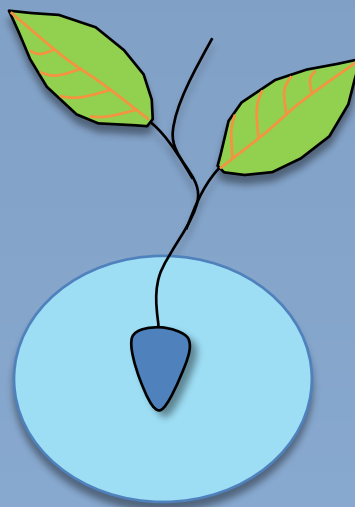


Healthy children in a healthy world

Development and implementation of
Corporate Social Responsibility in
Copenhagen Fertility Center



Development and implementation of CSR in Copenhagen Fertility Center

Introduction and background

The initial idea of adopting a Corporate Social Responsibility (CSR) strategy were sparked by a growing concern about the kind of world that we offer the children we have helped to life.

Many share this concern

In a society with an increasing demand for sustainable development and a world population that is rising towards an unsustainable level, a company using large amounts of resources on enabling more people to have children needs to be able to justify their actions on more levels than before.

Worldwide investors increasingly prefer companies with strong CSR profiles, and in many countries, national legislation is following this trend. In Denmark all larger companies have since 2009 been required to report on their social and environmental impact every year. This requirement is set to cover more and more companies in the future. Small and medium-sized companies are also experiencing an increasing consumer driven demand for sustainable products and services.

An interview survey conducted amongst 200 randomly selected patients showed a strong interest in the Copenhagen Fertility Center (CFC) work with CSR.

69% were either positive or very positive about sustainability and social responsibility actions and would favor a clinic working with a focus on sustainability, if quality and service levels were the same.

65 % stated they would recommend a clinic to others based on their focus on sustainability and social responsibility. This result does not only show the support of CSR among our patients, it also indicates a strong potential for a positive differentiation and following increased market share.

Beginning with small steps and a good story

When embarking on CSR the first thing you need is a framework story that links your business actions to your values and justify your existence in both a local and a global context.

At CFC we believe that when we help bringing children into this world, we should also do our best to secure that they are healthy and have a good world to grow up in. We therefore adapted the slogan **“Healthy children in a healthy world”** as headline for our work with CSR.

A CSR strategy should aim at neutralizing any negative effects from the company on environment and society, both on a local and a global level. However a complete neutralization is a long-term goal that can seem very costly if not impossible.

Nevertheless starting with a critical view upon ourselves and understanding our work in a larger context is a good start that may lead to many useful things. Sustainability is comprised of three pillars environmental, social, and economic.

A potential economic benefit and a possibility for actually making a difference especially with a united effort in our organization.

The process

To embark on a CSR process in CFC we have used a guide developed by the Danish Business Agency, adapted it to our situation and integrated the UN Sustainable Development Goals (SDG). It consists of a manual and a toolkit for a simple 4-step strategy process with focus on CSR. Each step has a number of steps described in the toolkit. A simple outline of the process is showed below:



To undertake the process it was chosen to assemble a task force consisting of the laboratory manager, a PR manager with healthcare background, and CSR-expert hired from outside.

This task force have been running the process and included both leaders and employees in the debate and the decisions.

1. Analyses

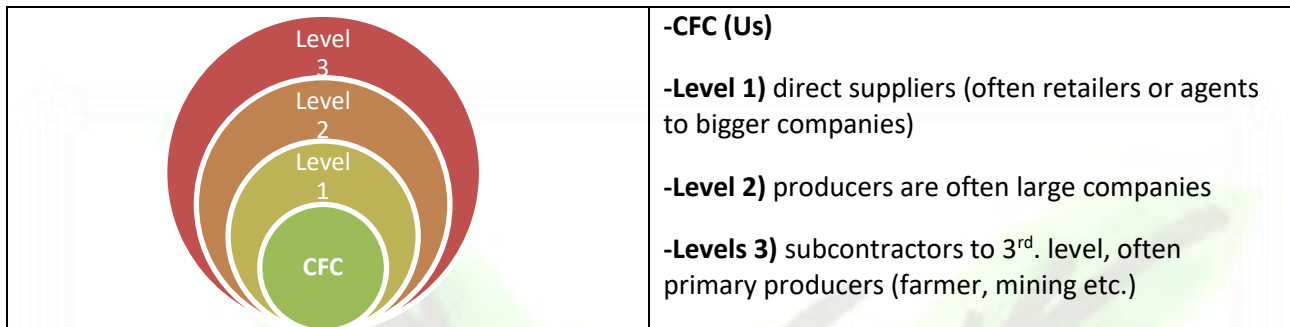
Early in the analytic process (step 1), it became apparent that CSR amongst fertility clinics or medical clinics in general was almost none existing.

