

General

This Communication on Progress (COP) covers the period from April 2011 to April 2012.

Statement of continued support by the Chief Executive Officer (CEO)

April, 2012

To our members:

I am pleased to confirm that Econa reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our strategy, culture and daily operations. We also commit to share this information with our members using our primary channels of communication.

Sincerely yours,

Tom Bolstad
CEO

Human Rights 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.

Assessment, Policy and Goals

Econa is the Norwegian association for "siviløkonomer" and others with a master's degree in fields related to management, economics and business administration. Econa has 18.000 members, of whom 3.500 are students at Norwegian and international business schools.

- To promote high professional standard and greater attention to ethics amongst members.
- Secure good salary and employment conditions for our members.
- Secure high standard of educational institutions within the field.
- To promote research in the field of economy and administration.
- Motivate members to engage in questions related to society from an economic perspective, as well as humanistic and cultural issues.

Econa is a non-profit organization.

We have a profound knowledge and broad experience in the field of human rights, labour conditions, gender, health and safety.

The respect for human rights is integrated in both the internal and external operations of the organization.

Econa has its own Ethics Committee consisting of committed members. Ethics is one of the core values adopted of the Organization.

Implementation

Econa respects and protects human rights in its daily operations.

Econa is a Norwegian organization whose activities solely are in Norway, and it is unlikely that we will see violations of human rights.

Measurement of outcomes

Econa has received no complaints from employees, business partners or members in relation to (potential) human rights violations, nor was the organization involved in any human rights incidences before or during the reporting period.

Because of the scope of our activities and the limited number of employees (20), an external audit on human rights performance is not required.

Labour 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

Assessment, Policy and Goals

Econa is a Trade Union for graduates in the fields related to management, economics and business administration.

Econa recognise all required labour rights, including non-discrimination and equal opportunities, the freedom of association and right to collective

bargaining, workplace health and safety, as well as conditions of employment and work (wages, working hours, leave, benefits etc).

Implementation

Econa has an Ombudsman representing the employees, and an employee handbook. We have health and safety procedures and procedures for notification of violation of the rules.

Econa take part in Nordic and European organisations working for the same values.

Furthermore Econa has its own Diversity Committee who shall identify and highlight issues and challenges when it comes to diversity that are considered relevant for Econas members in their profession, and to generate enthusiasm among the members in respect of the relevant issues.

Measurement of outcomes

Econa has received no grievances or complaints from employees or others in relation to (potential) labour rights violations, nor was the organization involved in any labour rights incidences before or during the reporting period.

Furthermore, our organization has been active in promoting labour rights within the activities of our business partners, members and clients by advising them on human rights issues and measures to respect, protect and promote labour rights.

Because of the scope of our activities and the limited number of employees (20), an external audit on labour rights performance is not required.

Environmental Principles

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 friendly technologies

Assessment, Policy and Goals

Econa has its own Committee for Sustainability. This Committee shall identify and highlight issues and challenges when it comes to sustainability and the creation of value that are considered relevant to Econas members in their industries, and invite to commitment among the members in the relevant issues.

The Committee shall give input and suggest the shape of and content of the Association's Central and local work in this area.

The Committees long-term goal is to help Econa, on behalf of the economists, to participate in the social debate on creation of value with a focus on sustainable development, affecting their own members and commercial life to

change attitude to sustainable value creation. Econa will argue that value creation in the future should happen in a more sustainable way than today – and that there are long-term profitable, and to demonstrate that economists as the professional group, and Econas members contribute to the community's value creation in a sustainable way.

Implementation

The mandate of the Committee for Sustainability is carried out through an action plan that suggests focus areas, which are to be accepted and followed up by the Managing Director and the line.

The Committee will also cooperate with other actors in this area.

Measurement of outcomes

The Committee of Sustainability have recently started up their work so we could not yet report on concrete results.

Anti-Corruption Principles

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

Assessment, Policy and Goals

There are strict guidelines for personnel on how to act in case of bribery or extortion. Integrity is a vital part in the Human Resource policy as well as the Code of Conduct of Econa. The personnel of Econa cannot accept any form of corruption. Therefore, neither employees nor members of the management team accept remuneration outside of the agreed quotation unless it is formally agreed upon.

Implementation

Econa has a thorough anti-corruption policy.

Measurement of outcomes

There have been no cases of corruption in the line of our work.