

## Realizing the UN Global Compact Advanced 2019

Vestas' Communication on Progress consists of the Annual Report 2019 combined with The Vestas Sustainability Report 2019. Both documents are uploaded to UN Global Compact.

This document provides a self-assessment of how Vestas' Communication on Progress lives up to the advanced level by providing references to the two reports.

Reporting	Component	UNGC Suggested best practice	Vestas practice
COP description	How is the accuracy and completeness of information in your COP assessed by a credible third-party?	Information is reviewed by multiple stakeholders (e.g., representatives of groups prioritized in stakeholder analysis)	
		Information is reviewed by a panel of peers (e.g., members of the same industry, competitors, benchmarked leaders, others organized via Global Compact Local Network)	Reviewed by peers in Global Compact Nordic Network
		Information is assured by independent assurers (e.g., accounting or consulting firm) using their own proprietary methodology	
		Information is assured by independent assurers (e.g., accounting or consulting firm) against recognized assurance standard (e.g., ISAE3000, AA1000AS, other national or industry-specific standard)	Annual Report 2019, p 114
		Other established or emerging best practices	
	The COP incorporates the following high standards of transparency and disclosure	Applies the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines	
		Is 'in accordance – core' with GRI G4	
		Is 'in accordance – comprehensive' with GRI G4	
		Applies elements of the International Integrated Reporting Framework	
		Provides information on the company's profile and context of operation	<a href="#">Corporate governance</a> Annual Report 2019, pp 8-9, 10-14, 18-33, 104-105

Reporting	Component	UNGC Suggested best practice	Vestas practice
COP description	Which of the Sustainable Development Goals (SDGs) do the activities described in your COP address?	SDG 4: Ensure inclusive and equitable education and promote lifelong learning opportunities for all	Annual Report 2019, pp 41, 43-44 Sustainability Report 2019, pp 22-26
		SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all	Annual Report 2019, pp 10-12 Sustainability Report 2019, pp 6-7, 29
		SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Annual Report 2019, pp 43-44 Sustainability Report 2019, pp 22-26
		SDG 12: Ensure sustainable consumption and production patterns	Annual report 2019, pp 39-40 Sustainability Report 2019, pp 28-30, 33
		SDG 13: Take urgent action to combat climate change and its impacts	Annual report 2019, p 35-36, 39-40 Sustainability Report 2019, pp 12-13, 16, 33
		SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development	Annual Report 2019, pp 36-37 Sustainability Report 2019, pp 14-16
	With respect to your company's actions to advance the Sustainable Development Goals (SDGs), the COP describes	Opportunities and responsibilities that one or more SDGs represent to our business	Annual Report 2019, p 41 Sustainability Report 2019, pp 12-16, 40
		Where the company's priorities lie with respect to one or more SDGs	Annual Report 2019, p 41 Sustainability Report 2019, pp 12-16, 40
		Goals and indicators set by our company with respect to one or more SDGs	Annual report 2019, pp 36-37, 40 Sustainability Report 2019, pp 12-16, 40
		How one or more SDGs are integrated into the company's business model	Annual Report 2019, pp 10-12
		The (expected) outcomes and impact of your company's activities related to the SDGs	Annual report 2019, pp 36-37, 40 Sustainability Report 2019, pp 12-16, 40
		If the company's activities related to the SDGs are undertaken in collaboration with other stakeholders	Annual report 2019, pp 36-37, 40 Sustainability Report 2019, pp 12-16, 40
		Other established or emerging best practice	

Dimension	Criterion	UNGC Suggested best practice	Vestas practice
Implementing the Ten Principles into Strategies and Operations	1: The COP describes mainstreaming into corporate functions and business units	Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc.) ensuring no function conflicts with company's sustainability commitments and objectives.	Sustainability Report 2019, pp 10, 37-38
		Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy.	Sustainability Report 2019, pp 10, 16, 37-38
		Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary.	Sustainability Report 2019, pp 10, 37-38
		Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs.	Annual Report 2019, p 36 Sustainability Report 2019, p 16
		Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts.	Sustainability Report 2019, pp 10, 37-38
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	2: The COP describes value chain implementation	Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts.	Annual Report 2019, pp 38, 40 Sustainability Report 2019, pp 27-28
		Communicate policies and expectations to suppliers and other relevant business partners.	Annual Report 2019, pp 38, 40 Sustainability Report 2019, pp 27-28
		Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence.	Annual Report 2019, pp 38, 40 Sustainability Report 2019, pp 27-28
		Undertake awareness-raising, training and other types of capability building with suppliers and other business partners.	Annual Report 2019, pp 38, 40 Sustainability Report 2019, pp 27-28
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	