This meant that many of the analytic tools had to be readjusted, but also that we were in a *first mover position* and free to choose our areas of focus and set the bar for others to follow.

1.1 Risk analyses and mapping of existing practice

Value chain and suppliers

In order to know what impact a company has on its environment, one needs to get an idea of where its supplies come from. The levels in a supply chain are illustrated below.

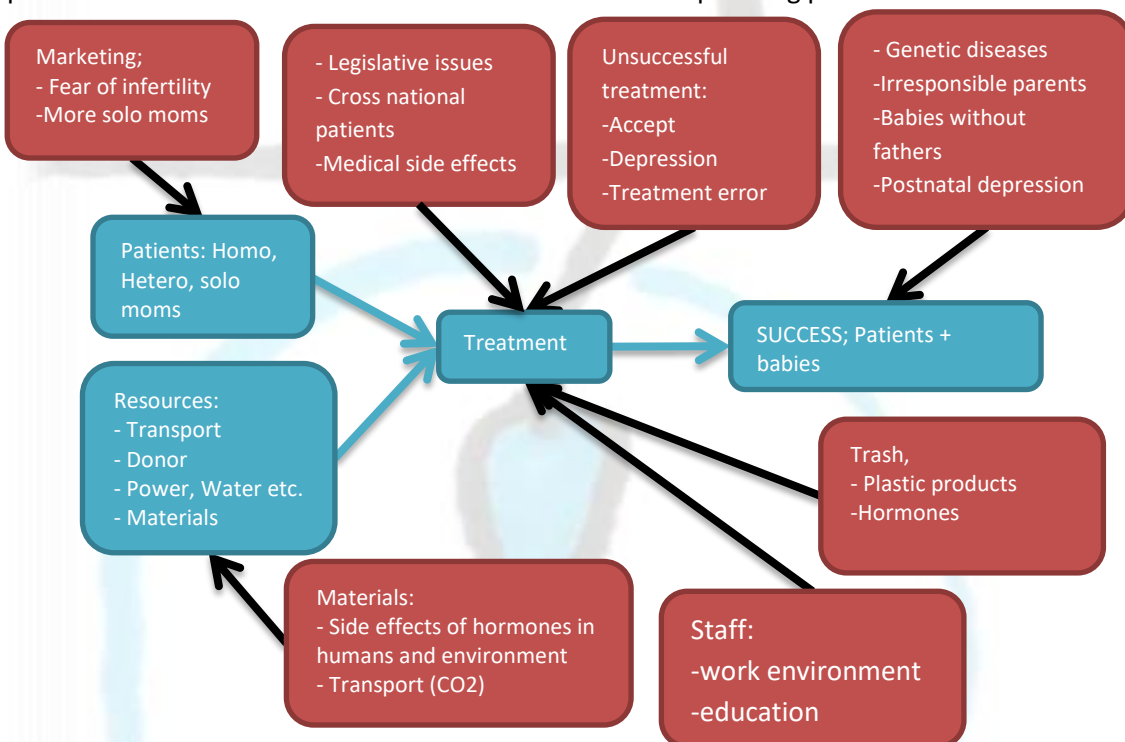


Initially we have been concentrating on level 1, expansion to include level two or three may be relevant at a later stage.

CFC's Value and supply chain

The purpose of identifying one's own value and supply chain is to see if there may be any problematic issues in the way the clinic operates or among its suppliers (Corruption, environmental or human rights violations etc.).

The figure below illustrates a rough overview of some of the points identified. This initial brainstorming process have been useful to establish the mindset for the pursuing process.



