

---

## 4C Strategies AB Communication on Progress 2009

## Executive statement 2009

4C Strategies is a leading provider of solutions and services within Risk Management, Business Continuity Management, Crisis Management and Exercise Management. 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 Malmö, Stockholm, Copenhagen and Stavanger 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.

We offer services and products within four different practice areas: Risk Management, Business Continuity Management, Crisis Management, and Exercise Management. Each Practice Area is led by a Practice Area Manager. Our clients are private, public and non-governmental organisations in the following Business Areas: Government; Military and First Responders; Process and Manufacturing; Transport, Logistics and Telecom; Energy, Retail and Entertainment; and Financial and Professional Services. Each Business Area is led by a Business Area Manager. 4C Strategies managerial level is directed by the Board of Directors and a management team consisting of a Chief Executive Officer (CEO) supported by a Chief Financial Officer (CFO), a Chief Sales Officer (CSO), a Chief Systems Development Officer (CSDO) and a Chief Delivery Officer (CDO).

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 contribute to the development of ISO-standards in risk and continuity management.

# 4C Strategies AB Declaration of Compliance with the Ten Principles of the United Nations

---

## The UN Global Compact

The way 4C Strategies work with and relate to the ten principles of the United Nations Global compact is described below.

In order to disseminate knowledge and raise awareness of the Global Compact principles, and to make our efforts to comply with those principles even more tangible, 4C Strategies conducts a company-wide annual review on our work with the principles. During this review session our staff will learn about the principles in greater detail, report on related achievements over the year, work actively with optimizing our targets, schedule actions for achieving those targets, and set performance indicators.

Our annual review ensures that we constantly improve our compliance with the Ten Principles.

### 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 support the Global Compact principles on human rights. We actively support these 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*

At 4C Strategies, our ethical policy shall be a continuous part of our work. Therefore we maintain a constant dialogue about our vision and our values.

We instantly 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 (Rational Unified Process).

4C Strategies does not tolerate any form of discrimination. Any complaints of discrimination 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 support 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. We also help our vendors and customers to adjust their activities towards sustainable businesses and an increased awareness on the benefits of diversity. Sub-contractors etc. are also advised to follow these principles.

### *Performance Indicators*

4C Strategies works actively to promote gender equality at the workplace. We have recently recruited and promoted several women; as a consequence we have improved our equal gender representation on senior management level.

4C Strategies offer benefits that enable that parents, mothers as well as fathers, have the economical possibilities to stay home and take care of their newborn children; this in order to eliminate discrimination between men and women.

4C Strategies actively seek clients that comply with our principles for fair and just labour rights and strive for abolition of child labour.

## **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 support 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 use, where applicable, environmental friendly ways of travel in all our business travels.

### *Performance Indicators*

4C Strategies has numerous initiatives to limit staff's need to travel for work. Staff is also encouraged to find more efficient ways of commuting. We intend to reduce air travel, wherefore we monitor all company air travel and all travels must be approved by a Business Area Manager.

Amongst other things, 4C Strategies have installed online communicators at our offices to facilitate communication and to reduce the numbers of journeys between the offices. Instead of the monthly physical office meetings between our offices in different locations, our monthly meetings are now conducted via videolink. This in order to reduce harmful impact of travelling on our environment.

## Principle 10 – Anti-corruption

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

### *Objective*

4C Strategies support 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 conduct 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, the Line Manager as well as the CEO.

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

.....  
Andreas Hedskog, CEO 4C Strategies

Stockholm 02.11.2009