

# Corporate Social Responsibility

Military Equipment Denmark A/S



Military Equipment Denmark

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# Introduction

We commit to making a positive contribution to society, the environment, and our interests through our business activities and actions. Our CSR policy guides our efforts to maintain integrity, accountability, and sustainability as key components of our corporate identity.

Military Equipment Denmark (MED) is built on the foundation of several international standards developed by the International Organization for Standardization (ISO). ISO is used to establish frameworks and guidelines for quality management, environmental management, and occupational health and safety management in businesses and organizations.

MED is certified according to ISO 9001: Quality management systems, ISO 14001: Environmental management systems and complies with ISO 45001: Working environment management systems.

MED adheres to our written Code of Conduct, which begins with, *'Responsible behavior is fundamental to how we do business. It is not just what we do, but how we do it that is vitally important to both the reputation and success of our company.'* further, *'The Code of Conduct reflects our commitment to our shared ethical principles of accountability, honesty, integrity, openness, and respect. It makes clear the basic principles that we have agreed underlie our every action. It is our promise to one another to uphold the highest standards of ethical behavior'.*

Our Code of Conduct also importantly underlines, *'Human rights are a shared responsibility. Respecting and supporting human rights not only obligate us morally and ethical, it also strengthen our relationships with stakeholders. It is our responsibility, regardless of the context, direct and indirect, to ensure that we comply with internationally recognized guidelines. In practice, our responsibility includes ensuring; safe and healthy working conditions, non-discriminatory employment, no slavery and no human trafficking, no forced or unlawful labor practices and not engaging directly or indirectly in child labor. (Not limited to). Our employees, our suppliers and business partners, are all expected to adopt by the standards of ethical behavior'.*



# Primary goals 2024

## **Environmental Responsibility**

*“Preservation of biodiversity is a crucial component of our CSR strategy. We recognize the importance of safeguarding and enhancing the natural ecosystems that are vital to our planet and its inhabitants. We are committed to minimizing our impact on the natural habitats in which we operate”.*

## **Local Community Engagement**

*“It is important for Military Equipment Denmark to build a positive relationship with the local community, contribute to its sustainable development, and promote well-being and growth at the local level”*

## **Veteran Initiatives**

*“Our dedication to veteran causes extends beyond words; it is a tangible commitment to ensure that those who have served our nation receive the assistance, resources, and recognition they rightfully deserve. Whether through job placement programs, mental health support, or educational opportunities, we are proud to stand by our veterans as they embark on new chapters in their lives after their military service”.*

“

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A Better World, Our Responsibility

# CSR Key Focus Areas

1	2	3	4	5	6	7	8
<p><b>Sustainable Practices</b></p> <p>We are committed to conducting our business in an ethical and responsible manner. This includes complying with all applicable laws and regulations, maintaining a high standard of business ethics, and avoiding activities that could have a negative impact on society or the environment.</p>	<p><b>Quality and Safety</b></p> <p>We are dedicated to delivering high-quality products and services that meet the highest safety standards. Our goal is to contribute to the protection of our users and society through reliable and secure solutions. We operate in accordance with the guidelines of ISO 9001 to ensure structured and continuous quality management in all our processes.</p>	<p><b>Environmental Responsibility</b></p> <p>We strive to minimize our environmental impact through energy efficiency, resource conservation, and by promoting sustainable production practices. We are committed to working with suppliers who share our values. As part of our environmental responsibility, we adhere to the principles of ISO 14001 and implement environmental management systems to minimize our environmental footprint.</p>	<p><b>Stakeholder Engagement</b></p> <p>We recognize the importance of our stakeholders, including employees, customers, suppliers, investors, and the community. We will listen to their needs and concerns and strive to build strong relationships based on trust and transparency. We adhere to the occupational health and safety standards of ISO 45001 to ensure a safe and healthy work environment for our employees and stakeholders.</p>	<p><b>Community Engagement</b></p> <p>We will actively participate in and support the local community where we are based. This includes sponsoring local events and projects as well as participating in activities that promote the development and well-being of the local community.</p>	<p><b>Employee Well-being</b></p> <p>We value the well-being and development of our employees. We provide a safe, inclusive, and supportive work environment. Our buildings are designed with the employee's comfort and health in mind.</p>	<p><b>Veteran Initiatives</b></p> <p>We support veterans and acknowledge their service. Through our involvement in veteran initiatives and support for events, we aim to contribute to veterans' recognition in society, their mental well-being, and their transition to civilian life.</p>	<p><b>Transparency and Reporting</b></p> <p>We will be transparent about our CSR initiatives and outcomes. Through regular reporting, we aim to showcase our progress and commitments to responsible business. This policy is dynamic and will be reviewed periodically to ensure it aligns with our values and the evolving needs of society, the environment, and our stakeholders.</p>

