

CSR Declaration by Stig Bo Datagrafik

With this document the company declares that it lives up to certain CSR requirements within the following areas:

- Waste and recycling
- General health promotion
- Working time and rest
- Lighting
- Child labour
- Discrimination
- Packaging
- Dangerous substances
- Freedom of association
- Chemicals
- Corruption
- Wages and working conditions
- Psychological working environment
- Wastewater
- Forced labour
- Ventilation

1. Waste and recycling

Stig Bo Datagrafik ensures that:

- Waste, including recyclable waste, is separated according to the regulations of the Danish environmental authorities for recovery or disposal at authorised treatment facilities.
- Hazardous waste is labelled, stored and disposed of, as instructed by the authorities, at environmentally approved receiving facilities.

Stig Bo Datagrafik is aware of and respects the requirements for separating, recycling and disposing of waste, as expressed in the Danish Environmental Protection Act, Act No. 753 of 25 August 2001.

The Danish legislation is in accordance with EU directive 75/442/EEC of 15 July 1975

on waste, EU directive 91/689/EEC of 12 December 1991 on hazardous waste, EU regulation 259/93/EEC of 1 February 1993 on the supervision and control of shipments of waste within, into and out of the European Community as well as the Basel Convention on transboundary movements of waste.

Stig Bo Datagrafik's treatment of waste is monitored by the local environmental authorities. If Stig Bo Datagrafik breaches the Danish regulations on waste, including recyclable waste, those responsible may be punished by fine and in aggravated cases by imprisonment for up to two years.

2. General health promotion

Stig Bo Datagrafik ensures that:

Stig Bo Datagrafik helps to promote the health of employees by combining efforts to improve the working environment with initiatives aimed at a healthier lifestyle and greater well-being.

Stig Bo Datagrafik works with health promotion in a manner that is determined by the wishes of Stig Bo Datagrafik and the employees, as well as by what is possible for the company. On this basis Stig Bo Datagrafik has developed a policy on health promotion. A copy of the policy is attached to the CSR Declaration.

Stig Bo Datagrafik's efforts in health promotion exceed Danish legal requirements on the working environment.

3. Working time and rest

Stig Bo Datagrafik ensures that:

- The maximum weekly working time is 48 hours on average incl. overtime.
- The employee gets at least 11 consecutive hours of rest within every period of 24 hours.
- There is at least one day of rest per week.
- The employee has the right to a break in which he/she can leave the place of work, if the working day is longer than 6 hours.
- Night workers do not work more than 8 hours on average within every period of 24 hours.
- Night workers are offered regular medical examinations, and that night workers are offered other work as soon as possible if their health is compromised by the night work.

- The employee has the right to at least 4 weeks of holiday with pay.

Stig Bo Datagrafik is aware of and respects the employees' rights regarding working time, rest and holiday as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005, and in the law on implementation of parts of the working time directive, Executive Order No. 896 of 24 October 2004.

The Danish legislation is in accordance with the EU working time directive 93/104/EC of 23 November 1993, the EU working time directive 03/88/EC of 4 November 2003, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 14 of 17 November 1921 on Weekly Rest and ILO Convention No. 106 of 26 June 1957 on Weekly Rest in Commerce and Offices.

The Danish authorities monitor whether Stig Bo Datagrafik complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

4. Lighting

Stig Bo Datagrafik ensures that:

Workplaces of individual employees are constructed, designed and can be used in such a way that the work can be performed without inconveniences from the lighting conditions. This means that:

- There is always enough light to work, and it is safe to move around.
- Lighting in all spaces is adjusted to the work and movements taking place, in order to avoid the risk of accidents.
- Work areas have access to sufficient daylight so that they are well-lit. Windows and top lighting are constructed, placed and if necessary screened off in such a way that they do not induce blinding, overheating or disturbing temperature conditions.
- There is sufficient general lighting in the work area and suitable extra lighting in the workplaces of individual employees, so that work may take place safely and in appropriate working positions.
- Artificial lighting, in regard to the distribution, strength and quality of the light, is adjusted to the nature of the work and the colours of the work space.

Stig Bo Datagrafik is aware of and respects the regulations on lighting in the workplace as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005.

The Danish legislation is in accordance with EU Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace.

The Danish authorities inspect whether Stig Bo Datagrafik complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

5. Child labour

Stig Bo Datagrafik ensures that:

- All employees are over 13 years of age.
- Employees between the ages of 13 and 15 only perform light work.
- Employees between the ages of 13 and 15 work a maximum of two hours per day.
- Parents of employees between the ages of 13 and 15 are informed of the work and the conditions under which the work is performed.
- Employees under the age of 18 do not perform dangerous work or work at night.
- All apprentices in Stig Bo Datagrafik are above the age of 14 and work as part of their education.

