

Mindworking Asia A/S

CVR no. 27 21 28 24

Statement on Mindworking Asia's compliance with the company's CSR policy

STATEMENT BY MANAGEMENT

The Board of Directors and Executive Board of Mindworking Asia A/S has drawn up the CSR policy for the subsidiary Graphic Associates International Ltd, Bangladesh.

The CSR policy has been drawn up in accordance with international standards, and we regard the CSR policy as complying with the conditions set out in this statement.

Dhaka, Bangladesh, 12 February 2019



Jakob Ilkjær
CEO
Mindworking Asia A/S

CSR I Corporate Social Responsibility

At Graphic Associates International Limited – established in Bangladesh, 98% owned by Mindworking Asia A/S, CVR no. DK 27 21 28 24, and 2% owned by Bangladeshi Ahmed Infotech Solutions.

Aim

The company actively integrates social and environmental responsibility into its outsourcing concept. Through aggressive use of CSR, the company wants to create and maintain goodwill so that its position and views are clear to our customers and our employees.

Staff policy

The company has produced a 'Human Resource Management Policy and Guidelines' document, which deals with all relevant issues relating to employees and management. A copy of the document is given to all new employees when they are hired. All employees must be 18 years old or over.

The company ensures that no employee is discriminated against on grounds of religion or political affiliation, or for any other reason.

The company provides its staff with office facilities of European standard (with good ergonomics, lighting, user-friendly computer monitors, air conditioning and sanitation).

Important conditions for the company's CSR Policy:

Employment contracts for all employees

37-hour working week

Food and drink fully included for all three shifts

Five weeks of holiday per year

Four-month notice period

15% pension

Extra pay for overtime work

Healthcare scheme for all employees

Appraisal interviews and set development programmes for all employees

Six months of maternity leave with full pay

Full pay during illness, irrespective of duration, for 'non-permanent' illness.

Other factors

The environmental impact of the work done at the company's office is limited. Wherever possible, energy-saving appliances are used, including lighting and IT equipment.

Supplier Code of Conduct declaration

The company adheres fully to the conditions set out in the 'Supplier Code of Conduct' declaration produced by the Danish Institute for Human Rights and the Confederation of Danish Industry. The code can be downloaded from the company's website at www.mindworkingasia.com.

Statement by independent auditor

To the readers of Mindworking Asia A/S's CSR report

We have reviewed Mindworking Asia A/S's CSR report for its subsidiary Graphic Associates International Limited. The aim is to investigate whether the report is based on documented information on working conditions for employees of Graphic Associates International Ltd in Bangladesh.

The company's management is responsible for the report. It is our responsibility to express a conclusion on that report based on our review.

Our review

We performed the review in accordance with the International Standard on Assurance Engagements and additional requirements under Danish regulations on auditors and audit firms with a view to obtaining limited assurance for our conclusion. The review consisted of enquiries with the company's management and employees, and analyses of data, statements and information. We did not perform an audit. We only examined the company's code of practice and compliance with the company's CSR policy.

We visited the subsidiary in Bangladesh in February 2019 and were given full access for the purpose of gathering documentation for the conditions reported on, including interviews with employees, photographic documentation, scrutiny of employment contracts etc. All of the company's information and documentation is available in English.

In the course of our review of pay at the company, we found there to be wide variation in pay, with each employee being remunerated based on their qualifications. We ascertained that the monthly pay of all the staff is above the minimum wage for employees in the textile industry in Bangladesh.

Conclusion

We did not become aware of circumstances that give us reason to conclude that the CSR policy report for the subsidiary Graphic Associates International Limited is not:

- Based on documented information
- In conformity with actual conditions for the subsidiary's employees in Bangladesh.

Åbyhøj, 12 February 2019

Dansk Revision Århus

Registreret revisionsaktieselskab, cvr. nr. 26717671



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