

## Communication on Progress 2011, UN Global Compact

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In 2011 Peter Viinapuu, CEO, MTR Stockholm AB signed the letter of commitment to support the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.

With this communication, we express our intent to advance those principles within our sphere of influence. We have during the year 2011 started the process to make the ten principles of Global Compact part of our strategy, culture and day-to-day operations, and support the Millennium Development Goals of the United Nations. In the future our GRI report will function as our COP but this year we report separately.

### **OUR PROGRESS 2011 - COP**

We support public accountability and transparency, and therefore commit to report our efforts and our progress.

### **HUMAN RIGHTS**

#### **Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and**

- We have trained station staff on how we can respond and provide service for passengers with special needs or disabilities.
- MTR Stockholm participated in the Pride festival<sup>1</sup> by having an information desk 2010. During the festival extra customer service hosts were placed at Zinkensdamm, the nearest subway stop.

#### **Principle 2: make sure that they are not complicit in human rights abuses.**

- Equal treatment plan has been developed and is currently under internal referral. The plan covers human rights in the company.
- UN Convention on the Rights of the Child is a part in basic training for new employees. During 2010 a book about what children think about and how they perceive the metro: "En gång träffade jag en snäll..."<sup>2</sup> in order to help us as a company work with the child's perspective in daily operations and help them in their way when they go by subway.
- Cooperation with non-profit organization Mentor to support efforts to prevent violence and drug use among adolescents. Some employees volunteer as mentors / support persons for young people who face choices in life.

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<sup>1</sup> Pride festival: A week long happy festival for gays, bisexuals, transgender people and others who support this culture. The festival also aims to raise awareness and support rights in society for these persons. The festival ends with a happy parade through the city of Stockholm.

<sup>2</sup> Titel in English "Once I met a nice subwaydriver named Erik"

## **LABOUR**

### **Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;**

- According to Swedish labor law is freedom of association for employees. MTRS complies to Swedish law. MTRS has collective bargaining with each of the three major unions in the workplace.
- During the year, the forms of the regular forums between the unions and the employers MTRS has been developed in order to improve the dialogue. These forums handel both organizational issues and individual cases.

### **Principle 4: the elimination of all forms of forced and compulsory labour;**

- According to Swedish labor law forced labor is prohibited. MTRS complies to Swedish law.

### **Principle 5: the effective abolition of child labour; and**

- Child labor is regulated in Swedish law. MTRS complies to Swedish law.

### **Principle 6: the elimination of discrimination in respect of employment and occupation.**

- Transparent recruitment process where all jobs and requirements are public. All employees may apply and a general test is performed by all applicants. The test is the same for all.

## **ENVIRONMENT**

### **Principle 7: Businesses should support a precautionary approach to environmental challenges**

- We undertake actions in order to reduce our impact on the environment. For example focus this year has been the use of potentially hazardous chemicals. In our environmental programme yearly goals are set and are monitored. The environmental goals are based on our five major environmental aspects.

### **Principle 8: undertake initiatives to promote greater environmental responsibility; and**

- A web-based training on environmental issues in general and the company's environmental footprint has been published on our intranet for all employees.

### **Principle 9: encourage the development and diffusion of environmentally friendly technologies.**

- During the year the ATO (Automatic Train Operation) started to be introduced. One effect of this is that the subway trains running more energy efficient.

## **ANTI-CORRUPTION**

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

- MTRS Ethical regulations is available to all employees on the intranet.
- Dialogue between the departments HR and financial state of the applicable areas of risk and risk employees.
- An improved purchasing operation has been started by reorganizing and recruiting of a purchasing manager. This new role at MTR Stockholm were in place in the beginning of 2012
- Only the CEO and CFO have permission to sign the agreement.