Stig Bo Datagrafik is aware of and respects the ban against child labour as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005 and in the Executive Order on the work of young people No. 519 of 14 June 1996.

The Danish legislation is in accordance with EU Directive 94/33/EC of 22 June 1994 on the protection of young people at work, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 138 of 26 June 1973 on Minimum Age, ILO Convention No. 182 of 17 June 1999 on the Worst Forms of Child Labour as well as the UN Convention on the Rights of the Child of 20 November 1989.

The Danish authorities monitor whether Stig Bo Datagrafik complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

6. Discrimination

Stig Bo Datagrafik ensures that:

- Within the company, no person is subject to discrimination based on gender, race, colour, religion, political opinion, sexual orientation, national extraction, social origin, ethnic origin, age or handicap.
- Within the company, no person is subject to discrimination in hiring, dismissal, transfer, promotion, wage setting, setting of working conditions or competency development. All decisions regarding employment, promotion, dismissal, wages and other working conditions are based on relevant and objective criteria.

Stig Bo Datagrafik is aware of and respects the ban against discrimination as expressed in Danish legislation in the law prohibiting discriminatory treatment, Act no. 756 of 30 June 2004 and law on equal treatment of men and women in regard to employment and maternity leave, Act no. 711 of 20 August 2002.

The Danish legislation is in accordance with EU Directive 00/43/EC of 29 June 2000 on equal treatment between persons irrespective of racial and ethnic origin, EU Directive 00/78/EC of 27 November 2000 on a general framework on equal treatment in employment and occupation, the European Convention on Human Rights of 4 November 1950, the UN Convention on the Elimination of All Forms of Racial Discrimination of 21 December 1965, the UN Convention on the Elimination of All Forms of Discrimination Against Women of 18 December 1979, ILO Convention No. 100 of 29 June 1951 on Equal Remuneration, ILO Convention No. 111 of 25 June 1958 on Discrimination, and ILO Convention No. 169 of 27 June 1989 on Indigenous Peoples.

The Danish authorities monitor whether Stig Bo Datagrafik complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

7. Packaging

Stig Bo Datagrafik ensures that:

Stig Bo Datagrafik has minimised the use of packaging to the extent possible.

Stig Bo Datagrafik is aware of and observes the Danish environmental requirements for Stig Bo Datagrafik's packaging, as expressed in the Danish legislation in statutory order No 298 of 30 April 1997 regarding certain requirements for packaging.

The Danish legislation is in accordance with EU directive 94/62/EC on packaging and packaging waste. The Danish Environmental Protection Agency supervises that packaging sold in Denmark lives up to the Danish environmental requirements. If Stig Bo Datagrafik breaches the Danish regulations on packaging, those responsible may be punished by fine.

8. Dangerous substances

Stig Bo Datagrafik ensures that:

Employees' work with dangerous substances in the workplace — including manufacturing, storage, use and handling — takes place in a safe manner with minimized health risks. This means a.o. that a comprehensible guide to work place use has been produced for each dangerous substance or material, containing all necessary information (precautions, first aid etc.).

In addition:

- The guides are up-to-date and handed out to employees, and employees have been effectively trained in using the guides.
- All relevant employees have been trained in using the substance or material.
- The necessary first aid equipment is available and ready for use.
- No children under 18 work with dangerous substances.

Stig Bo Datagrafik is aware of and respects the regulations on handling dangerous substances as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005.

The Danish legislation includes provisions in accordance with EU Directive 2004/37/EC of 29 April 2004 on the protection of the health and safety of workers from the risks related to exposure to carcinogens at work, EU Directive 98/24/EC on the protection of the health and safety of workers from the risks related to chemical agents at work, EU Directive 94/33/EC of 22 June 1994 on the protection of young people at work, ILO Convention No. 138 of 26 June 1973 on Minimum Age, ILO Convention No. 155 of 22 June 1981 on Safety and Health in the Workplace, and ILO Convention No. 182 of 17

June 1999 on the Worst Forms of Child Labour.

The Danish authorities inspect whether Stig Bo Datagrafik complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

9. Freedom of association

Stig Bo Datagrafik ensures that:

- Stig Bo Datagrafik does not discriminate or in any other way make decisions that are affected by the employee's affiliation with a trade union or other association.
- Stig Bo Datagrafik does not attempt to influence the employees to be members of a particular trade union.
- Union representatives are given special protection in carrying out their duties.
- Stig Bo Datagrafik does not interfere in which trade unions or other associations are formed in the workplace.
- Employees are not dismissed because of their affiliation with a trade union.
- A particular trade union is not favoured.
- The right to collective bargaining is respected.
- Elected representatives for the employees are given special protection against dismissal.

