every year, Pressalit takes the pulse of the organisation with an employee PULSE survey. The objective is to measure our employees' engagement and motivation, and to ensure their influence on the work structures and company culture.

The PULSE survey enables Pressalit to benchmark on our employees' work satisfaction, and to identify particular areas with room for improvements.

In the survey, our employees were asked about their job satisfaction and how they experience Pressalit's way of collaborating, both in their individual departments and across the organisation. Furthermore, the employees were asked about their individual motivation, goals, efforts, and development.

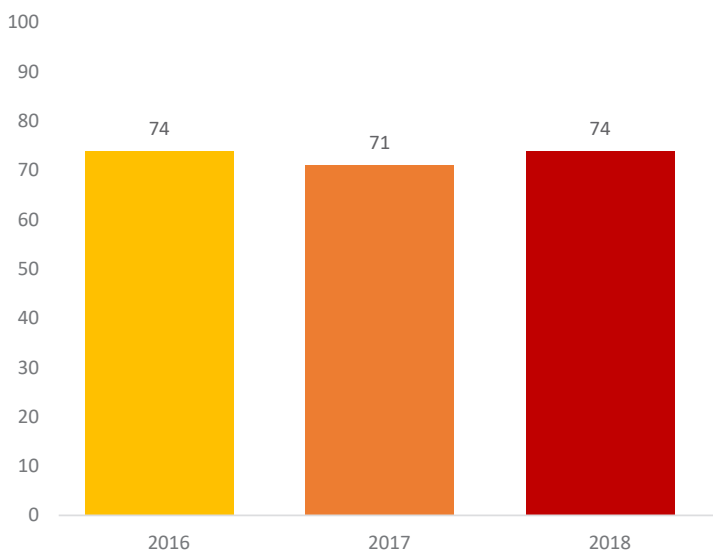
Among other things, the survey measures the employees' "Will vs. Can Ability", which implies whether employees are satisfied with and motivated in their jobs, and whether they have the necessary competencies and opportunities to fulfil their work tasks.



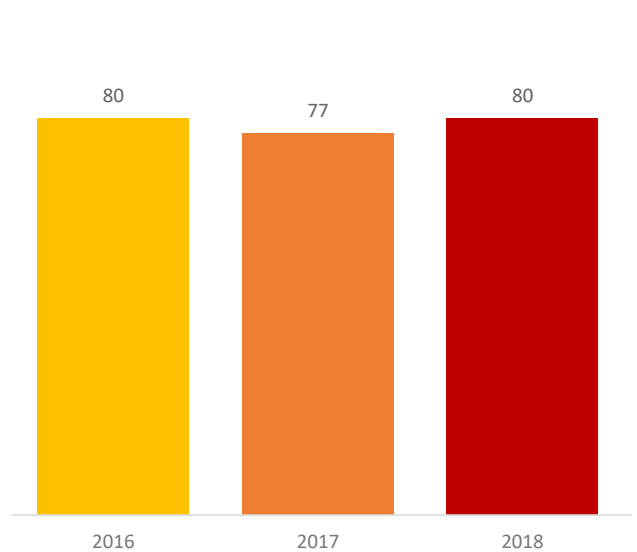
This year, 90 % of all Pressalit employees answered the 53 questions of the PULSE survey. The general result is considered satisfactory, as the employee "Satisfaction and Motivation" and "Opportunities and Barriers" have both improved slightly compared to last year.

Pressalit is proud of the positive development. We do, however, aim to further improve the results of the PULSE survey in 2019.

Opportunities and Barriers



Satisfaction and Motivation







# WELCOMING 100,000 BEES

The Danish and global bee population is declining, which challenges the world's natural biodiversity. In spite of their modest size and appearance, the bees' pollination of plants is essential to a large part of the global food production. No less than 1/3 of all food production is dependent on bees' pollination of plants.



To counter this negative development, Pressalit has joined forces with the local organization BISTAD, and has welcomed 100,000 bees to our company headquarter.



BISTAD is a socioeconomic organisation with a special focus on social- and environmental aspects. The organisation works towards the objectives of:

- Providing vulnerable citizens with a meaningful job and a purpose.
- Producing and harvesting local organic honey.

## 30 KILOS OF LOCAL HONEY

This August, two beehives were set up at our company headquarter. Here, the bees have beautiful, natural surroundings where they can find nourishment and pollinate flowers. Each beehive hosts 50,000 bees, which produce a total of 30 kilos of honey each year.

We hope that our new beehives will contribute to the awareness of the bees' important function for the biodiversity. Moreover, we are looking forward to harvesting the first Pressalit honey next year.

## SOCIOECONOMIC VALUE

Aside from the objective of ensuring an essential element in large parts of the food chain for us humans, the project also has great socioeconomic value. Through the collaboration, Pressalit helps creating jobs for vulnerable citizens, who, through BISTAD, find a meaningful job and a place in the workforce. This, we believe, provides value for them, us, and society.



