

Corporate Social Responsibility (CSR) Policy for Air Greenland

Corporate Social Responsibility (CSR) is of fundamental importance to Air Greenland. We are committed to creating shared value for society and the company in everything we do. This is why we have chosen to call our CSR approach 'We bring Greenland forward'.

Our understanding of CSR is a business approach focusing on creating long term value for the company's owners by exploring opportunities and managing risks arising from the economic, social and environmental development.

We are fundamentally committed to transparency and accountability towards the society of which we are part and to our material stakeholders. We wish to engage in dialogue with our material stakeholders and commit ourselves to report on our CSR activities and progress and at the same time invite stakeholders to raise questions or issues with us as they consider relevant and material.

Our CSR policy covers Air Greenland and our wholly owned subsidiaries Hotel Arctic and Greenland Travel and will also cover potential future wholly owned subsidiaries. Also, it can be adopted by our partly owned subsidiaries World of Greenland and Arctic Umiaq Line wholly or in part and will be proposed to any potential future subsidiaries.

We have eight focus areas for our CSR efforts based on an ongoing materiality assessment. Underlying all of our focus areas are our commitment to the UN Global Compact, which we have signed in September 2010.

1. Access to transportation

- a. Air Greenland has a key role in Greenlandic society in connecting Greenland domestically and to the outside world. In many cases, Air Greenland is the only reliable way of getting to your destination both for personal and business reasons. Thus, we have a crucial role to play in ensuring that people and businesses have access to reliable and accessible transportation.
- b. We acknowledge that running an airline in an extreme environment as Greenland is costly. Thus, the cost of flying is by some considered high and a hindrance to fly. Therefore, we are committed to continuously lowering our prices by being cost effective and by looking for opportunities to bring down the cost of operating
- c. Also, we want to make sure that we are transparent about our cost structure to ensure that all stakeholders have the opportunity get to know why our prices are as they are

2. Community engagement

- a. Air Greenland wants to be an active partner in developing Greenlandic society and to help solve the social and environmental issues that society is facing.
- b. Air Greenland is committed to working with relevant and professional partners from the public society, civil society and business to address social and environmental issues of shared interest to Air Greenland and Greenlandic society
- c. Air Greenland provides employees with the opportunity of using one day each year for voluntary work if the employee so wishes.

- d. Our sponsor policy is closely connected to our CSR activities and focuses on sponsoring children and youth activities in particular

3. Competence development and education

- a. Air Greenland acknowledges that the lack of competences and skills is a fundamental barrier to development in Greenland. Thus, we are committed to competence development in the company and to supporting education more generally outside the company
- b. Air Greenland is committed to developing the competences and skills of its employees in a balance between the employees own wishes and the company's needs
- c. Air Greenland wants to be a positive factor in developing the educational level in Greenland and there has a focus on apprentices in different parts of the business
- d. Air Greenland wants to encourage education on broader scale and therefore on an ongoing basis supports relevant educational initiatives through school visits, teaching and sponsorships

4. Climate change and environment

- a. Air Greenland supports the precautionary approach to the environment and climate change
- b. Air Greenland is actively ensure is promoting environmental and climate change related responsibility through its own activities and through the company's participation in relevant forums and networks
- c. Air Greenland supports the development and spreading of environmental friendly technologies and continuously looks for ways to integrate new technologies to save energy and to reduce the company's environmental footprint

5. Human rights and labor rights

- a. Air Greenland supports and respects the protection of internationally acclaimed human rights in all its activities
- b. Air Greenland strive to ensure that the company is not complicit in violations of human rights in any of its activities
- c. Air Greenland support the abolition of all forms of forced labor and child labor
- d. Air Greenland is committed to ensure that no discrimination takes place in hiring and promotion situations as well as in all other work related situations.
- e. Air Greenland is an equal opportunity employer who actively work to ensure a fair and equal treatment for all independent of ethnicity, nationality, age, gender, sexual orientation or disabilities through our HR policies and activities

6. Health and safety

- a. The health and safety of our employees are of outmost importance to Air Greenland.
- b. Air Greenland is committed to work with employees and other relevant stakeholders to ensure the best possible physical and psychological working environment for our employees

- c. Air Greenland also wishes actively to promote a health living style to our employees and therefore the company has a specific health policy offering for example exercise opportunities, healthy food and stress coaching

7. Anti-corruption and business ethics

- a. Air Greenland is committed to conducting all of its business transactions in a fair and transparent way
- b. Air Greenland does not accept any form of bribery or attempts hereof and does not accept any forms of facilitation payments
- c. Air Greenland has formulated guidelines for employees in respect to giving and accepting gifts and entertainment in order to ensure that no decision making processes are impacted

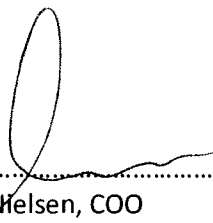
8. Responsible supply chain management

- a. Air Greenland will be working towards a system to ensure that business partners and suppliers are environmentally responsible and are not complicit in any violations of human rights or labor rights
- b. In so far it is economically viable and sensible, Air Greenland wishes to use local suppliers in order to support the local economy

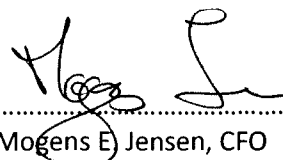
Nuuk, 15th September 2010



Michael Binzer, CEO



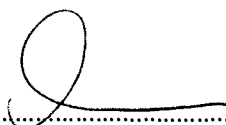
Morten Nielsen, COO



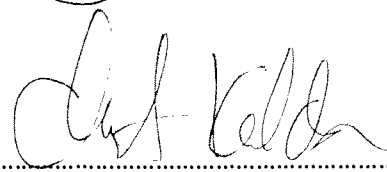
Mogens E. Jensen, CFO



Udo Glashoff, CCO



Mads B. Christensen, HR-Mng.



Christian Keldsen, CSR-Mng.