

APPENDIX 1

20th ANNIVERSARY 2000-2020

On 1 September 2020, De 5 Stjerner A/S celebrated its 20th anniversary. The board of management, matrons, head supervisors, the administration and the Operations group took part in a wonderful summer sailing trip on the good ship Lilla Dan.



APPENDIX 2

Gender-specific pay statistics - 2019

Gender-specific pay statistics are used to inform and consult workers about pay differences between men and women in the company, and they are consequential upon the Act amending the Act on Equal Pay to Women and Men.

Annual pay statistics from Statistics Denmark drawn up as gender-specific pay statistics.



Work function code (DISCO-08)	Job status	Pay gap	Number men	Number women
911240 cleaning hotels etc.	Ordinary employee	4%	497	1,482

A positive pay gap means that men have higher hourly pay than women, while a negative pay gap means that women have higher hourly pay than men.

Gender-segregated pay statistics from De 5 Stjerner A/S are prepared on the basis of the company's submissions to Statistics Denmark's annual pay statistics. When reviewing the submission, a number of employees are excluded before the gender-segregated pay statistics are prepared:

- 3 not paid according to hours worked and not be included in the gender-segregated pay statistics.
- 89 for other reasons.

The gender-segregated pay statistics cover the period 31 December 2018 to 31 December 2019.

All employees employed under a 3F collective agreement have the same pay conditions. Some employees with several years' seniority are automatically entitled to higher pay. Salaried employees are paid according to their qualifications, responsibilities, training, technical knowledge and sector standards. The management considers that men and women receive equal pay.

APPENDIX 3

WORKING ENVIRONMENT AND OCCUPATIONAL INJURIES REPORT

The goal was **no** occupational injuries in 2019/2020.

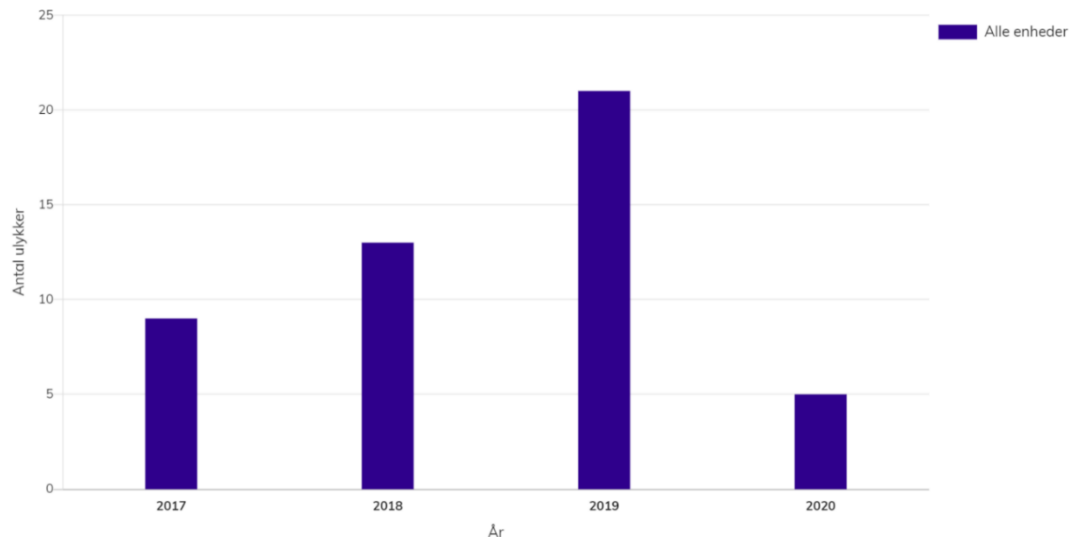
We have not been able to meet this goal, even though many employees have been at home due to COVID-19. We reported five injuries in 2020.

The following occupational injuries were reported:

2 = other injury.

1 = cut on needle.

2 = vertical movement (e.g. fall)



Source: Health and safety in your enterprise / Danish Working Environment Authority

2020 was satisfactory, even though there has been much less of work due to COVID-19.

The health and safety organisation at De 5 Stjerner A/S will continue effective and regular monitoring of health and safety at the company and ensure education and training for employees and managers, including health and safety representatives and supervisors in the health and safety organisation. In this connection, further training on our Health & Safety procedures will be launched.

The clear goal for 2021 for the health and safety organisation, including health and safety representatives and supervisors is no accidents at work.



APPENDIX 4

CORPORATE SOCIAL RESPONSIBILITY (CSR) – UN GLOBAL COMPACT

The primary business area for De 5 Stjerner A/S is cleaning hotels in Denmark.

De 5 Stjerner A/S has integrated CSR into our business model.

The Company strives to comply with the UN Global Compact initiatives, including the ten principles for CSR, see below, and the company can thus contribute to overcoming environmental and social challenges.