Stig Bo Datagrafik is aware of and respects the employees' right to organise and enter into collective bargaining as expressed in Danish legislation in the law on protection against dismissal for union-related reasons, Act No. 443 of 13 June 1990 as well as in the General Agreement between The Danish Confederation of Trade Unions and the Danish Employers' Confederation of 1973.

The Danish legislation and the General Agreement are in accordance with the European Convention on Human Rights of 4 November 1950, the UN Convention on Civil and Political Rights of 16 December 1966, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, ILO Convention No. 87 of 9 July 1948 on Freedom of Association, ILO Convention No. 98 of 1 July 1949 on the Right to Organise and Collective Bargaining, ILO Convention No. 111 of 25 June 1958 on Discrimination, ILO Convention No. 135 of 23 June 1971 on Workers' Representatives.

The Danish authorities monitor whether Stig Bo Datagrafik complies with Danish regulations in this area. Employees who consider that their rights are being violated may

bring legal proceedings. If Stig Bo Datagrafik breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

10. Chemicals

Stig Bo Datagrafik ensures that:

- Stig Bo Datagrafik classifies, packs, labels and stores all chemical substances and preparations correctly according to current Danish regulations.
- Stig Bo Datagrafik does not use chemical substances which are banned in international conventions on dangerous chemical substances.
- Stig Bo Datagrafik does not use ozone-depleting substances for uses which are banned in the EU or Denmark.
- Stig Bo Datagrafik regularly assesses if the use of chemical substances which are dangerous to the environment or to health can be replaced by less dangerous substances.

Stig Bo Datagrafik is aware of and respects the regulations of the environmental authorities on chemicals, as expressed in the Danish legislation in statutory order No 329 of 16 May 2002 on classification, packaging, labelling, sale and storage of chemical substances and preparations and statutory order No 439 of 3 June 2002 on the list of dangerous substances under the provisions of Consolidated Act No 21 of 16 January 1996 on Chemical Substances and Preparations.

The Danish legislation is in accordance with EU directive 67/548/EEC of 27 June 1967 on the approximation of laws, regulations and administrative provisions relating to the classification, packaging and labelling of dangerous substances, EU directive 99/45/EC of 31 May 1999 concerning the approximation of the laws, regulations and administrative provisions of the Member States relating to the classification, packaging and labelling of dangerous preparations, the UN PIC Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade, the UN POP Convention on the prohibition and elimination of Persistent Organic Pollutants and the UN Protocol on the elimination of ozone-depleting substances.

The Danish Environmental Protection Agency supervises Stig Bo Datagrafik's compliance with the above-mentioned regulations. If Stig Bo Datagrafik breaches the Danish regulations regarding chemicals, those responsible may be punished by fine and in aggravated cases by imprisonment for up to two years.

11. Corruption

Stig Bo Datagrafik ensures that:

None of Stig Bo Datagrafik's employees give or receive unjustified advantages from Danish or foreign public officials or employees in private companies.

Stig Bo Datagrafik is aware of and respects the regulations on corruption as expressed in the Danish legislation in the penal code, Act No. 960 of 21 September 2004, § 122, 144, 290, 299.2 and 306.

The Danish legislation is in accordance with the Council of Europe convention on corruption and the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

The Danish authorities punish violations of the Danish regulations on corruption by fine or imprisonment. This may also be the case if the punishable act is committed abroad.

12. Wages and working conditions

Stig Bo Datagrafik ensures that:

- All employees receive a minimum wage in accordance with international standards.
- Before entering employment all employees are given written information about wages, place of work, job content, rights concerning holidays with pay, terms of notice, wage-related conditions, working time and collective agreements, if any.
- All employees at Stig Bo Datagrafik receive at least 25 days of holidays with pay per year.
- All employees who work over a shorter period of time receive holiday, and the holiday is adjusted to the length of employment.

Stig Bo Datagrafik is aware of and respects the Danish requirements on wage conditions, benefits and terms of employment as expressed in Danish legislation in the law on certificates of employment, Act No. 692 of 20 August 2002, the Holidays Act, Act No. 407 of 28 May 2004, the law on equal treatment of men and women in regard to

employment and maternity leave, Act No. 711 of 20 August 2002, the law amending the law on equal treatment of men and women in regard to employment and maternity leave, the law on benefits for sickness or birth and the law on parental leave, Act No. 141 of 25 March 2002.

The Danish legislation is in accordance with EU Directive 91/533/EEC of 14 October 1991 on confirmation of employment, the UN Convention on Economic, Social and Cultural Rights of 16 December 1966, the UN Convention on the Abolition of All Forms of Discrimination Against Women of 18 December 1979, and ILO Convention No. 132 of 24 June 1970 on Holidays with Pay.

