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## 4C Strategies AB Communication on Progress 2011

## Executive statement 2011

4C Strategies is a leading provider of solutions and services within Risk Management, Business Continuity Management and Crisis Management. We often employ simulation exercises and experience based training to develop and sustain our clients' skills. As consultants and suppliers of software systems we provide clients with the tools to achieve better results and higher returns through strategic, tactical and operative solutions.

4C Strategies is a rapidly expanding company, with ongoing projects in many countries, industries and sectors of society. We have offices in Sweden and UK and conduct business world-wide. Our consultants possess a broad range of skills, experience and knowledge from within the business world, academia and government agencies.

Our clients are private, public and other organisations from the following Business Areas: Industry, Energy & Government; Military; Transport & Telecom and Financial Services. Each Business Area is led by a Business Area Manager. 4C Strategies managerial level is directed by the Board of Directors and a Chief Executive Officer (CEO).

Our products and services are adapted to each specific customer's needs and are based on internationally recognised methods and standards. Through our presidency in the SIS Technical Committee for Risk Management and our participation in ISO TC223 and other working groups, we actively contributing to the development of ISO-standards in risk and continuity management, e.g. ISO 31 000 (risk management) and ISO 22 301 (continuity management).

# 4C Strategies AB Declaration of Compliance with the UN Global Compact's ten principles

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## The UN Global Compact

The way 4C Strategies systematically works with and relate to the ten principles of the United Nations Global compact is as follows:

- We conduct annual reviews, normally planned for February.
- In order to comply with certain conditions stipulated in most public procurement processes we, as suppliers, have to adhere to the ten principles of the UN Global Compact or the equivalent.
- We have always followed a systematic approach to quality and continuous improvement and during 2011 we went a step further and are now certified according to ISO 9001:2008.

## Principle 1 and 2 – Human Rights

- Businesses should support and respect the protection of internationally proclaimed human rights (P1); and make sure that they are not complicit in human rights abuses (P2).

### *Objective*

4C Strategies supports the Global Compact principles on human rights in all our projects and at all locations where we carry out our projects. We actively work to make sure that our business agreements require other parties to follow the Declaration of Human Rights.

As members of the Business Continuity Institute (BCI), we follow the Code of Conduct for BCI members.

### *Performance Indicators*

We flag and escalate early warnings or problems related to human rights to our management, in line with our professional integrity and our system for quality assurance (ISO 9001:2008).

We perform a yearly Staff Satisfaction Survey where we intercept potential problems related to human rights and discrimination.

4C Strategies does not tolerate any form of discrimination. Any complaints of discrimination or acts of harassment are taken extremely seriously and are robustly investigated by 4C Strategies in accordance with its established discrimination and grievance procedures.

## Principle 3, 4, 5 and 6 – Labour

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining (P3)
- The elimination of all forms of forced and compulsory labour (P4);

- The effective abolition of child labour (P5);
- and the elimination of discrimination in respect of employment and occupation (P6).

### *Objective*

4C Strategies supports the Global Compact principles on labour standards and follow Swedish laws on labour rights in all projects and at all locations. All employees are free to join trade unions of their choice and 4C Strategies supports all staff with practical arrangements in regard to meeting possibilities.

### *Performance Indicators*

4C Strategies works actively to promote gender equality at the workplace,

4C Strategies offers benefits that enable parents, mothers as well as fathers, to have the economical possibilities to take parental leave of absence.

### **Principle 7, 8 and 9 – Environment**

- Businesses should support a precautionary approach to environmental challenges (P7).
- Undertake initiatives to promote greater environmental responsibility (P8)
- and encourage the development and diffusion of environmentally friendly technologies (P9).

### *Objective*

4C Strategies supports the Global Compact principles on the Environment. We are well aware of our responsibility to society and we are committed to undertake and promote environmental responsibility. When we engage in business agreements, other parties are advised to follow the above described environmental principles. 4C Strategies uses, where applicable, environmental friendly ways of travel in all our business travels.

### *Performance Indicators*

4C Strategies has initiated a green program together with our landlord, which entails local recycling (4-5 fractions), green electricity and energy conservation (heating).

4C Strategies has numerous initiatives to limit staff's need to travel to work and/or between offices, e.g. phone-meetings, VPN-solutions, Microsoft Lync etc.).

4C Strategies intends to reduce air travel. All travel must be approved by a Business Area Manager.



## Principle 10 – Anti-corruption

- Businesses should work against all forms of corruption, including extortion and bribery (P10).

### *Objective*

4C Strategies supports the Global Compact principles on anti-corruption. Our contribution is also to encourage our clients and customers to adjust their activities to work against all forms of corruption, including extortion and bribery.

### *Performance Indicators*

4C Strategies is actively involved in an international training program on behalf of the Swedish International Development Cooperation Agency (SIDA) targeting private sector development and growth in developing countries (countries included are Kenya, Tanzania, Rwanda, Ethiopia and Uganda). A program runs during the course of 18 months and covers a range of topics, of which one is dealing with anti-corruption, fair labour practices and gender equality.

4C Strategies conducts detailed and regular inspection of all company representation; all bills from travels, dinner and drinks, gifts, conferences, fairs, exhibitions have to be approved by the Business Area Manager as well as the CEO.

4C Strategies actively works to comply in detail with our clients', be they state or private, non-corruption policies.



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Magnus Bergqvist, CEO 4C Strategies

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