



Corporate Social Responsibility Policy

At First United we believe that we all have an impact and that we can all make a difference. Further, we believe that everybody (both the company as such but also the employees) should take responsibility to secure that we conduct our business taking care of CSR and sustainability.

When we conduct our business we inter alia aim at following the ten principles in the UN Global Compact which are based on internationally recognized conventions on Human Rights, Worker Rights, the environment and on combating corruption.

We work internally with the following:

- We see diversity as an advantage and we do not discriminate in respect of employment and occupation
- We uphold the freedom of association
- Recycling: we comply with the public recycling system on paper, glass, cardboard, electrical equipment
- Water and energy conservation: We make use of new technologies that can help us minimize our use of energy and water.
- We use technology to decrease our printing to a minimum and we store our data in the Cloud instead of printing and keeping hard copies
- We do not use air conditioning
- All employees are proud to use public transportation or bike instead of driving by private cars
- We strive to buy and eat as much food produced ecologically and locally as possible

We work externally with the following:

- We work against corruption and bribery. We only do business with trusted partners
- We continuously ask and hold a dialogue with our suppliers regarding their environmental efforts
- We promote suppliers with environmental policies (we have several hotels and transportation companies that work hard on reducing their environmental impact)
- We promote other forms of transfers such as boat, train, bicycle and walking
- We try to reduce transfers by carefully planning each event logistically
- All our coaches are less than 8 years old and thereby have less environmental impact
- Our preferred taxi supplier picks environmental cars for our bookings as much as available



First United economically supports:



Sagapo Children's Foundation

Sagapo Children's Foundation is a humanitarian organization dedicated to working with children, families and their communities worldwide to reach their full potential through education. Sagapo commits in creating awareness to transform lives and restore hope. By educating the children of today, we envision positive change in current communities, and encourage the passing on of their knowledge to future generations.

Sixty-seven million primary school-age children around the world are not enrolled in school. Lack of education puts these children at a greater risk for exploitation, early marriage, racism, violence, and drastically decreases down their expected income. Our mission is to create a better learning environment for children and increase awareness among their parents, communities, and governments about the necessity and importance of proper education.

We commit to honour the right for all children to have access to education, so they have the chance to evolve and excel. Our respect and deep love for children are the driving force for our cause. Our efforts revolve around our belief that education is the only method of eradicating poverty internationally, and you can trust that our goal is that monies and efforts of all actually get to the children in need.

For more information visit: www.sagapo.org