De 5 Stjerner A/S has implemented various CSR initiatives that, each in their own way, focus on people. We believe that all people are equal and valuable, and we believe that inclusion in communities should be promoted. One outset for our CSR work is still job development for unemployed marginalised people referred to us by job centres throughout Denmark. Among others, De 5 Stjerner A/S works with the trade union 3F Copenhagen and we have run campaigns to help the unemployed into a job to benefit the individual citizen, De 5 Stjerner A/S and society.

De 5 Stjerner A/S has an agreement with fellow group company, Bella Properties ApS on renting economical housing to both employees and other citizens. The property is located at Kongelundsvej 292 in Kastrup. Currently, one person pays DKK 2,500.00 in rent and DKK 650.00 in overheads to share a room with bathroom.

The ten principles for CSR under the UN Global Compact are:

Human rights

1. Businesses should support and respect the protection of internationally proclaimed human rights, and
2. make sure that they are not complicit in human rights abuses.

Employee rights

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,
4. support the elimination of all forms of forced and compulsory labour,
5. support the effective abolition of child labour, and
6. eliminate discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges,
8. undertake initiatives to promote greater environmental responsibility, and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

APPENDIX 5

SUSTAINABLE DEVELOPMENT - THE 17 UN SUSTAINABLE DEVELOPMENT GOALS

De 5 Stjerner A/S strives to live up to the UN Sustainable Development Goals and we have selected the following six goals as part of our business model:



- Goal 3:** Health and Wellbeing
- Goal 4:** Quality education
- Goal 5:** Gender equality
- Goal 8:** Decent work and economic growth
- Goal 12:** Sustainable consumption and production
- Goal 13:** Climate action

De 5 Stjerner A/S has implemented these goals through the following initiatives/activities and we regularly try to optimise these activities such that we can better meet the six goals.



APPENDIX 6

BUSINESS ETHICS - UN Sustainable Development Goals #4 + 5 + 8

De 5 Stjerner A/S has acceded to the collective agreement for hotels (*Hoteloverenskomsten*), and under this we have agreements with 3F Copenhagen, 3F Vejle, 3F Kongedalen, 3F Fredericia, 3F Kolding, 3F Aarhus and the 3F West Funen (3F - the United Federation of Danish Workers). The *Hoteloverenskomsten* covers all Chambermaids (m/f), Supervisors, Housemen (m/f) and Dishwashers. Furthermore, De 5 Stjerner A/S has acceded to the service collective agreement (SBA).

This agreement ensures good working conditions for company employees covered by the collective agreement, including decent jobs, quality training and gender equality.

De 5 Stjerner A/S does not use sub-suppliers, as we want to ensure that all employees receive pay according to collective agreements and work under collective-agreement terms and conditions.

De 5 Stjerner A/S is opposed to moonlighting and social dumping as they are destructive for society and undermine the company's fundamental existence.

90% of company employees are from another EU country, and the company is responsible for helping to integrate employees into Danish society.

All employees must hold work and residency permits as well as a clean criminal record.

There is a requirement that all employees speak and write English at an understandable level.

All employees must review and sign the company's Health & Safety manuals and receive practical training before they start work. De 5 Stjerner A/S works on quality management (internally referred to as "Stjernestyring"), the environment, health and safety, staff policy and training.



APPENDIX 7

Gentle chemicals - environment-certified products - UN Sustainable Development Goals # 12 + 13

De 5 Stjerner A/S seeks to reduce the environmental impact of cleaning. The company keeps a close eye on developments in cleaning agents: The company uses cleaning products certified under Den Grønne Nøgle or the Nordic Swan ecolabels and our sub-suppliers are always asked to provide sustainable services. De 5 Stjerner A/S also helps test new environmentally friendly chemicals in attempts to optimise the sustainability of the products used by the company.

De 5 Stjerner A/S uses cleaning agents that do not require hot water, and company employees are trained to reduce waste by using fewer cleaning products. Cleaning agents containing chlorine compounds and solvents, for example, have long been banned by the company. While also taking account of the quality of cleaning, we always use the gentlest chemicals, resources-saving floor cleaners, and environmentally approved cleaning agents.

DE 5 STJERNER A/S TO BE NORDIC SWAN ECOLABELLED IN 2021

The objective of the Nordic Swan Ecolabel is to reduce the total environmental impact of production and consumption. This is an ambitious and difficult goal, because it requires knowledge about where environmental problems arise in the product journey, where they are greatest, and what to do about them. Therefore, the Nordic Swan Ecolabel addresses the full life cycle. In other words, the whole product journey and the environmental problems arising underway, in order to protect people, the environment and the Earth's resources.



When we buy a product in a shop, it has already been on a long journey. First, the product has been designed. Then, raw materials have been obtained, and the product is produced by employees at a factory, which also uses energy and chemicals in processes. The next part of the journey is to package products and freight them to a shop, where consumers buy the product, take it home and use it. Finally, the product moves on to reuse, disposal or waste separation.

