

Sustainability Report 2023



PLOUGMANN VINGTOFT®



Statement from our CEO

At Plougmann Vingtoft, we wish to contribute to sustainable global development. Social responsibility is at the core of our brand and embedded in our daily work and while we are aware that the impact of initiatives taken in-house at an office-based consultancy like ours is limited, we strive to make a difference where we can.

As the Intellectual Property Rights system exists to support innovation, we see every day how our clients constantly push the boundaries for sustainable development, and we are thrilled to help them move innovative solutions forward that makes an actual difference in the world.

In that way we are part of the process of turning good, sustainable initiatives into profitable, long-lasting businesses. Thus, our social responsibility is embedded in our brand and in our daily work with three types of clients.

Firstly, we work with industry leaders within the fields of renewable energy, new technologies, pharma, and healthcare. As should be expected of corporations in leading market positions, they push the sustainable agenda and focus on making a positive impact on the planet we inhabit – and we assist them in driving new, sustainable technologies to market.

Secondly, we assist SMEs and universities in pursuing potentially groundbreaking ideas. We help make sure that innovative thinking pays off.

Thirdly, we are committed to helping start-ups succeed with their sustainable ideas. Every year, we select one or more start-ups through our initiative “IP Matters”. All start-ups have a solution or idea that impacts one or several of the UN SDGs directly and we donate our expert consulting.

IP does in fact matter when firms are turning their bright ideas into viable solutions that will lead the way forward. We aim to show this in our Communications on Progress this year. Further, we will describe our actions to improve the integration of the UN Global Compact and its principles into our daily operations.

Additionally, we are committed to making a difference by creating a diverse workplace with focus on equality. As being part of DI's (the Confederation of Danish Industry) Diversity Pledge, we are focused on building a diverse workforce.

I hereby reaffirm Plougmann Vingtoft's support for the UN Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption. Further, and on behalf of the firm, I commit to promoting the initiative and sharing this information with stakeholders.

Enjoy the read!



Finn Strøm Madsen
CEO



Pro bono initiatives

IP MATTERS

At Plougmann Vingtoft, we wish to contribute to sustainable global development. The best way for us to do so is to help build the future of bright ideas by enabling the development of innovative solutions and ensuring that sustainable initiatives turn into good businesses. Therefore, in 2019 we introduced an initiative under the name "IP Matters".

IP Matters is Plougmann Vingtoft's annual donation of our expert IP-consulting services worth of DKK 50.000.

We cannot save the world with IP-consulting. But we can make sure that the talented, Danish entrepreneurs, who are introducing sustainable solutions, get the support they need to turn their idea into a successful business.

FINN STRØM MADSEN
CEO AT PLOUGMANN VINGTOFT

Each year, we select one or more Danish start-ups that we consider able to influence one or several of the 17 Sustainable Development Goals. The start-ups get access to a team of handpicked IP experts with specialized academic knowledge within the relevant business areas. This way, we can help them move forward and closer to the market with their idea.

Originally our objective was to have enabled at least 12 start-up firms to make a difference for our planet by 2030. This year we have achieved our objective, but we continue to search for innovative and sustainable startups and expect to announce more recipients each year until 2030.



Winners of IP Matters 2023



SYLVIA HEALTH

Sylvia Health works to improve the lives of women with pelvic organ prolapse – a condition that is often overlooked and affects millions of women worldwide. Existing treatments do not meet women's needs, but Sylvia Health is working to develop a non-surgical treatment for women who either cannot have, do not want or are waiting for surgery. The simplicity of the solution enables widespread adoption, even in developing countries, and has the potential to benefit millions of women and improve their health and socio-economic opportunities. Thus, Sylvia Health works purposefully with the UN's SDGs #3 (Health and well-being) and #5 (Gender Equality).



YNGVIK

Yngvik is working to reduce the world's consumption of plastic and has developed a home compostable and degradable plastic made from food waste. Current bio-plastics are made from crops that are grown in monocultures and thus compete with food production and cause a loss of biodiversity due to "land grabbing". Yngvik's products disintegrate

naturally in both water and soil and therefore have a strong focus on the UN's SDGs #12 (Responsible consumption and production) as well as both #14 (Life below water) and #15 (Life on land) by tackling major and serious environmental problems as pollution of sea and land. The start-up seeks to pave the way for a new alternative to petroleum and current bio-based plastics.



