



COMMUNICATION ON PROGRESS
2023





We supply many of the worlds humanitarian organisations such as MSF, Red Cross and DanChurcAid, with crucial medical equipment for treating small and largescale enjuries.

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ABOUT AP SERVICES A/S

THE COMPANY

AP Services is focusing on saving lives and limbs. Since 2004 we have developed customized solutions for exposed environments such as offshore industries, catastrophes and conflict areas.

Our mission is to reduce the loss of life and limbs and increase the treatment options for people whose lives or health are in danger, by developing and delivering pre-hospital emergency- and tactical medical equipment and solutions.

THE CUSTOMERS

As a trusted advisor and partner AP Services has developed solutions for UNHCR, UNICEF, EEAS, International Federation Red Cross, United Nations and NATO.

In cooperation with suppliers and customers, we deliver customized solutions that fit the needs of the rare and difficult environments our clients operate in.

THE PRODUCTS AND SERVICES

We provide lifesaving purposes as well as knowledge on how to properly use our equipment.

AP Services is able to manage and develop solutions that are carefully adapted to customer needs, thanks to our continuous professional first-hand experience in medicine, pre-hospital care, and work with industrial safety, taking advantage of a network of the world's best manufacturers of equipment.

Our products are a wide range of prehospital equipment, our mantra is to save lives and limbs before reaching the hospital. Making the first responders at the scene capable of providing crucial lifesaving treatment before the rescue team arrives at the scene. By creating publicly accessible equipment such as AED's or Bleeding Control Kits, we enhance the chance of stopping crucial accidents and their consequences as quickly as possible.

Due to the seriousness we have to our products and field of knowledge, we know that customized solutions increase the effectiveness of the pre-hospital treatment by first responders. Therefore we work with a constant innovation on how to carefully and intelligently create kits and rescue bags, so they meet the complex needs of the individual purposes.

A GLOBAL PANDEMIC

The past year has indeed offered many challenges to all of us, good. As many of our dear friends has been forced to work from home or even had to close their business completely, we have been blessed with our many years of hard work, that came in handy as the pandemic hit early 2020. Due to a long-term collaboral network globally we could deliver personal protection equipment when the world needed it the most.

We are a small size company with six employees, and we were busy like never before during the pandemic. We could not afford to be affected by covid-19 internally in the business and had to make strategies on how to keep the business running at all times, should any of us come down with the frightening virus. Through massive testing, of our employees, extra focus on hygiene and taking precautions at any given time, we managed to get through the pandemic without having to close the company.

We are proud of the team AP and the dedication everyone showed when it was truly needed, together we kept business open at all hours to service our customers. In our business we simply can not close down when the world is burning, we are those who supply many of the solutions for minimizing the damages these catastrophes and crises can cause.

However, we can look back at a time where we must admit we did well, we worked hard and we managed to survive. But it is with a humble feeling we can make that conclusion, as we have seen cooperative partners, friends and family suffer great losses during this global pandemic. Our deepest respect and empathy goes out to everyone of you who has been negatively affected by Covid-19 and we keep hoping for a better future with Covid-19 under control.

Whilst Covid-19 has done harm all around the world, it has taught us valuable lessons. We have witnessed pollution and a heavily climate threatening fog, if not vanish, then diminish for a brief moment. We have learned just how important it is to protect our planet. For the first time in ages we could see a clear blue sky with no airplane smoke lines, people went out in nature and collected garbage to make something useful out of the many hours, days and months away from work. Families were forced to stop for a moment and enjoy the togetherness with their children and loved ones.

We hope to remember these valuable lessons as we open up our daily routines more and more again.

HIGHLIGHTS OF THE YEAR

The year at AP Services has been quite a challenge. But there has also been time for improving the company next to all covid-19 related projects.

We have been working hard on reaching an approval for supplying pharmaceuticals. It is AP Services goal to become a one-stop-shop for our customers. When ordering medical aid kits from us we want to be able to supply our customers with a fully equipt kit and this includes pharmaceuticals.

After hard work and dedication, we finally was approved by the Danish Medicined Agency (DKMA) to deliver pharmaceuticals, which will make a grand difference in the service of our valued customers.

This year we have also been focusing on customer service. We have employed a Product Specialist with specific focus on supporting and servicing our Scandinavian customers. We want to make sure our customers know we are here for them and that we are ready to assist them with our expertise whenever they need it. With a Product Specialist, always ready to pay customers a visit, we believe we can offer a service of great value to our customers.



Allan Pedersen
Founder & Partner
AP Services A/S



TRACK RECORD

Since 2004, AP Services have solved mission critical issues for their global customers and partners. Below are a few of the projects that AP Services have executed.