All these are parts of the product's journey and each part has a footprint on the environment, climate and human health. This footprint depends on the raw materials used, how the product is manufactured, and what the consumer and nature are exposed to during use.

In order for a product to receive the Nordic Swan Ecolabel, it must meet stricter requirements for phases on the journey. The strictest requirements are at phases on the journey where there is the greatest possibility to reduce the environmental impact, and the requirements depend on the product itself. Looking at the whole product journey separates the Nordic Swan Ecolabel from most of the other labelling schemes, which often look at a single part of the journey, e.g. with requirements that raw materials are grown in a specific way.

We want to make a big difference for the environment, and we only use products with the Nordic Swan Ecolabel. The small choices are the important ones, because we make so many of them, every day. By choosing products with the Nordic Ecolabel, we make a difference and we contribute to:

- ✓ Richer and cleaner nature
- ✓ Less harmful chemicals in everyday life
- ✓ Responsible use of natural resources
- ✓ A smaller climate footprint
- ✓ A sustainable future

APPENDIX 7

Gentle chemicals - environment-certified products - UN Sustainable Development Goals # 12 + 13 - continued

The Nordic Swan Ecolabel and the EU Flower Ecolabel assess the whole product lifecycle and the environmental problems arising underway in order to benefit people, the environment and the Earth's resources.



APPENDIX 7

ENVIRONMENTAL FRIENDLINESS - high quality - United Nations Sustainable Development Goals # 12 + 13

With respect to human health and the environment, De 5 Stjerner A/S has equal focus on social responsibility and the high quality of services the company offers. Because the company can influence the world in which it lives, the company also accepts its social duty to think long-term and consider the environment. De 5 Stjerner A/S takes responsibility for the environment by reducing its resource footprint with regard to consumption of energy, water, and chemicals. De 5 Stjerner A/S works innovatively in collaboration with customers and partners to develop and utilise sustainable processes and products and to ensure the quality and effectiveness of deliverables to the company's customers.

Through responsible action, De 5 Stjerner A/S demonstrates that the company considers how it earns its money, as the company uses gentle chemicals, environmentally friendly bleaches and allergy-friendly products in situations where this is an option.

Company director, John Christensen, has participated in the government's climate partnerships for service, IT and consultancy under Eva Berneke, chair and CEO of KMD.

The goal is to get the partnerships' ideas about how they can contribute to reaching the Danish 70-percent target for emissions of greenhouse gases by 2030. The report is available at www.klimaraadet.dk



APPENDIX 8

THE GENDER COMPOSITION OF MANAGEMENT - UN Sustainable Development Goal # 5

De 5 Stjerner A/S believes that diversity among employees, including equal distribution between genders, contributes positively to the working environment and enhances the company's performance and competitiveness.

De 5 Stjerner A/S has a goal and works towards equal gender representation in the company management. The current status is that 90% of "Other management positions" are filled by women. Senior management consists of one woman and two men. The board consists of two men and one woman.

With respect to employment and recruitment for management positions, the goal is that there should be both male and female candidates, even though De 5 Stjerner A/S operates in a primarily female sector. This principle applies to both internal and external job postings.



APPENDIX 9

SUPPORT FOR ORGANISATIONS | CSR - UN Sustainable Development Goal # 3

In 2020, De 5 Stjerner A/S donated support to:



Total support in 2020: DKK 55,000.00



The primary purpose of KidsAid is to create unique experiences for sick and vulnerable children and young people in Denmark.



KidsAid: Rasmus Seebach visits Rigshospitalet

De 5 Stjerner A/S has an agreement with the fellow group company Bella Properties on renting economical housing for both employees and other citizens. The property is located at Kongelundsvej 292 in Kastrup. Currently, one person pays DKK 2,500.00 in rent and DKK 650,00 in overheads to share a room with bathroom.



APPENDIX 9

SUPPORT FOR ORGANISATIONS | CSR - UN Sustainable Development Goal # 3 - continued

When the race horse owned by the parent company The JC Organization ApS won Voterlöping and the Swedish Derby in 2020 and received winnings of SEK 2.1 m, SEK 50,000.00 was donated to the youth group under Svensk Galopp AB which works with vulnerable young people from Denmark, Sweden and Norway.



APPENDIX 10

GDPR - Data protection and data security

De 5 Stjerner A/S exhibits social responsibility in its work on data protection. The company regularly optimises its procedures and systems to support responsible data protection and data security in accordance with its data protection policy and relevant data protection legislation.



DE 5 STJERNER





DE 5 STJERNER A/S
Jernholmen 39-41, 2650 Hvidovre

Have received the Nordic environmental certification
number 5076 0151

For the product group: 076 Cleaning services
I accordance with the criteria version 3.2 valid until:
30 June 2023

Nordhavn, 9. april 2021, Miljømærkning Danmark

Director Martin Fabiansen

ette certifikat omfatter de produkter
som står på det gyldige licensbevis.

Miljømærkning
Danmark

