

We create a **sustainable** future together

Mekoprint's motto is 'We create together'. We do so internally, with our suppliers, with the community and, most of importantly of all, with our customers. We believe that working as a team towards common goals is to the benefit of us all. This report provides brief details of what we achieved in 2018 by working together with our stakeholders.



United Nations Global Compact

> Sustainability across the board

Mekoprint subscribes to the UN Global Compact and its 10 principles in 2017, publishing its first CSR report. This report provides brief details of our CSR status in 2018, what we did, and in which areas we have not quite achieved our goals yet.

> More focus on HR, employee satisfaction ratings continue to rise

2018 was the year when more focus on HR was really noticeable, with the recruitment of an HR Development Director on 1 January 2018. An important new initiative was the start of the Mekoprint Academy, specialising in management development in its first phase.

The objective is to profile management responsibility for collaboration within realising the strategy for Mekoprint's development in a manner that creates greater job satisfaction. We will continue to focus on management responsibility in 2019, based on expanded manager review questionnaires for all employees. The Mekoprint Academy will also gradually expand division by division, focusing especially on promoting collaboration on continuous improvement by courses on strategy, LEAN rules and how various profiles can best work together to improve our everyday lives. Mekoprint's mission, strategy and DNA

will also be explained in greater depth – not least on becoming a leading sustainable business.

Mekoprint's ambition of being one of Denmark's best workplaces also implies us being one of Denmark's healthiest workplaces. Inspirational input was provided regularly in 2018, focusing on mental and physical health, including leading stress coach Pia Callesen, who came to give us a talk. With regard to boosting physical health, all our employees were offered a health check, which will be held annually henceforth. Our employees are also encouraged to perform small but regular daily exercises and stretching under expert tuition.

Mekoprint has an ambitious objective of a "Great Place to Work Trust Index" of 96%, and amongst the top 10 within Denmark's best medium-size businesses by 2020. Mekoprint has taken part in the Great Place To Work survey since 2014, achieving certification every year. No less than 97% of Mekoprint's employees said that "all things being equal, I believe that Mekoprint is a really good place to work" in the survey. That's something we can be really proud of.

The latest employee survey from the autumn of 2018 saw the Trust Index rise from 89% to 90%, taking us no less than 9 places higher than 2017. We are now joint 14th, something we can be proud of. We are thus well on the way towards our goal of being within the top 10 by 2020!

Focus areas from the Great Place To Work® survey	2014	2015	2016	2017	2018
Interdisciplinarity					
The management keep me informed of important topics and changes	45%	51%	71%	79%	77%
The management have clear strategies for where the workplace is going, and how it will get there	65%	69%	78%	85%	85%
The management express their expectations openly and clearly	59%	64%	82%	85%	85%
Pride and togetherness					
My work is worthwhile – it's not 'just a job'	74%	74%	79%	92%	90%
I am proud to tell others that I work here	76%	80%	81%	95%	95%
I want to work here for a long time	74%	83%	87%	94%	92%
All things being equal, I think that this is a really good place to work	81%	91%	84%	98%	97%
Respect					
I am offered vocational training and improvement	48%	48%	56%	63%	80%
I get the necessary resources and equipment to do my work	64%	70%	74%	89%	89%
Fairness					
The employees are treated fairly regardless of age	79%	85%	83%	95%	95%
The employees are treated fairly regardless of ethnicity	87%	91%	93%	96%	99%
The employees are treated fairly regardless of gender	75%	84%	88%	93%	91%
The employees are treated fairly regardless of sexual orientation	88%	94%	92%	97%	99%
The employees are treated fairly regardless of any impairments	77%	84%	91%	93%	92%

Trust Index© Average					
Trust Index©	66%	74%	77%	85%	90%

> Our environmental footprint

When we say that we are working for a sustainable future, we are looking in particular at our impact on the environment and climate. Relative to turnover growth of approx. 17%, we once again only marginally increased our use of resources in the financial year 17/18 compared to

the preceding year, due to increased workload for machinery using water. This applies in particular to our roll-to-roll etching machine, which can produce sustainable LED panels. We will continue our efforts to switch to low energy wherever possible, and measure electricity consumption in particular areas and machines, to monitor and react when necessary.