2004

Mission Essential Equipment project for EU Close Protection Teams, Kosovo

2005

Mission Essential Equipment, Personnel, Service, remote mining project, East Greenland

2006

Mission Essential Equipment, Personnel, Service, remote mining project, East Greenland

Mission Essential Training, Personnel, Naval Special Forces, Denmark

2007

Mission Essential Education, Training, Danish Army ISAF 4, Denmark

2008

Mission Essential Education, Training, Danish Army ISAF 4A, Denmark

2009

Mission Essential Education, Training, Danish National Guard Medical Troops

Mission Essential Equipment, Response Ambulance Service, Denmark

Mission Essential Equipment, Falck Rednings Korps A/S

Mission Essential Personnel, Service, EU ATLAS Anti-Terror Exercise, Denmark/Norway

2010

Mission Essential Training, Equipment, Service, Siemens Wind Power, Denmark/Germany

Mission Essential Equipment for Danish Foreign Ministry, Morocco/West Africa

Mission Essential Services, Equipment for MHW Deutschland, Haiti

2011

Mission Essential Personnel, Service for EU ATLAS Anti-Terror Exercise, Norway

Mission Essential Training, Equipment, Service, Siemens Wind Power, Denmark/Germany

2012

Mission Essential Equipment for Danish Foreign Ministry, Afghanistan

2013

Mission Essential Training for MAERSK, Denmark

Long Term Agreement with NATO / NSPA, Brussels

2014

Long Term Agreement with the Norwegian Armed Forces

Long Term Agreement with EU, Global

Mission Essential Equipment for HEMS, DK

Mission Essential Equipment for FALCK, DK

Long Term Agreement with UN, Global

2015

Long Term Agreement with World Food Program

Long Term Agreement with NATO/ NSPA

Mission Essential Equipment for EU mission, Mali

Mission Essential Equipment for EU mission, Ukraine

Mission Essential Equipment for Danish Police

2016

Long Term Agreement with NATO/ NSPA

Long Term Agreement with UNICEF

Framework Agreement with Danish Military

2017

Framework Agreement with Danish Military

Mission Essential Equipment EUAM Ukraine

2018

Mission Essential Equipment EUAM Iraq

Framework Agreement with Danish Military

Mission Essential Equipment EUAM Iraq

2019

Mission Essential Equipment EUCAP Somalia

Mission Essential Equipment FAO Somalia

Mission Essential Medical Equipment for Danish Defence Acquisition and Logistics Organization (DALO)

Mission Essential Medical Equipment for Danish National Police

Mission Essential Medical Equipment for EUAM Iraq

Mission Essential Medical Equipment for OSCE

Mission Essential Medical Equipment for UNFAO

Mission Essential Medical Equipment for UNHCR

Mission Essential Medical Equipment for UNDSS

2020

Mission Essential Medical Equipment for EUCAP

Mission Essential Medical Equipment for EUBAM

Mission Essential Medical Equipment for UNHCR

Mission Essential Medical Equipment for UNICEF

Mission Critical Medical Equipment for EEAS

Mission Critical Medical Equipment for IOM

Mission Critical Medical Equipment for NATO

Mission Essential Medical Equipment for UNOPS

2021

Mission Essential Medical Equipment for UNITAR

Mission Essential Medical Equipment for UNMAS

Mission Essential Medical Equipment for NATO

Mission Essential Medical Equipment for Danish Defence Acquisition and Logistics Organization (DALO)

Mission Essential Medical Equipment for Danish National Police

Mission Essential Medical Equipment for UNOPS

2023

Code of Conduct



AP SERVICES AND OUR COMMITMENT TO THE GLOBAL COMPACT PRINCIPLES

HUMAN RIGHTS

AP Services care for adherence to human rights, it constitutes a significant element of corporate responsibility in AP Services.

We wish to promote general human rights and work to promote better health care through utilizing advanced technology, modernized equipment and education from highly trained specialists.

Saving lives is without doubt the very core of our business and in all simplicity what we aim to do every day. AP Services is committed to conducting all of its business in a legal and ethical manner to an ethos of transparency and our mission statement: Products to save life and limbs.

We are fully committed to support and respect the protection of internationally proclaimed human rights and ensure that it is not complicit in human rights abuse.

We support the Universal Declaration of Human Rights and its conventions and the European Human Rights declaration written in the EU charter and are pertinently aware of its implications and our obligations therein.

Our human rights policy together with associated procedures with violations remains under continual review.

AP Services fully complies with the danish legislation regarding human rights.

