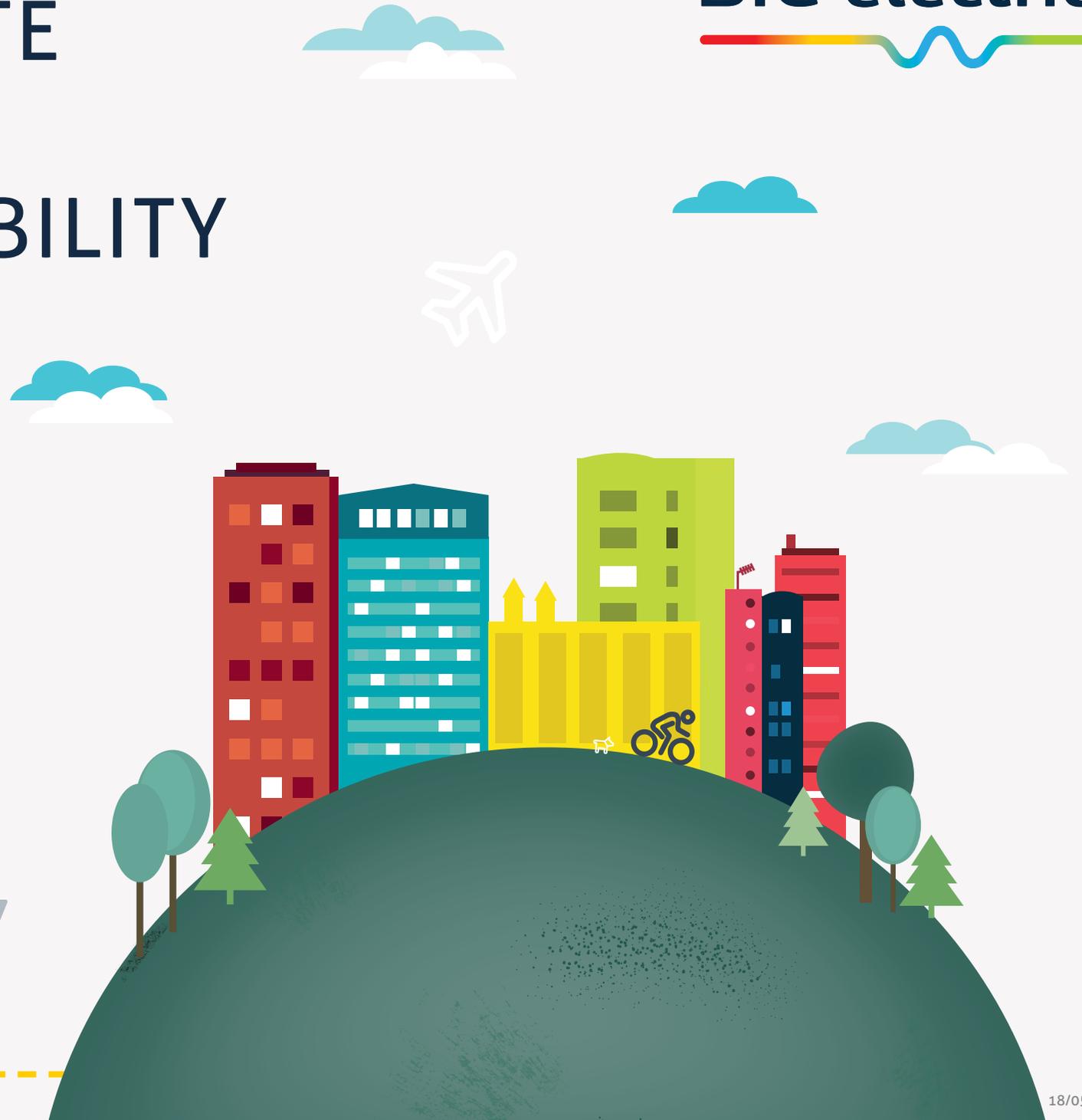


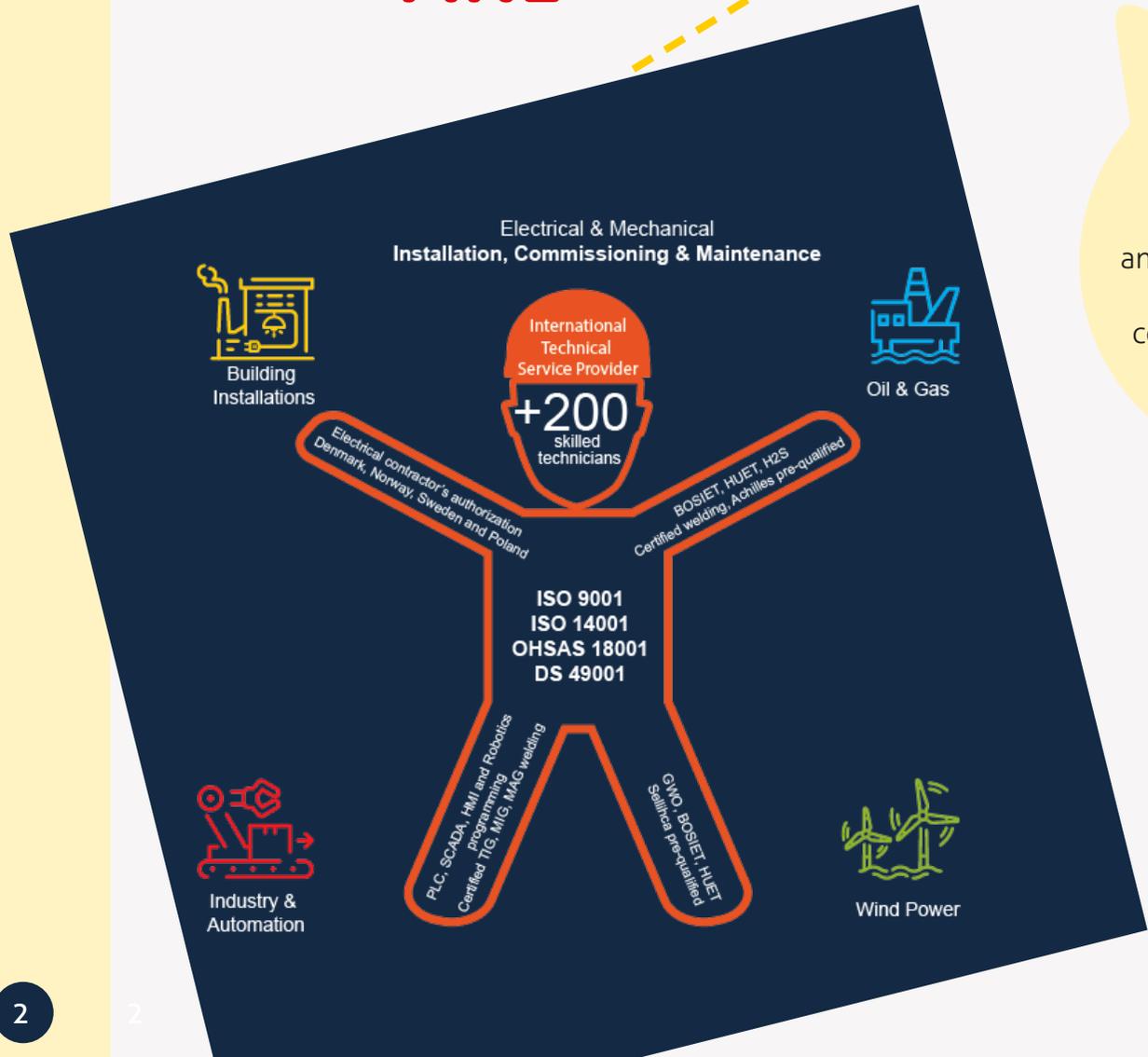
CORPORATE SOCIAL RESPONSIBILITY



REPORT
2017



1 WHO WE ARE

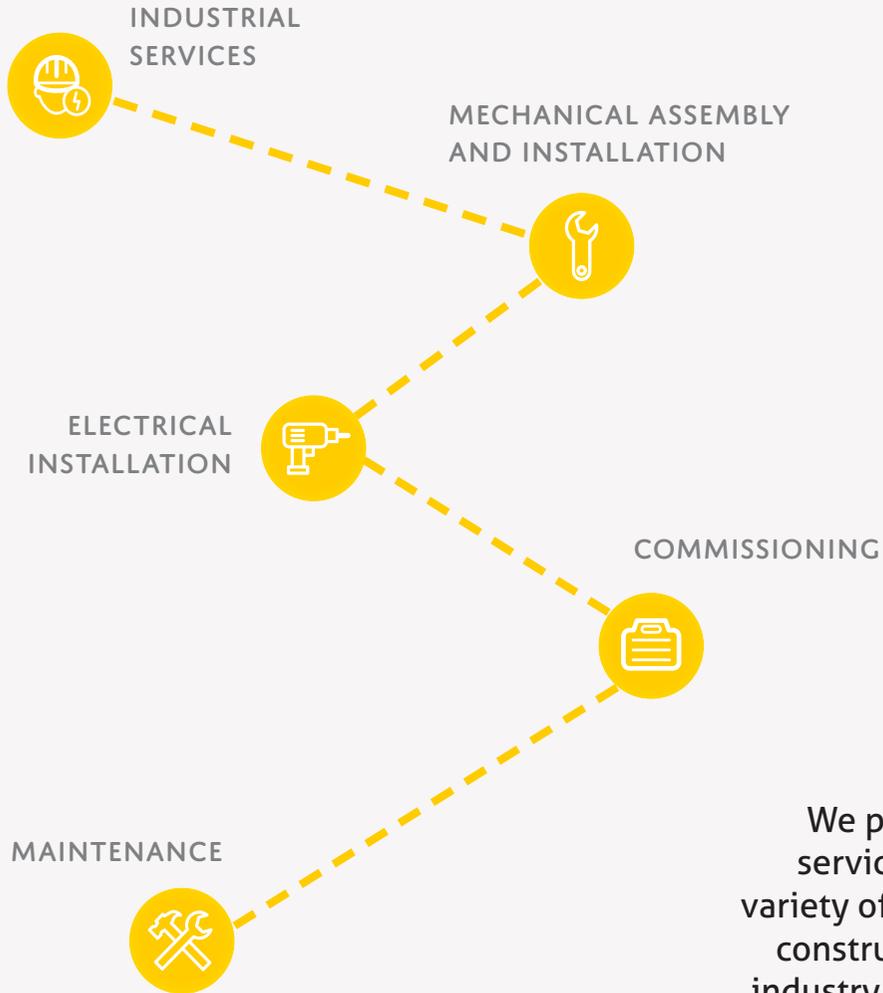


BIC is an international technical service provider in electrical and mechanical assembly, installations and commissioning, working worldwide.

We have the competences necessary to run a multi-lingual and multi-cultural organization with knowledge about European industry, labor market and essential technical skills.

