

Corporate Social Responsibility

SOS International – Statutory Statement on Corporate Social Responsibility 2015, cf. section 99a of the Danish Financial Statements Act.

This report on corporate social responsibility is part of the management's annual report for 2015.

SOS Company Code of Conduct

 Supplier Code of Conduct	 Human Rights Policy	 Environmental Strategy	 Anti-Corruption
<p>Actions in 2015</p> <p>Update of environmental and anti-corruption requirements</p> <p>Advanced personal data protection and information security</p>	<p>Actions in 2015</p> <p>New Environment, Health and Safety Policy</p> <p>Training of all new employees in protection of personal data and information security</p> <p>E-learning course</p>	<p>Actions in 2015</p> <p>Environmental policy and definition of environmental goals and targets for our technical division</p> <p>More awareness and improved options for video meetings as alternative to business travels</p> <p>Improved sustainable IT solutions</p> <p>New partnership focusing on innovative options for energy reduction</p> <p>E-learning course</p>	<p>Actions in 2015</p> <p>New Gifts- and Representation Policy</p> <p>New Sponsorship and Donations Policy</p> <p>E-learning course</p>

Corporate Social Responsibility

CORPORATE SOCIAL RESPONSIBILITY (CSR) IN SOS INTERNATIONAL

In 2015, SOS International worked to step up its CSR efforts, among other things, by developing e-learning courses that should serve to increase the visibility of and raise awareness about the requirements employees must live up to in accordance with the company's internal Company Code of Conduct and related policies.

CODE OF CONDUCT

The CSR efforts of SOS International, like the Company Code of Conduct and the Supplier Code of Conduct, are based on the principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. The CSR efforts focus on the opportunities and risks involved in SOS International's business activities related to human rights, labour rights, the environment and anti-corruption.

The work associated with e-learning courses is based on the requirements of the Company Code of Conduct. More specifically the intention of the e-learning courses is to ensure that the employees are familiar with SOS International's CSR policies in order to be able to comply with the requirements in the best possible way. In the course of 2016, all new employees, as well as existing employees, must therefore gradually familiarise themselves with and go through web-based training courses related to the Company Code of Conduct and various other compliance issues.

SOS International's suppliers must also comply with the company's ethical principles and standards. In 2015, a revision of the Supplier Code of Conduct led to stricter requirements in a number of areas, e.g. the revision contains increased requirements concerning supplier efforts to implement an environmental management system.

In 2015, SOS International also implemented a more user-friendly application of the Supplier Code of Conduct. The Supplier Code of Conduct has been an integral part of the risk assessment in connection with supplier selection and contract renewal with suppliers. Therefore, an Impact Assessment Form has been prepared, which contains specific questions to the supplier aimed at identifying the supplier's compliance with principles and standards concerning human rights, labour rights, the environment and anti-corruption.



HUMAN RIGHTS AND LABOUR RIGHTS

Employee well-being and respect for employees remain core values in SOS International. With SOS International's human rights policy as a point of departure and the implementation of processes for recruitment and gender representation in senior management, a safe working environment and the processing of personal data (where applicable from a commercial perspective), SOS International focused primarily on the following areas in 2015:

- Environment, Health and Safety (EHS) Policy
- Training of all new employees regarding protection of confidential information
- E-learning courses with a focus on employee rights and opportunities

WORKING ENVIRONMENT

As part of SOS International's human rights policy, an EHS policy was prepared in 2015, which aims to back up initiatives for protecting human rights and labour rights, including the right to a safe and healthy working environment.

A well-functioning working environment is a prerequisite for well-being at work and productive cooperation amongst employees. EHS coordinators are appointed in Denmark,

Corporate Social Responsibility

Norway, Sweden and Finland. It is their responsibility to ensure the development of optimal processes for risk assessment and follow-up, as well as training of health and safety representatives. In addition, each coordinator is responsible for monitoring and following up on relevant working environment legislation as well as handling the reporting of incidents and general issues related to EHS.

There has also been various initiatives at the different offices with particular focus on the mental working environment. This applies to anti-discriminatory measures as guidelines for good communication, anti-bullying policies and the establishment of committees with particular focus on the mental working environment.