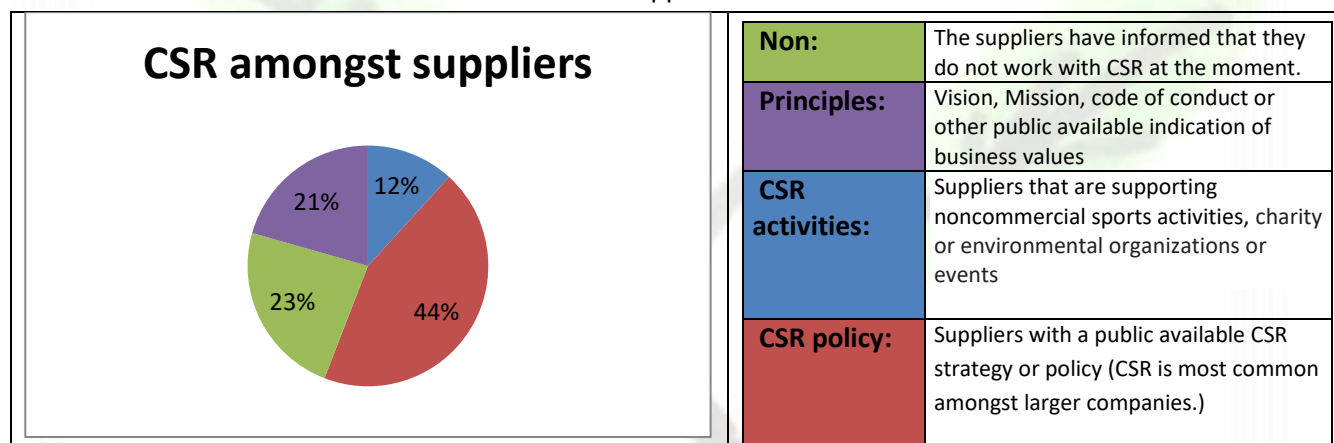
CSR amongst suppliers

A central part of working with CSR is managing suppliers to make sure that the company is not indirectly contributing to the issues it is seeking to eliminate. (Corruption, human rights and environmental violations etc.) At this early stage in the work with CSR, it was decided only to look at level one private suppliers (35 companies see Annex 2), and create an overview by checking for any CSR activities on their homepages or contacting them via email.

The underlining assumption is that a company with a CSR policy of their own is also likely to have a critical view of where their raw materials come from.

This however is of course no guarantee, for example; all pharmaceutical companies producing the medicine used in the clinic have CSR-strategies, though some may also have a questionable reputation.

The result can be seen below and a full list of all 35 suppliers can be seen in Annex 2:



One of the more important suppliers (European Sperm Bank) decided to start working with CSR themselves inspired by our request for information. We have offered them our help in this project and are expecting an even better collaboration.

1.2 CSR in current business operation

A systematic review of the clinics programs, procedures and policies, revealed a large number of smaller initiatives that can be categorized as CSR. CFC has for example a tradition of sponsoring various sports events and treating low-income patients at a reduced price. The choice of being ISO 9001 certified is also an efficient step in combating corruption, and the work done on promoting *mild stimulation* could have a great effect on environment and patients. The collaborative effort for an anti-corruption strategy in Eugin as well as regular audits within the Eugin Group are also steps in right direction.

1.3 Peer review

In the peer review the homepage of all Danish and some regional public competitors (Fertility clinics) were controlled for any information relating to CSR.

This however did not reveal any CSR activities, but did show a widely spread use of acupuncture, and an almost complete absence of fertility services focused on men.

This discovery led to the opening of a new section in our clinic that specializes in male infertility, and increased integration of acupuncture in our treatments and marketing efforts.

Though not strictly related to CSR, it still goes well along with our focus on gender equality and mild stimulation.

1.4 Stakeholder analyses

A stakeholder analysis was carried out in order to determine what stakeholders to focus on during the startup phase of the CSR analysis of CFC. Under the Criteria, *High strategic importance and good options for influence*, the following stakeholder groups were identified:

Green and medical NGO's, Pharmaceutical industry, Government institutions, Competitors, Employees, Patients, Media, Suppliers, Eugin and NMC.

From this group it was assessed that the following five would be the most crucial in initial analysis of our CSR strategy in CFC;

- **Employees;** without the support and the creative power of the employees no change can be made.
- **Patients;** if the patient's react negatively towards CSR and the new strategy, it will be difficult if not impossible to continue.
- **Suppliers;** keeping track of where our resources come from and what things we indirectly causes, is an essential part of CSR.
- **Eugin (and NMC);** as investors and primary cooperation partners the support and involvement of the mother organization is critical for integrity, success and effect of the CSR strategy.
- **Media;** internal and external communication is essential in any process of change.

2. Conversion to UN sustainable development goals

The analysis phase brought up a large number of smaller CSR activities and underlined the importance of having a green profile.

CFC has in the later years been working to reduce the amount of medicine in the treatments (Mild stimulation), as well as researching in the psychological effects of infertility amongst the patients. Both initiatives are examples of the high sense of responsibility for patients and the surrounding society. However, there is no coherent topic especially related to the fertility clinics that a CSR strategy can be based on.

The small-scale sponsorships and local charity that CFC is currently supporting may be essential for a small group of people and important for employees and how the clinic is perceived in the surrounding community. However in most cases they lack the link to a larger goal such as contributing to a better world for future generations.

To make up for this, it was decided to include the UN Sustainable Development Goals (SDG, see below) as basis for the future CSR-strategy.

