



Lönnvägen 2
184 43 Åkersberga, Sweden

United Nations Global Compact Communication on Progress (COP)

AVTECH Sweden AB - 2012

"The ideals that are put forth as the principles of the UN Global Compact are the guidelines that the AVTECH Group continues to support and use to evaluate our progress. We view the principles as goals that are not achieved once and then forgotten, but rather a continuous process that we are committed to achieve. We work to ensure they are a key part of the core values that we follow on a day-by-day basis. We continue to be committed to the initiative."

David Alvord, CEO, AVTECH Sweden AB

Human Rights Principles:

The three companies comprising the AVTECH Group are located within the European Union; two of the companies in Sweden and the other in France. As the Group companies follow the Human Rights Principles mandated within their respective countries. Our associated company, AVTECH Middle East LLC, was established in the United Arab Emirates in 2012, and also follows the Human Rights Principles.

Thus, we must operate within the legal requirements of the states which follow the two principles:

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.

As the majority of our suppliers are presently European Union based and, thus, with the active protection of Human Rights within this area we are confident that we follow these two important principles.

Labour Principles:

The physical location of three of the companies within the AVTECH Group within the European Union, Sweden and France, and our associated company in the Middle East region, makes these principles a requirement.

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<http://www.avtech.se>

Additionally, we follow the principles to both attract the highest qualified individuals and we know that it greatly influences our ability to retain our employees. Plus, of course, they are the correct things to do.

Thus, we operate within the legal requirements of the states which follow each of the principles:

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.

Implementation:

A. As engineering in the field of Aviation is dominated by males AVTECH is mentoring an international female student on an international M.Sc. programme in Aerospace Engineering at the Royal Institute of Technology (KTH), in Stockholm. This adheres to one of our main goals, which is to create young professionals with an urge to work in our field.

B. In 2012 we successfully recruited more key staff to our head office and in this process we were able to bring the total number of females working for the AVTECH Group, either as employees or consultants, up to 4.

C. Due to the global outlook of our business, it has been a natural part of our recruitment process to achieve a highly multicultural representation of our workforce.

D. We apply flexible working hours in facilitating for employees with young children and family commitments.

E. We continue to actively look for qualified individuals of all groups so as to achieve a dynamic and effective blend of age, experience, qualifications, gender and ethnicity.

Environmental Principles:

Our core business is improving the environment within Air Traffic Management. We do this with providing both products and consultancy services that lessen the environmental impact of air operations.

Additionally, we take an active role in limiting the environmental impact that all of our own business operations create.

Thus, we support the three:

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



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friendly technologies.

Implementations:

A. In July of 2010 we were selected as one of only 14 companies to join the Single European Sky Air Traffic Management (ATM) Research (SESAR) Joint Undertaking as the Associated Partner to Airbus. This huge undertaking within Europe is focused on the lessening of the environmental impacts of aviation. Part of the requirement for working within this project is the self funding requirement of 50% of the costs (i.e. AVTECH contributes 50% of its standard costs in kind). One of the areas that we are assisting Airbus is with Work Package 16 on the environment. Additionally, of significance is that AVTECH is the only SME (Small Medium Enterprise) company working directly within SESAR.

B. We continue to promote the reduction of environmental load of aviation by participating with our own funding contribution in European Commission projects in the 7th Framework Programme project ALICIA.
<http://www.alicia-project.eu>
<http://www.sesarju.eu/>

C. We have an active recycling program for paper, plastics, glass and metals. We have a program for the replacement of all items with energy saving ones when available.

Greater than 90% of our revenue and 100% of our Research & Development is toward improving the environmental performance of air operations.

Anti-Corruption Principles:

We follow this principle in all parts of our business: customers, suppliers, and personnel practices. We do this not just because of the legal requirements within the countries we work, but because it is the right thing to do.

We support the:

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

We are pleased, both as a company and I personally, to continue as a part of the United Nations Global Compact, and to renew our commitment to the ideals expressed within the 10 Principles.

Most sincerely,
David Alvord
CEO

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