

# 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, but 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'.*

# Achievements 2024

Our key focus drives us to be transparent about our CSR initiatives and outcomes. In 2024, our primary goals were centered around three key categories: environmental sustainability, supporting local communities, and initiatives for veterans. We successfully achieved our targets in two out of these three categories, demonstrating our commitment to making a positive impact. While we made significant strides in all areas, we remain focused on improving our efforts in the remaining category to ensure continued progress.

## **Environmental Responsibility:**

We have taken steps towards environmental responsibility by establishing beehives on our property, with the honey produced being donated to the veteran community through the Veteran Garden's shop. In addition, we have installed electric vehicle charging stations to support the transition to cleaner energy. These efforts align with our commitment to reducing our carbon footprint and contributing to environmental sustainability.

## **Local Community Engagement:**

Our local community initiatives include efforts to introduce electric bicycle delivery services for the local grocery store, though we faced regulatory challenges due to food safety rules. Despite this setback, we remain committed to finding alternative ways to support local businesses and are continuing to explore new solutions to promote sustainability and innovation in our community.

## **Veteran Initiatives:**

We are proud to supplement several existing veteran support programs. As part of our commitment, we sponsor the Copenhagen Guardians ice hockey team, providing support to veterans. Additionally, we contribute to the Engange Festival, further strengthening our dedication to empowering veterans and supporting their reintegration into the community.



# Primary goals 2025

## **Local Community Engagement and Education:**

We are committed to creating impactful programs that support local communities and foster educational possibilities. This includes establishing educational partnerships with local institutions, providing internship and mentorship opportunities for young people, and ensuring our recruitment practices are inclusive and diverse. Through these initiatives, we aim to offer valuable learning experiences, career guidance, and equal opportunities. Our focus is on creating a positive impact within the local community, supporting both personal and professional growth, and fostering a culture of inclusivity and empowerment.

## **Support for Veterans:**

We are committed to supporting veterans as a key objective in our CSR priorities. In 2025, we plan to strengthen our efforts by establishing a dedicated collaboration with the Veterans Fund. As part of this initiative, we will form a partnership within the framework of Engage, where, as a main sponsor, we will work together to develop additional programs and initiatives aimed at supporting and empowering veterans.

## **Employee Well-being and Development:**

We are focused on implementing programs that promote employee well-being, including both professional development and overall employee happiness. This includes mental health support, initiatives for a better work-life balance, and opportunities for continuous learning, ensuring our workforce remains engaged, healthy, and empowered to succeed. Additionally, we strive to create a supportive environment that enhances overall well-being, fostering both personal and professional growth.

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A Better World, Our Responsibility

# CSR Key Focus Areas

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<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.</p> <p>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 2025



# 2025 objectives: Local Community – Education



## Strategic Objectives

- **Engaging Locally – Supporting Young People**  
At Military Equipment Denmark A/S, we want to make a real difference in our local community by helping young people gain insight into the world of work. We believe our experience, structure and professional environment can offer valuable learning opportunities – especially for those just starting out.
- **Creating Paths from Education to Employment**  
Our goal is to create bridges between education and the job market by offering internships, training roles, and direct access to professional guidance. We aim to support young people in gaining the skills and confidence needed to take their next step.
- **Encouraging Inclusion and Openness**  
We also want to build a more inclusive workplace that reflects the diversity of our society. That starts with how we recruit, communicate, and structure opportunities for people with different backgrounds and perspectives.

## Key Initiatives

- **Launching a Trainee Program (Office Clerk Apprenticeship)**  
We are preparing to launch a structured trainee programme for an office apprentice. The programme will offer a paid, long-term opportunity with real responsibilities, professional mentoring, and the potential for future employment.
- **Internships and Job Trials**  
As we expand our operations – for example, through MRO contracts – we plan to open up internship or job trial opportunities for local students and young job seekers to gain hands-on experience in a professional setting.
- **Workshops with Local Schools**  
We are exploring partnerships with local schools that offer defence, engineering, or technology-oriented tracks. Our aim is to contribute with workshops, Q&A sessions, and insights into real-world applications of their studies.
- **Inclusive Recruitment Communication**  
We are reviewing the way we write and present job opportunities to ensure they are open and appealing to a broader and more diverse audience.

# 2025 objectives: Support for Veterans

## Strategic Objectives

- **Promoting Well-being and Reintegration**  
We are committed to supporting those who have served – not only through recognition, but by contributing to their continued growth and well-being. We believe in strengthening veterans’ reintegration into civilian life through initiatives that support physical activity, mental resilience, and social connection.
- **Local Collaboration and Tailored Initiatives**  
We aim to build partnerships with local stakeholders – including veteran coordinators – to ensure our efforts respond directly to the needs of veterans in our region. By focusing on real-life challenges and opportunities, we seek to contribute in practical, meaningful ways.
- **Sustainable, Scalable Support Models**  
Long-term impact is key. We are focused on initiatives that not only make a difference today but can be built upon over time. This includes scalable support models rooted in collaboration, inclusion, and peer-to-peer engagement.

## Key Initiatives

- **Veterans’ Fund Partnership and Main Sponsorship of Engage Festival**  
We are proud to be a main sponsor of the Danish Veterans’ Fund and its flagship event, the Engage Festival. Together, we are working on new initiatives that strengthen veterans’ career development, mental health, and sense of community.
- **Local Collaboration with Veteran Coordinators**  
We are working with the local veteran coordinator in Holbæk to co-develop initiatives such as inclusive social events, guided outdoor activities, and practical skill-building workshops.
- **Inclusive Approach to Veterans**  
Our approach includes all veterans – not only military, but also former police officers, firefighters, rescue workers, and others who have served the community.
- **Veteran Policy – Reserve and Support Structures**  
We are developing an internal veteran policy, which will among other things address how we support employees who serve in the military reserve or similar roles. Our aim is to create a respectful and enabling work environment for those who continue to contribute.
- **Support for Key Veteran Organizations**  
We provide financial support to national and local veteran-focused initiatives, including: National Association for PTSD-Affected Veterans and Their Families, and Veterans Project Greenland.



# 2025 objectives: Employee Well-being and Development

## Strategic Objectives

- **Well-being and Balance**

We aim to foster a work environment that prioritizes employee well-being, flexibility, and a healthy balance between professional and personal life. Our initiatives promote a culture of care, inclusion, and shared responsibility for health and happiness at work.

- **Development and Learning**

We are committed to ongoing professional growth and internal collaboration. Beyond formal training, we focus on encouraging curiosity, cross-functional understanding, and continuous development aligned with business needs.

- **Recognition and Engagement**

We strive for a culture where contributions are acknowledged, and people feel connected to each other and the company. Recognition, inclusion, and shared experiences are key to building lasting engagement and loyalty.

## Key Initiatives

**To promote employee well-being and team spirit, we implement a range of social and wellness initiatives**

- Regular communal breakfasts, social events, and informal gatherings such as Friday bars and seasonal barbecues. An annual Family Day, providing a structured and inclusive environment for employees and their families to engage with our company culture. First aid training courses available to employees and, where relevant, their family members.

**We recognize that growth occurs through both structured programs and everyday collaboration.**

- An internal job-shadowing and rotation scheme designed to strengthen cross-functional understanding and collaboration across teams. Continued access to professional training, mentoring, and knowledge sharing in areas relevant to our industry.

**We support a culture of appreciation and belonging**

- Ensuring internal ownership of key company events, such as our annual holiday celebration, to strengthen team cohesion. Structuring recognition efforts around both individual achievements and collective milestones.

# 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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