# REDUCTION OF FOOD WASTE

At Pressalit, we strive to minimise our waste of food and reduce our environmental footprint through initiatives in our kitchen.

## SUSTAINABLE COLLABORATION WITH HØRKRAM

In 2018, Pressalit initiated a collaboration with Hørkram, which is our new supplier of sustainable and organic ingredients for the Pressalit kitchen. Like Pressalit, Hørkram takes a clear stance regarding responsibility and sustainability, as they focus on organic, seasonal, and high-quality produce.



The collaboration with Hørkram was initiated on the initiative of team leader of Pressalit's kitchen, Gitte Sejersen, who wished to optimise the kitchen's purchasing process, and to buy more local and organic food.

*"We chose to collaborate with Hørkram because they offer quality products in all food categories from a large number of organic and sustainable suppliers. Furthermore, Hørkram shares our values and opinions in regards to the environment, safety, employee well-being and quality."* – Gitte Sejersen, team leader.

**On a yearly basis, Pressalit collects 5840 kg of organic waste, which after recycling corresponds to:**



Enough organic nourishment to fertilize 9530.9 kg carrots



A reduction of CO2 emissions with 4163.9 kg



The production of heat for 192.2 days in an average household



The production of 5369.3 kWh



## STEPS IN THE RIGHT DIRECTION

Aside from the collaboration with Hørkram, the Pressalit kitchen serves a vegetarian meal once a week and fish three times a month, in an attempt to minimise the consumption of meat.

Every Friday, a buffet with leftovers from the past week is served, as a way of reducing the waste of leftover food. Furthermore, Pressalit's employees have the opportunity to take home leftovers from lunch.



## WASTE TURNED INTO NEW ENERGY

Another initiative to reduce our environmental footprint is the collaboration with Daka Refood, who collects and recycles food waste into biogas; a green and more sustainable type of energy. Instead of simply throwing away our leftover food and waste, it is recycled into new energy. Below is an illustration of the difference made by our recycling of organic waste.



# MINIMISING PRODUCTION WASTE

At Pressalit, we aspire to be a responsible and sustainable production company with a particular focus on recycling and minimising our waste. This entails continuous efforts to optimise our processes and innovate our products, so our plastic waste does not end up having a negative impact on the environment.

Pressalit toilet seats are made from urea formaldehyde moulding compound, which hardens into thermoset plastic as the seats/lids are pressed. Once the compound has been pressed, the thermoset plastic cannot be re-used or re-shaped.

For this reason, we have to find alternative ways to recycle our production waste. The production of toilet seats entails three types of waste, which are recycled to leave the smallest environmental footprint possible:

- Rejected units, i.e. toilet seats and lids with defects and flaws. The defect units are crushed and sent to customers in the US and England, where it is used to treat aluminium profiles in the aircraft industry.



- Burr from the moulds, i.e. leftover material, which is pressed from the mould during the pressing of seats and lids. This type of waste is not yet possible for us to recycle. Instead, it is sent to the local CHP plant where it is used in the production of heat and power.
- Material dust, e.g. from filters, presses, and grinding of the raw seats and lids. The dust is difficult to process and can not be used e.g. in the CHP plant, which is why, for now, it is sent to a waste deposit.







# PRODUCT DEVELOPMENT SPRINT

At Pressalit, we continuously strive to develop and innovate our products and processes to become more sustainable. Being a production company, it is important for Pressalit to keep perfecting materials, formulas, and procedures in our work with reducing production waste. In order to challenge and rethink our normal work processes for product innovation, Pressalit's Product Development Department hosted a one-week Sprint.



## SUSTAINABLE PRODUCTION

The overall theme of the Pressalit Sprint was: "How do we create the future's sustainable products?". The participants formed three groups, which were given three different subthemes under the overall theme of sustainability. Over the course of the week, the groups were dedicated to generate ideas, which were then transformed into concepts subject to testing and validation.

## INNOVATION AND RE-THINKING

The sustainability theme of the Sprint aligns naturally with Pressalit's focus on being a responsible and sustainable company. For Pressalit to keep moving in a more sustainable direction, we need to keep innovating and rethinking all aspects of our processes and products.

The Sprint method enables us to work intensively with the innovation of our products and processes, e.g. in terms of reusing and recycling materials and products.

A sprint is a project management tool.

The work method encourages innovative, agile, and tangible brainstorming and collaboration often across organizational departments.





# FOCUS ON REDUCING ENERGY CONSUMPTION

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In 2018, Pressalit initiated a new initiative to map out our energy use with the aim of becoming more energy efficient and minimise our environmental footprint.

As part of the initiative, Pressalit had a thorough examination of our energy consumption in terms of heating, electricity, and fuels. The review of our energy consumption forms a starting point from which we can work on reducing our consumption.