Sustainable Development Goals



The UN Sustainable Development Goals (SDGs) consists of 17 overall goals as can be seen above, which commit all UN 193 member states to fight poverty and hunger in the world, reduce inequalities, ensure good education and better health for all, decent jobs and more sustainable Economic growth. They also focus on promoting peace and security and strong institutions, and on strengthening international partnerships. (For details, see [The 2030 Agenda for Sustainable Development.](#))

Each goal have a number of targets or sub-goals that specify the actions that needs to be taken to fulfill a goal. In this report, target/ sub-goal are marked with the number of the SDG first and the number of the target after: ex. 3.8. (For more examples, see Annex 1).

This decision unlocks a number of advantages:

- There is a “UN guarantee” that you work with an important topic
- The SDG logos and messages are widely recognized and you become associated with them and the movement they stand for
- A well-defined CSR-frame and goals helps the internal and external corporation and communication

Identification and prioritizing of SDG

The process of aligning the CSR effort with the UN Sustainable Development Goals was initiated with a systematic review of all 17 SDG with their subsequent sub-goals and indicators by the task force.

The goals with most potential were shortlisted and can be seen in (Annex 1).

Goals and sub-goals from this list were subsequently weighted in terms of importance for stakeholders and business success by plotting each one into a priority scheme, for graphic reasons only the sub-goals are shown in the chart below.



The final selection where made based on a number of criteria formulated by task force and leadership:

- Goals that are supported by the very existence of the clinic, are to be prioritized
- Easy and fast to initiate Local and global perspectives (goals that can be worked with in both a local and a global setting)
- Ambitious (including at least one goal that will require a significant effort to reach)
- Differentiating (goals that may not have a direct relation to the clinic but have a strong signal value)

This resulted in the following three primary SDG target areas and three areas which potentially can be included later or as a part of a joint project. The selection is mostly based on the sub-goals that can be seen under each SDG in Annex 1.

3. Good health and well-being: Ensure healthy lives and promote well-being for all people at all ages.

5. Gender equality: Achieve gender equality and empower all women and girls.

12. Responsible consumption and production:
Ensure sustainable consumption and production patterns.



In addition, SDG 4, 15 or 17 could be relevant as well, especially in an international setting or joint effort with others.

SDG 3 and 5 are particularly interesting, since many of the sub-goals are about securing reproductive health and rights along with empowering women to take their own decisions regarding family planning. In this way the very existence and much of the work done at and in association with our clinic is straight in line with SDG 3 and 5. Though much of UN's aim is to reduce the number of unwanted pregnancies especially in vulnerable regions, fertility clinics working in areas with both declining fertility and birth rates are in many respects equally important.

SDG 12 represents many of the things we as consumers can do to help fighting against climate change and overuse of our resources. Working with SDG 12 will require more effort, but many small things can easily be done to get the process started. We are already in the process and as an example; we have a new policy on procuring sustainable alternatives to many of our day-to-day supplies.

Working for a greater purpose

An increase in motivation and a sense of identity both on an individual and organizational level is an often seen side effect, when the narration is changed and a business operation is seen in the light of its contribution to a greater purpose. Many times, it is a question of how a company is telling its story and how it perceives itself. An example is our donor programs, which from a biological point of view can be seen as maintenance of genetic diversity, which is the key to secure resilience and adaptation to different environments in many species including humans as well as providing the right for a women to conceive a baby.