We do not stand back to engage in programs that can increase the welfare and human rights within our field of knowledge. Every year we offer medical products with a limited or extended life cycle, free of charge, to rescue personnel for training purposes. We know the importance of being able to work with a real Tourniquet instead of pretending it was there.

Pre-hospital equipment is vital to the treatment of wounds and injuries. We believe that valuable medical equipment should never go to waste therefor being able to train with the correct equipment might enhance the quality of treatment and knowledge that can make the difference between life and death.

We wish to point out that we are very focused on equal rights and possibilities within our company. We have gender equality among all levels withing our company.

At AP Services we believe in qualifications, values, experience and the will to learn, upon everything else. We do not judge upon gender, sexuality, race, political or religious beliefs.



Being able to train with a real tourniquet instead of pretending it was there, will save lives.



LABOUR RIGHTS

Our mission is to increase the pre-hospital treatment possibilities in dangerous and remote areas. This is primarily done through education of our employees to reduce risk for people whose lives are in danger. We prepare them if anything should happen with pre-hospital emergency treatment options and medical equipment, solutions, advice and most importantly training.

We encourage all our stakeholders to match our high standards in respect of personal well-being, safety, training practices and working conditions.

In accordance with work regulations, we conduct preliminary and periodic medical health checks for our employees and instructors.

AP Services makes an effort to prevent accidents, injuries and physical disabilities in the workplace.

Recognizing the risk, our clients and employees are exposed to when entering new and unfamiliar areas of operation.

AP Services always meets all statutory health and safety obligations from the danish working environment legislation.

In order to ensure a decrease in occupational accidents of our safety performance our standard measures vary from task to task in preventing accidents and injuries. Thus, various risk potentials vary significantly from one another.

We keep detailed track records on work related accidents and will establish an accurate and verifiable baseline for future monitoring and benchmarking purposes so that we can make the necessary changes to bring it to a minimum. Further we have initiated a yearly employee satisfaction survey to make sure we support our employees and to improve working conditions on a continual basis.

ENVIRONMENT

A core principle in AP Services which always should be our number one priority, is that people comes first. That does not mean that sustainable and responsible use of resources is not important to AP Services.

Despite the relatively small size of AP Services, our company policy is to minimize our organizational footprint and have minimal negative impact on the environment.

AP Services recognizes its responsibility to do everything possible to make a positive contribution to the environment, and take steps, however small, to realize that aim. In accordance to danish legislation we ensure responsible conduct within the company in regard to the environment.

We believe it is important to protect the environment for future generations as well.

Our product catalogue consists of high-quality, multi-usage products. The products are manufactured to be durable and achieve long life-time cycles. When we obtain new products, we focus specifically on durability to avoid products being discarded due to expiration dates.

AP services is re-using packing material and cardboard boxes multiple times. We are separating re-usable waste products from non-reusable.

In our newly restored warehouse we are using an Air to Air heating solution to minimize Co2 outlet.

MINIMIZING WASTE & GOING GREEN



Organic Vegetable Garden

We have established a green garden next to our warehouse, where we grow fresh organic vegetables. This minimizes the waste of food and contributes to a green environment.



Shared Lunch Meals

A lunch agreement has been made between the employees, so they take turns to do groceries and prepare the lunchmeals for everyone. By doing this ourselves we minimize waste of food and we support local farmers.



Re-use Packaging Material

All packaging we receive we safe, sort and re-use. A Cardboard shredder help us use every single piece of cardboard and minimize the use of bubble wrap and plastic. The shredded cardboard will be used as packing protection.



Green Investments

We have made a pension agreement with AP Pension. All employees has received education and are making green investments with their pension funds.



ANTI CORRUPTION

AP Services has a zero-tolerance policy in regards to bribery and corruption and our policy will guide us to protect the company against risks in relation to fraud, bribery, corruption and other forms of unethical business conduct.

This policy applies for all of our employees and all of the company's business relationships and in all those countries where we conduct and operate our business.

It is AP Services policy to comply and obey all laws, rules and regulations that concerns anti-corruption and anti-bribery, wherever AP Services may conduct its business and operates.

The company is committed to take actions and affairs so as to ensure that it does not engage in any form of corruption, including extortion and bribery.

If anyone should be in doubt, be uncertain or apprehensive in a specific situation, it is the duty of our employees to address and approach the managing director.

AP Services will continuously support its employee's knowledge and understanding of anti-corruption, the company's policy and code of conduct and will continue the effort to reinforce every step necessary to prevent corruption and bribery.

At no point have any areas of concern arisen regarding corruption and the ethical delivery of our services or products.

The company has not been the subject of any investigations, legal cases, rulings, fines or any other relevant actions related to corruption or bribery.





