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## 4C Strategies AB Communication on Progress 2012

## 4C Strategies AB's Annual Communication on Progress 2012

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### Executive statement

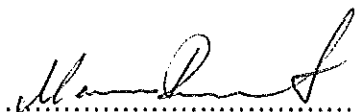
4C Strategies is a leading provider of solutions and services within Risk Management, Business Continuity Management and Crisis Management. We often employ simulation exercises and other experience based training to develop and sustain our clients' skills. 4C Strategies has two offices in Sweden and one in London, UK, and conducts business worldwide.

Our clients are private, public and other organisations from the following Business Areas: Energy; Government; Financial Services; Manufacturing; Military and Enterprise (the latter includes for instance Transport, Telecom, IT and Retail). Each Business Area is led by a Business Area Manager, who has P&L and personnel responsibilities. 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 participation in ISO TC223 and other working groups, we are and have been 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 systematically supports, adheres to, and are committed to the ten principles of the United Nations Global compact. We come into contact, directly or indirectly, with these principles in a number of ways, for instance:

- We abide with all applicable laws and regulations (Sweden, UK).
- We conduct annual and semi-annual reviews, in the areas of HR, financial performance, products/services and quality (ISO 9001).
- 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 follow, and are since last year certified according to, ISO 9001:2008.



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Magnus Bergqvist, CEO 4C Strategies

Stockholm 18.12.2012

## Actions and Outcomes

### 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).

#### *Performance Indicators / Practical Actions*

4C Strategies flags and escalates early warnings or problems related to human rights to our management, in line with our core values and our system for quality assurance (ISO 9001:2008). For instance, we conduct a yearly Staff Satisfaction Survey where we intercept potential problems related to human rights and discrimination.

4C Strategies has a “zero tolerance” attitude towards any form of discrimination. Any complaints of discrimination or acts of harassment would be taken extremely seriously and investigated.

#### *Outcomes*

We have not had a formal complaint nor any indication from our Satisfaction Survey that Human Rights are not fully respected. The results from the last Survey gave us a score of 4.54 (out of a maximum 5), with the industry benchmark (Swedish index) at 3.90, on whether the employees feel that the workplace is free of mobbing, discrimination and sexual harassment.

We are currently working on a pro-bona basis with Systerjouren Somaya ([www.somaya.se](http://www.somaya.se)). The Sisters' Shelter Somaya is a non-profit organization which operates shelters for both women and girls. They are the first and only shelter that has more than ten years of experience and knowledge of how it is to be a victim of violence and to have a different ethnical background than Swedish in Sweden. 4C Strategies supports Systerjouren Somaya in the development of their risk management skills in order to enable them to become even better at protecting and helping their clients.

Lastly, we have doubled the number of women (from 2 to 4) on our management team during 2012.

### 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).

#### *Performance Indicators / Practical Actions*

4C Strategies fully supports and adheres to the strict laws (of UK and Sweden) pertaining to the freedom of association and labour practices, and actively works to promote equality at the workplace.

4C Strategies offers economic benefits over and above the level stipulated by Swedish law to employees wishing to take parental leave of absence. The government level is 80% of your normal salary (pre-tax), while 4C Strategies offers 90%.

#### *Outcomes*

We have not experienced a single labour related issue.

## 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).

### *Performance Indicators / Practical Actions*

4C Strategies subscribes to a green program run by our landlord, which entails local sorting (4-5 material fractions) by ourselves, use of 100% green electricity (fossil free production) 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 strives to reduce air travel. All travel must be approved by a Business Area Manager.

### *Outcomes*

We now use 100% renewable energy at the Stockholm office.

Air travel's share of total travel expenses is down 8% in 2012 compared to 2011. However, a significant potential for further reduction is deemed possible.

## Principle 10 – Anti-corruption

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

### *Performance Indicators / Practical Actions*

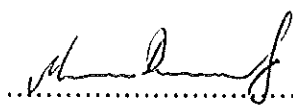
4C Strategies continues to participate in an international training program on behalf of the Swedish International Development Cooperation Agency (SIDA) in 5 African countries. A program covers a range of topics, of which one is dealing with measures for anti-corruption, fair labour practices and gender 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, and must be presented with a legal receipt or else the employee is not reimbursed.

4C Strategies actively works to fully comply with all our clients' non-corruption policies.

### *Outcomes*

We have not experienced a single corruption related issue, formally or informally.



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Magnus Bergqvist, CEO 4C Strategies  
Stockholm 18.12.2012