The Danish authorities monitor whether Stig Bo Datagrafik complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

13. Psychological working environment

Stig Bo Datagrafik ensures that:

- The work in Stig Bo Datagrafik poses minimal risks to the deterioration of physical or psychological health.
- An assessment has been made of the physical, ergonomic and psycho-social conditions in the working environment which in the short or long term may affect physical or psychological health. The assessment has been made for all work elements and helps to ensure that the work takes place in full consideration of safety and health concerns.
- Monotonous, repetitive work, which may be hazardous to physical or psychological health in the short or long term, is avoided or limited.
- The work pace does not constitute a danger of deterioration of physical or psychological health in the short or long term.
- Isolated work, which may be hazardous to physical or psychological health, is avoided or limited.
- The work does not constitute a risk of deterioration of physical or psychological health as a result of bullying, including sexual harassment.

Stig Bo Datagrafik is aware of and respects the regulations regarding the psychological working environment as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005.

The Danish legislation is in accordance with EU Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of

workers at work.

The Danish authorities inspect whether Stig Bo Datagrafik complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

14. Wastewater

Stig Bo Datagrafik ensures that:

- Stig Bo Datagrafik's wastewater is cleaned in a public wastewater treatment facility before it is discharged to the water environment.
- Stig Bo Datagrafik follows the requirements for discharge in the wastewater license.

Stig Bo Datagrafik uses the best available technology for minimising the environmental impact. Stig Bo Datagrafik is aware of and respects the regulations on the discharge of wastewater, as expressed in Danish legislation in Act No 753 of 25 August 2001 on environmental protection and statutory order No 501 of 21 June 1999 on the licensing of waste water discharges.

If Stig Bo Datagrafik does not observe the terms of the wastewater license, those responsible may be punished by fine and in aggravated cases by imprisonment for up to two years.

When Stig Bo Datagrafik discharges wastewater to the public treatment plants, the municipality is responsible for cleaning Stig Bo Datagrafik's wastewater before it is discharged to the water environment. On discharge the Danish environmental authority must ensure the observance of the requirements for the water quality in the water environment, as expressed in statutory order No 921 of 8 October 1996 on quality standards for water bodies and emission standards for discharges of certain hazardous substances to watercourses, lakes or the sea.

The Danish legislation is in accordance with EU directive 76/464/EEC on pollution caused by certain dangerous substances discharged into the aquatic environment of the Community and with the Marine Environment Convention OSPAR, of which Denmark is a signatory.

15. Forced labour

Stig Bo Datagrafik ensures that:

- Force, threats or disciplinary means are not used with the aim of forcing people to work.
- Stig Bo Datagrafik does not engage in debt slavery or the trafficking of human beings with the aim of forcing people to work.
- Stig Bo Datagrafik does not cooperate with other companies which use forced labour or withhold identification papers or wages from employees with the aim of forcing the employees to work.
- Stig Bo Datagrafik's employees are free to leave the workplace without being restrained.

Stig Bo Datagrafik is aware of and respects the ban against forced labour as expressed in Danish legislation in the penal code, Act No. 960 of 21 September 2004, §§ 260, 261 and 262a.

The Danish legislation is in accordance with the European Convention on Human Rights of 4 November 1950, the UN Convention on Civil and Political Rights of 16 December 1966, ILO Convention No. 29 of 28 June 1930 on Forced Labour, ILO Convention No. 105 of 25 June 1957 on Abolition of Forced Labour.

The Danish authorities monitor whether Stig Bo Datagrafik complies with Danish regulations in this area. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik breaches the regulations, those responsible may be punished, in the form of a fine or imprisonment.

16. Ventilation

Stig Bo Datagrafik ensures that:

- Stig Bo Datagrafik's workplaces are constructed, designed and used in such a way that employees can perform the work without inconveniences from the airing and ventilation conditions.
- Mechanical ventilation has been installed by those workspaces where the generation of unhealthy gases, dust or disturbing smoke cannot be avoided.
- In those workspaces where unhealthy vapours and dust cannot be removed effectively through ventilation, the work process takes place in a special room or cabin.

Stig Bo Datagrafik is aware of and respects the regulations on airing and ventilation as expressed in the Danish Working Environment Act, Consolidated Act No. 268 of 18. March 2005.

The Danish working environment legislation is in accordance with EU Directive 89/654/EEC of 30 November 1989 concerning the minimum safety and health requirements for the workplace.

The Danish authorities inspect whether Stig Bo Datagrafik complies with Danish regulations concerning the working environment. Employees who consider that their rights are being violated may bring legal proceedings. If Stig Bo Datagrafik violates the regulations on the working environment, those responsible may be punished, in the form of a fine or imprisonment.

A handwritten signature in black ink, appearing to read 'Simon Christiansen', with a long horizontal flourish extending to the right.

06.05.2009

Simon Christiansen