Issue Area	Criterion	UNGC Suggested best practice	Vestas practice
<b>Robust Human Rights Management Policies &amp; Procedures</b>	<b>3: The COP describes robust commitments, strategies or policies in the area of human rights</b>	Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g. the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRE5 + ARE 1 + ARE 5)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)	Annual Report 2019, p 38 Sustainability Report 2019, p 38
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	<b>4: The COP describes effective management systems to integrate the human rights principles</b>	Process to ensure that internationally recognized human rights are respected	Annual Report 2019, p 38, 40
		On-going due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3)	Annual Report 2019, p 38, 40 Sustainability Report 2019, p 27-28, 38
		Internal awareness-raising and training on human rights for management and employees	Annual Report 2019, p 38 Sustainability Report 2019, p 27
		Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE4 +ARE4)	Annual Report 2019, p 38-39
		Allocation of responsibilities and accountability for addressing human rights impacts	Sustainability Report 2019, p 37-38
		Internal decision-making, budget and oversight for effective responses to human rights impacts	Sustainability Report 2019, p 37-38
		Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)	Annual Report 2019, p 38, 40 Sustainability Report 2019, p 27-28, 38
		Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Other established or emerging best practices Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	<b>5: The COP describes effective monitoring and evaluation mechanisms of human rights integration</b>	System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Monitoring drawn from internal and external feedback, including affected stakeholders	Annual Report 2019, p 38
		Leadership review of monitoring and improvement results	Sustainability Report 2019, p 37
		Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4)	Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
		Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)	Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
		Outcomes of integration of the human rights principles	Sustainability Report 2019, p 28, 35-36
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	

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Robust Labour Management Policies & Procedures	6: The COP describes robust commitments, strategies or policies in the area of labour	Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	Annual Report 2019, p 38 Sustainability Report 2019, p 27, 38
		Reflection on the relevance of the labour principles for the company	Annual Report 2019, p 38
		Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (international, sectoral, national).	Annual Report 2019, p 38 Sustainability Report 2019, p 27, 38
		Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	Annual Report 2019, p 40 Sustainability Report 2019, p 28
		Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation	Annual Report 2019, p 38 Sustainability Report 2019, p 27, 38
		Participation and leadership in wider efforts by employers' organizations (international and national levels) to jointly address challenges related to labour standards in the countries of operation, possibly in a tripartite approach (business – trade union – government).	
		Structural engagement with a global union, possibly via a Global Framework Agreement	
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
		7: The COP describes effective management systems to integrate the labour principles	Risk and impact assessments in the area of labour
	Dialogue mechanism with trade unions to regularly discuss and review company progress in addressing labour standards		
	Allocation of responsibilities and accountability within the organisation		Sustainability Report 2019, p 37
	Internal awareness-raising and training on the labour principles for management and employees		Sustainability Report 2019, p 38
	Active engagement with suppliers to address labour-related challenges		Sustainability Report 2019, p 28
	Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers		Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
	Other established or emerging best practices		
	Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff		
	8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration	System to track and measure performance based on standardized performance metrics	Annual Report 2019, p 34-37, 40
		Dialogues with the representative organization of workers to regularly review progress made and jointly identify priorities for the future	
		Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Outcomes of integration of the Labour principles	Sustainability Report 2019, p 27-28, 38
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	

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Robust Environmental Management Policies & Procedures	9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	Reference to relevant international conventions and other international instruments (e.g., Rio Declaration on Environment and Development)	Annual Report 2019, p 38 Sustainability Report 2019, p 38
		Reflection on the relevance of environmental stewardship for the company	Annual Report 2019, p 35
		Written company policy on environmental stewardship	Sustainability Report 2019, p 38
		Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	Annual Report 2019, p 38 Sustainability Report 2019, p 28, 38
		Specific commitments and goals for specified years	Annual Report 2019, p 36, 39-40 Sustainability Report 2019, p 16, 29-30, 33
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	10: The COP describes effective management systems to integrate the environmental principle	Environmental risk and impact assessments	Sustainability Report 2019, p 32, 38
		Assessments of lifecycle impact of products, ensuring environmentally sound end-of-life management policies	Annual Report 2019, p 39 Sustainability Report 2019, p 29-31
		Allocation of responsibilities and accountability within the organisation	Sustainability Report 2019, p 37-38
		Internal awareness-raising and training on environmental stewardship for management and employees	Sustainability Report 2019, p 23
		Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	System to track and measure performance based on standardized performance metrics	Annual Report 2019, p 34, 36 Sustainability Report 2019, p 29-34
		Leadership review of monitoring and improvement results	Sustainability Report 2019, p 37
		Process to deal with incidents	Sustainability Report 2019, p 38
		Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Outcomes of integration of the environmental principles	Annual Report 2019, p 34, 39 Sustainability Report 2019, p 29-34, 41
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	