RHEIA MEDICAL

Rheia Medical is working on developing a new medical device that will help surgeons identify and visualise the ureters during pelvic surgery. Ureters can be difficult to identify during surgery, which can be time-consuming and both serious and unintended injuries can occur. Rheia Medical's aim is to help surgeons identify the ureters easily and accurately, so that injuries can be avoided, and operating time can be reduced. Thus, Rheia Medical has a strong focus on the UN's global goal #3 (Health and well-being).



MEAT TOMORROW

At Meat Tomorrow, they are working to change the way we produce food.

With an increasing population, it is necessary to find new methods to produce meat that emits less CO₂, take up less land, without harming animals, and which can be scaled to all parts of the world for better food security. Meat Tomorrow is developing a method to cultivate sustainable pork using a new stem cell technology in steel tanks, so that CO₂ emissions and agricultural land can be reduced, and no animals are harmed. Thus, Meat Tomorrow has a strong focus on SDGs #12 (Responsible consumption and production) #13 (Climate Action) and #15 (Life on land) as well as indirectly impacting #14 (Life below water).



VPCIR

With the UN's SDG #3 (Health and Wellbeing) in mind, the startup VPCIR Biosciences is working to develop diagnostic devices that can limit the impact of the global threat from infectious diseases. VPCIR Biosciences has developed a high-quality Lateral Flow test that makes the detection of Tuberculosis easy, accessible, and affordable for everyone regardless of geographical, economic, and social boundaries. At the same time, they recognize the critical connection between the environment and human health and seek to develop environmentally friendly health solutions, and thus also have an eye on SDG #12 (Responsible consumption and production).

Involvement

We are involved in several communities that back entrepreneurship and sustainable development locally as well as globally. Below, you will find some of the organizations that we support and contribute to.



DANISH BUSINESS ANGELS (DANBAN)

DanBAN is a non-profit organization that connects more than 300 Danish investors, who support national as well as international entrepreneurs and help them scale up. As part of our involvement, Plougmann Vingtoft teaches DanBAN members about the IP system. Further, DanBAN is involved in finding candidates to receive our annual IP Matters donation.



NORDIC INNOVATION FAIR

Nordic Innovation Fair brings together Nordic research institutions and their new technologies. The fair is a place for companies, investors, and entrepreneurs to meet and network about business opportunities. We support the annual event and use it as a platform for exchanging knowledge with students, researchers, and entrepreneurs.

Diversity and gender equality

As part of our commitment to the UN Global Compact and the UN Sustainable Development Goals, we strive to make a difference where we can, and one place in which we feel we can make a direct impact is by committing to create gender equality in the workplace.

Therefore, in 2021 we signed the Confederation of Danish Industry's Gender Diversity Pledge, which in 2023 changed its name to DI's Diversity Pledge and has evolved to include the entire workplace and not just gender diversity.

Half the Danish talent-pool consist of women, but women only account for 1/3 full-time employees in the Danish private sector. One of the aims of the pledge is to achieve a 40/60 split by 2030. Further, it aims to increase the proportion of women in management roles and in boardrooms.

The initiative encompasses a total of 16 principles, which can be found in their entirety [here](#).

Some of our focus areas include:

- Offering equal opportunities regardless of age/seniority, ethnicity, nationality, and gender.
- Actively trying to create female role models throughout all levels of employment in the hope that we can inspire more women to pursue a career in IPR. Building a diverse workforce of the future by helping to break down gender-stereotypical educational choices by attending career fairs and lecturing at universities.
- Creating equal rights and opportunities for all employees regardless of gender also in regard to maternity rights. Therefore, we have introduced equality in maternity rights for both mother, father and/or co-parent.

Our current diversity figures can be found on page 8.

We are committed to working actively towards the 16 principles laid out in the Diversity Pledge ahead to 2030 to create greater diversity in the Danish labor market.





Local efforts

At Plougmann Vingtoft, we are conscious of the mark we leave on our surroundings, and we are always on the lookout for ways to make our business more socially responsible.