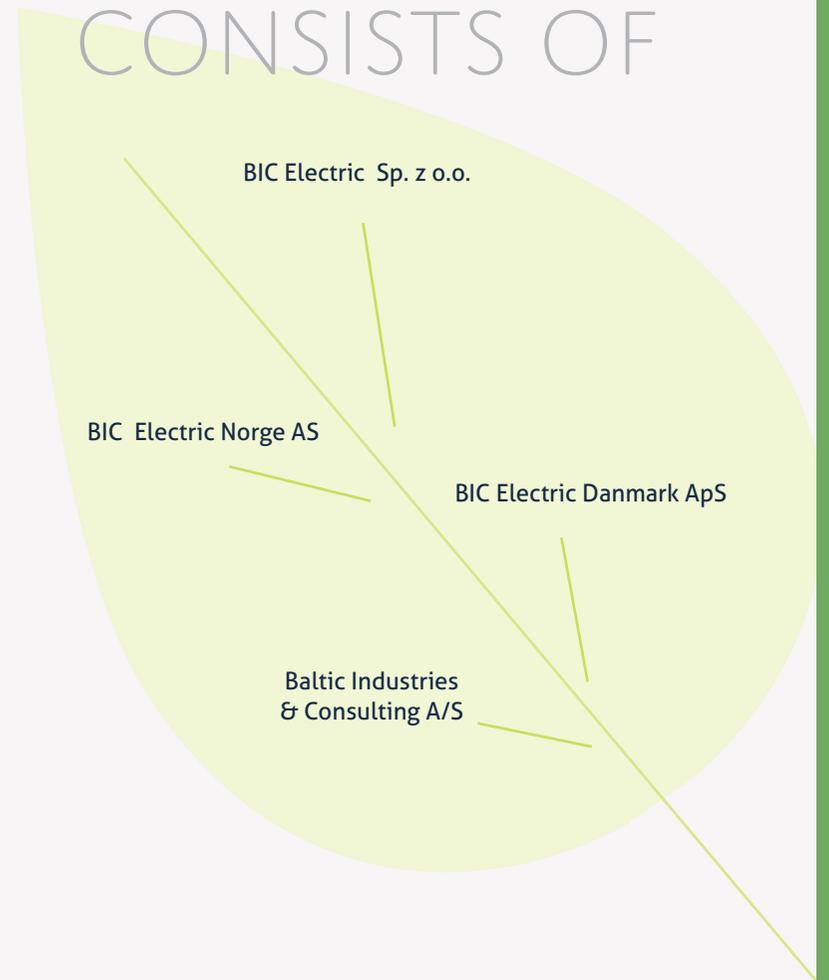
Our aim is to provide an additional scalable resource to our partners' businesses and help them carry out technical projects, optimize their use of own resources and ensure high quality of service and cost optimization.

Our technical expertise allows us to execute projects in our business areas in a specialized scope of services:



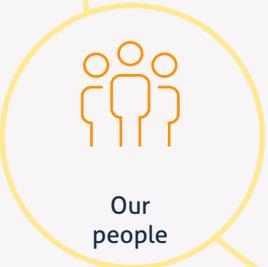
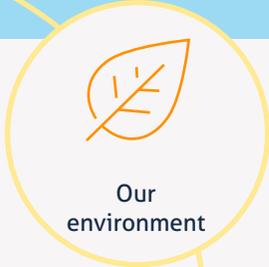
We provide these services to a broad variety of industries: from construction, through industry (manufacturing, processing, automotive, intralogistics), oil & gas to wind power.

BIC GROUP CONSISTS OF



2 OUR CSR

BIC group believes in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility. We believe that this approach creates a source of competitive advantage for our business.