SUSTAINABLE DEVELOPMENT GOALS



Goal 3: GOOD HEALTH AND WELL-BEING

Subgoal 3.3 Fight Contagious Diseases:

AP Services deliver prehospital equipment, medicine and sanitation equipment. Our aim is to minimize deaths based on treatable diseases.

Subgoal 3.6 Half Deaths in Traffic Accidents:

One of our newest focus points are safety lights, originally made to protect first responders on risky and dark roads. Our aim is to broaden the customer segments as we believe these lights can reduce the lives lost in traffic due to poor visibility.

Subgoal 3.8/3.b Access to medicine and Medical advice:

AP Services has gained approval to sell medicine, which means we can supply our customers faster and more efficient, in the end that will have a positive effect on the endusers in high risk areas where our customers operate.



Goal 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Subgoal 12.5 Reduce the amount of waste:

We often receive goods on pallets that comes from countries outside Europe and therefore not allowed to use in EU. We therefore have made an agreement with a local entrepreneur that can use the pallets in their production. In that way the pallets will be given new life and contribute to a local business instead of ending up as waste.

Subgoal 12.5 Reduce the amount of waste:

We have bought a cardboard shredder and we therefore re-use all packaging that we receive. Everything will be used in new packaging, or shredded and used for packaging protection.





Goal 15: LIFE ON LAND

Subgoal 15.2 Stop deforestation and restore damaged forests:

AP Services has invested in a 57 acres land and planted 5.154 pinetrees, 10.292 deciduous trees and 10.579 different types of bushes.

Subgoal 15.5 Protect biodiversity and natural habitats:

The 1.6 acres newly planted forrest, will enhance the local biodiversity and create areas for wildlife to feed, breed and hide.

Subgoal 15.a Mobilize funding to protect and use nature sustainably:

This year we changed to AP Pension, all our employees has received training in how to make green investments with their pension. All employees accepted this offer and we are all investing green with our pension sav-ings.



Goal 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Subgoal 16.1 reduce violence-related deaths:

Our products has the core aim to reduce death and increase survival rates in lifethreatening incidens. The Tourniquet is our first and most popular product and it has one goal, to prevent the patient to bleed out and die. Mostly a tourniquet will be used by military in battle and the deathrate in warzones due to bleedouts were horiffic before the Tourniquet.

Subgoal 16.5 Reduce corruption and bribery significantly:

We have our Code of Conduct which we always refer to when cooperat-ing with external partners. Corruption and Bribery are not tolerated at AP Services.

SUSTAINABLE GOALS

-Short and long-term goal scheme

FUTURE GOALS

NOT STARTED IN PROGRESS COMPLETED

| | | | |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|---|
| <p>One Meatless day per week. <i>- This has not yet been implemented. We are working on ways to implement it or implement other things that has a bigger impact than a meatless day for only six employees.</i></p> | X | | |
| <p>Planting trees and supporting biodiversity. <i>- Our goal is to enhance the biodiversity and make sure there is better terms for wildlife in our area.</i></p> | | | X |
| <p>Avoid any chemicals in maintaining ground facilities. <i>- We will seek environmentally friendly solutions for maintaining our outdoor premisses. This is to make sure we do not poison the underground.</i></p> | | X | |
| <p>Installation of solar panels in our headquarter. <i>- It is our longterm goal to be able to install solar panels in our HQ. We would like to use the natures energy to run as much of our existence as possible.</i></p> | X | | |
| <p>Installing electric chargers for electric cars. <i>- The danish Government are highly ambitious about electric transportation. We therefore see it as a natural and responsible goal to install electric powerstations for charging electric cars while at work. This will motivate employees to invest in electric cars.</i></p> | X | | |
| <p>Invest in Cardboard Shredder for sustainable packaging. <i>- We wish to invest in solutions that contribute to re-using packaging material. To minimize waste in our warehouse.</i></p> | | | X |
| <p>Use sustainable packaging material. <i>- We wish to seek more and more sustainable solutions in our packaging department. Such as papertape and alternatives to plastic wrapping foil.</i></p> | | X | |
| <p>Internship with focus on sustainability. <i>- We wish to seek the opportunities for making internships with the main fokus on young students that work with SDG's</i></p> | | X | |
| <p>More focus and pressure on suppliers for sustainable production. <i>- It is our impression that not many of the customers in the medical business has sustainable solutions as their main priority. As long as that is the reality, there wont be many changes. We wish to put a higher attention to sustainable production and packaging upon our suppliers, to hopefully raise awareness on the matter and move the process along.</i></p> | | X | |



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