Mekoprint A/S*	11/12	12/13	13/14	14/15	15/16	17/18
Energy Consumption						
- Electricity	6,282	5,974	5,238	5,387	5,186	5,839
- Water	11,730	11,539	9,281	8,552	8,588	10,569
- Natural gas	251,869	249,201	204,804	218,285	220,362	224,406
- Co ₂ emissions	1,861	2,016	1,682	1,093	1,538	1,212
Index-tal**						
- Electricity	100	107	86	92	85	82
- Water	100	98	79	73	73	90
- Natural gas	100	99	81	87	87	89
- Co ₂ emissions	100	87	86	74	46	56

* No data from Mekoprint Hong Kong Ltd, Mekoprint Mechanics Hornslet, Mekoprint Polen Sp.c.o.o, Mekoprint Cables Sp.z.o.o.

** Index data calculated on resource consumption compared to turnover, using 2011/12 as benchmark year

Mekoprint has had its short- and long-term impact on the environment on the agenda since achieving the international ISO 14001 environmental certification in 1999. Mekoprint A/S converted to DS/ISO 45001:2018 (OHSAS 18001:2008) in October 2018, and Mekoprint Mechanics, Hornslet became concurrently DS/ISO 14001:2015 and DS/ISO 45001:2018 (OHSAS 18001:2008) certified. The ambition of becoming a CO₂-neutral company, must be

realized by a combination of sustainable energy sources, a decrease in energy consumption and contribution to CO₂ reduction in other countries and companies. Ways of using sustainable energy have therefore been evaluated in 2018 to be able to enter into the first contracts in 2019 – probably involving a combination of solar and wind energy.

> **Mekoprint's Corporate Social Responsibility**

We engage in the communities around us, supporting the development of the younger generation in particular.

Mekoprint supported a number of charitable organisations in 2018 with donations totalling DKK 70,000, including DKK 25,000 for a complete family week at 'Ønskeland', giving disadvantaged children and their families inspiration and a better chance to break out of the negative cycle. We also support the 'Julemærkehjemmet' (a centre for children who are the victims of bullying) every year, and donated DKK 20,000 to Team Rynkeby's fundraising tour, the full proceeds of which go to the 'Børnecancer- og Børnelungefonden' (children's cancer and lung foundation). We continue to try to influence the social responsibility of our customers by donating Euro 10 to UNICEF for every annual customer satisfaction survey questionnaire answered. This generated just under Euro 3,000 for UNICEF in 2018.

When it comes to education, we have provided internships for 9 students from Aalborg University and UCN Aalborg respectively. Mekoprint was also the case study business for 4 different projects run by students from Aalborg University and UCN Aalborg. Finally, the number of apprentices within metalworking has been expanded with the addition of one new apprenticeship. Over the next few years, we will work on expanding and formalising our partnership with Aalborg University and UCN Aalborg, to involve more internees and projects. We will also work on formalising our partnership with Techcollege.

> **Continued encouragement for suppliers**

We aim to be able to classify the degree of sustainability for all our supplier products by 2020. We will apply criteria for sustainable commodities and work processes.

We are currently in the ramp-up phase, with planned start in 2019. We adopted the CFSI Conflict Minerals declaration from rev. CMRT5.01 to rev. CMRT5.10 with respect to Conflict Minerals (3TG). New declarations were also obtained from suppliers of surface treatment of gold and tin.

Sustainable targets improve a robust growth economy. Mekoprint has worked consistently according to a growth strategy since 2015, intended to double turnover and profit within 5 years. The latest financial statements for 2017/18 show that we are well on the way, with an increase in net turnover of 64%, to DKK 468 million in 2017/2018. However, profit only rose by 18%, mainly due to record investment in acquisitions and new technology, which are expected to ensure fulfilment of our ambition of doubling profits by 2020.

Our 2020 target of generating profit for long-term investment in sustainability and resistance to economic fluctuations is therefore within reach.

> **Rising satisfaction among customers**

Mekoprint's customers appreciate the flexible service, high quality and expert advice we provide. That's why we are proud that customer satisfaction levels rose in the net number of 'ambassadors'. We arrive at a net figure by subtracting the less-satisfied customers from those regarded as ambassadors thanks to their high recommendation of Mekoprint, referred to as the 'Net Promoter Score'. Our score has doubled from 14% in 2016 and 29% in 2017, to 35% in 2018, showing an upward trend, meaning that we are well on the way to our target of at least 50% net ambassadors by 2020.



"As a manufacturing company, we have a great responsibility for helping to create a sustainable world. This applies in the form of our use of resources, impact on the environment and the individual person".

CEO Anders Kold

Mekoprint

CSR towards 2020

