



DMC

N O R D I C

DENMARK ESTONIA
NORWAY SWEDEN

STAY NORDIC COOL, LEAVE INSPIRED!

Sustainability Standards

March 2021 Edition

The EPA defines sustainability as

“Everything that we need for our survival and well-being depends, either directly or indirectly, on our natural environment. Sustainability creates and maintains the conditions under which humans and nature can exist in productive harmony, that permit fulfilling the social, economic, and other requirements of present and future generations.

Sustainability is important to make sure that we have and will continue to have, the water, materials, and resources to protect human health and our environment.”



A BETTER WORKPLACE



A BETTER WORLD



A BETTER BUSINESS

**DMC NORDIC
SUSTAINABILITY
COMMITMENT**



Our Green Profile

As industry leaders, we acknowledge our role in contributing to a better world. Thus, we approach our work with an active sustainability mindset in all of its forms - be it environmental, economic, social, or human.

When designing and running programs for our clients, we always strive to promote a culture of responsibility by implementing sustainable elements and practices that go all the way through the many layers of execution.

We stress the importance of dialogue with our suppliers in order to discuss how we together can enhance our practices and better our footprint.

We collaborate with suppliers who are willing to partake responsibility with us and can provide the most sustainable solutions in each of their fields - from environmentally-friendly transportation services to green activity options and organic dining and catering for our special events.

We actively work to giving back to the world by supporting numerous environmental, humanitarian, and social organizations such as World Wide Fund for Nature (WWF), Plan International, Danish Cancer Society, Danish Hospital Clowns, etc.



"It is not good enough to do what the law says. We need to be at the forefront of these social responsibility issues"

-Anders Dahlvig, CEO of IKEA, quoted in Financial Times.



We Are Against Discrimination

At DMC Nordic majority of us come from different cultures and backgrounds. We embrace the uniqueness of each employee. There is no discrimination (or toleration for discrimination) against any applicant or employee based on age, gender, race, color, religion, national origin, ancestry, sexual orientation, disability, marital status, veteran status sex (including pregnancy, childbirth, and other specific conditions) or any other characteristic protected by law.

We Are Against Violence

At DMC Nordic we will never tolerate any kind of acts or threats of physical violence—including intimidation, harassment, or coercion— that occur in the workplace or during the conduct of company business off company property. We value the unique background of each of our employees. We won't discriminate (or tolerate discrimination by our employees) against any applicant or employee based on age.

We Are Against Harassment

At DMC Nordic we prohibit sexual harassment and harassment based on race, color, national origin, ancestry, religion, creed, sexual orientation, disability, marital status, medical condition, veteran status, age, or any other characteristic protected by law.

We Are Against Drugs

At DMC Nordic we constantly work on establishing and maintaining a drug-free environment and always ensure that our employees perform their duties unaffected or impaired by the effects of drugs or alcohol.

We Promote **Health, Safety, and Environmental Protection**

At DMC Nordic every single employee is protected from unreasonable health and safety risks on the job. All our services and facilities are managed in a way that protects the safeguard and wellbeing of our employees, customers, and the environment.

We Promote **Compensation and Benefits**

At DMC Nordic we make sure to offer all our employees benefit and compensation programs that are competitive and appropriate within markets we operate in.

We Promote **Work-life balance**

At DMC Nordic we constantly communicate with our employees in order to understand how we can make sure that there's is a perfect work-life fit. We aim to create a flexible workplace that serves the requirements of both the company and the individual.

We Promote **Open communication**

At DMC Nordic we always promote and practice honest and open communication between all employees regardless of their work position. This approach is a vital element in order to guarantee a positive work environment. All employees are encouraged to present their ideas, suggestions, or raise their questions and air their concerns. We always make sure that everybody is heard and proper actions are taken.

We Promote **Professional development**

AT DMC Nordic we always make sure that all our employees have opportunities and resources to build the knowledge, skills, and abilities that will have a consequential profound effect on their and our company's success.



**A BETTER
WORKPLACE**



**“The greatest threat to
our planet is the belief
that someone else will
save it.”
- Robert Swan, Author**



A BETTER WORLD

We Care About **Local Empowerment**

At DMC Nordic we believe that investment in the community begins with the individual. We encourage our employees' efforts to improve their local communities through social investment, business relationships, and charitable activities.

We Care About **Partnering for a common cause**

At DMC Nordic we aim to combine the energy of our business with the power of our business partner relationships to do more for global and local communities than we could do on our own.

We Care About **Foundational practices**

At DMC Nordic we work hard on establishing policies and programs that specifically outline how we conduct business in a safe, environmentally sound manner in accordance with relevant legislation and regulations.

We Care About The way we work

DMC Nordic operations reflect our focus on recycling, conserving resources, and preventing pollution.

We Care About Facilities

DMC Nordic facilities planning and processes take into account environmental considerations like energy consumption, commuting emissions, and efficient use of office space.

We Care About Making corporate travel greener

DMC Nordic is committed to providing products and services that promote environmentally sound travel practices, minimize waste and reduce harmful emissions to the air, water, and land.

We Care About Working with suppliers

DMC Nordic Supplier Code of Conduct encourages our business partners to adopt practices aligned with our environmental principles, ethical business practices, human rights and labor practices.



