




I am pleased to confirm that TEMP-TEAM Finland Oy 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 business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Country Manager
Mr. Martti Kangas



Signature

Place and date of signature:

Helsinki, November 11th 2013



Human Rights

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

Principle 2: Make sure that they are not complicit in human rights abuses.

<p>Assessment, policy and goals <i>Description of the relevance of human rights for the company (i.e. human rights risk-assessment). Description of policies, public commitments and company goals on Human Rights.</i></p>	<p>TEMP-TEAM supports the Universal Declaration of Human Rights. We respect the Human Rights within our sphere of influence and operate our business in a transparent and trustworthy way.</p>
<p>Implementation <i>Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.</i></p>	<p>TEMP-TEAM has an open door policy for anyone to approach the management with complaints about any unfair treatment.</p>
<p>Measurement of outcomes <i>Description of how the company monitors and evaluates performance.</i></p>	<p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles 1-2 during the past year.</p>

Labour

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

Principle 6: The elimination of discrimination in respect of employment and occupation.

<p>Assessment, policy and goals <i>Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.</i></p>	<p>TEMP-TEAM is a member of the Private Employment Agencies' Association HPL which is the employer and industry association for companies providing private employment services. We follow existing Finnish labour law and collective agreements. Any employee is free to join a trade union of their choice and we respect collective bargaining.</p> <p>TEMP-TEAM has policies in regards to equality, discrimination, work environment and safety related issues. We encourages gender equality and do not accept discrimination, forced labour or child labour.</p> <p>We are committed to ensure the best possible conditions and work environment for our employees and our goal for next year is to evaluate areas that can be improved. Private medical care is offered both internal and outsourced staff in Finland.</p>
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<p>Implementation <i>Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.</i></p>	<p>Changes in the law and collective agreements are communicated in the organization.</p> <p>Our contracts and personnel handbook clearly state the conditions for employment such as salary, sick-pay, vacation, insurance, benefits and other rights in regards to the employment. Every year the management conducts interviews with each employee to follow up on performance, training, work environment, health etc. An internal anonymous job satisfaction survey for the group is sent out annually to improve the working conditions and wellbeing at work.</p>
<p>Measurement of outcomes <i>Description of how the company monitors and evaluates performance.</i></p>	<p>We have been re-approved as an authorized recruitment company for 2014.</p> <p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles 3-6 during the past year.</p>

Environment

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

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

<p>Assessment, policy and goals <i>Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.</i></p>	<p>At TEMP-TEAM we believe that an active environmental profile is a sound mode of operation for all types of organizations and businesses. Operating as a service company our environmental impact is limited. In areas where we have the influence we continuously work to improve our environmental performance.</p> <p>We follow strict Finnish environmental laws and we have developed an environmental policy as a guide to further minimize our negative affect on the environment.</p> <p>The staff is encouraged to travel efficiently and with the use of public transportation when possible.</p>
<p>Implementation <i>Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.</i></p>	<p>Our aims for the coming year:</p> <p>Invest in a more environmentally friendly car park.</p> <p>Increase the use of e-invoicing to decrease the volumes of paper invoices sent to our clients in Finland and abroad.</p>



<p>Measurement of outcomes <i>Description of how the company monitors and evaluates environmental performance.</i></p>	<p>The environmental policy has been communicated in the organization with greater awareness of our environmental impact and a more active dialogue.</p> <p>During the last year we have increased the use of public transport for our meetings and improved the usage of the existing car park.</p> <p>We have implemented recycling in our offices.</p>
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Anticorruption

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

<p>Assessment, policy and goals <i>Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.</i></p>	<p>TEMP-TEAM has a strict zero tolerance policy against corruption, bribery or extortion.</p> <p>Compared to most countries the level of corruption in Finland is very low. To limit the risk even further we have policies for representation and purchases.</p>
<p>Implementation <i>Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.</i></p>	<p>All employees are continuously informed on the company policy and legislation in this area.</p> <p>All invoices, representations and book keeping procedures are handled and approved by our externally authorized partner.</p>
<p>Measurement of outcomes <i>Description of how the company monitors and evaluates anti-corruption performance.</i></p>	<p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles nr. 10.</p>