# Overall timeline 2024



# 2024 objectives: Veteran Initiatives

## Initiatives

Outreach to MoD Veteran Center to uncover key areas for support

Outreach to Holbæk municipality to push for appointing a veteran coordinator

Sponsor larger social events with focus on veteran initiatives.

## Milestones

Collaboration: Political- and strategic level veteran programs.

Awareness and Promotion: Raise awareness about veteran initiatives.

Sponsorship: Surplus initiatives for veterans.





# 2024 objectives: Local Community Engagement

## Initiatives

Assess and adapt CSR initiatives based on community needs.

Sponsor local cultural initiatives to enrich the community.

Support events that foster community engagement and interaction.

Procuring goods and services from local suppliers.

## Milestones

Relations: Establish partnership with local authority and local suppliers.

Engagement: Engage with schools and sport clubs.

Sponsor: Local events with social benefit for employees and the local community.

*\*Communication: Maintain open and transparent communication with the local community.*

# 2024 objectives: Environmental Responsibility



## Initiatives

Support local programs with focus on biodiversity.

Develop the company's ecosystem.

Inform, encourage, and create opportunities for employees to think and act green.

## Milestones

Engagement: collaboration with local authority and environmental organizations.

Partner: Establish partnerships with local conservation groups.

Invest: comprehensive investments in local biodiversity programs.

Invest: surplus solutions for employees.

# How We Get There

*"Specific, measurable, achievable, relevant, and time-bound (SMART)"*

## Develop

### **Engage:**

Internal, focusing on engaging employees to explore solutions and ensure active participation.

External, targeting partners and customers with the aim of informing, influencing, and involving them.

Engaging externally with organizations and the local community to foster development and establish partnerships.

### **Visualize:**

The company's policy is designed to provide information and offer reassurance to partners and customers.

The primary emphasis and goals are centered on providing information and promoting engagement.

### **Decide:**

Evaluate initiatives, establish priorities, and formulate action plans.

## Invest

### **Commit:**

Developing and implementing a CSR policy is not a one-time task but an ongoing commitment that requires the allocation of both time and resources. It's a strategic investment in building a responsible and sustainable business that benefits both the company and society.

### **Time:**

Dedicate time to research, analysis, and planning. We will need to identify the CSR objectives and goals. It must assess the potential social and environmental impacts of our operations.

### **Resources:**

This includes both financial resources, such as budgeting for CSR initiatives, as well as human resources, like assigning personnel to oversee CSR activities. Time and effort must be dedicated to ensuring that CSR efforts align with our mission and values.

## Innovate

### **Adaptation and Improvement:**

In the context of CSR, innovation plays a critical role. Developing a CSR policy isn't just about adhering to established norms; it's about pushing the boundaries of traditional practices. It involves fostering a culture of innovation where the company seeks new and creative ways to address social and environmental challenges. This innovation-driven approach is essential for continuously improving CSR initiatives and making them more effective and impactful.

By embedding innovation into its CSR policy, we not only meet our ethical and environmental responsibilities but also position ourselves as a forward-thinking organization that's at the forefront of creating positive change in the world. It's a strategic investment in a sustainable and innovative future, where business success aligns with societal well-being and environmental stewardship.

# Military Equipment Denmark CSR policy and CoC is guided by:

[UN Global Compact Network Denmark \(Incl. UN Global Compacts 10 principles\)](#)

[OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#)

[International Labour Organizations \(ILO's\) Fundamental Principles and Right at Work and its Follow-up](#)

[Compliance with International Sanctions Agreed Upon by Denmark](#)

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