CSR PRINCIPLES

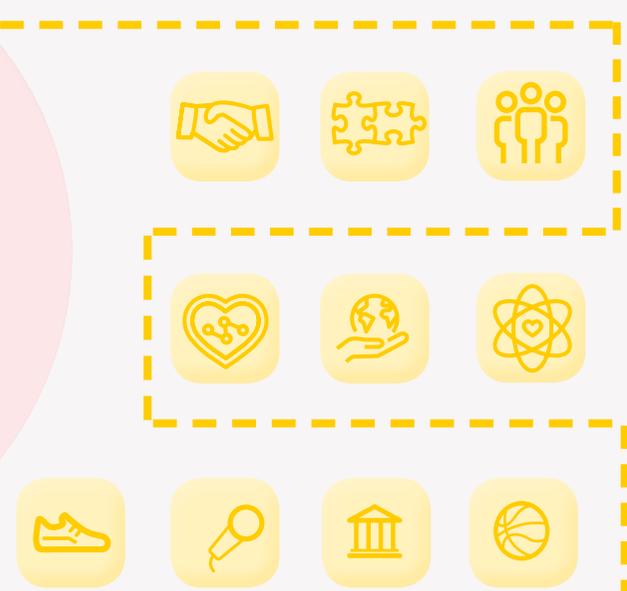


1 BUSINESS SUSTAINABILITY

- EMPLOYEE WELL-BEING
- PRO-ENVIRONMENTAL CULTURE
- TRANSPARENT BUSINESS PRACTICES

4 COMMUNITY INVOLVEMENT

- MEMBERSHIPS
- CHARITY
- LOCAL ACTIVITIES



2 HUMAN RIGHTS

- TRANSPARENCY
- DIGNITY
- EQUALITY
- WHISTLEBLOWER
- FREEDOM

LABOUR PRACTICES

- STABILITY AND SECURITY
- WORK-LIFE BALANCE
- WELL-BEING
- TEAM-BUILDING
- LONG-TERM RELATIONS
- OPEN DIALOGUE

5 FAIR OPERATING PRACTICES

- RESPONSIBLE INVOLVEMENT
- FAIR COMPETITION
- ANTI-CORRUPTION
- RESPECT FOR PROPERTY RIGHTS
- TRANSPARENT PRICING AND CONTRACTS



Active memberships in diverse industrial associations

Donations in 2017 of DKK 175.000 in total

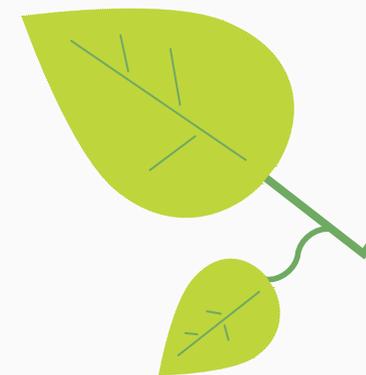
Company relay race, rock concerts, theatre plays, handball team in a local primary school, school trips

4

COMMUNITY INVOLVEMENT

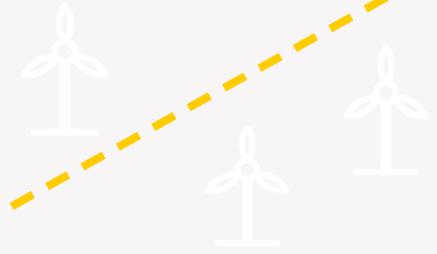


BIC supports local initiatives helping to develop business networks and to share the knowledge. PONP 2017 – was a second edition of an offshore networking event where BIC Electric took actively part on stage.



3

CSR PERFORMANCE MEASUREMENTS



CUSTOMER SATISFACTION

In BIC Group, we see customer satisfaction and long-term employments as foundation of a good and fair CSR strategy. We do so, because only by:

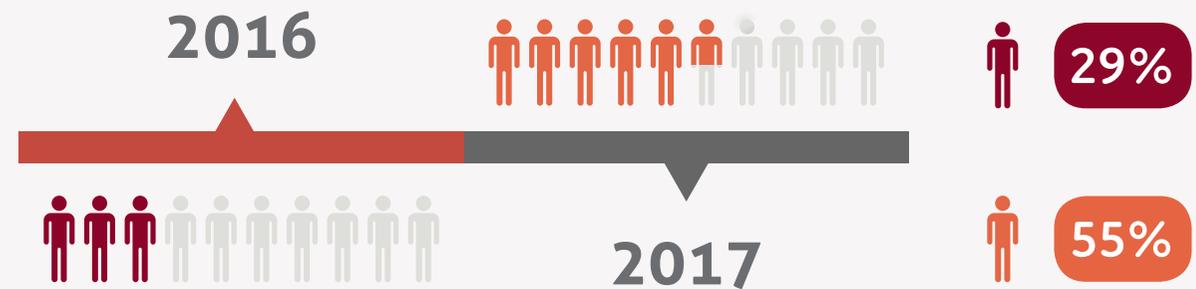
- ♦ delivering quality,
- ♦ adding value to all parties,
- ♦ keeping commitments, and
- ♦ treating stakeholders with respect...