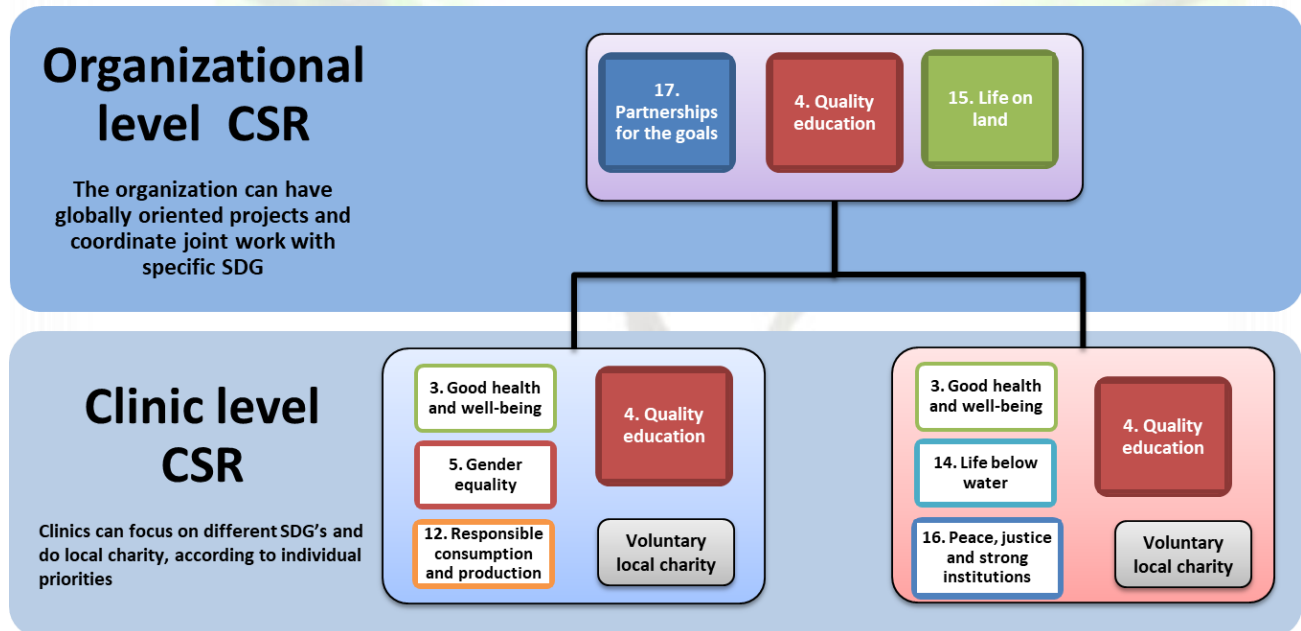
Assisted reproduction have aspects that are contributing to some of the major challenges this world is facing, while at the same time it is likely to hold one of the keys to our long-term survival.

As a result of this analysis a draft of CFC's future CSR- vision is summarized in a CSR-policy document at the end of this report.

Aspects for a future joint CSR model with the Eugin organisation

A joint CSR strategy based on the UN SDG could also be implemented in Eugin's clinics or as part of the organization. In addition to the benefits mentioned in the example of CFC, it could also promote synergy amongst the clinics and multiply the impact on environment and sociality.

An example of a joint CSR model could look like this:



1. An organizational level (Eugin as an organization), can focus on a few SDG targeting global issues outside of the organization and coordinate joint work with specific SDG amongst the clinics promoting synergy. Examples of future joint projects that could be:
 - *"All have the right to the children they wish for"*; A joint project with ex. a local or international NGO working with family planning in a third world country.
 - *"One life one tree"*; Arranging for a tree to be planted for every child the clinic/organization has assisted bringing to life. Planting trees have a strong symbolic value and it is an efficient way to fight deforestation or desertification, thus contributing to a better world. As an extra bonus many tree species can easily sequester the amount of CO₂ it takes the clinic to "produce" a baby, and thereby potentially making it "CO₂-neutral".
2. A Clinic level, where the single clinic (or a smaller group belonging to the same sub-organization), have three or more SDG they focus on in their everyday work. Their own SDG can differ depending on what issues being most important locally. Each clinic is also free to maintain their local charity, but this should be secondary, since it does not support a united CSR effect that promotes the whole organization.

Summary and conclusion

During the process of developing a coherent and fulfilling Corporate Social Responsibility strategy, we have through a systematic review of our business's current procedures and operation gained a rewarding inside knowledge on how it can be related to contemporary approaches to CSR. Along this process we have obtained better understanding of our business and its interaction with environment and society.

Our analysis have concentrated on:

- CSR aspects and risks in our current business operation
- Issues in our supply and value chain
- Applicable CSR trends and status amongst our competitors
- Reaction to CSR in the market and amongst employees and patients
- Benefits and challenges of Integrating the UN Sustainable Development Goals
- Approaches to NMC/EUGIN collaboration

Our main findings have been:

- There is an increasing pressure from the general society and at the political level for companies to become more sustainable and work with their social and environmental responsibility.
- There are currently few if any of the fertility clinics competing with CFC that have a CSR policy or strategy.
- A major part of the current patients at CFC is positive towards sustainability and picking a fertility clinic with a CSR profile.

On this background, we conclude:

- A clinic like CFC has already embarked with several of the UN Sustainable Development Goals and has favorable options for dealing with their sustainability wise problematic issues. This provides a good basis for a rewarding work with CSR.
- We estimate that CFC will benefit from engaging in CSR in terms of an increase in market share due to appealing to more patients and better basis for marketing.
- A joint CSR strategy with Eugin is likely to enhance the benefits by increasing integrity and effect of CSR activities.

Perspectives of a joint CSR strategy

The process of developing and implementing a CSR strategy in CFC has resulted in a considerable knowledge and experience on the subject. The process has also shown how CSR and sustainable thinking is more and more in demand amongst society and patients, but so far hardly any businesses in the world of ART have taken the step to implement CSR into their management system. We propose that the entire Eugin organization be first mover in implementing CSR in the organization thereby both contributing to a more sustainable and social responsible future but also creating a competitive advantage in an area that is more and more important for our patients.