PROTECTION OF PERSONAL DATA

As an important area of focus related to the respect for human rights, SOS International continually works to protect the right to privacy. In 2015, SOS International has achieved several significant results regarding the protection of personal data and information security. As part of the revision of the Information Security Code of Conduct and the Supplier Code of Conduct, SOS International has advanced personal data protection and information security across the organisation as well as with the company's suppliers.

ENVIRONMENT

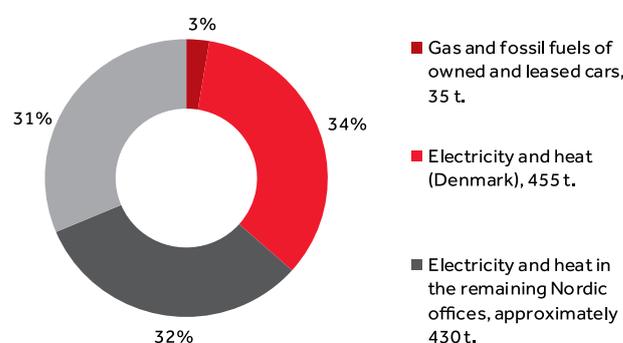
As part of the existing environmental strategy, in 2015 SOS International had a special focus on:

- Revision of the environmental policy of SOS Vei Hjelp Norway, so that both the policy and its objectives in the future will cover the entire Technical Division (roadside services) in SOS International across the Nordic countries
- Use of video conferencing as an alternative to air travel
- The purchasing of energy-efficient IT equipment
- New partnerships with a focus on innovative and sustainable energy solutions
- E-learning courses in order to raise employee awareness regarding environmental initiatives

The quarterly reporting of data relating to electricity and heat (scope 1 in the SOS International green accounts) will be reported to the head office in Copenhagen. The continuous

reporting makes it possible to detect any irregularities in energy consumption and reduces the risk of an unnecessarily high energy consumption.

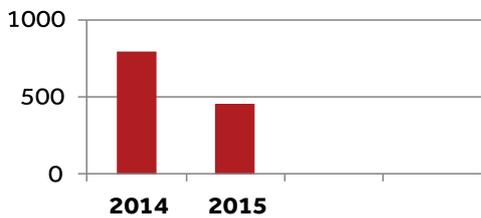
In 2015, SOS International emitted approximately 1340 tonnes of CO² in total which is divided into the following areas of energy consumption (scope 1 and 2 of the green accounts)¹:



Corporate Social Responsibility

ELECTRICITY AND HEATING

A comparison between the energy consumption of Copenhagen and Aarhus from 2014 and 2015 shows a reduction in the consumption of energy²:



Tons of CO₂ emitted per year from heating and electricity in Copenhagen and Aarhus

² The comparison is based solely on data from the offices in Copenhagen and Aarhus as 2015 is the first year in which SOS International estimates and reports electricity consumption and heating at the other Nordic offices.

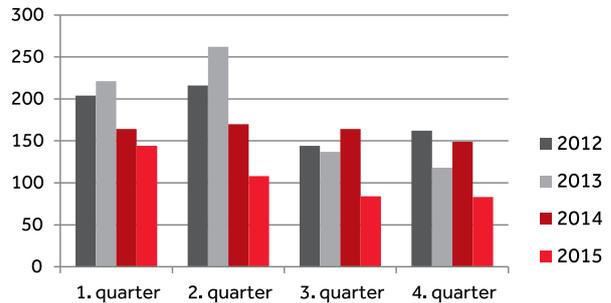
SOS International strives to buy sustainable equipment. This applies, among other things, to procurement of IT equipment which may have contributed to the decrease in energy consumption. The decrease in the use of electricity is partly a result of the installation of energy optimised cooling in the server rooms in Copenhagen in July 2015. The estimated annual saving is 135,000 kWh equivalent to 47 tonnes of CO₂. In addition the office in Aarhus is prioritising the replacement of network, server and storage systems with new energy-efficient units. The estimated annual saving is 236,000 kWh equivalent to 81 tonnes of CO₂. Based on these initiatives a reduction in the energy consumption is expected in 2016.