The energy report revealed a number of focus areas for future work, primarily related to heating and electricity. Particularly in terms of heating in our storage- and production facilities, there appears to be room for improvements. We are positive that our consumption of heat can be reduced, without it affecting the work environment in our storage and production facilities negatively.



Furthermore, and even though it might seem like a small and simple initiative, we plan to take action in reducing the use of electricity at our headquarter, as we believe we will be able to make improvements e.g. by switching to LED-lights.

We believe that every little initiative counts in our efforts to minimise our environmental footprint on the world.







# CHANGING PLACES

An important part of Pressalit Care’s business objective is to enable and support the mobility and accessibility of people with a disability. This is an ambition Pressalit shares with the Changing Places organisation, who creates convenient bathroom facilities in public spaces for people with profound, multiple learning disabilities, and physical disabilities.

A Changing Places bathroom facility is a combined toilet, shower and changing room for people who require the help of one or more assistants. The motivation behind the Changing Places’ initiative is to meet the need for special designed bathrooms, thereby providing people with a disability with the same accessibility as everybody else.



We at Pressalit are proud to present our products in several Changing Places facilities all over the world. Our products are featured in the UK with the Changing Places initiative, in the US, New Zealand, and Australia with the Changing Spaces initiative, and in Germany with the Toiletten für Alle initiative.

In the future, we aspire to continue our collaboration with Changing Places and the promotion of Changing Places facilities.



## Requirements for a Changing Places Bathroom

A Changing Places bathroom must be a minimum of 12 m2, and include a peninsular toilet, a washbasin, a height-adjustable adult sized changing bench, a privacy screen, and a ceiling track hoist.



## CASE: LAURA'S BATHROOM

At Pressalit, we believe in equality. That includes increasing the accessibility of people with reduced functional capacity, which is a key objective embodied in our Pressalit Care products.

Laura is 13 years old and like many of her fellow teenagers, she is interested in make-up and appearances. Laura's story is an example of how we at Pressalit are able to contribute to increasing health and wellbeing as well as provide better accessibility to people with a disability or reduced functional capacity.

Yet another aspect of being a teenager is the increased desire for independence. In this regard as well, Laura is no different from other teenagers. However, Laura suffers from muscular dystrophy. This means she still needs her parents' help to a large extent, particularly in the bathroom.



This is how, our Care products are able to contribute to the reduction of inequalities, as they increase mobility and accessibility of the users. This enables people with a disability or reduced functional capacity to be more independent, both in their private homes and in public spaces.

At Pressalit, we work daily with this particular issue and SDG #10. We believe that enabling and mobilizing people is an important step on the way to reduce the inequalities of the world.





# PARASPORT DENMARK: AN EVENTFUL YEAR



## 9-18 MARCH 2018: PARALYMPIC WINTER GAMES

Daniel Wagner, competed at this year's Winter Paralympics in PyeongChang, South Korea. Daniel, who has been snowboarding for the last 10 years, participated the disciplines banked slalom and snowboard cross, where he finished in top 10 in both disciplines. He is the first Danish snowboarder at the Paralympics.

## 20-26 AUGUST 2018: EUROPEAN PARA ATHLETIC CHAMPIONSHIPS

The European Para Athletic Championship kicked off in Berlin this year. Our Danish athletes brought home 7 medals; 3 gold, 2 silver and 2 bronze. Pressalit sponsored Daniel Wagner won gold in the disciplines long jump and 100m sprint.



## 18-23 SEPTEMBER 2018: WORLD EQUESTRIAN GAMES

Para-equestrian, Stinna Tange won two gold medals at this year's World Equestrian Games in Tyron, USA. It was Stinna's first World championship, and it is the first time in Danish para-dressage history that a Danish athlete has become double world champion.



## 3-4 NOVEMBER 2018: PRESSALIT SPORTS ACADEMY

As part of Pressalit's sponsorship of Parasport Denmark, Pressalit hosts a yearly Sports Academy. This year's academy gathered 80 Danish para-athletes, talents, and coaches for an event of knowledge sharing and learning leading up to the 2020 Paralympic Games in Tokyo. The theme of this year's academy was branding and storytelling on social media.



*"I think it's important to follow the athletes' development and personally, it interests me to be part of making a change. At Pressalit, we have contributed to lift great athletes with great results, not least this past year where I have been present at the sports events." – Dan Boyter.*



# EVENTS RELATED TO THE UN

## WORLD TOILET DAY

Every year on 19 November, Pressalit marks the UN's World Toilet Day to raise awareness of poor sanitary conditions many places around the world.

World Toilet Day is about inspiring action to tackle the global sanitation crisis. Today, 4.5 billion people live without a safe toilet and 892 million people still practice open defecation, which has a massive impact on societies around the world.