....it is possible to maintain long-term relationships.

CUSTOMER MANAGEMENT SATISFACTION SURVEY



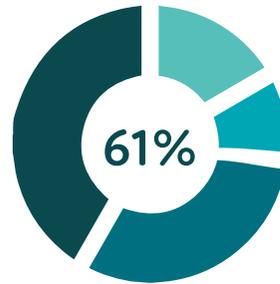
CUSTOMER SATISFACTION SURVEY



* a growing rate of surveys

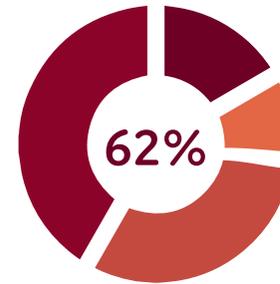
The main impact on the environment caused by the BIC group is from transportation of people in the cars. Therefore, each travel is registered in the system, so we will know exactly how many trips were made or how many people were in the cars, and we can evaluate this information.

Additionally we are continuously working on reducing the fuel consumption by using video-conference systems and minimizing the number of travels.



1

2016
2 persons' trips



2

2017
2 persons' trips

ENVIRONMENT



WE STRIVE TO
2 PERCENTAGE POINT
YEARLY INCREASE.
OUR GOAL FOR 2018 IS

64%



HEALTH
& SAFETY

LTIF



2016

2017

TRIF



2016

2017

BIC Group's declared goal is zero injuries and zero fatalities. We are constantly working on the company's culture to create a safety awareness and we cooperate with customers to keep safe worksites. In BIC Group we make sure that trainings and safety measures are rigorously kept and that information about Health & Safety is regularly issued in the Safety Corner in our company newsletter.

41 EMPLOYEES TAKING LANGUAGE LESSONS



12 EMPLOYEES TAKING POSTGRADUATE STUDIES



We are a “people company” and we understand the value of our colleagues. We are successful in attracting people with the right qualifications and in expanding their skills and competences once they join BIC.

163 employees
277 certificates

2017

2016

227 employees
408 certificates

PERSONAL DEVELOPMENT



A GOOD EMPLOYER

WORK

ATMOSPHERE



BIKE POLICY



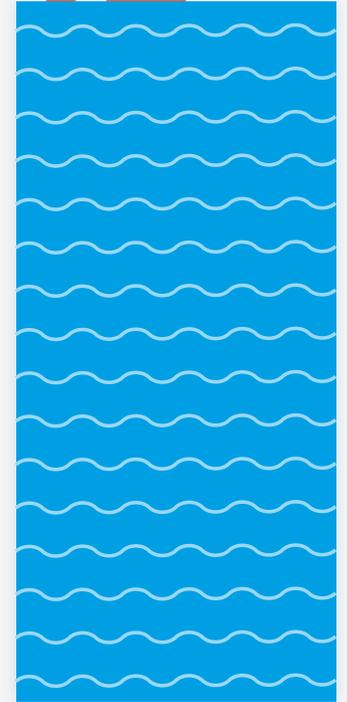
COMPANY PARTIES



CHRISTMAS GIFTS



COMPANY TRIPS



A GOOD EMPLOYER

WORK

ATMOSPHERE



GOOD LIFE



COMPANY PARTIES



CHRISTMAS GIFTS



COMPANY TRIPS