While part of our business is to help bring to life ideas that can make a difference on a global scale, we are also mindful of how we can help make a difference close to home for socially disadvantaged and marginalized people. Therefore, our offices in Copenhagen and Aarhus have joined the initiative Pant-for-Pant, which is run by the Danish homeless organization Hus Forbi.

Pant-for-pant is a not-for-profit initiative that offers homeless and socially disadvantaged people an opportunity to build a meaningful future by giving them access to the job market and helping them get back on their feet. By donating our bottle deposits, we can support the education and remuneration of Pant-for-Pant's staff directly.

Knowledge sharing & education

Several of our IP attorneys work or have previously worked as lecturers or examiners at educational institutions such as the University of Copenhagen, the University of Aarhus, the University of Aalborg, the Technical University of Denmark, the University of Southern Denmark, and Copenhagen Business School.

Others provide lectures and presentations at institutions such as Copenhagen School of Design and Technology (KEA) and the innovation program at Copenhagen Business Hub (Iværksætterhuset).

Aside from sharing knowledge with educational institutions, Plougmann Vingtoft takes on the responsibility of educating young professionals in the IP industry. We have a comprehensive internal trainee program that provides new employees with all the necessary knowledge to pass the exams that are required to achieve a career within IPR.



PLUGMANN VINGTOFT®



Employee satisfaction

As should be expected, we commit to high ethical and professional standards, and we do our best to take care of our employees and their bright minds.

Put simply and yet sincerely: we want to be the preferred employer and the best place to work. To maintain employee satisfaction, we have three focus areas: physical environment, psychosocial environment, and the experience of personal development.

PHYSICAL ENVIRONMENT

We dedicate resources to monitor, remedy, and eliminate environmental and safety risks through our work environment committee. The committee members are elected by and among the employees for a three-year period during which they receive mandatory work environment courses. Part of the committee's work is to carry out regular workplace assessments and make sure to follow up on expressed needs from employees.

Further, employee insurance is a priority and a mandatory part of the Plougmann Vingtoft employment contract. All contracts entail a personal accident insurance as well as an extra health insurance, which provides all employees with quick and competent treatment in case of illness.

Additionally, we offer employees to be vaccinated against the flu annually. This initiative is free of charge and participation is of course voluntary.

PSYCHOSOCIAL ENVIRONMENT

We have established a work-life committee, which consists of employees from different departments in the company. The committee works to improve job satisfaction in direct dialogue with the top management.

In addition, we apply a situational management principle to keep a close dialogue whenever needed. For example, we have an ongoing dialogue concerning workload, which is part of our efforts to enhance job satisfaction and prevent stress.

Finally, we plan sessions between our employees and their managers. These sessions deal with employee performance, development, and the need for training as well as a discussion of what the individual can do to take responsibility for their contribution to the team and overall to the company. Some of these topics lead to the final branch of employee satisfaction: personal development.

PERSONAL DEVELOPMENT

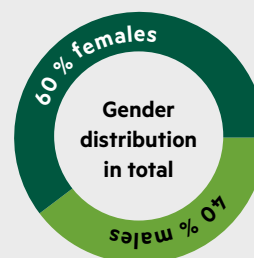
Several of our attorneys have completed the European Qualifying Examination (EQE) and many of our paralegals are Qualified Intellectual Property Administrators (QIPA's). We encourage our employees to further educate themselves and to keep updated on the latest developments and trends in the world of Intellectual Property Rights.

We support employees who pursue educational opportunities – both financially and in terms of flexibility in the work schedule.

In other words, it is a priority for us to keep investing in our employees and make sure that they experience personal career development and feel confident in meeting the demands of constantly changing industries.

Plougmann Vingtoft in facts & figures

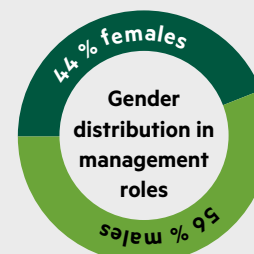
Our focus is and has always been to hire the most skilled and best qualified people. We therefore set our team of experts regardless of age/seniority, ethnicity, nationality, and gender, and we have several languages and cultures represented in our offices.