**A BETTER
WORLD**



“Being a good human being is good business.”
– Paul Hawken, environmentalist, entrepreneur, and writer



**A BETTER
BUSINESS**

We Care About Quality and fairness

DMC Nordic delivers what we promise, and only promises what we can deliver.

We Care About Internal financial reports

DMC Nordic maintains accounts and records and prepares financial reports in a way that conforms to our own policies and to applicable laws.

We Believe In Zero tolerance for bribes

DMC Nordic employees may not pay or offer to pay or give anything of value to induce or reward favorable action in any business transaction.

We Care About Insider information

DMC Nordic employees must never use information learned during their employment with us for personal gain. Nor may they share information with anyone (family or otherwise) not employed by us.

We Care About Vendor relationships

DMC Nordic employees may not select a vendor for any reason other than its ability to fulfill our company needs.

We Care About Hardware protection

DMC Nordic protects the company's computers, mobile devices, and other information storage devices with appropriate information security policies, procedures, and technologies.

We Care About Acceptable use protocol

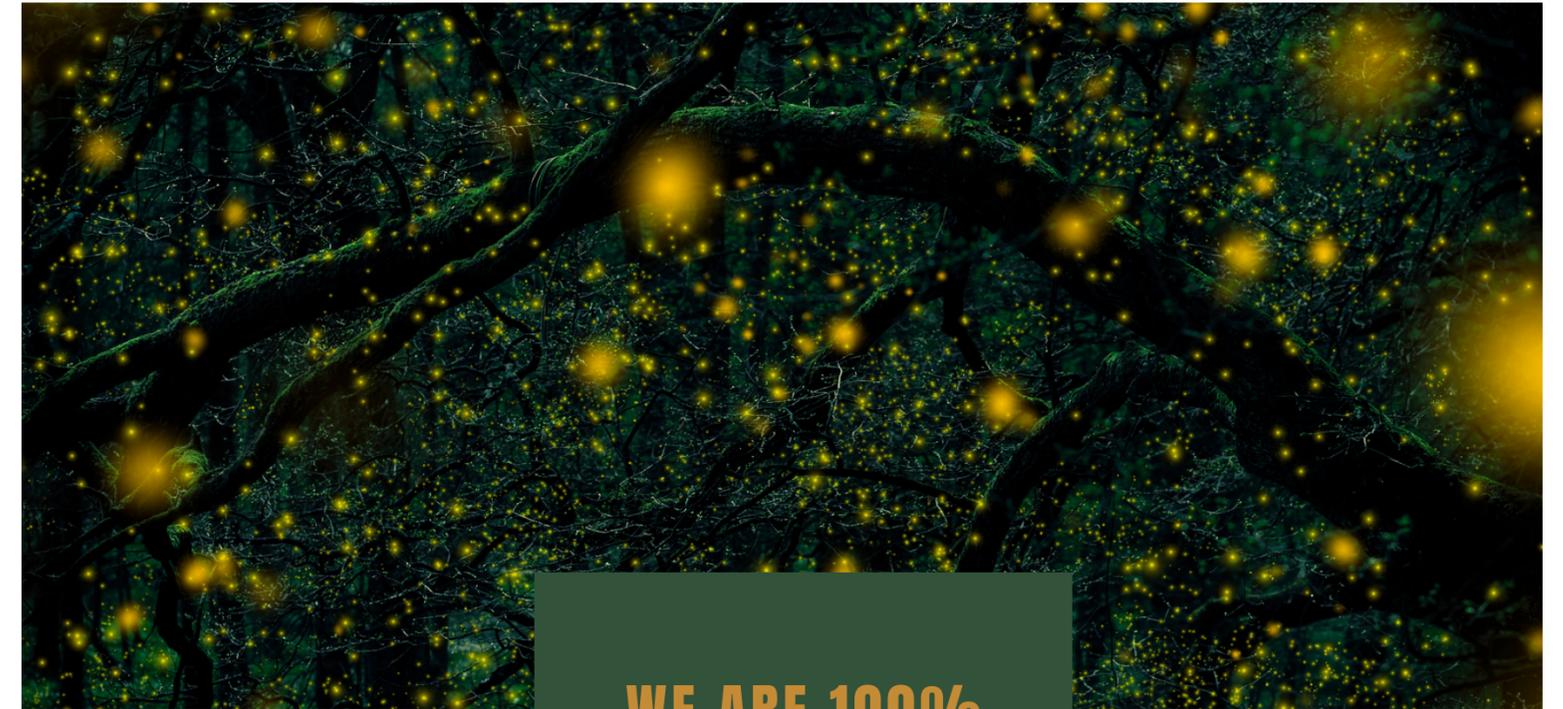
DMC Nordic information security measures apply regardless of the media on which information is stored (paper, overhead transparency, computer bits, etc.); the systems that process it (personal computers, voicemail systems, etc.); or the methods by which it's moved (email, telephone, face-to-face conversation, etc.).



At DMC Nordic we work hard to make sure that this is a healthy and inspiring place of work.

One of the major factors in making sure that our office is a good place of work is making sure that we are committed to sustainability and apply these practices not only at work but also while interacting with our customers and local communities.

We set high expectations for ourselves—and we're always 100% committed to meeting them.



**WE ARE 100%
COMMITTED**





**Have A
Question?**



**contact@dmc-nordic.com
www.dmc-nordic.com**