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Robust Anti-Corruption Management Policies & Procedures	12: The COP describes robust commitments, strategies or policies in the area of anti-corruption	Publicly stated formal policy of zero-tolerance of corruption (D1)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes (B2)	Sustainability Report 2019, p 27-28, 38
		Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Detailed policies for high-risk areas of corruption (D4)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Policy on anti-corruption regarding business partners (D5)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	13: The COP describes effective management systems to integrate the anti-corruption principle	Support by the organization's leadership for anti-corruption (B4)	Sustainability Report 2019, p 38
		Carrying out risk assessment of potential areas of corruption (D3)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Actions taken to encourage business partners to implement anti-corruption commitments (D6)	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7)	Sustainability Report 2019, p 37-38
		Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)	Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
		Internal accounting and auditing procedures related to anticorruption (D10)	
		Other established or emerging best practices Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption	Leadership review of monitoring and improvement results (D12)	Sustainability Report 2019, p 37
		Process to deal with incidents (D13)	Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
		Public legal cases regarding corruption (D14)	
		Use of independent external assurance of anti-corruption programmes (D15)	
		Outcomes of integration of the anti-corruption principle	Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
Other established or emerging best practices			
Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff			

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Taking Action in Support of Broader UN Goals and Issues	15: The COP describes core business contributions to UN goals and issues	Align core business strategy with one or more relevant UN goals / issues.	Annual Report 2019, p 41
		Develop relevant products and services or design business models that contribute to UN goals / issues.	Annual Report 2019, p 9-12 Sustainability Report 2019, p 29-31
		Adopt and modify operating procedures to maximize contribution to UN goals / issues.	Annual Report 2019, p 41 Sustainability Report 2019, p 29-31
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	16: The COP describes strategic social investments and philanthropy	Pursue social investments and philanthropic contributions that tie in with the core competences or operating context of the company as an integrated part of its sustainability strategy.	Sustainability Report 2019, p 35-36
		Coordinate efforts with other organizations and initiatives to amplify – and not negate or unnecessarily duplicate – the efforts of other contributors.	Sustainability Report 2019, p 35-36
		Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups.	Sustainability Report 2019, p 35-36
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	17: The COP describes advocacy and public policy engagement	Publicly advocate the importance of action in relation to one or more UN goals / issues.	<a href="#">Political affairs</a>
		Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals / issues.	Sustainability Report 2019, p 14
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	18: The COP describes partnerships and collective action	Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy.	Sustainability Report 2019, p 14 -15
		Join industry peers, UN entities and/or other stakeholders in initiatives that contribute to solving common challenges and dilemmas at the global and/ or local levels with an emphasis on initiatives that extend the company's positive impact on its value chain.	Sustainability Report 2019, p 38 <a href="#">Active member of PACI taskforce</a>
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	



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Corporate Sustainability Governance and Leadership	19: The COP describes CEO commitment and leadership	CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact.	Sustainability Report 2019, p 6
		CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards.	Sustainability Report 2019, p 6
		CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation.	Sustainability Report 2019, p 6
		Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team.	
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	20: The COP describes Board adoption and oversight	Board of Directors (or equivalent) assumes responsibility and oversight for long term corporate sustainability strategy and performance.	Sustainability Report 2019, p 38
		Board establishes, where permissible, a committee or assigns an individual Board member with responsibility for corporate sustainability.	
		Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress).	Board approves Annual Report
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	21: The COP describes stakeholder engagement	Publicly recognize responsibility for the company's impacts on internal and external stakeholders.	Sustainability Report 2019, p 39
		Define sustainability strategies, goals and policies in consultation with key stakeholders.	
		Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance.	Sustainability Report 2019, p 39
		Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'.	Annual Report 2019, p 38-39 Sustainability Report 2019, p 28
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	

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ANNEX: Business & Peace	The COP describes policies and practices related to the company's core business operations in high-risk or conflict-affected areas	Information on how policies, strategies and operating practices have been adapted to the specific high-risk/conflict context based on due diligence	Sustainability Report 2019, p 35-36
		Adherence to best practices even where national law sets a lower standard, including in the management of security services	
		Management of the supply chain to avoid contributing to conflict through purchasing decisions and practices	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	The COP describes policies and practices related to the company's government relations in high-risk or conflict-affected areas	Assessment of opportunities for constructive engagement with government actors in order to support peace	
		Measures undertaken to avoid complicity in human rights violations by government actors	
		Management practices aimed at preventing corrupt relationships with government officials	Annual Report 2019, p 38 Sustainability Report 2019, p 27-28, 38
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	
	The COP describes local stakeholder engagement and strategic social investment activities of the company in high-risk or conflict-affected areas	Assessment of opportunities for constructive engagement with government actors in order to support peace	
		Stakeholder engagement mechanisms across company and contractor operations	Sustainability Report 2019, p 35-36
		Approaches to stakeholder engagement involving civil society, international organizations, etc	Sustainability Report 2019, p 35-36
		Actions toward constructive and peaceful company-community engagement	Sustainability Report 2019, p 35-36
		Sustainable social investment projects	Sustainability Report 2019, p 35-36
		Other established or emerging best practices	
		Any relevant policies, procedures, and activities that the company plans to undertake to fulfil this criterion, including goals, timelines, metrics, and responsible staff	