Action plan for CFC:

| 3 GOOD HEALTH AND WELL-BEING  | Our aim | Activity | KPI | Deadline | Task responsible |
|---|--|---|--|----------|------------------|
| 3.7) By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning, information and education, and the integration of reproductive health into national strategies and programmes | Prevent infertility caused by diseases, lifestyle and environmental factors | informing 500.000 people of health risks that can lead to infertility, and how they can be avoided | measured by number of people reached in information campaigns | 2021 | IB |
| | Reducing price and side effects on people and environment. | Optimizing our treatment to meet the individual needs of our patients, by incising the use of mild stimulation. Reducing the average amount of medicine used pr. patient by 30% without a drop in success rate. | Measured by the total amount of medicine used in the clinic, divided by the total number of patients. This number related to the average success rate over the 3 year time frame. Baseline 2015. | 2022 | SL |
| 3.7.1) Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods | Keeping a high level of quality of treatment and capacity, within all services provided in our clinics | The total number of patients at treated at our clinics has reached 1800 per year. 90% of the patients treated at CFC are satisfied with their treatment | measured by the total number of patients, and their satisfaction with the treatment in CFC, shown in the yearly customer evaluation. | 2023 | EF |

| 5 GENDER EQUALITY  | Our aim | Activity | KPI | Deadline | Task responsible |
|---|--|--|--|----------|------------------|
| 5.5) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life | Making the gender distribution of the staff reflecting the patient composition | The gender distribution in our leadership reflects the one amongst our patients. | Measured by the gender distribution among the personnel with leader positions | 2024 | SL |
| 5.6) Ensure universal access to sexual and reproductive health and reproductive rights (..) | Providing equal opportunities for all to be treated for infertility | An equal number of men and women being treated at CFC | Measured by the gender distribution among patients at CFC | 2024 | SL |
| 5.6.1) Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care | Prevent infertility caused by diseases, lifestyle and environmental factors. Give people the best basis for their family planning. | All women and couples have been given an extensive and science based information about their reproductive health and options for family planning | Measured by the satisfaction of the information given by CFC | 2023 | EF |
| 5.7) by Enhance the use of enabling technology, in particular information and communications technology to promote the empowerment of women | involve patients in their treatment empowering them by giving them responsibility | CFC have provided an efficient way to empower women under their treatment using modern technology | Development and implementation of an APP designed to involve patients in their treatment | 2020 | IB |

| 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | | Our aim | Activity | KPI | Deadline | Task responsible |
|--|--|--|---|---|----------|------------------|
| 12.5) By 2030 substantially reduce waste generation through prevention, reduction, recycling and reuse. | | Reducing the amount of waste generated from running the clinic | Reduce the amount of plastic used pr. patient by 20% 20% of all items used in CFC have been replaced with a sustainable / environmentally friendly alternative | Measured by the total amount of single-use plastic items used in the treatment divided by the number of patients in the year 2019 | 2023 | EF/SLL |
| 12.6) Encourage companies, especially large and transnational companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle 12.6.1) Number of companies publishing sustainability reports | | Contributing to SDG 12 by encouraging others to do the same by participating in the public debate. | By 2021 CFC have achieved compliance with ISO 26000 on sustainability By 2019 CFC will publish an annual status report on our CSR | Optaining compliance with ISO 26000 in sustainable management Making an annual report on progress on CSR | 2023 | FL |
| 12.7) Promote public procurement practices that are sustainable in accordance with national policies and priorities | | Making sure that our ambitions of running our clinic in a more sustainable way is supported by the materials we use. | Introducing a procurement policy and ensure that 90% of all suppliers used by CFC have a CSR policy | ambitions measured by the number of suppliers that can show a CSR policy when requested | 2021 | EF/FL |
| 12.8) By 2030 ensure that people everywhere have the relevant information and awareness of sustainable development and lifestyles in harmony with nature | | Communicate our CSR strategy and initiatives to inspire others | Ambitions: Use our CSR strategy and initiative actively in the communication about our clinic and in the contexts we work in. | Ambitions measured by the number of people that have looked at our CSR information on homepage or other social media | 2022 | IB |