The average age
is 47,8 years



4 student workers are
employed part-time



47 % of our employees
have been at the company
more than 10 years



We have 55 employees in total

The impact of IPR

In a knowledge-based society, new ideas and inventions are the backbone when creating and maintaining a successful business, and therefore it is often essential for companies to ensure their intellectual property rights.

Plougmann Vingtoft is able to contribute with great value when guiding companies in the global IPR system, helping them to make the right decisions in order to protect their business in the best way possible. As mentioned earlier, we believe this is crucial for good, creative, and sustainable ideas to win territory and market shares globally.

Below is a short look into how our line of work makes an actual difference in the world.

The **LIFE SCIENCE INDUSTRY** is one of our top strategic priorities. We acknowledge the fact that food is rapidly becoming a scarce resource globally, and humankind needs to find new ways of preventing widespread famine. We assist R&D within foods, for which Denmark is renowned throughout the world, by helping companies gain from their innovations through IPR.

Further, we work with world leaders of the health-care industry, as well as first-movers within industrial biotech and medical technology. Each of them has innovative and sustainable solutions for life on land, life below water, and good health and well-being on the agenda.

The industry of **CLEAN TECHNOLOGY** is also worth mentioning. Clean technology relates to products and services that improve operational performance, productivity or efficiency while reducing costs, inputs, energy consumption, waste, or pollution.

We assist all kinds of players in protecting their breakthroughs in renewable energy transition. Further, we have experts who consult on matters concerning energy efficiency and water conservation.

Creators of clean technologies need patent protection for their inventions and investments, as it secures their business and stimulates further innovation on climate action – for the common benefit of our society.

COMMUNICATION ON SUSTAINABLE INVENTIONS

Working with frontier technologies and solutions demands a keen attention to secrecy. However, we are always delighted to share and promote the stories behind the different inventions as soon as this is appropriate.

On our website, we share stories about innovation that changes the world for the better. Since our last COP, we have highlighted stories about:

- Diseases
- A ground-breaking drone technology that among other things can help identify wildfires and reduce CO2 emissions.
- A method that could improve the effectiveness of vaccines worldwide and can save lives.
- An innovative robot-based technology that can act as assistants for nurses.



Photo: Robotto

Matching the UNGC 10 principles

Human Rights

PRINCIPLE 1: BUSINESSES SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS; AND

PRINCIPLE 2: MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.

- In Denmark, the labor market is governed by many laws ensuring human rights to a very high degree, and we experience very few violations of said laws.
- We are devoted to monitoring our foreign business partners with a view to assessing their compliance with human rights.

Labour

PRINCIPLE 3: BUSINESSES SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING;

PRINCIPLE 4: THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR;

PRINCIPLE 5: THE EFFECTIVE ABOLITION OF CHILD LABOUR; AND

PRINCIPLE 6: THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION.

- We offer employments regardless of age/seniority, ethnicity, nationality, religion, and gender.
- We provide employee representatives with appropriate facilities to assist in the development of effective collective agreement. This is obvious in our work life & work environment committees.
- We offer regular dialogue sessions to monitor job satisfaction as well as the employee's individual workload and stress level.

- We are focused on creating gender equality in the workplace through our commitment to the Confederation of Danish Industry's Diversity Pledge.

Environment

PRINCIPLE 7: BUSINESSES SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES;

PRINCIPLE 8: UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY; AND

PRINCIPLE 9: ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES.

- We offer pro bono work that supports solutions to environmental challenges.
- We focus strategically on industries such as cleantech and life science.

Anti-Corruption

PRINCIPLE 10: BUSINESSES SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.

- According to [Transparency International's Corruption Perception Index](#), Denmark ranks as the least corrupt country in the world.
- We have an internal whistleblower scheme that provides employees and other stakeholders the opportunity to report serious violations of the law and suspicious activities without fear of consequences.

Concluding remarks

As an office-based consultancy, the nature of our operations makes our direct environmental impact relatively small compared to e.g., production plants.

However, we are constantly looking for ways to act environmentally soundly. For example, we focus efforts into developing digital tools that can ease our procedures and decrease our consumption of resources. We are proud to continue our full support for the UNGC initiative.



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