This year, Pressalit marked the World Toilet Day with an in-house event for our employees, featuring a UNICEF WASH photo exhibition, and a quiz with prizes related to the WASH initiative and the SDGs. At Pressalit, sanitation is a huge part of our daily work, which is why we find it important to help improving the global sanitary conditions, e.g. through our sponsorship of UNICEF's WASH project.

UNICEF has visited Pressalit regarding the new cooperation. Here, our employees had the opportunity to gain insight into the partnership and how Pressalit makes a difference for vulnerable children.

## UNIVERSAL CHILDREN'S DAY

The Universal Children's Day celebrates the UN's Convention on the Rights of the Child, and promotes children's rights through dialogues and actions to build a better world for children.



The theme of this year's celebration in the UN City Copenhagen was "Children and the UN Sustainable Development Goals".

At Pressalit, the UN's sustainable development goals are an integrated part our business operations, which is why Pressalit supports the agenda of protecting the world for future generations. This was also the theme of the talk on how companies successfully implement the SDGs into the company business and DNA, where Pressalit Co-owner Dan Boyter was invited to participate.

By working actively to improve and develop in a more sustainable and responsible direction, Pressalit is able to help take care of the world for future generations, and lower our environmental footprints. The young generations are the future of the world, which is why children are key in reaching the ambitious agenda of a sustainable world in 2030.





# PARTNERING WITH UNICEF

In 2018, Pressalit initiated a partnership with UNICEF on the promotion of the UNICEF WASH project, which raises global awareness of poor water and sanitary conditions.

Today, around 2.4 billion people do not have access to improved sanitation, and 663 million do not have access to improved water sources . The impact of exposure to human faeces on this scale has a devastating impact upon public health, living and working conditions, nutrition, education and economic productivity across the world.

## PRESSALIT AND THE WASH INITIATIVE

Pressalit’s partnership with UNICEF is part of our focus on SDG #6. Sanitation is an essential part of our core business, which is why the UNICEF partnership lies close to the heart of Pressalit. Supporting UNICEF’s WASH team in improving water and sanitation services and basic hygiene practices all over the world, thus naturally connects Pressalit’s field of business with our focus on being a sustainable and responsible company.



## TRIP TO JORDAN

As part of the collaboration with UNICEF, Pressalit Co-owner Dan Boyter and Chief Marketing Officer Mette Dyhl had the unique opportunity of visiting refugee camps in Jordan, in order to experience first-hand how the UNICEF WASH initiative makes a difference.

The trip provided an insight into the way UNICEF implements the WASH sanitary infrastructure, which includes everything from wells and underground water piping to waste water treatment. Once the refugee camp is dismantled, the sanitary system will remain, as a new town will be built around it. During the visit in Jordan, Dan and Mette also had the chance to meet and talk to children and families who have been touched by the help and initiatives of the WASH project.

*“Being in the field was quite an experience; I was impressed to see how UNICEF is able to construct refugee camps and implement the WASH structure. It was surprising to see how little it takes to create a huge difference in real life.” – Mette Dyhl Prola, Chief Marketing Officer.*







# CHRISTMAS AT PRESSALIT

Christmas time at Pressalit is full of traditions; the company headquarter shines from a thousand lights and Christmas trees decorate the halls, canteens, and offices.

Our Christmas trees are decorated with homemade decorations by a local kindergarten, and at the annual Pressalit Christmas party, our employees and their families light the Christmas tree with a little help from Santa himself.

Giving back is another Pressalit Christmas tradition. For the past nine years, we have hosted an annual Christmas dinner at "Værestedet" in Aarhus: a local drop-in centre for homeless. Giving back is an essential aspect of Pressalit's social focus, as we believe it is important for companies to take action in supporting vulnerable groups of society.

The dinner is organised by Pressalit's employees, who volunteer to spend the day preparing and serving a traditional Danish Christmas dinner.



*"It is nice being able to give something back. It is a really great event, and we all work together in order to make it a day to remember for everyone who participates." – Anne Katrine, Kitchen Assistant at Pressalit.*





# 2019 GOALS

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## GOALS FOR OUR EFFORTS IN 2019:

- Optimise the product lifecycle in our value chain in order to promote a cradle to cradle perspective in our product development on a long term
- Maintain a level of at least 6% of employees on special terms.
- Maintain the high score in our annual PULSE-survey
- Decrease the diffusion of satisfaction within the PULSE-survey
- Reduce the amount of waste from our production
- Activate our UNICEF-partnership in marketing campaigns and internally with at least 4 activities throughout the year
- Actively advocate for the SDGs and our work with them internally and externally with at least 7 initiatives throughout the year
- Increase the focus on sustainability in our facility services, particularly with a focus on reduction of food waste and an increase in climate-friendly food in our canteen
- Work actively with Pressalit's internal diversity spectrum to increase tolerance and understanding