Examples of Action plans for joint projects

| 4 QUALITY EDUCATION | | Our aim | Activity | KPI | Deadline | Task responsible |
|---|--|--|--|--|----------|------------------|
| Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all | | Provide men and in particular woman with valuable skills and high quality education to support our organisation and the whole healthcare sector with all the benefits it has for sociality | Facilitate and participate in the education of XXX specialists in assisted reproduction in an international cooperation. | Measured by the number of students and employees that graduate from one of Eugin's programs, seminars or courses. | 20XX | XXX |
| 15 LIFE ON LAND | | Our aim | Activity | KPI | Deadline | Task responsible |
| 15.3) By 2030 fight desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world | | Use the significant environmental and symbolic value of bringing life back to degraded lands to illustrate our willingness to work for the future of our children. | Support or arrange for planting of a number of trees equalling the number of children the organization have assisted making in a year. | Number of trees planted in a predefined area classified as degraded or vulnerable to desertification that we have payed for. | 20XX | XXX |

CSR-policy for Copenhagen Fertility Center

Healthy children in a healthy world

Copenhagen Fertility Center is a company with strong bonds both in the local region as well as to our international partners with whom we share both knowledge and patients. With our CSR initiatives we hope to inspire by example, so that our effort may lead to an impact both locally and globally.

Sustainability is a long-term balance of three pillars; environmental, social, and economic. We have focused our work with CSR on three areas each representing a UN's Sustainable Development Goal:



The heart of our values;

Reproductive health and rights for all form the very core of our business. At Copenhagen Fertility Center we have dedicated ourselves to enable those who desire it to have the children they wish for. We help alleviate or omit the causes of infertility and invest in research to make sure that the children we have assisted making are no less healthy than the ones that are made without assistance.

No matter what sexual orientation, ethnicity or social status if people are willing and capable of lifting the responsibilities of parenthood, our purpose is to help them.



Empowering patients

The ability to reproduce oneself and secure next generation is vital for all living beings and a central part of every human culture that ever existed. Even though family patterns have changed and our impact of the environment is the cause of many problems to our fertility, the gift of reproduction is no less important in our modern world today.

At Copenhagen Fertility Center we understand the responsibilities that modern technology has given us. We use it to empower both men and women, enabling them to take their own decisions regarding their reproduction and health.

We see our purpose as keepers of diversity, reproductive equality and rebalancing some of the negative impacts on fertility.



Working for a sustainable world

At Copenhagen Fertility Center we enable people to have children they would not otherwise be able to have. We feel that this gives us an obligation to contribute securing that these children will have a good world to grow up in. We will therefore work to reduce our own negative footprint on the environment and inspire others to do the same.

For Copenhagen Fertility Center a healthy world is also a world with space for enjoying physical activity for both children and adults. Therefore we will continue to encourage a healthy lifestyle by supporting local sports activities.

ANNEX 1 Relevant SDG

3. Good health and well-being:

Ensure healthy lives and promote well-being for everybody at all ages

3.7) By 2030 ensure universal access to sexual and reproductive health-care services including family planning, information, education and the integration of reproductive health into national strategies and programmes

3.7.1) Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods

3.8) Achieve universal health coverage including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for everybody.

3.8.1) Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, newborn and child health, infectious diseases, non-communicable diseases and service capacity and access among the general and the most disadvantaged population).

4. Quality education:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for everybody.

4.4) By 2030 substantially increase the number of youth and adults who have relevant skills including technical and vocational skills for employment, decent jobs and entrepreneurship.

5. Gender equality:

Achieve gender equality and empower all women and girls:

5.5) Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

5.6) Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Program of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.

5.6.1) Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care.

5.7) Enhance the use of enabling technology in particular information and communications technology to promote the empowerment of women.

6. Clean water and sanitation:

Ensure availability and sustainable management of water and sanitation for all.

6.3) By 2030 improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

8. Decent work and economic growth:

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

8.5) By 2030 achieve full and productive employment and decent work for all women and men including young people and persons with disabilities and equal pay for work of equal value .

9 Industry, innovation and infrastructure:

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

9.5) Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries in particular developing countries. By 2030 encouraging innovation and substantially increasing the number of research and development workers per 1 million people, public and private research and development spending.

12 Responsible consumption and production:

Ensure sustainable consumption and production patterns

12. 4) By 2020 achieve the environmentally sound management of chemicals and all wastes throughout their life cycle in accordance with agreed international frameworks. Significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment

12.5) By 2030 substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.6) Encourage companies especially large and transnational companies to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

12.6.1) Number of companies publishing sustainability reports

12.7) Promote public procurement practices that are sustainable in accordance with national policies and priorities.

12.8) By 2030 ensure that people everywhere have the relevant information and awareness of sustainable development and lifestyles in harmony with nature.

12.8a) Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production.

14 Life below water:

Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

14.1) By 2025 prevent and significantly reduce marine pollution of all kinds in particular from land-based activities including marine debris and nutrient pollution.