Targets for the reduction of CO₂ emissions in the Technical Division associated with electricity and heating consumption at the administrative offices of SOS International are expected to be in place with the revision of the environmental policy which is applicable to the Technical Division in all Nordic countries.

BUSINESS TRIPS

Scope 2 of the green accounts has been emphasised more in 2015. This includes focus on CO₂ emissions from air

transportation related to employee business trips, as well as the use of video conferencing. The graph shows CO₂ emissions in tonnes on a quarterly basis for the period 2012-2015:



Since 2012, SOS International has been measuring CO₂ emissions associated with employee travelling. As compared to previous years, this year shows a decrease in CO₂ emissions. Compared to 2014 alone, SOS International has succeeded in reducing its CO₂ emissions from business trips with 228 tonnes CO₂, equivalent to 35%. This trend seems to continue in 2015.



Corporate Social Responsibility

SOS International's travel policy encourages employees to consider the use of video conferencing at internal meetings as well as external meetings. There was a decrease in the number of business trips of 22% compared to 2014. On the other side, the registered number of video conferences has increased from 1044 to 1470 from 2014 to 2015. The reduction in CO² consumption may therefore be caused by the increased use of video conferencing, as well as less travelling in general due to the roll-back of some of SOS International's activities in the Nordic countries.

ENVIRONMENTAL FOCUS IN SOS INTERNATIONAL'S ACTIVITIES

In 2015, the environmental policy for the Technical Division was developed further and concrete measures were established for minimising the potentially adverse impact on the environment. Phone fix, repair on spot, and the use of GPS coordinates for correct specification of the customer's position are some of the activities which support the continuous improvement of environmentally friendly roadside services. Phone fix is a service offered by SOS International where policy holders can receive support over the phone on how to fix their vehicle. On the other hand, repair on spot is an "on site" roadside service.

Furthermore, SOS International expects its suppliers to set targets for reducing the negative environmental impact of towing services and other roadside services. This also includes reduction in fuel consumption combined with courses in repair on spot and eco-friendly driving. The roadside service providers are also encouraged to use new energy-efficient fuel which is estimated to reduce fuel consumption of heavy vehicles by 2.3%.

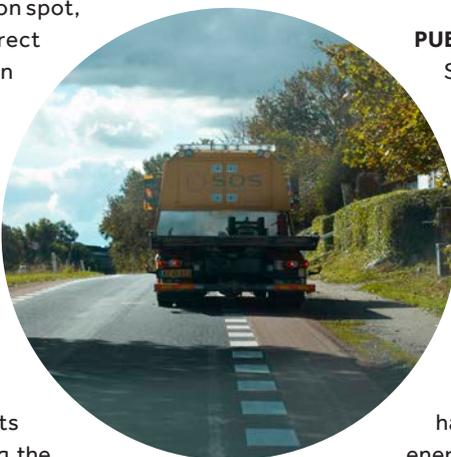
At the same time, an upcoming extension of SOS International's environmental strategy is expected to align environ-

mental objectives and improvement measures for the entire organisation.

ANTI CORRUPTION

In 2015, SOS International also implemented a new gift and representation policy in order to prevent inappropriate behaviour. This policy is an extension of SOS International's Company Code of Conduct and Supplier Code of Conduct. It contains guidelines for giving and receiving gifts as well as guidelines for participating in network arrangements and events.

Additionally, a Sponsorship and Donation Policy was implemented in 2015. The policy extends the rules outlined in the Company Code of Conduct regarding donations and sponsorships for charity purposes.



PUBLIC PARTNERSHIP

SOS International wants to be an active part of the society. Therefore, SOS International participates in the network "Green offices in Frederiksberg" which is arranged and coordinated by Frederiksberg Municipality. The aim of joining the network is to exchange ideas and be inspired by others to engage in energy saving activities and thereby improve SOS International's environmental performance. Two preliminary meetings have been held with sustainable printing and energy-efficient lighting on the agenda.

SOS International strives to purchase eco-labelled printing paper. In 2015, the company received its first environmentally friendly printed material which was printed on recycled paper and free from harmful chemicals and heavy metals. Procurement of sustainable printed matters and paper will continue in 2016. In addition, SOS International strives to replace its lighting in the offices with energy-saving LED lighting. ■