

Global Compact Report – October 2011

Topdanmark conducts non-life and life insurance business in Denmark. Based in Ballerup close to Copenhagen, Topdanmark serves 800,000 personal and 30,000 SME customers.

Half of all Danish farms, about every fourth person in Denmark and every sixth business is insured with Topdanmark, making it the second largest non-life insurance and sixth largest life insurance company in Denmark.

In October 2010 Topdanmark joined the UN Global Compact, which made the ten principles of the UN Global Compact the most important guidelines on questions regarding human rights, labour standards, the environment and anti-corruption.

This Communication on Progress covers the period from Topdanmark's joining the UN Global Compact in October 2010 to October 2011. The report describes the initiatives implemented by Topdanmark to support the principles of the UN Global Compact.

Global Compact area	Initiatives
<p>1. Human rights 2. Labour standards 3. Environment 4. Anti-Corruption</p>	<p>SRI November 2010 - collaboration established with a screening agency (Ethix) on social responsible investments. This partnership was established because Topdanmark wishes to be able to act towards businesses who violate broadly recognised conventions, including the UN Global Compact.</p> <p>If the conventions are violated, Topdanmark will initiate a dialogue, via Ethix, with the businesses in order to stop the unacceptable activities.</p> <p>Goals For 2012: Those positions in shares, where Ethix has found confirmed potential violation of conventions, will either be reviewed by Topdanmark and the investment found in accordance with Topdanmark's SRI policy or the shares will be sold.</p>
<p>1. Human rights 2. Labour standards 3. Environment</p>	<p>Responsible procurements In 2010 Topdanmark defined a CSR policy in relation to suppliers and business partners particularly focusing on its role in society - in respect of both risk control and prevention.</p> <p>This policy is based on the CSR compass of the Danish Ministry of Economic and Business Affairs covering management of both existing and new contracts.</p> <p>Significant suppliers are asked to produce a CSR statement and are also evaluated with respect to their risk profiles. This process is being implemented.</p> <p>Goals In 2012 the procurement policy will cover all existing and new suppliers.</p>
<p>1. Human rights 2. Labour standards</p>	<p>Gender equality Topdanmark believes that diversity provides business value and that it is important that the greatest management talents, irrespective of gender, nationality, religion or other characteristic achieve the highest executive positions. Topdanmark has no wish to favour women over men and therefore it</p>

	<p>has not imposed real quotas. Instead it has defined criteria of success for diversity which it aims to meet. Topdanmark has set up a working group focused on having more female executives in Topdanmark. It is the group's task to discuss the need and (if applicable) type of initiatives to be taken to attract more female top executives. For 2011 and 2012 the working group has decided a number of specific initiatives to help increase the number of female executives.</p> <p>The initiatives of the working group are presented for the approval of the Board of Directors who, at least once a year, decide the goals, initiatives and current state of diversity when making decisions on the company's corporate governance, organisation and employee resources.</p> <p>In its management's review and CSR report Topdanmark explains the goals and current state of diversity in the company.</p> <p>Goals In 2012 Topdanmark will introduce specific initiatives to help increase the number of female executives.</p>
Anti-Corruption	<p>Gift policy Topdanmark wishes to be part of a professional and proper business environment with suppliers, business partners and customers. Therefore in 2010 Topdanmark formulated a gift policy with guidelines for employees on how to give and receive gifts.</p> <p>The gift policy is intended to prevent business solutions from being affected by individual considerations and interests.</p> <p>Routines for procurement In 2010 Topdanmark's internal services tightened up routines and processes with the intention to centrally register and approve all suppliers and invoicing in order to prevent fraud when procuring products and services.</p> <p>Goals In 2012 Topdanmark will introduce a whistleblower system for employees to report irregularities in the organisation.</p>
Environment	<p>Solar cells Topdanmark wishes to support the development of renewable energy and in 2011 it has set up Denmark's largest privately owned solar cell system in one of its properties close to Copenhagen.</p> <p>Refurbishment of head office Topdanmark has implemented extensive refurbishment of its head office in Ballerup including lighting and ventilation. It is expected that the refurbishment will reduce Topdanmark's annual carbon emissions by 650 tonnes.</p> <p>Goals In 2012 Topdanmark will introduce a system for monitoring energy consumption in the head office, which is expected to further reduce the group's carbon emissions.</p>