15 Life on land:

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, fight desertification, and halt and reverse land degradation and halt biodiversity loss.

15.3) By 2030 fight desertification, restore degraded land and soil, including land affected by desertification, drought and floods and strive to achieve a land degradation-neutral world .

16 Peace, justice and strong institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

16.5)) Substantially reduce corruption and bribery in all their forms

17 Partnerships for the goals

Strengthen the means of implementation and revitalize the global partnership for sustainable development.

17.9) Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the sustainable development goals including through North-South, South-South and triangular cooperation .

17.17) Encourage and promote effective public, public-private and civil society partnerships building on the experience and resourcing strategies of partnerships.



Annex 2 list of suppliers

| <u>Name</u> | <u>Supplier type</u> | <u>Homepage</u> | <u>CSR-level: Value-based, CSR- Activities or policy</u> |
|------------------------|--|---|---|
| Kromann og Reumert | Lawyer | https://www.kromannreumert.com/ | CSR-policy |
| Gidex | Aircon- Service | https://www.gidex.dk/ | Non |
| Igenomix | ERA kit | https://www.igenomix.com/ | Value-based |
| V.W.R. Bie og Berntsen | Particle and Legionella measuring equipment | https://dk.vwr.com/store/ | CSR-policy |
| Nova Vitae | Probe covers, NIPT, freeze media, ICSI pipette | http://www.novavitae.com/ | Non |
| Recombine | Recombine kit | https://www.copergenomics.com/ | Value-based |
| Marius Pedersen | Risk waste | https://www.mariuspedersen.dk/ | CSR-policy |
| Formatex (DMDC) | EPJ mv., IT | http://test.dmdc.dk/ | CSR-Activities |
| Air-Liquide | liquid nitrogen | https://industri.airliquide.dk/ | CSR-Activities |
| Svalen Apotek | drugs | https://www.apoteketsvalen.dk/ | Non |
| KVG Gasteknik | Medical gas's | https://kvvgasteknik.dk/ | Non |
| Sigma Aldrich | Culture media | https://www.sigmaaldrich.com/denmark.html?gclid=Cj0KCQIA nY_jBRDdARIsAI EqpJ1BTksQg5A 6ZsHoPuhm_6 MKsAadWlcpvi OrHQVoC5oKIK P9JjJMZYaAqtP EALw_wcB | CSR-policy |
| Origio | Culture media | https://fertility.coopersurgical.com/ | CSR-policy |
| Vitrolife | Culture media | https://www.vitrolife.com/ | CSR-policy |
| Complet Service | cleaning | http://complet-service.dk/ | Non |

| | | | |
|---|-----------------------|--|-----------------------|
| D4 Enterprise Solutions ApS | Software | https://www.d4infonet.dk/ | Value-based |
| Cryos International Sperm Bank | Sperm bank | https://dk-da.cryosinternational.com/ | Value-based |
| Nordic Cryobank/ European Sperm Bank | Sperm bank | https://www.europeanspermbank.com/en/ | CSR-policy |
| Selmer Diers | Sperm bank | https://www.selmerdiers.dk/ | Value-based |
| Nordic Service Group | Calibration equipment | https://nordicservicegroup.com/da/ | Value-based |
| Nordic Cell | Utensils | http://nordiccell.com/ | Non |
| Vitrimed Vitrisafe / NEXTCLINICS | Utensils | https://www.vitrisafe.eu/web.aspx?PageID=157/ https://www.next-clinics.com/ | Non |
| IVF- TECH | Medical Utensils | https://ivftech.dk/ | CSR-Activities |
| RAMCON | Medical Utensils | http://www.ramcon.dk/about-us | CSR-Activities |
| Hettich | Medical Utensils | https://www.hettich.dk/ | Non |
| Holm & Halby | Medical Utensils | https://www.holm-halby.dk/ | CSR-policy |
| Mediq Danmark | Medical Utensils | https://mediqdanmark.dk/ | CSR-policy |
| Nino Lab | Medical Utensils | https://www.ninolab.dk/ | CSR-policy |
| Radiometer Denmark | Medical Utensils | https://www.radiometer.dk/ | CSR-policy |
| Vitrolife. | Medical Utensils | https://www.vitrolife.com/ | CSR-policy |
| VWR International | Medical Utensils | https://dk.vwr.com/store/ | CSR-policy |
| Mediq Denmark | hygiene articles | https://www.mediq.com/?sc_lang=en | CSR-policy |
| Lomax | Office suppliers | http://www.lomax.dk/om_lomax/ | Value-based |
| Berendsen | Laundry service | https://www.berendsen.dk/om-oss/corporate-social-responsibility/ | CSR-policy |